

Newsletter Date

Volume 1, Issue 1

Communications Team

- Cindy Lynk
- Deanna Saragosa
- Pat Kelly

Member Spotlight



Jason Sutheimer is our IAWP member spotlight for this issue of The Pulse. Jason is a newer member of IAWP; joining us in 2017. He is the Human Resource Director for Job Service North Dakota. Some of the challenges he faces in Human Resources are pay equity, disciplinary issues and culture change. He has been excited with how fast things have changed for the better in the short time Michelle has been the director because of her extensive knowledge and the upbeat approach she takes with our agency.

A few of the reasons he enjoys being in Human Resources are that there are so many aspects to his

profession. It's very complex and he likes being a part of all facets which includes being knowledgeable with many legal issues, knowing business strategic planning, and working with employees directly. He enjoys being an advocate for his business as well as an advocate for people. He likes the interesting dynamic to find the bridge to bring the two together, to identify the line to keep them separate, and of course the challenge of finding a healthy balance.

Jason has been married to Andrea for 13 years and together they have 2 daughters, Anya and Brynlee, and 1 son, Koy. They have 2 dogs named Squirt and

Chester. Jason and his family enjoy hunting, fishing and camping. Most of his free time is spent with his very busy and active children. They play volleyball, basketball, baseball, and fast pitch softball. They also swim competitively, participate in Boy Scouts, sing in choir, and take piano lessons. Jason volunteers coaching youth basketball and baseball. And if that weren't enough, Jason also enjoys playing basketball in the winter and softball in the summer.

President-Elect Position Open

The board is looking for a member that is interested in serving as the President-elect for 2018-2019. This is a 3 year commitment but it does have its rewards. The President-elect is sent to the [International Workforce Development](#)

Conference as part of their orientation to serving on the board. This is a great learning and networking opportunity for any member.

The first year is a year of learning, the second year you'll serve as the Chapter President,

and the third year is an advisory period offering guidance to the new President-elect.

If you are interested in this position or know of a fellow member that might be interested, please contact Tammy Barstad at tbarstad@nd.gov

Executive Board

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- VACANT, Pres-elect
- Shawn Surface, Treasurer
- Cindy Lynk, Exec Sec
- Susan Ogurek, West Rep
- Sandy Eichhorn, East Rep
- Elaine Wentz, Central Rep
- Mike Misialek, Retiree Rep
- Nathan Kimball, Webmaster
- Merlin Beto, Past Pres

Special Points of Interest

- Request for nominations for the 2018-2019 board will be out soon.
- Educational funds available; contact the Learning Tree committee.
- [2018 Workforce Development Conference](#) June 17-20 in Cincinnati



Break time and reading rejuvenates your mind; so take a break, and read *The Pulse* today!

President's Coffee Chat by Tammy Barstad

Spring? A couple of weeks ago the weather was beautiful and I was looking forward to spring. Now I'm beginning to wonder just how long winter is going to hold on...brrr.

A year ago North Dakota's chapter of workforce professionals had a handful of members actively planning for our ND Chapter, today, there are almost two dozen people actively involved in the planning steps that make this a better association. Thank you to the members who are involved on one of the committees or who serve on the board. Your contributions of time and ideas make member benefits valuable.

Elections are just around the corner.

There will be several positions available on the board, including president elect. Would you like to increase your leadership skills? This opening may be the opportunity for you to stretch and grow your skills. Becoming involved as an active member can make a big change in you and prepare you for leadership within Job Service.

The 2018 Workforce Development Conference will be held in Cincinnati at the historic Hilton Cincinnati Netherland Plaza June 17-20, 2018. Kick off your learning with Josh Davies, CEO of the Center for Work Ethic Development, who possesses a deep understanding of the critical role of engagement and volunteerism locally and nationally. Enjoy a stay at the historic Hilton Netherland Plaza, our host hotel, a shining example of French Art Deco and

one of the acclaimed Historic Hotels of America. The 2018 Workforce Development Conference is attended by hundreds of workforce professionals from across the nation and abroad. Specialized educational programs presented by industry trendsetters are offered across four days alongside networking functions for a comprehensive conference experience. Sponsorships and advertisements are available workforce partners looking to reach a diverse group of workforce professionals. For additional information and to register: <https://jawponline.org/conference/>

Becoming involved as an active member can make a big change in you and prepare you for leadership within Job Service.

Business Leaders Say They Are Fundamentally Rethinking Their Future Workforces

By [Steve Bent](#) on February 20th, 2018 in [Featured](#)

The findings in [C-Suite Challenge™ 2018](#) result from a survey of over 1,000 business leaders about the top challenges facing their organizations in 2018, and their strategies for meeting those challenges. Attracting and retaining talent ranks as the foremost concern not only among CEOs but also the rest of the C-Suite, including CHROs and CFOs.

“To cope with worker and skill shortages down the road, this year’s survey results tell us that organizations are fundamentally rethinking the composition of their future workforces,” said Rebecca L. Ray, report co-author and Executive Vice President, Knowledge Organization at The Conference Board. “Nearly 80 percent of CHRO respondents foresee greater use of contingent non-traditional employees.

Moreover, three-quarters of them anticipate a rise in digital labor solutions such as robotic process automation.”

A desire for organizational cultures that are inclusive, engaged, high-performance, customer-focused, and resilient is signaled throughout the responses to this year’s survey. The desire for a “culture of innovation” ranks as the number-one innovation strategy in every region (Asia is the one exception, where it is third), every industry, every size company, and among CEOs and C-Suite executives alike. Also, the report finds the impact of the New Digital Economy is clearly being felt in the daily processes and practices of organizations, and through the emergence of new competitors from every part of the globe.

HOT-BUTTON ISSUES IN 2018

The report also asked business leaders about their “hot-button issues” – issues that will require a special focus this year. Some of the key findings include:

- **Fear of a global recession has plummeted.** For 2017, CEOs globally ranked it as their number-one concern; for 2018, they moved it down to their 19th. However, CFOs are more concerned than CEOs about a global recession. They ranked it as their 7th top concern.

To read the full article click [here](#).

25 Buzzwords That Make Smart People Look Stupid

Published March 20, 2018, Dr. Travis Bradberry Coauthor EMOTIONAL INTELLIGENCE 2.0

At first, euphemisms surfaced in the workplace to help people deal with touchy subjects that were difficult to talk about. Before long, they morphed into corporate buzzwords that expanded and took over our vocabulary until our everyday conversations started sounding like they're taking place on another planet:

Listen Ray, I don't have the bandwidth for it with everything that's on my plate, but ping me anyway because at the end of the day it's on my

radar and I don't want to be thrown under the bus because I didn't circle back around on this no-brainer."

I understand the temptation. These phrases are spicy and they make you feel clever (*low hanging fruit* is a crutch of mine), but they also annoy the heck out of people.

If you think that you can use these phrases without consequence, you're kidding yourself. Just pay close attention to how other people react to your using them, and you'll see that these phrases

don't cast you in a favorable light.

After all, [TalentSmart](#) has tested the emotional intelligence of more than a million people and one of the biggest need areas for most people is social awareness. Most of us are so focused on what we're saying and what we're going to say next that we lose sight of how our words affect other people.

So give these words a read, think of how often you use some of them, and see if you can catch yourself *before* you use

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Federal Bonds Available

Job Service North Dakota has federal bonds available for use by business who hire individuals with an at-risk background. The bonds are free to the business and there is no paperwork required, just a telephone call. Job Service takes care of contacting the insurance company who issues the bond.

Each bond provides \$5,000 coverage and protects the business in case of any loss of money or property. Please see the website and brochure below for more information.

[The Federal Bonding Program | Job Service North Dakota](#)

<https://www.jobsnd.com/sites/default/files/JSND6182-Federal-Bonding-0118.pdf>

If you have any further questions, please contact your local Job Service Office or contact Ruth Lacher at rlacher@nd.gov or (701) 328-3034.

This program assists "at-risk" job seekers who may have a risk factor in their personal background.



Retiree Corner

by Mike Deisz, Former JSND Executive Director

Marcella and I took our winter trip to Laughlin in mid-January. We flew to Laughlin, NV and spent a few days there. We rented a car and drove to Phoenix to spend a few days visiting my brother (age 94) and his wife, still in their home. Also visited friends who spend their winters in Arizona. We drove to Las Vegas from Phoenix and spent three more days there before flying back to Bismarck. While in Las Vegas, we spent an afternoon with one of Marcella's girlfriends and had an enjoyable visit with her. Did some gambling on the trip—My

memory isn't what it used to be—Can't remember if I won or loss—Probably lost.

I will be conducting a 6 hour seminar in Minot on March 20th. Also joined Toastmaster again after a 35 year absence. I am more than a bit rusty—but enjoy the experience.

Marcella recently underwent surgery which was successful. She is recuperating nicely.

Our next trip will be to College Station, Texas where my granddaughter Alex will be graduating from Texas A&M in May. Two of my daughters teach at

Texas A&M. My third daughter lives in Plano, TX where she will be an Assistant Principal next year.

We haven't finalized our plans yet. However, we will be renting a car in College Station and traveling to San Antonio and hopefully to New Orleans as well.

Retirement is going well. Still have an opportunity to coffee with some of the other retirees at Hardees in Bismarck every Thursday.

25 Buzzwords That Make Smart People Look Stupid continued

(Continued from page 3)

them again.

Have some fun with it, because at the end of the day if you don't hit the ground running you can always go back to the drawing board and get the ball rolling...

- Think outside the box
- Thrown under the bus
- Reinvent the wheel
- Get the ball rolling
- No brainer

- Elephant in the room
- Apples to apples
- Win-win
- Back to the drawing board
- Hit the ground running
- On my plate
- Low hanging fruit
- Let's touch base
- Get my manager's blessing
- It's on my radar
- Ping me
- I don't have the bandwidth

- Par for the course
- Bang for your buck
- Synergy
- Move the goal post
- Circle back around
- All hands on deck
- Take this offline

Which phrases are your pet peeves?

Technology-driven Worker Dislocation: A Persistent Challenge in Need of Solutions

Published February 7, 2018, Carl Van Horn, Distinguished Professor of Public Policy

The potential impacts of robotics, artificial intelligence, and digital economy technologies on American workers raise alarming questions. Which occupations will survive? Which workers will be the winners and losers? Will jobs disappear? As we consider these questions, it is essential to recall lessons from previous cycles of technology-driven worker displacement throughout American history.

In the early 20th century, the

mechanization of farming and assembly line production of automobiles and other durable goods eliminated and created job opportunities by the millions. Toward the end of the 20th century, robots began replacing assembly line workers and personal computers wiped out millions of jobs. Today, advanced software, smart phones, the Internet, and cognitive computing are disrupting retail, media, transportation, education, and health care industries.

With each wave of technology — from the steam engine to cloud computing — [dire predictions about the scope and characteristics of workforce disruptions have often been exaggerated](#). Our crystal balls are cloudy because we cannot estimate the true extent of economic change, how workers and businesses will adapt, and the new opportunities and enterprises that will emerge.

To read the full article click [here](#).

What Americans Think of Apprenticeship

Published March 14, 2018, Iris Palmer, Senior Policy Analyst at New America

Quick. What do both parties agree on? That's right. Almost nothing. But apprenticeship is a rare area of bipartisan agreement. Governors from both parties have worked to increase the number and diversity of apprenticeship programs. On Capitol Hill, there are bipartisan bills aimed at strengthening apprenticeship. The current administration and the last administration agree on little else, but both

have endorsed apprenticeship.

Even with clear political support, no one had asked what the American public thinks about apprenticeship. To close that gap, New America [worked](#) with Lake Research to survey over a thousand people on how they perceived these

programs. What we found was what politicians already seem to know: apprenticeship enjoys significant bipartisan support. Not only that, Americans agree apprenticeship should have *additional government funding*.

To read the full article click [here](#).

Eighty-three percent of respondents supported increased government funding to support apprenticeship.

SUDOKU Puzzle Challenge

3							8	1
	8						5	3
		2	6	8	3			
		7	9	1		3		
	6						7	
		3		2	4	5		
			1	9	2	4		
2	1						3	
6	4							9

To solve a Sudoku puzzle, place a number into each box so that each row across, each column down, and each small 9-box square within the larger diagram (there are 9 of these) will contain every number from 1 through 9. In other words, no number will appear more than once in any row, column, or smaller 9-box square. Working with the numbers already given as a guide, complete each diagram with the missing numbers that will lead to the correct solution.

Getting Started:

Look at the 9th column of the example puzzle. There are clues in the puzzle that will tell you where in this column the 3 belongs.

EXAMPLE

		7	9					1
	2	3	8			6	7	
		6		2	7			
	7	8		5				
	5		2		6		3	
				1		9	5	
			6	3		8		
	8	4			9	2	1	
2				1	3			

The 1st clue is in the 8th column of the diagram. There is a 3 in the 5th box. Since numbers can't be repeated in any 3x3 grid, we can't put a 3 in the 4th, 5th, or 6th boxes of the 9th column.

We can also eliminate the bottom 3

boxes of the 9th column because there's a 3 in that 3x3 grid. Therefore, the 3 must go in the 2nd or 3rd box of the 9th column.

The final clue is in the 2nd row of the diagram, which already has a 3 in it. Since numbers can't be repeated within a row, there's only 1 box left for the 3 – the 3rd box of the 9th column.

Continue in this manner, using the same type of logic and elimination, until the puzzle grid is completely filled in.

Good Luck!!!

From Good Time Sudoku - March 2018, PennyPress



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**[We're on the Web!
iawpnd.com]**

Our Mission

The North Dakota Chapter of the International Association of Workforce Professionals (IAWP) is dedicated to providing networking and professional development opportunities for members to seek solutions to workforce issues.

Our Vision

To provide educational and training opportunities for our membership, to enhance the workforce development profession and to ensure the success of our respective agencies/organizations.

The North Dakota Chapter of the International Association of Workforce Professionals (IAWP) is a non-profit professional organization. The North Dakota Chapter is part of the IAWP worldwide organization which represents more than 13,000 professionals who have a common interest in workforce systems. IAWP members receive the tools and resources they need to effectively contribute to the workforce development system. By providing relevant education, timely and informative communication and valuable findings of pertinent research, IAWP equips its members with knowledge, information and practical tools for success.

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