

The Pulse

Quarterly News

Workforce Professionals ND Chapter

October 2019

Volume 5, Issue 4

Communications Team

- Cindy Lynk
- Deanna Saragosa
- Pat Kelly

Member Spotlight

Our IAWP Spotlight is on our past president Tammy Barstad. Tammy worked for The Department of Corrections and Rehabilitation (DOCR) in the education department in the prison for 27 years before starting with Job Service in 2014. With DOCR she was a supervisor and wrote grants and scholarships for the education program and inmates looking to further their education to help prepare themselves for success upon release.

Tammy joined IAWP shortly after starting work for Job Service North Dakota in 2014 and quickly served on the board as our executive secretary. In 2015 she was voted in as president elect but only after a few short months she took over the president



position until the fall of 2019. Tammy is now serving as past president and also serves on the membership committee for IAWP.

During Tammy's free time she enjoys getting together with her friends, watching movies, and enjoys reading books. She had her own collection of books and she donated over 300 books to the prison library before leaving DOCR. What books did she keep for herself? The complete works of Sherlock Holmes.

Her son Tristan and 13 year old grandson Tremayne live here in Bismarck. Tammy

and Tremayne have a special bond and she loves to spend time with him.

Tammy has several brothers and sisters and often takes vacations to Wyoming with her family. They enjoy getting together to go camping, boating, hiking, and exploring nature in and around Yellowstone national park.

Fun fact about Tammy: Tammy was born in England! Her father served in the US military and was in the Air Force stationed in England when Tammy was born.

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Special Points of Interest

- Fall Fun Give
Away drawing held on October 11th.
- Complimentary social event for each office in November.
- Welcome Christina Loh, our newest member, from the Grand Forks office.

Advance Your Career - If Not Now, When?

By Steve Bent, October 2, 2019, Featured

Looking for opportunities to enhance your skills and professional development? Do you want to learn more about what's happening in the Workforce Development field? Do you want to learn a new skill? You've come to the right place.

Training is an integral part of every Workforce Professionals life. The International Association of Workforce Professionals (IAWP) now offers affordable online training, training programs and live virtual

presentations to help educate and develop Workforce Professionals. Learn more below!

Workforce Professional Development Program

Super charge your career with training. . . [Read here](#)



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

President's Coffee Chat by Brenda Cornell

I have worked for Job Service for 19 years. I have been an IAWP member for most of those. (I forgot to pay dues one year, as I was not having it directly deducted.) I have enjoyed every year. I have attended many of the Conferences and had the opportunity to meet my co-workers, learn a lot and have some fun.

I plan to be a transparent President. Please feel free to ask me any question or provide a new idea. I think it is too easy to become complacent and not put any effort

into our memberships. For now, we are paying every member's international dues, providing a free conference, professional development reimbursement, plus the two "social" things (the lunch and the gift card give away).

Are you putting any effort into your membership? We can always use your ideas for great speakers, a training opportunity or volunteer to be on a committee. As we have just been through State Employee Appreciation week, did you give a shout-out to a co-worker,

nominate them for one of the IAWP awards?

Thank you all for your continued membership and hard work. I appreciate you all!

Don't Fall Into This Leadership Trap Scott Eblin, September 6, 2019, Government Executive

As I've written here before, effective leadership communications involves two distinct activities - transmitting and receiving. You can think of it like a two-way radio or a smartphone. They only work when they both transmit and receive. For your leadership communications to be inspirational and influential, you need to do both as well.

Too many people in leadership roles overemphasize the transmission and

underemphasize the reception. These folks equate leadership with giving inspirational speeches or pep talks. Before you can have the inspiration, you've got to have the conversation. To inspire and influence others to action, you have to know and address what they care about.

To do that, you need to be super-intentional about putting yourself in reception mode. An easy and proven way to do that is to conduct a listening tour. I talk at some length about how to stage an effective listening tour . . . [Read the full article here.](#)

"Spending some quality time in receiving mode will make you much more effective in transmitting mode."

Fall Fun Giveaway Winners - \$10 Subway Gift Cards

Brenda Cornell
Teresa Ferrie
Fran Zerr

Ruth Lacher
Brad Aune



Grand Forks Office History

Dusty Hillebrand, Grand Forks Workforce Center, provided us with a glimpse of the past; almost 50 years into the past. The attached flyer is from the Grand Forks State Employment

Service office in 1970. His father-in-law, Fred, is the Veteran's Placement Representative.

All of these employees were members of IAPES (International

Association of Personnel in Employment Security), now known as IAWP.

You can see the [Flyer here.](#)

IAWP Fall 2019 Conference Summary

by Deanna Saragosa

Darcy Severson – Your Perception is Not My Reality.

Darcy opened our conference with debunking several myths about different demographics such as people with felonies, people who are living in poverty, homelessness, mental illness, teen parents, and domestic violence survivors.

Myth: People can live on welfare their whole life

Fact: A person can receive TANF for 5 years total in their lifetime

Myth: People who are homeless are lazy and should just find a job.

Fact: Applying for work can be difficult without a permanent address, regular access to a shower or transportation. Someone pointed out that it's difficult to even get an email address because signing up for Gmail and other email providers requires a phone number which most homeless people do not have.

Myth: People with a mental illness are violent

Fact: Only 7.5% of crimes are directly related to symptoms of mental illness

Myth: A victim of domestic violence can just leave the situation

Fact: Abusers exert their control by creating isolation, financial dependence, emotional manipulation, and physical fear.

Myth: People with felonies are violent

Fact: Many people who have a felony conviction are not in for a violent offense.

It was a great way to begin our conference because our other speakers followed a similar approach and had their own examples of several myths that society has.

Bryan Klipfel, Executive Director, Job Service North Dakota. Talked about his background and experience starting with a career in law enforcement as a state trooper in Rolla and Minot. He retired from law enforcement in 2007. He then served as Human Resources Manager and as a member of the Industry Liaison Team for Job Service North Dakota. In 2009 he was appointed Director of North Dakota Workforce Safety and Insurance and in 2019 he was appointed to also be the

Director of Job Service North Dakota.

Our next speaker was **Brandi Jude**. She is the Founder and CEO of Invisible Innocence. Brandi stated there were several forms of human trafficking including labor, sex, organ, adoption, and forced marriage. The two she focused on were labor and sex trafficking.

- Sex trafficking includes long working hours, STD's, withholding of money, violence and intimidation, complex health issues, and branding. Victims will be forced to be branded by having several of the same symbols, such as a crown or a clover, tattooed on their bodies. The question was asked why they force several of the same symbols. Brandi said there were various reasons. An example was if they tried to run away the perpetrator will brand them again. The main reason to brand them several times is to show dominance and control.

Invisible Innocence has been working with the legal system and has been key to helping victims receive help. Up until 2015 a prostitute would receive a felony that stayed on her record for 7 years, while the perpetrator would only receive a misdemeanor. Brandi pointed out Darcy's previous myth that most people with felonies are violent. This was an excellent example. Having a felony on your record creates barriers to some essential services including qualifying for scholarships and student loans for college.

Invisible Innocence has a program called "Empower Hour" where they support victims of human trafficking by providing 36 hours devoted to help rebuild basic skills, provide support and resources. Invisible Innocence provides "blessing bags" which includes several essential items for victims. When victims escape, they can't grab many things, even important items like hair brush, tooth brush, feminine supplies. Invisible Innocence assemble hundreds of "blessing bags" in December and will also begin making them in the summer as well. If you work for a business who may have contact with possible victims of human trafficking you can contact Brandi and request to carry a couple of "blessing bags" at your work.

You can learn how to get involved,

volunteer, sign up for their newsletter, and learn more about their services by going to <https://www.invisibleinnocence.org>.

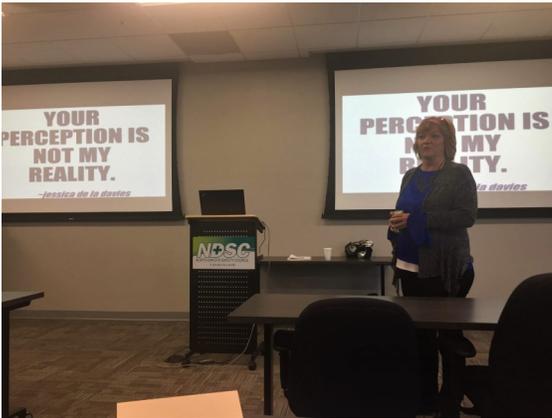
Joe Hall, with Veterans Employment Services spoke about the services they provide for veterans. Veterans receive Priority of Service, assistance with transition from military skills to civilian. Case management for veterans who has additional barriers such as Vietnam era veterans, homeless vets, and justice involved veterans. Veterans also can receive career and educational guidance, resume assistance, interview skills, referrals to more supportive services and outreach services.

Anthony Aukland from NDSLIC/NDIT talked about Cyber Security in North Dakota. October is cyber security awareness month. It's not a matter of if, it's a matter of when a company will be breached. Cyber criminals target us primarily to make money.

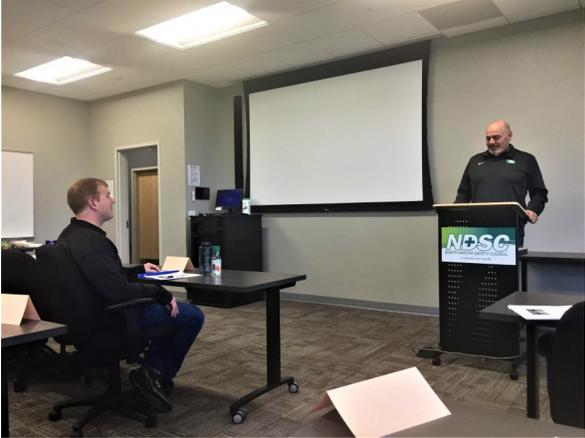
It is an organized crime and social networking provides them an ideal environment for stealing users bank account information. An example given was when people repost questionnaires with questions such as "what is your mother's maiden name?" "What street did you live on in high school?" "What is your pet's name?" Often, those are the answers to your security questions you provide for access to your bank or other secure sites that require username and password authorization.

Advice given by Tony was to not fill out Facebook quizzes, do not use public Wi-Fi (use data instead), keep security patches up to date, enable firewall, keep antivirus and anti-malware current, periodic password changes, always lock your computer when you are away from your desk.

To learn more about current events regarding cyber security, you can sign up for the Bi-weekly Cybersecurity Rollup by emailing Anthony Aukland at aauckland@nd.gov. Or you can go to <https://www.ndslsic.nd.gov/cyber-program> and click on BI-WEEKLY CYBERSECURITY ROLLUP.



Darcy Severson -
Your Perception is Not My Reality



Bryan Klipfel -
Welcoming Remarks



Bryan Klipfel and Brandi Jude



Listening with rapt attention



Joe Hall -
Veteran's Services



Anthony Auklund -
Cyber Security in North Dakota



Marlys Morgenstern receiving her 10 year
service award from Brenda Cornell



Barry Glum receiving his 20 year service
award from Brenda Cornell

See all the conference pictures at
<http://www.iawpnd.com/photos.html>

Introducing our Placement Staff



Herb Corkill
District Manager



Lee Edwards
Supervisor Placement and
Employer Relations



Gordon Lambrecht
Labor Analyst



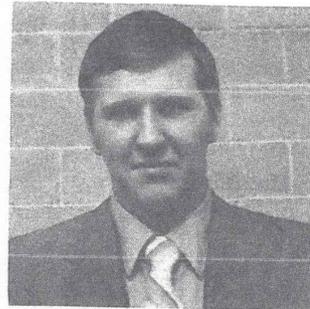
Dean Arness
On-the-Job Training,
Placement



Fred MacGregor
Veterans Placement
Representative



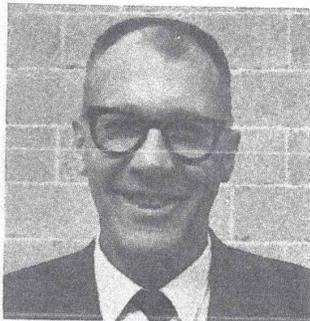
Dennis Zelewski
Male Clerical Sales,
Professional and Skilled
Placement



Gary Cardiff
Female Clerical Sales and
Professional Placement



Duane Bergeson
Service and Domestic
Placement



John Goodman
Labor and Semi-Skilled
Placement



James Rodgers
Farm and Rural
Placement

These employees will assist you in filling your job openings. Call your

NORTH DAKOTA STATE EMPLOYMENT SERVICE

Telephone 777-3711 or stop in at 217 South 3rd Street in Grand Forks, North Dakota.

No fees charged.

September 1970



Treasurer Needed

We are looking for a treasurer for the chapter. If you are willing to fill this position, please contact Brenda Cornell at 701-239-7357.

Duties involve:

- Record the monthly ACH deposits
- Issue checks as needed
- Balance against the banking statements
- Provide a monthly balance to the board



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 E-mail: clynk@nd.gov

[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 personal or professional development)

Board of Directors

- Brenda Cornell, Pres bcornell@nd.gov
- VACANT, Pres-elect
- Tammy Barstad, Treasurer (temp) tbarstad@nd.gov
- Cindy Lynk, Exec Sec clynk@nd.gov
- VACANT, West Rep
- Becky Lankow, East Rep blankow@nd.gov
- Elaine Wentz, Central Rep ewentz@nd.gov
- Susan Dingle, Retiree Rep susandingle.973@gmail.com
- Nathan Kimball, Webmaster nkimball@nd.gov
- Tammy Barstad, Past Pres tbarstad@nd.gov

Committees

Communications:

Cindy Lynk, Deanna Saragosa, Pat Kelly

Conference:

Deanna Saragosa, Brenda Cornell

Membership:

Tammy Barstad, Paula Jo Jesser,
Dusty Hillebrand

Retirement:

Susan Dingle

Learning Tree:

Elaine Wentz, Mary Houdek

Training:

Becky Lankow, Marlys Morgenstern,
Danica Chaput