

April 2022

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Communications Team

- Cindy Lynk
- Deanna Saragosa
- Pat Kelly

Member Spotlight by Deanna Saragosa



Meet our IAWP member spotlight of the quarter, Anna-Lena Trondson. Lena has worked for Job Service since November 2019 and is a Program Support Specialist in the Central Office in Workforce Programs. Lena serves on IAWP ND board as our Central Area Regional Representative. Lena obtained her AA degree in Political Science in Florida and earned her bachelor's degree from Dickinson State University in Social Science.

Lena was born and raised in Gothenburg, Sweden. Gothenburg is on the west coast and the second largest city in Sweden after Stockholm. She has traveled to several European countries and her favorite to have visited is Greece. She said it's such a beautiful country with rich culture, mythology, temples, the food is delicious, and the people are very nice. She highly recommends visiting

Greece. A close second favorite place in Europe is Austria.

Lena speaks Swedish and English fluently. She can also understand Norwegian and Danish and has basic reading skills in German. What she misses most about Sweden is her family, friends and the food! Some popular activities in Sweden is boating and sailing in her hometown. Visiting Stockholm, the castles, and taking a ferry to Denmark and Germany are also fun activities if you decide to visit Sweden. When I asked what the first thing that she noticed that was very different here compared to Sweden she said when she came to America and used public transit, she was surprised to see so many strangers engage in conversations with each other and maintain eye contact. She

said in Sweden strangers keep to themselves and don't typically engage in small talk with others they don't know.

Lena first came to the United States when she was an exchange student her freshmen year of college in San Francisco, California. She has a daughter Linn who is a freshman in high school. Together they have 2 cats, Milo and Blue, a hamster named Bobo, and Pib their Parakeet. They are both avid readers and animal lovers. Before Covid they volunteered at the humane society and plan to volunteer there again this summer. Lena loves all genres of books from non-fiction like autobiographies to self-improvement and fiction like thrillers and romance.

Lena works part time at the Bismarck Airport as a gate agent for Delta and United airlines. She loves to travel and is looking forward to exploring more states in the U.S. especially the east coast and southern states.

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Special Points of Interest

- Congratulations to Jordan Falcon and Johanna Fajardo. They were our quarterly \$25 gift card winners.
- Welcome to our newest members:
 - ⇒ Becky Aman
 - ⇒ Johanna Fajardo
 - ⇒ Jordan Falcon
 - ⇒ Erin Pringle

I Need a Push

Member Submitted - Cuz we all need a "push" every now and then!

I was sound asleep one night, it was about 3am when we heard a knock on the door. My wife asked me if I was going to go see who was at the door. I told her "it's 3am, I don't care who's at the door, they can go to hell!"

"Well" my wife says "what if someone really needs help and we are the only ones who can help them, maybe even save their lives!? I think you need to go see who's at the door."

I got up, put my robe and

slippers on and went to the door. I was looking around but didn't see anyone. "Hello?" I asked "is anyone out there?"

"Yes, I am here" said a voice from the darkness. "I'm

(Continued on page 3)



President's Coffee Chat by Jason Sutheimer

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

It's hard to believe we're already halfway through March. In our house, this means the final push for ND Short Course Swimming Championships are here. It's a fun and exciting time in our household to see how the hard work and efforts of the kids over the past six to seven months have paid off.

The organization expends a lot of time, training, and energy on each swimmer because it understands individual success leads to team success. This concept is

true for every organization and team. Without development opportunities an individual's knowledge, skills, and abilities become stagnant. Subsequently, the organization suffers a lack of engagement, poor performance, and retention issues.

IAWP is no different and has put into place numerous things to help ensure our members receive valuable training and development opportunities. The benefits of an IAWP membership include paying for a member's international membership, providing updates to

legislative changes, providing member education through an annual conference and learning tree, as well as networking opportunities across the state.

I know you will find that the benefits and education will exceed the minimal costs (\$3.17/month) to membership. In addition, if you have ideas to expand our current educational or organizational offerings, please feel free to contact a board member or me, as we are always looking for ways to ensure your success!

The Best and Worst States for Veterans

Kameron McNair | November 9, 2021 | www.msn.com

Every November, on Veterans Day, Americans honor the service and commitment that veterans have given to protect our country. While civilians and veterans may share similar financial issues, veterans may be in a unique position by relying on services provided by the Department of Veterans Affairs (VA) and navigating civilian life after military service.

LendingTree researchers set out to find which states may be better suited for

veterans based on factors such as unemployment and poverty rates among vets, the population density of veterans and the quality and availability of local VA medical facilities.

The best state for any veteran may hinge on personal factors and preferences, but these

South Dakota and North Dakota rank as the No. 1 and No. 2 best states for veterans.

rankings give insight into how accommodating states are for former service members.

Key Findings

- South Dakota is the best state for veterans. The Mount Rushmore State saw the biggest jump in percentage of veterans (0.3%) between 2018 and 2019, the latest data available.

[Read the article here.](#)

Three Myths of the Great Resignation

Derek Thompson | December 8, 2021 | The Atlantic

The "Great Resignation" remains one of the buzziest economic stories of 2021. But the more people talk about it, the more I wonder whether most people know what they're talking about. As so often happens with other nifty phrases and neologisms, use of the term and abuse of the term are in equal proportion.



Getty; Adam Maida / The Atlantic

Let's start with what's true. More Americans left their job in April this year than in any other month on record, according to the Bureau of Labor Statistics' analysis of what it calls "quits." Even more people quit in July, setting a new record. We broke that new record again in August. And then again in September. This

is what people refer to as the "Great Resignation," and it is, as I've written, getting *greater* by the month.

[Read the article here.](#)

ND IAWP Learning Tree

Susan Ogurek

Thinking of taking a college or college-type class, enrolling in a professional development program, or joining a service club but cost is a concern? Do not let cost be a deterrent. One of the many benefits of IAWP membership is the opportunity to apply to the Learning Tree program to offset the cost. Your ND IAWP Board sets aside \$2,000.00 year each for Learning Tree applications! Awards are determined by the number of years of membership to ND IAWP. One year - \$75.00; two to four years - \$150.00; and five years or more - \$250.00. You can apply each calendar year - how great is that and think of all

the knowledge you gain!

The ND IAWP Learning Tree program has two branches – the Education branch and the Community and Professional Development branch. The Education branch is open to members, their spouse/partner and children to enroll in college or college-type classes. The Community and Professional Development branch is for the member only and covers professional development such as, but no limited to membership in a service club, Toastmasters, classes or programs for personal or professional growth, improving your professional

writing, leadership and customer service.

The process is easy. Go to www.iawpnd.com and select Learning Tree then complete the appropriate application. More details are provided on the applications, however, if you have any questions contact one of the Learning Tree Committee members: Mary Houdek mhoudek@nd.gov, Susan Ogurek sougrek@nd.gov or Nathan Kimball ndkimball@nd.gov.

Supporting our members and their families continued growth in learning is our commitment to our members!

Why Are So Many Employees Quitting?

Cristina Rouvalis | February 8, 2022 | www.shrm.org

In the middle of the pandemic, changing jobs has become its own contagion, according to a new study by the Society for Human Resource Management (SHRM).

Turnover seems to be spreading by word-of-mouth: Workers who quit their jobs in the past nine months were more likely to say they were swayed by news stories and social media posts about quitting than were workers who quit 10 months to two years ago—27 percent compared

with about 15 percent.

The study, called The Great Resignation: An Analysis of the Employee Experience, aimed to understand the experiences of those who recently quit their jobs and how organizations are responding.

"The Great Resignation has quickly become a buzzword," said Ragan Decker, Ph.D., senior researcher

of strategic research initiatives for SHRM. "People are hearing about this mass exodus on the nightly news, in newspapers and on social media, all while watching their co-workers hand in their resignation letters—leading some to think, 'Maybe it is a good time for me to leave, too.' It's turnover contagion."

[Read the article here.](#)

The movement in the job market reflects more of a Great Reshuffling than a Great Resignation

I Need a Push

(Continued from page 1)

wondering if you can give me a push?" I was dumbfounded "it's 3am and you want me to give you a push!? Call a tow truck man!!"

I climbed back in to bed and my wife asked if someone was there and what they wanted. After telling her that some jackass was wanting a push, she convinced me that I needed to go give

them a push. "Remember when we got stuck on vacation that day? And if it wasn't for some nice people, who knows what could have happened to us. You need to go help that man and give him a push!" Wives are so helpful!

So I get back out of bed, put some clothes and shoes on and head back outside. "Hey...hey are you still out here?"

"Yeah. I'm still out here." Says the man, sounding down and defeated. "Do you still need that push?" I asked.

"Yes, I still need a push my friend. Can you please give me a push?"

"Yes, I'm sorry for my attitude earlier, I'd be more than happy to help you out and give you a push...where are you?"

"I'm on the swing..."

Skills-Based Hiring Is on the Rise

Joseph Fuller, Christina Langer, and Matt Sigelman | February 11, 2022 | hbr.org

Summary:

Two decades ago, companies began adding degree requirements to job descriptions, even though the jobs themselves hadn't changed. After the Great Recession, many organizations began trying to back away from those requirements. To learn how the effort is going, the authors studied more than 50 million recent job announcements. The bottom line: Many companies are moving away from degree requirements and toward skills-based hiring, especially in middle-skill jobs, which good for both

workers and employers. But more work remains to be done.

Early in the 2000s, a significant number of employers began adding degree requirements to the descriptions of jobs that hadn't previously required degrees, even though the jobs themselves hadn't changed. The trend — sometimes known as “degree inflation” — became particularly pronounced after the Great Recession of 2008-2009, at which point leaders in government, business, and community-based organizations

recognized that a reset was in order. Many large corporations soon announced that they would eliminate degree requirements in much of their hiring.

A decade has now passed, and it seems time to ask: Have companies followed through? Has the degree-inflation tide turned? If so, what role, if any, has Covid-19 played in making that happen?

[Read the article here.](#)

Your Intuition Is Your Top Safety Skill

Beth Warford | February 23, 2022 | [Pretty Loaded](#)

One of your most effective but least used defensive tools is one you were born with called intuition or “sixth sense.” Intuition is always right in two important ways: First, it is a response to something you should be paying attention to and take notice. Second, your intuition will guide you toward what's in your best interest.

Unlike worry, intuition will not waste your time. Learning to “trust your gut” will be your top safety skill. Some of the

messengers of intuition are nagging premonitions, persistent thoughts, humor, wonder, anxiety, curiosity, hunches, gut feelings, doubt, hesitation, suspicion, apprehension, and fear.

Your intuition indicates that you understand more about a situation than you consciously realize. Intuition records details of encounters that you don't notice and can pick up on energy that scientists don't even fully understand.

Unlike worry, intuition will not waste your time.

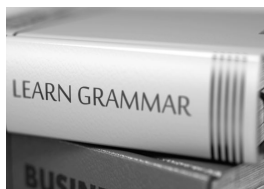
[Read the full blog here.](#)

Grammar 101: Use vs. Utilize

www.eliteediting.com

Use vs. utilize...which is right?

“Use” and “utilize” may sound like two versions of the same word, but they are not, in fact, exactly synonymous. When should you use “use,” and when should you pull out that big vocabulary and use “utilize”?



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Aside from sounding pretentious when using the latter, at first glance these words seem almost identical. The definition of *use* is “to put into action, employ, utilize.” Likewise, the definition of *utilize* is “to make use of, employ.” But *utilize* also carries with it an assumed strategy of employment.

What does that mean?

Utilize can be used when indicating that the application is beyond its original intended use. For instance, “I use my frying pan to cook with but I have utilized it as a weapon.”

[Continue reading here.](#)

IAWP Hosts In-Person Event for Workforce Professionals

The International Association of Workforce Professionals is bringing back the in-person conference following two years of virtual events. The Workforce Summit 2022 event will be held in Salem, OR June 15 - 17, 2022.

The North Dakota Chapter would like to sponsor one member to attend this event. Due to flight schedules, you would need to travel out on Tuesday, June 14th and return on Saturday, June 18th. The chapter will cover the registration, hotel, airfare, and ground transportation from Portland to Salem. Some meals are

provided with the registration so a meal allowance will be included.

Unfortunately, due to the high travel costs, the chapter will only be able to sponsor one member this year. If you are interested in attending this event, please check with your supervisor to ensure you can be out during this time and then let Jason Sutheimer know that you are interested.

The attending member will be expected to share a summary with the rest of the membership. This can be something

written and sent out or presented during a noon lunch n' learn.

For more information [click here](#).



North Dakota Summer Travels

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

FORTTRANSOM
 LINCOLN
 PEMBINA
 STEVENSON
 ICELANDIC
 METIGOSHE
 ROOSEVELT
 TURTLE RIVER
 LEWIS CLARK
 PEACE GARDEN
 SAKAKAWEA
 WHITE BUTTE

Words can go in any direction.
 Words can share letters as they cross over each other.



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We're on the Web!
iawpnd.com

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

- Jason Sutheimer, President
- Chad Howard, President-elect
- Deanna Saragosa, Treasurer
- Cindy Lynk, Exec Secretary
- Susan Ogurek, West Area Representative
- Becky Lankow, East Area Representative
- Lena Trondson, Central Representative
- Barry Glum, Retiree Representative
- Nathan Kimball, Webmaster
- Brenda Cornell, Past President

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.

\$\$ Learning Tree Funds Available \$\$

The learning tree committee has funds available for educational and professional development. Remember, educational funds are available to members and their families. Applications are available on our website



<http://www.iawpnd.com/learning-tree.html>

Committees

Communications:

Cindy Lynk, Deanna Saragosa, Pat Kelly

Conference:

Barry Glum, Chad Howard, Brenda Cornell

Membership:

Tammy Barstad, Dusty Hillebrand

Retirement:

Barry Glum

Learning Tree:

Susan Ogurek, Elaine Wentz, Mary Houdek,
Nathan Kimball

Training:

Becky Lankow, Mike Deisz, Susan Ogurek,
Lena Trondson