

January 2024

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Communications Team

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

## New Board Member Spotlight by Erin Pringle



The ND IAWP Board of Directors extends a heartfelt welcome to our three new board members this year: Amy Nelson, Jaime Lawler, and Jordan Falcon. We wish them success in their new roles. Continue reading to learn more about Amy, Jaime, and Jordan!

**Amy Nelson**

**ND IAWP Board Position:**  
President-Elect

**Amy's goals for the year and what she hopes to accomplish:**

I look forward to finding out about how North Dakota workforce professionals can continue to learn new skills and professionalize in our roles to better help the people of ND. My goal is to utilize the amazing resources IAWP has to offer and give feedback to



my colleagues about specific benefits of IAWP membership.

**What Amy likes most about being a member of ND IAWP:**

I look forward to the annual meeting each year! It is so fun and gives me an opportunity to connect with other workforce professionals across the state and learn valuable information I can integrate into my life and bring back to my team.

**Amy tells us about her day-job:**

I am the Employment Services Team Lead at the Bismarck Workforce Center, with Job Service. My main job duties include supervising the Employment Services team, resource room, and job seeker programs; coordinating outreach activities; building strategic community

partnerships; developing and implementing career readiness curricula; and working with job seekers directly through career advisement. I love my job! It is so fulfilling to be able to get feedback from individuals in our community with employment barriers letting us know we have helped them achieve their career goals. I'm especially proud of my team's dedication towards helping the justice-involved, folks in recovery, and our immigrant neighbors find employment in our area.

**The Top 5 Items Amy's Bucket List:**

I don't know if I can think of 5, but #1 is travel more! Next up on my list is Great Britain and Ireland.

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### Special Points of Interest

- IAWP fee structure Q & A on 1/10/24 at 11 am.
- Welcome to our newest member: Greg Rasmussen from the Jamestown office.



## Training Topic Suggestions Needed

The training committee is looking for topic and speaker suggestions for our quarterly lunch n' learn sessions. We are looking for both professional and personal career development as well as personal interest recommendations. Some of

our more recent speakers have been from within JSND to talk about various programs, County Extension Agents to discuss gardening in the northern climate and services offered through other state agencies such as the State Library.

Lunch n' learn sessions are usually 30 - 45 minutes followed by a question and answer period. If you have any suggestions, please send them to Becky Lankow and Susan Ogurek.



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

## President's Coffee Chat By Shenille Lillejord

Happy New Year to you all! I hope you had a wonderful holiday season and have entered 2024 with gratitude for what you've accomplished in 2023 and eagerness for what great things are to come.

I'm excited to represent the North Dakota Chapter of the International Association of Workforce Professionals (NDIAWP) as the President for this year. The North Dakota IAWP Chapter was established on December 7, 1941, and here we are having just entered

2024. What an amazing opportunity to help lead an organization as it embarks on its 82<sup>nd</sup> year of providing connections with peers, professional development, and training resources to so many.

Just a month or so ago, I received a phone call from a former Job Service ND employee who retired back in the 90's. She shared that she's now 84 years old and wanted to know if IAWP, or IAPES as it was formerly called, was still active in North Dakota. After assuring her that it was still alive and well, she shared some great memories of the impact IAWP

had on her and the connections she made with people across the nation. She said that they used to collect IAWP buttons from each state and that she has a whole container full. It was an eye-opening moment where I truly understood the impact an organization like IAWP can have on someone that they'll still call so many years later to check in.

My hope for this next year is that we all learn a thing or two about the meaning and value behind NDIAWP and bring forward innovation and strategy to keep it going strong for years to come.

## Past President's Message By Chad Howard

Happy Holidays to you and yours!

As we move to the start of 2024, I am reminded of everything ND IAWP does for our members. We have been able to provide informative lunch n' learn sessions, coordinate fundraising activities, and provide an in-depth fall conference and networking opportunity for members.

These things would not be possible without our amazing board and

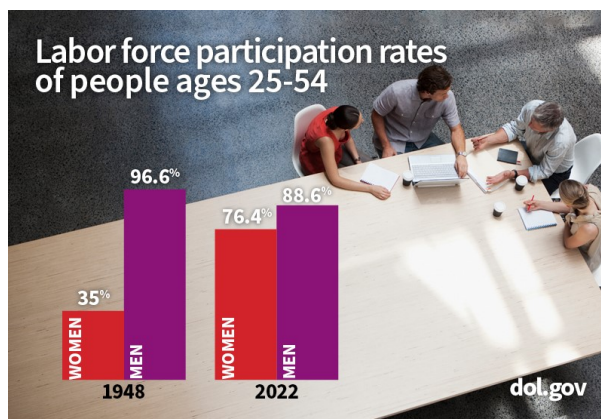
dedicated committee volunteers. I cannot stress enough how involved they are in leading this organization. They have made my year as President memorable and enjoyable. I wish to express my gratitude to these individuals for this experience. I also want to recognize and thank every member of ND IAWP. This organization would not be sustainable without each of you.

Thank you for the opportunity to serve as President of the ND Chapter of IAWP. I am moving into a new role as Past President. Rest assured, Shenille Lillejord and Amy Nelson will work tirelessly with you to ensure the future success of ND IAWP.

## Chart of the Month

Women's Bureau | U.S. Department of Labor | August 30, 2023

Since 1948, when the U.S. government began collecting data on labor force participation among women, the participation rate of women ages 25-54 ("prime-age" workers) has more than doubled.



# The Importance of Farmworkers, As Told by One of Their Daughters

## Wage and Hour Division | US Department of Labor | July 2023

For decades, the [Wage and Hour Division](#) has prioritized the enforcement of farmworkers' rights. Since 2000, we've recovered over [\\$82 million in back wages for more than 176,000 workers](#) in the agricultural industry. And because their employers sometimes fail to provide these workers with safe housing and transportation, clean drinking water in the fields and other requirements, we've assessed more than \$70 million in civil money penalties in the past 23 years.

But the impact of our efforts to protect farmworkers is about more than just these numbers – it's about how we improve workers' lives. In fact, for some of our employees, protecting farmworkers' rights is personal. Esther Del Toro, an enforcement coordinator in our Southwest Regional Office, is also a daughter of a farmworker. When she comes to work each day, she brings memories of her childhood with her.

"Seeing pictures of farmworkers brings to mind the early 1980s, when times were tough for my family. My father worked in the strawberry fields in California for some time until he was able to find another job closer to home in Los Angeles," Del Toro said.

[Click here](#) to read Del Toro's story.

## What jobs are off-limits for kids?

Wage and Hour Division | US Department of Labor | July 2023

Below are places and types of work that are off-limits for kids under 18 according to the Fair Labor Standards Act (FLSA) and its regulations. There are additional rules for [14- and 15-year-olds](#) and [kids under 16 who work on ranches and farms](#). Employers are legally responsible for the safety and well-being of teen workers.

Dangerous Jobs That Are Off-Limits:

- Meat Processing and Slicing
- Power-Driven Woodworking
- Compactors and Balers
- Forklifts and Skid-Steers
- Logging, Forestry and Sawmilling
- Power-Driven Bakery Machines
- Working with Metal
- Power-Driven Saws
- Roofing
- Driving
- Explosives
- Demolition
- Mining
- Radioactive Material
- Brick and Tile
- Trenching and Excavation

For detailed information about these jobs, [click here](#).



## Time Saving Tech Tips Submitted by Chad Howard

[Print Friendly & PDF](#) ([www.printfriendly.com](http://www.printfriendly.com)) is a website I use to print webpages without all those annoying banners and advertisements. Selectively delete undesired content and choose to print, email, or download the result. PrintFriendly cleans and formats web pages for perfect print experience by

removing ads, navigation, and web page junk, so you **save paper and ink** when you print. It's free and easy to use. Perfect to use at home or the office.

Copy and paste a website URL into the

Print Friendly dialog box and click Preview to get started.

Make any web page  
**Print Friendly & PDF**

Copy & Paste a URL and Click Preview

Preview

Try It: Recipes, Wikipedia, News



# Meet Our New Board Members

(Continued from page 1)

## More about Amy:

I am coming up on 4 great years with Job Service and look forward to many more. My academic/teaching background is in medieval religious history, so I'm happy to talk to you about nuns, saints, knights-errant, etc.

### Jaime Lawler



## ND IAWP Board

**Position:** Central Office Representative

## Jaime's goals for the year and what she hopes to accomplish:

I am looking forward to opportunities to connect with each of the members and opportunities to exchange insights and best practices. My goal is to engage with other professionals to help build a supportive community that understands the challenges and rewards of workforce professions, share advice and encouragement, and promote growth.

## What Jaime likes most about being a member of ND IAWP:

I value belonging to NDIAWP primarily for the opportunity it provides to connect with like-minded professionals. The ability to exchange ideas through different perceptions, growing together, sharing insights and the fostering of professional development within the workforce sector.

## Jaime tells us about her day-job:

I am the Data and Quality Assurance Manager with JSND Unemployment Insurance. I oversee the processes

related to data integrity, accuracy, and compliance within Unemployment Insurance (UI). This includes working with a team of highly skilled individuals in implementing data quality standards, ensuring data accuracy and reliability and consistency amongst our databases and system. We are the "fortunate" few who enforce quality assurance protocols and procedures to maintain high standards within the UI program.

Leading such an amazing team hardly feels like work. The collaboration we commit to within the team and the agency is unmatched to any other organization I have worked with before. We are the navigators in identifying areas for improvement in data management and that includes implementing strategies to enhance efficiency and effectiveness. It is fulfilling to work with a team within an organization that supports the roles we all have.

## The Top 5 Items on Jaime's Bucket List:

1. Drink wine and eat homemade pizza in Italy.
2. Capture a sunset in Eigg Scotland.
3. Participate in a Total Archery Challenge in the Rocky Mountains.
4. Deep sea fish.
5. Capture a photograph of a fox and other wild animals.

### Jordan Falcon

## ND IAWP Board

**Position:** Western Area Representative

## Jordan's goals for the year and what she



## hopes to accomplish:

My biggest goal for IAWP would be to expand the group of professionals we already have. I would like to connect with more of the members across the state. How do we get the current and future members to participate in more of what we offer? IAWP is an amazing organization and I've learned so much in my 2 years as a member. I'd love to spread that knowledge to more people in hopes of expanding our group.

## What Jordan likes most about being a member of ND IAWP:

The people. I've enjoyed meeting and connecting with the people across the state more than I thought I ever would. Living in Williston is so... out of the way compared to the other major cities in ND. It's nice to have connections outside of the little world that is the NW region.

## Jordan tells us about her day-job:

I currently work with the Department of Health and Human Services (HHS) as a Recruiting Specialist on the Talent Acquisition Team. My job primarily centers around engaging with qualified individuals interested in a career with HHS. It is my job to find the best talent for Team ND. I love having conversations and making connections with people and that's what my job is all about.

## The Top 5 Items on Jordan's Bucket List:

In no particular order:

1. Travel. I want to see the Great Barrier Reef, drink wine across Europe, and soak up the sun in Mexico just to name a few.
2. See Eminem in concert.
3. Visit Harry Potter World.
4. Learn a second language. Spanish, German, or French.
5. Write my own book.

## More about Jordan:

I am a HUGE book nerd. I read fantasy, romance, thrillers, mystery, sci-fi, historical nonfiction, self-help memoirs, all of it. If the story catches my attention, I will read it. My goal for 2024 is to read 120 new books. If anyone has suggestions, let me know so I can add them to my TBR! 😊

# Chance to Win IAWP Collectibles

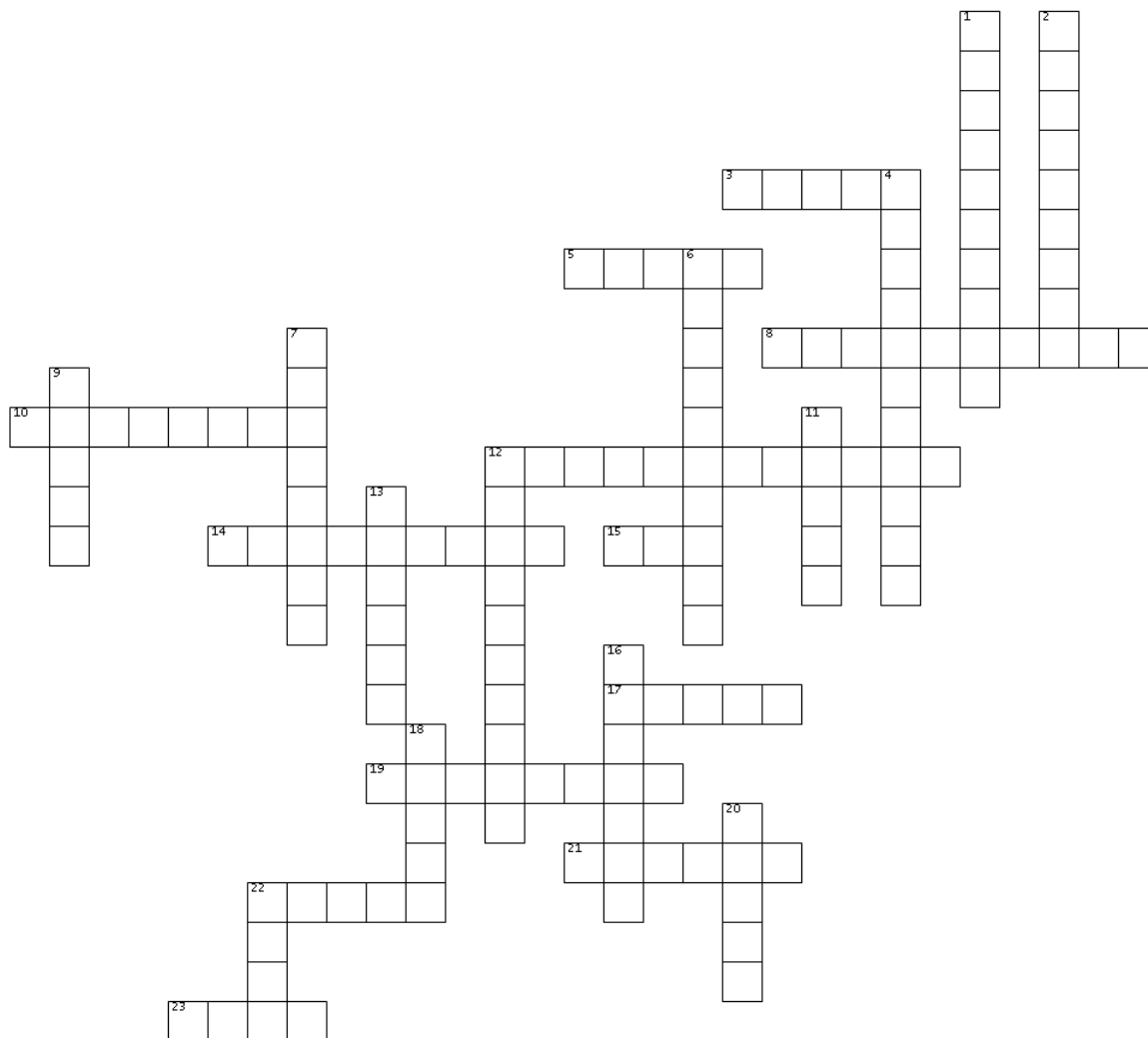
Complete and submit the North Dakota Fun Fact crossword puzzle found on page 5 for your chance to win an IAWP stainless steel water bottle or a crystal paperweight with the North Dakota State Capitol etched within. These two items were donated by Marlys Morgenstern.

Hint: #1 Down starts with S



# North Dakota Fun Fact Crossword Puzzle

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## DOWN

1. Enchanted Highway
2. largest buffalo
7. state's capital
9. state's largest city
11. over 400 species
12. official bird
13. highest percentage ancestry in the US
16. largest single-site coal mine in the US
18. one of the leading states in production
20. one of the leading producers in the US
22. official drink

## ACROSS

3. international camp
5. visited state in the US
6. major producer
8. largest state in US by area
10. an area home to a 140-mile hiking and biking trail
12. highest number per capita
14. highest percentage of residents with this ancestry
15. New Salem's cow
17. geographical center of North America
19. highest number per capita
21. rich culture event
22. home of the Scandinavian Heritage Park
23. state's official fish



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Fax: 701-328-4000  
E-mail: clynk@nd.gov

We're on the Web!  
[iawpnd.com](http://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,  
Jordan Falcon, Jaime Lawler

#### Conference:

Erin Pringle, Brenda Cornell, Jordan Falcon,  
Jaime Lawler, Cindy Lynk

#### Membership:

Chad Howard, Dusty Hillebrand,

#### 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>

## 2024 Board of Directors

- Shenille Lillejord, President
- Amy Nelson, President-elect
- Erin Pringle, Treasurer
- Cindy Lynk, Exec Secretary
- Jordan Falcon, West Area Representative
- Becky Lankow, East Area Representative
- Jaime Lawler, Central Representative
- Elaine Wentz, Retiree Representative
- Nathan Kimball, Webmaster
- Chad Howard, Past President