

The Pulse

Quarterly News

Workforce Professionals ND Chapter

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Communications Team

- Cindy Lynk
- Deanna Saragosa
- Pat Kelly

Member Spotlight



Our member spotlight for this issue is Deanna Saragosa. Deanna has been a member of IAWP for 5 years. She works in the Information Technology department for Job Service North Dakota.

Deanna is an avid softball player and has been playing for 42 years. She plays at the highest level in North Dakota and has played in over 90 games this summer alone. She has played in 12 different states, won 6 McQuade's championships, several state titles, and earned her first national title this summer in the National Masters tournament where she also received an all-tourney award. She has

been inducted into the United Tribes Legends Hall of Fame in 2014.

Deanna has two kids. Her son Jordan is 18 and a freshman in college. Her daughter Casey is 17 and a senior in high school. Jordan is a traveler and has already been to 4 countries! He went SCUBA diving in Belgium. Stayed with friends in The Netherlands and explored both The Hague and Amsterdam. He also stayed in Germany and visited Hamburg and Cologne. On his 18th birthday he had a glass of champagne on the top of the Eiffel Tower! Casey

shares Deanna's love of softball. They play on two different slow pitch teams and they travel together during the summer playing softball tournaments around the state and country. She plays varsity fastpitch for the Legacy High Sabers and will be continuing her fastpitch career next fall as she heads off to college in Kansas.

Deanna loves to read, geocache, spending time at the gym, and trying new things. She is a proud Aunt to Riley who is 2 1/2 years old and she loves to visit her in Illinois any chance she gets. Deanna has 2 cats. Pebbles and Buttercup are both rescue cats.

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Special Points of Interest

- ND chapter newsletters are published on International's [website](#)
- Interested in attending the 2019 International Workforce Development [Conference](#)? Consider serving as our chapter's President-Elect.

Safety Tips for Getting a Lift

By Beth Warford | Aug 12, 2018 | [prettyloaded.org](#)

The recent violence in the news that has happened to people hiring a ride-share like Uber and Lyft has been shocking to say the least. The news stories that reports on these incidents can cause even more feelings of fear. [This site](#) will give you more information

on ride-share's problems and associated crime.

There are over 15 million rides in a taxi or ride-shares in a day and many people use this while they are traveling as well as at home. You need to know these following valuable tips because it will make all the

difference in your safety Take a moment and imagine the following scenario. . . .

Click [here](#) to read the full article from [prettyloaded.org](#)





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

President's Coffee Chat by Tammy Barstad

Happy New Year!

New Year resolutions – I hate them. Every year I make a few, the usual – lose weight, get more exercise, win the lottery, etc. It reminds me of something a former boss told me, everything takes baby steps. There's no magic formula here. It's life, it's complicated and simple at the same time. It's up to me and how much I really want it – except winning the lottery, I REALLY want to win the lottery but may never do that without a

little magic. Reaching goals is really just a game. If I want it, I have to play. I may not win every time but eventually I'll learn the strategy that works for me and achieve more of the successes I desire.

So, baby steps, start something. Take a baby step, pause for a minute or two to think about it then take that first step to move forward. It's just a step, not a marathon.

It's still the first week of the new year and I'm thinking I'll take a baby step with a couple of new resolutions: be sure to laugh every day and journal something I'm grateful for

each week.

So, as you continue your journey through this life I wish for you success with your resolutions. Believe in yourself and take the baby steps.



Happy New Year

2019

Wage Gaps and Outcomes in Apprenticeship Programs The Effects of Gender, Race, and Region

By Daniella Zessoules and Olugbenga Ajilore | Dec 12, 2018 | Center for American Progress

Policymakers frequently approach the question of developing the workforce to meet the needs of the 21st century. Despite today's historically low unemployment rates, wages for typical workers have barely budged for decades.¹ While productivity has increased, gains have largely trickled to the richest Americans, exacerbating persisting income inequality and painting an ominous picture of middle-

class living standards.² Furthermore, gaps in both wealth and income by race and gender have caused disproportionate labor market penalties for certain groups. Wage gaps and growing income inequality along racial lines have persisted despite higher educational attainment. For example, earning a bachelor's degree or higher has not proven to reduce either the black-white or the Latinx-white wage gap.³

Meanwhile, employers are spending less on worker training than they used to. And too often, the training that they do provide is firm-specific, meaning that those skills do not translate well to other firms.

Registered Apprenticeship programs, which have bipartisan support, aim to address this issue by connecting Americans to decent-paying jobs. . . .

Read the full article [here](#).

The HIRE Vets Medallion Program - Recognizing Commitment to Veteran Careers

By Marlys Morgenstern | Veterans' Employment and Training Service (VETS)



The HIRE Vets Medallion Program is the only veterans hiring award at the federal level. Its criteria allows for the highest level of recognition for employers who are committed to veteran careers, including recruiting, employing, and retention. These employers set an example for other employers of the importance of prioritizing and encouraging successful veteran hiring and retention. The award signals to veterans that an employer is committed to and supports our Nation's heroes.

The Honoring Investments in Recruiting and Employing (HIRE) American Military Veterans Act, signed into law in 2017, created the HIRE Vets Medallion Program.

U.S. Secretary of Labor Alexander Acosta states "To earn a HIRE Vets Medallion Award, job creators must demonstrate a solid commitment to

providing veterans with the opportunity to build a meaningful career. This program recognizes a standard for excellence in veterans hiring, and helps veterans identify employers who are committed to advancing veterans in the workplace."

All organizations – businesses, community-based non-profits, and national companies - that employ at least one employee are eligible to apply. The application period runs from January 31st through April 30th at www.hirevets.gov.

The criterion for recognition varies by level (platinum or gold) and employer size (large, medium, or small). There are fees that cover the cost of the application - \$495 large employer, \$190 medium and \$90 small. Applicants are evaluated on a range of criteria that highlight an organization's investment in veterans.

An award recipient will receive a certificate stating the year of the award. Recipients will also receive a digital image of the medallion for their use, including as part of an advertisement, solicitation, business activity, or product. The list of medallion recipients will be published each year at www.hirevets.gov. The list identifies proven "veteran ready" employers and facilitates a focused - priority employment search by veterans and transitioning service members worldwide.

For more information, visit www.hirevets.gov, email hirevets@dol.gov, or call 202-693-4745.

"To earn a HIRE Vets Medallion Award, job creators must demonstrate a solid commitment to providing veterans with the opportunity to build a meaningful career."



Retirement Planning is Cash Flow Planning

By Ken Moraif, CFP®, Senior Advisor | Dec 28, 2018 | Money Matters

Cash flow planning may sound complicated, but what it boils down to is comparing your assets to your expenses over time and identifying periods when you may fall short and when you may come out ahead.

Years ago I saw a poster that said, "Happiness is a positive cash flow." I believe that's true, especially when it comes to your retirement. And I believe

that one of the best ways to find that particular form of financial happiness is to use cash flow analysis in your retirement planning.

It's a simple exercise. To begin with, gather information for all the sources of income you'll have during retirement. Since this analysis will help you determine what you'll need to

earn from your liquid assets (stocks, bonds, 401(k)s, etc.) to meet your income needs, leave them out. . . .

Read the full [article here](#).



Declutter 365 Challenge

By Deanna Saragosa

Two years ago, I joined this wonderful challenge and it made some great improvements in my life. It's a 365 day declutter challenge. By decluttering it keeps your home restful and makes it much easier to clean. But it's amazing how much one can accumulate so quickly and so I am ready for this challenge again.

To sum it up, you don't need more space for your stuff. You don't need more stuff for your stuff (boxes, totes, etc.) What you need is less stuff. Get RID of my stuff! I know. It's hard to depart from your things and it can also be overwhelming. But this challenge breaks it down to only 15 minutes at a time and helps you decide the difficult things like which items to get rid of.

Here are some guidelines to help decide when to throw away or donate kitchen gadgets and appliances.

- Too old
- Broken
- Duplicates
- You know you'll just never use or haven't used it in the last year

Here's an example: week 1 is "kitchen counters and sink"

Day 1: Homework – read the article posted and decide what your main kitchen functions are. Cooking and eating, of course. Some other things people use their kitchen for is entertainment, homework, paying bills, arts and crafts, mail. Anything that does not serve as a function for your kitchen needs to be moved out.

Day 2: Organize kitchen sink area

Day 3: Clear off kitchen counters and islands
Day 4: Declutter small kitchen appliances
Day 5: Clear off kitchen table
Day 6: Declutter potholders and kitchen towels
Day 7: Create binder for household notebook

Each day has a link that further describes why and how. There are also some useful forms, charts, and worksheets as well as inspiring photos submitted by challengers. Some days will take a little longer than 15 minutes while other days will take much less.

You can sign up via email and receive a 12-month challenge calendar and an email everyday with the 15-minute challenge. Website - <https://www.home-storage-solutions-101.com/declutter.html>

You can also join the Facebook group <https://www.facebook.com/groups/declutter365> that will also post each day's challenge.

Facebook for Community Events

By Deanna Saragosa

If you have Facebook, "liking" pages are a great way to get up to date information on events in your community. Most of my Facebook news feed is primarily made up of groups, pages, and events from businesses. Our communities offer such a wide variety of events; educational, personal enrichment, hobbies, sporting events, concerts, and health & fitness. Some cost money while others are entirely free. Below are just a few examples of what free events are currently happening.

Prairie Village Museum (Rugby) is having a 2019 photo contest, from now until September 30th. The theme is

transportation. Limit 5 photos. Everyone is welcome to participate. FREE!

CHI St. Alexius Health is hosting a "Within My Reach" workshop series throughout January (Bismarck). Relationship skills and decision-making program for individuals seeking more enriching relationships with the people that matter in their lives. This is for adults who are single or in relationships. FREE!

North Dakota Human Rights Arts Festival Artist Talk. January 7th at Plain Art Museum in Fargo. February 1st at the Bismarck Downtown Artist Cooperative. March 4th at the High Plains Fair Housing Center in Grand Forks. A traveling exhibition that welcomes 2D, 3D

and live performance artists to explore human rights as defined by the Universal Declaration of Human Rights, the Geneva Conventions, additional Protocols and other similar declarations and treaties. FREE!

Fort Abraham Lincoln State Park has a 12 Months 12 Hikes challenge for 2019. Almost 4,000 people participated in hikes last year. Every month Ft. Abraham hosts a hike. If you get all 12 stamps in your passport you will be entered for drawings. They also have 4 bonus hikes in case you can't make one of their scheduled hikes. This challenge is free but they do charge \$5 for parking.

When you log into Facebook, there is a search bar on top. Start entering in businesses that may interest you. Local Colleges, zoos, parks, nightlife are some categories to think about. If you want more ideas go to <https://www.ndtourism.com/listings/events>.

Mediterranean Diet: A heart-healthy eating plan

By Mayo Clinic Staff

If you're looking for a heart-healthy eating plan, the Mediterranean diet might be right for you.

The Mediterranean diet incorporates the basics of healthy eating - plus a splash of flavorful olive oil and perhaps a glass of red wine - among other components



characterizing the traditional cooking style of countries bordering the Mediterranean Sea.

Most healthy diets include fruits, vegetables, fish and whole grains, and limit unhealthy fats. While these parts of a healthy

diet are tried-and-true, subtle variations or differences in proportions of certain foods may make a difference in your risk of heart disease.

Research has shown that the traditional Mediterranean diet reduces the risk of heart disease.

Read the full [article here](#).
[Mediterranean diet recipes](#)

Technology Terms Word Search

F T S J S T T L K A S U P T F B C H R F
E T I S B E W L F P J T C N R R S B E O
K N C A S K A D R E F A C E B O O K T L
K O R D Q P E E R U T E F M B W G F T D
Q S A E T L A Q I A L W M U D S D U I E
R E W O B D I T U I O S P C V E T L W R
H R P O S O E N F A E B V O C R J J T N
L O Q H D N O P K Z Y V Y D E S U O M B
F H E T R N S T L E P S D E W I T L B U
T E Q E D T I N H I D G H I K W X P W G
T C T G S V P W A Y A I B P I G L Q V I
W N T O Y T F G C Y Z M N D E S K T O P
I B I R Z U F W Z H J P E H B K Y I C S
F X O E Q S X D I M M J W L S K P I K U
D R A O B R E H T O M U M R R K Q N L J
F S R A M G W D N R V P G C B D N D P E
M B T K I E M I X D T J Z S P T H O D O
E F H Q J L T G C C N B X D P U I N A T
R K B U C O P A I K H Q A D X K B H A T
A S D I R S K U P S L Y P O O S C U V E

BROWSER	CDROM	CPU
DESKTOP	DOCUMENT	EMAIL
FACEBOOK	FILE	FOLDER
HEADSET	INTERNET	KEYBOARD
LAPTOP	LINKEDIN	MONITOR
MOTHERBOARD	MOUSE	PSU
RAM	REBOOT	SPREADSHEET
TWITTER	WEBSITE	WINDOWS

Puzzle created at [Discovery Education](#)



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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.

Member Benefits At-A-Glance

- ◆ Conferences
- ◆ Education
- ◆ Networking
- ◆ Professional Development/Recognition
- ◆ Publications/Newsletters
- ◆ Learning Tree (funds for training and professional development)

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