

October 2023

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Communications Team

- Cindy Lynk
- Deanna Saragosa
- Erin Pringle
- Jaime Lawler

Member Spotlight

During this year's annual meeting, we had nine members recognized for their years of service to the ND Chapter IAWP. Whether these members know it or not, they are part of an organization that has been a part of Job Service North Dakota since 1941.

The state chapter was founded under the leadership of Executive Director Martin Gronvold as the International Association of Personnel in Employment Security (IAPES). Martin was the Executive Director of Job Service for eleven years. Not only was he a charter member of the chapter but he served as the ND Chapter President in 1955 and held an International Life

Membership until his death in 1987.

The first meeting was held in Devils Lake, ND on a Saturday and Sunday. There were informal meetings held on Saturday as the group worked through the advantages and disadvantages of having an official state chapter of an international organization. The Sunday meeting was held to solidify the decisions made the day before and to hold the first election of officers. It started shortly before noon. About an hour or so into the meeting, news reached the group that there was some sort of a catastrophe and that congress was being assembled in

Washington, D.C. It wasn't until after the meeting concluded that they found out that Pearl Harbor had been bombed. December 7, 1941 was a historical date - our state chapter was founded just before finding out our country was going to war.

Congratulations to all our members for their years of service but especially to those individuals being recognized this year: Becki Bueligen (3), Chad Howard (3), Amy Nelson (3), Sabina Abaza (3), Lena Trondson (3), Patty Zietlow (10), Jaci Gately (35), Mary Houdek (35), and Carol Yantzer (40).

In This Issue

President's Chat2

Retiree's Corner3

Hello North Dakota4

August Lunch n' Learn4

Minimum Wage Workers.....5

Prime-age Women.....5

Veterans Day.....5

Conference Photos6

Committees8

Special Points of Interest

- Calendar Raffle tickets are on sale through October 25th. If you want to purchase or sell tickets, contact Cindy Lynk. Funds raised will help offset costs of our annual conference.
- Ballots for the 2024 board of directors will be out next week.



Chad Howard



Becki Bueligen



Amy Nelson



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

President's Coffee Chat by Chad Howard

Fall season is upon us and another IAWP ND Fall Conference was held in Bismarck. Two days of beneficial education and meaningful networking opportunities for attendees were enjoyed by all.

Executive Director Pat Bertagnolli opened the conference and set the tone by giving exciting updates on the tremendous impact Job Service North Dakota has made across the state. Next, time was spent in groups participating in roundtable networking activities between attendees getting to know each other better on a personal level.

Our very own Jaime Lawler presented on Team Development. Jaime discussed the five dysfunctions of a team, the contributions team members can make, the characteristics of a good team, and how to be a good team. We learned that understanding everyone's strengths can prove valuable to assigning roles. Everyone has leadership capabilities no matter what their role.

The first day of training and networking ended with food and fellowship at Laughing Sun Brewery. Members enjoyed delicious entrees and axe



Axe Throwing Crew

throwing activities until 8:00 P.M.

Day two of the Fall Conference began with The Platinum Rule presented by John Krueger. John, a Senior Professional in Human Resources spoke about the difference between The Golden Rule versus The Platinum Rule. Everyone knows The Golden Rule, right? Treat others like you would like to be treated. The Platinum Rule states treat others like THEY want to be treated!

John spoke at length about the DISC model of personalities. D stands for Dominance, i stands for Influence, S stands for Steadiness, and C stands for Conscientiousness.

A person primarily in the D quadrant places emphasis on accomplishing results and "seeing the big picture." They are confident, sometimes blunt, outspoken, and demanding. A person in the i quadrant places emphasis on influencing or persuading others. They tend to be enthusiastic, optimistic, open, trusting, and energetic. A person in the S quadrant places emphasis on cooperation, sincerity, loyalty, and dependability. They tend to have calm, deliberate dispositions, and don't like to be rushed. A person in the C quadrant places emphasis on quality and accuracy, expertise, and competency. They enjoy their independence, demand the details, and often fear being wrong.

Melissa Artlip, a Maxwell Leadership

Certified Team Member and Coach presented Everyone Communicates, Few Connect. "The number one criterion for advancement and promotion of professionals is the ability to communicate." (Harvard Business Review) Melissa stressed that there is no such thing as overcommunication. When you think you've overdone communication is actually when people have just started to listen to your message.

The Fall Conference ended with the IAWP Annual Meeting and Closing Remarks. Attendees were given the opportunity to speak concerning changes to the Constitution and Bylaws of the Chapter and proposed changes to membership fees.

I want to personally thank all IAWP ND members for their continued support of the North Dakota Chapter of IAWP, the attendees of the Fall Conference and the supervisors that allowed for their personnel to be in attendance, the IAWP ND Board of Directors, and the volunteers of the Conference Committee.

Please take a moment to recognize that you are all leaders in Workforce Development in our state. You make a difference every day in the lives of citizens. What you do matters. Be proud of that. We are proud of you.

Sincerely,

Chad Howard
President – IAWP ND



John Krueger discussing the Platinum Rule



Retiree Corner by Brenda Cornell, Retiree from Fargo Workforce Center

North to Alaska

I retired at the end of March. In July we were able to take our once cancelled trip (covid) to Alaska.

July 8 had us at Hector International Airport at 5 AM for our 7 AM departure. We had an on time flight to Minneapolis, which was good because we had 41 minutes between flights and of course had to get to the other end of the terminal for our flight to Anchorage. We arrived in Anchorage around 2 PM. (Three hour time difference.) The hotel checked our carry-on luggage and we got to explore the local neighborhood. We went to the 49th State Brewery for brunch.

July 9 our tour guide had us boarding a glass domed rail car for our eight hour trip to Denali National Park. Beautiful trip through the wilderness and animal watching. Holland America has their own resort where we stayed in cabin suites. They have many Visa workers from eastern Europe.



Mt. Denali

Day 3 we boarded a modified school bus for our trip into Denali Park. Our bus driver provided us with lots of knowledge and history of the park. She also had a camera system on the bus that allowed her to zoom in on any animals for a close-up view on the monitors in the bus. We saw caribou, bear, and Dahl

sheep. That evening we took a Jeep excursion up the Denali Highway. Each couple had their own jeep and handle, as CB radio was the mode of communication. We got to check out the Tundra where the permafrost allowed for blueberries were abundant. We were a couple weeks before they bore fruit and the bears appeared to feast. It was very lush and soft.



Black Diamond Golf Course

Day 4 we rented a Jeep and went back to the park. There we were able to visit the dog sleds and get a demonstration. In the evening we went golfing on the Tundra. Quite the golf course!



Brenda with a gold nugget

Day 5 we boarded a bus to Fairbanks.

We stopped at Dredge #8 and the Alaskan pipeline. We got to pan for gold, Dave and I found \$27 worth of gold. They displayed and allowed you to hold the 25th largest gold nugget ever found in the Alaskan Gold Fields. It was 19 Oz and worth \$75,000.00.

Day 6 we boarded a charter flight to Dawson City, Yukon. The airport we arrived at had a very short runway for a 727. This small airport had no jet way, so the stairs were rolled up to the plane and we departed in the rain to the tarmac and a wood boardwalk. We headed to a small building that looked like a construction trailer. It was Canadian Customs. We had the afternoon to explore the city – rain, boardwalks, and gravel streets.



Dawson City

Day 7 we spent in Dawson City. That evening we toured the Top of the Dome which had a beautiful view way above Dawson City. Our bus driver was Pedro, from Peru. He moved there in February to shovel snow. (Dawson gets a lot of snow.) He said Disney made it look like fun. He found some other jobs to do and loves it there. Plans to stay till his Visa runs out in 2025.

Day 8 we boarded a bus to Whitehorse. All the drivers were very informative about the state and the history of their regions. The eight hour trip involved

(Continued on page 4)

North to Alaska continued

(Continued from page 3)

many stops at unique and interesting places.

Day 9 was on the bus again to Skagway, AK. We stopped at an area that was a small sandy area, like a beach or desert. When we arrived in Skagway, we boarded a train that took us back towards Whitehorse but followed the valley that was one of the trails used by the miners for the gold rush. You got a better idea of the trek these early miners took, by foot through the winter months, in search for gold in the Yukon.

Day 10 we boarded the cruise ship for our trip through the inside passage to Vancouver. We left for Glacier Bay National Park.

Day 11 we arrived at Glacier Bay National Park and viewed the glaciers.

Left there enroute to Ketchikan.

Day 12 we arrived in Ketchikan. Our ship did not get dock space till 2:30 so we were transported to shore on the small crafts the ship carries and can be used as lifeboats. We had signed up for a boat ride that took us into Fjord National Park. Lots of beautiful, rugged shore scape. We also got to see some sea lions.

Day 13 was a day of sailing through the inside passage. We did see a few waterspouts and quick glimpses of whales.

Day 14 was an early arrival in Vancouver and getting off the ship for our long journey home. We started with a five hour wait at the Vancouver airport enroute to Los Angeles. We arrived in LA about 8 PM and departed for Minneapolis at 11:30 PM. Gotta love



Sled dogs in training

those red eye flights. Arriving in Minneapolis at 5:30 AM and Fargo at 10 AM. 24 hours to get home but we had a wonderful time, and met many people from across the U.S. Learned a lot about Alaska. Would recommend a visit.

Hello North Dakota

North Dakota Tourism News | September 20, 2023

Epic Trails explores the badlands of North Dakota.

Eric Hanson explores North Dakota's breathtaking badlands on a multi-day backpacking adventure. Joining Eric is his partner, Kristi Rauckis. Together, the

two cover miles of trail traversing the epic Maah Daah Hey trail in Theodore Roosevelt National Park, camping in the back country, kayak fishing and several other challenges as they are "Trackin' Dirt" on a memorable journey.

[Watch the full episodes here.](#)



August Lunch n' Learn Recap

by Susan Ogurek | August 16, 2023

If you were unable to join the August Lunch-n-Learn event on Harvesting & 2nd Plantings, well you missed out on a great growing (yes pun intended) event!

Emily How, with the NDSU Extension Service shared so many tips and expert advice – from when to plant garlic, harvesting all your garden plants, tips on

planting cover crops to keep weeds out and enrich your soil – wow is all I can say to the information she shared!

The event was recorded and is accessible in our Teams group -Tm-JSND-IAWP – click on Files – go to the recordings folder then select "Harvesting & 2nd Plantings". I know there was so much

information that I will go back and watch it again!

Do you have some ideas on future Lunch-n-Learn topics? Please share with us – you can contact Becky Lankow (blankow@nd.gov), Anna-Lena Trondson (antrondson@nd.gov) or Susan Ogurek (sogurek@nd.gov) and share your ideas.

Characteristics of Minimum Wage Workers, 2022

Bureau of Labor Statistics | BLS Reports | August 2023

In 2022, 78.7 million workers age 16 and older in the United States were paid at hourly rates, representing 55.6 percent of all wage and salary workers. Among those paid by the hour, 141,000 workers earned exactly the prevailing federal minimum wage of \$7.25 per hour. About 882,000 workers had wages below the federal minimum. Together, these 1.0 million workers with wages at or below the federal minimum made up 1.3 percent of all hourly paid workers, little changed from 2021. This remains well

below the percentage of 13.4 recorded in 1979, when data were first collected on a regular basis. (See table 10.)

This report presents highlights and statistical tables describing workers who earned at or below the federal minimum wage in 2022. The data are obtained from the Current Population Survey (CPS), a national monthly survey of approximately 60,000 eligible households conducted by the U.S. Census Bureau for the U.S. Bureau of Labor Statistics (BLS). Information on

earnings is collected from one-fourth of the CPS sample each month. The CPS does not include questions on whether workers are covered by the minimum wage provisions of the federal Fair Labor Standards Act (FLSA) or by individual state or local minimum wage laws.

[Read the full article here.](#)

Prime-age Women are Going Above and Beyond

Lauren Bauer and Sarah Yu Wang | Brookings.edu | August 30, 2023

Since February 2023, the labor force participation rate for prime-age women—those between the ages of 25 and 54—has [exceeded its all-time high](#). As of the most recent jobs report, prime-age women had a labor force participation rate of 77.8 percent. This is remarkable, given evidence that the 2020 recession initially widened the labor force participation gap by [gender](#) and by [parental status](#). It is also surprising

that these peaks are happening in the summer, as this is typically the season (even after seasonal adjustment) when participation for caregivers is at its [lowest](#).

This analysis explores contemporary trends in prime-age female labor force participation.

After controlling for demographic changes, we find that those who have contributed most to the rebound in overall labor force participation in April and May of 2023, three years after the nadir of pandemic-era participation, are in fact prime-age women.

[Read the full article here.](#)

Prime-age women (ages 25 to 54) have contributed most to the post-pandemic rebound in overall labor force participation.

Understanding the Difference Between Memorial Day vs. Veterans Day

Samira Hedayat | USO.org | May 22, 2023

Flag Day. Armed Forces Day. Independence Day. As Americans, we celebrate dozens of patriotic holidays throughout the year. However, two of these days—Memorial Day and Veterans Day—are often confused for the other and can be easily misunderstood.



US Flag

Understanding the nuances of **Memorial Day vs. Veterans**

Day might seem confusing at first – they do both honor the military community – but a quick Google search (or a quick four-minute read of this story) will show you that these two federal holidays couldn't be

more different.

[Understand the difference between Memorial Day and Veterans Day.](#)



Erin Pringle - Conference Kick-off



Pat Bertagnolli - Welcoming Remarks



Jaime Lawler - Team Development



John Krueger - The Platinum Rule



Melissa Artlip - Everyone Communicates, Few Connect



Ready, set - Jaime Lawler gets ready to throw



Bullseye - Marlys Morgenstern



Prepping the board - Becky Lankow



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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)

Committees

Communications:

Cindy Lynk, Deanna Saragosa, Erin Pringle,
Jaime Lawler

Conference:

Erin Pringle, Brenda Cornell, Johanna Fajardo,
Jaime Lawler, Cindy Lynk

Membership:

Chad Howard, Dusty Hillebrand,
Johanna Fajardo

Retirement:

Elaine Wentz, Brenda Cornell

Learning Tree:

Susan Ogurek, Elaine Wentz, Mary Houdek,
Nathan Kimball

Training:

Becky Lankow, Mike Deisz, Susan Ogurek,
Lena Trondson

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>

2023 Board of Directors

- Chad Howard, President
- Shenille Lillejord, President-elect
- Erin Pringle, Treasurer
- Cindy Lynk, Exec Secretary
- Susan Ogurek, West Area Representative
- Becky Lankow, East Area Representative
- Marlys Morgenstern, Central Representative
- Elaine Wentz, Retiree Representative
- Nathan Kimball, Webmaster
- Jason Sutheimer, Past President