

OREGONIZER

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October 2009

Greetings from the President:

Wow! What a busy year so far. We have secured the wonderful Crowne Plaza near the convention center in Portland for our May Educational Conference. As some of you may have read, we are having the first two state conference ever held. Washington will be joining us for our institute and bring a great networking opportunity with our neighbors. **Save this date:** Thursday, May 13th and Friday, May 14th. We are looking into some great activities and already have great speakers lined up. More exciting news will be coming regarding this event.

Have you ever wondered how to get involved with the IAWP? Have you thought to yourself, “I could do that”? I invite you to get involved and want you to know that we all started from the beginning just like everyone else. This professional organization is a great way to reach and grow by experience. Please call me if you have any questions and want to get involved.

We have not published the Oregonizer for some time, however I believe this is a great way to get the news out to the membership without sending multiple emails. I quickly learned how much work Greg Pelton put into this project when we had the Oregonizer and read it in the more recent past. I am asking for volunteers. Volunteers are needed to help write articles, to proof- read and to help put this paper together. This is a great opportunity to share valuable information with the membership.

Join us in the months ahead for the awards information, more news about the conference and news around the state regarding what other subchapters are doing.

Thank you for your time,
Barbee Williams, IAWP President

Publication of Oregon Chapter IAWP

Editor
Barbee A. Williams

Send Comments or Submissions to:

Barbee.A.Williams@state.or.us

Or

Barbee.A.Williams
7995 SW Mohawk St.
Tualatin, OR 97062



I am excited about our contest to kick off plans for the historic first joint Oregon and Washington IAWP Educational Conference this coming May.

Please save the dates: for May 13th and May 14th of 2010. This will be the first ever joint conference between Washington and Oregon State. What a great opportunity to share ideas and network with our counterparts in another state.

Here is your opportunity to express your creative flair. We are having a logo contest to represent the May 2010 IAWP State Conference that will be held jointly by the Washington and Oregon IAWP Chapters.

Contact me if you did not receive the contest rules and the cover sheet that must accompany your submission(s). You may enter as many different designs as you like! If a non-member wishes to enter the contest, they only need to complete a membership application at the time they submit their design.

This contest is an example of how Oregon and Washington can work together, and both Chapters benefit. We are in for a great partnership! The winner will receive a one night stay at the Crown Plaza during the conference.

Any questions should be directed to Oregon Chapter President Barbee Williams at Barbee.A.Williams@state.or.us

Thanks in advance for your artistic expressions!

HEROS WANTED

By Dennis Brophy

It is time once again to be thinking about nominations for Oregon Chapter, IAWP Awards. The year of 2009 has been one of challenges and hard work. Everyone is deserving of recognition. Unfortunately, only those who are nominated for an award will receive that recognition. Begin thinking today about the heroes you have worked with this past year that you would wish to nominate, and what you might want to say about them. Writing a nomination is easier than you think. More information about the Oregon Chapter award categories and criteria will be announced soon. For additional information or questions, please contact either Oregon Chapter President Barbee Williams

Barbee.A.Williams@state.or.us

or

Oregon Chapter Activity Chair Dennis Brophy
(Neahkahnie@aol.com).

ONLY IN IDAHO

(as published in the Oregonian, Oct. 25, 2009)

Bounty on gophers aims to help jobless

The Bingham County Commission wants to stimulate the local economy and kill gophers.

With a new pilot program that started Saturday in southeast Idaho, officials hope to do both.

They will pay \$1 for every rodent killed after complaints that the burrowing animals are damaging farm equipment, devouring crops, chewing through utility lines and undermining canals.

"If they can catch maybe 30 to 40 a day, they can make a pretty good hourly wage," Commissioner Ladd Carter said.

WORKFORCE PROFESSIONAL DEVELOPMENT PROGRAM (WPDP)

By: Dennis Brophy, Oregon Chapter
WPDP Master and Proctor

Do you have what it takes to become a WPDP Master? Oregon Chapter continues to actively participate in this worthwhile educational program by offering quarterly testing to those interested in becoming a WPDP Master. The next test will be offered this month in Eugene. Although it's too late to sign up for this month's test, those interested should submit an application form by December 15 to IAWP headquarters indicating their intent to be tested in January 2010.

What is the Workforce Professional Development Program? WPDP is a series of four self-study resource guides that serve to educate the reader and provide an overall understanding of the Workforce system.

The four areas of concentration are: History of Workforce Development, Business and Job Seeker, Unemployment Insurance, and Labor Market Information. Each resource guide has an accompanying test consisting of one hundred questions. Seventy-five correct answers is considered passing.

Why should you be interested in WPDP? In this day of specialization, most employees are able to acquire only a limited understanding of workforce programs and functions outside of their normal job responsibilities. The Workforce Professional Development Program offers an opportunity to broaden your knowledge of a multitude of workforce related programs and services. By enhancing your awareness and understanding of these programs, you will be developing skills that will no doubt help with your career growth.

Certainly, taking on the challenge of educational opportunities outside of your normal job duties shows individual initiative, the capacity to set and achieve goals, and a willingness to learn and to grow as a workforce professional.

WORKFORCE PROFESSIONAL DEVELOPMENT PROGRAM (WPDP)

(Continued)

These are very good qualifications to have when being considered for promotional opportunities.

Upon successful completion of the program, you will become one of an exclusive group of individuals that have achieved the designation of WPDP Master. Finally, completion of the WPDP program is one step toward meeting the requirements to become a Certified Workforce Specialist.

For more information on WPDP or the Certified Workforce Specialist Certification Program, please contact any member of the Oregon Chapter Executive Board or myself at Neahkahnne@aol.com.

WELL BEING

By Mark J. Butterfield, D.C.

A Zen Master (I believe it was Phil Jackson – coach of the Los Angeles Lakers) once stated: Breathing is the “Door of Life”. Many of us are closing that door by sitting for long periods of time, with our arms out in front of us, and breathing with only the top of our chest. The heart and lungs are not able to function properly if one sits, with rounded shoulders, bent forward compressing the rib cage like most of us do while at our desks.

To open that “Door of Life” try the following simple exercise. Stand with your arms in back of your body and clasp your hands. Try to bring your shoulders back as far as possible. Bend your head backward slightly, and take five deep breaths in through your nose and out through your mouth. Make each breath a little slower than the last. If you feel dizzy, drop your head back to level and keep practicing this exercise until you can take the five breaths thinking only about making your breath come from your entire chest.

After completing this exercise at least twice per day, be aware that what you have just given your body a holiday and that your “Door of Life” is opened a bit more.

DENMARK WORKING IN A HAPPY PLACE

By: Dennis Brophy

Who would not love Denmark, reportedly the “happiest place in the world” for over the last thirty years. A country where poverty is non-existent, people are environmentally conscious, and where bikes and even babies in strollers can be left unattended on the street.

Over the last few years, this country’s workforce of approximately 2.9 million has experienced levels nearing full employment. Only recently has unemployment increased to 3.7 percent of the workforce (Aug 2009). While some may argue that the low percentage of unemployed workers is the result of how the numbers are calculated, there are other factors that may be keeping the unemployment rate down.

Essential to the Denmark workforce is “flexicurity”, derived from the words flexible and security. Flexible because approximately 30 percent of the work- force change jobs each year. Employers are free to hire and discharge workers according to economic influences without incurring costs. As a result, approximately 20 percent of the workforce experiences unemployment each year. Security is offered through unemployment benefits and educational opportunities. If a worker loses their job in Denmark, they are eligible for up to four years of unemployment benefits at a rate of up to 90 percent of their wages depending on their previous job. Few workers collect Unemployment for the maximum benefit period because all unemployed workers become immediately eligible for retraining to help them return to work at the earliest opportunity.

The retraining and educational opportunities paid for by the government has resulted in one of the best skilled, highest trained workforces in the world.

DENMARK WORKING IN A HAPPY PLACE

(Continued)

On the down side, Denmark has one of the highest tax rates on earnings. A worker may pay tax from 50 to 70 percent of their income.

The high tax rate tends to average out the income levels for occupations.

Therefore, most workers are free to choose their careers based on personal factors; enjoyment, interest and convenience rather than on economic factors and status. In addition, these high taxes help finance free healthcare, government paid day care for working parents, and government funded education. Parents are also entitled to paid maternity leave of up to 52 weeks which is subsidized at the same rate as unemployment benefits.

Unfortunately, Denmark is experiencing today the same global issues that are facing all countries; recession, raising unemployment, even higher youth unemployment, fewer jobs, and an aging workforce. Despite these issues, Denmark has certainly made it’s mark as an innovator in workforce development and a very happy place for those who live there.

NOTE: IAWP is a leader in educating its membership about workforce systems around the world. Members are encouraged to share their experiences and knowledge through written articles, workshops, and correspondence with representatives in other countries.

Please contact the Oregon Chapter International Development Chair Debbie Irwin or Oregon Chapter President Barbee Williams if you would like to participate. For this article, several Internet sites were referenced. For a list of references, please contact the author.

International Development

By Debbie Irwin

International Development is having a fund-raiser with a grand prize of a two-night stay at the Harrah's Hotel & Casino in Cherokee, North Carolina. We need your help in managing the ticket sales in your regions. We are asking you to find a representative from every office in your sub-chapter to be available to sell the tickets. Please forward their names/phone numbers to both Barbee and me so the tickets and colorful flyer can be forwarded to them.

Also, if you will make every effort to get us the contact information no later than the end of this week we will be able to launch the fund-raiser next week. It will run until November 30th.

Who do you know that is planning on attending the 2010 Conference in Greenville, SC? Have you considered the possibility of extending your time for a little vacation? This would be a great way to have the lodging taken care of!

Please call me if you have any questions.

Debbie Irwin

State Intl. Dev. Comm.

503-612-4266

IAWP Code of Ethics:

Uphold the standards of my profession; Search continually for new truths, methods and techniques; Keep myself fully informed of all developments in workforce systems; Accept membership in this association as a personal responsibility; Dedicate myself actively to discharge these obligations; and Declare myself to that end.

Objectives of the Association:

Enhance the individual competence, knowledge, and proficiency of members interested in all occupations in the Workforce Development arena.

Provide a forum for the exchange of information.

Support administrators in carrying out programs and to assist in the continued improvement of the administration of programs and services.

Promote public and legislative awareness of the proficient services provided by the personnel of the programs.

Provide information to members on proposed legislation and policy matters affecting these programs.

Foster a close working relationship with organizations that have common concerns regarding the improvement of the Workforce Development arena.

Contribute toward the advancement of peace, goodwill, and international understanding through world fellowship among persons engaged in these programs.

A DATE TO REMEMBER

2009

November 30, 2009--- Deadline -International Development Fundraiser.

2010

January 29, 2010---Deadline for Award Nominations

January 30, 2010---Oregon Chapter Executive Board Meeting—Eugene Field Office

May 12, 2010--- Oregon Chapter Executive Board Meeting—Portland Crown Plaza

May 13-14, 2010 ---Oregon/Washington Chapter Educational Institute—Portland Crown Plaza

Your IAWP Board

President and Executive Board

Chairperson:
Barbee Williams

President-Elect Budget and Finance

Chairperson:
Jeff Hunter

Vice President and Membership Chair:

Barbara Thornburg

Immediate Past President: Ron Sohnrey

Treasurer: Stephanie Stevens

Secretary: Grant Axtell

Subchapter Presidents:

Misty Rose: David Allsup

Capital: Jeff Long

Crater: Charlene Grafton

Emerald: Tracy Johnson

Oregon Trail: Mark Hewitt

Subchapter Representatives:

Misty Rose: Jennifer Ryan-Jauregui

Capital: Daniel Quinones

Crater: Shawn Blair

Emerald: Francisco Garcia

Oregon Trail: Denise Pollock

Activities Chairperson: Dennis Brophy

Education Chairperson: Sue Kramer

Legislative Chairperson: Theresa Arndt

Publicity Chairperson:

District XIV Annual Fall Institute

September 24-26, 2009

International Association of Workforce Professionals, Washington Chapter, held the District XIV Annual Fall Institute at the Red Lion Inn, in Pasco WA. We were fortunate to have Rich Vincent, our International President-Elect to talk with and discuss any concerns we had during the three day institute.

“Knee Deep in Alligators: Surviving and Thriving in an Insane World” was presented by Dr. Monica Dixon. We spent the day learning how to:

- ★ Regain our physical and emotional energy
- ★ Improve our job satisfaction and productivity
- ★ Prioritize our time and our resources

Oregon Chapter President Barbee Williams presented the District Report which included the strengths of our Chapter and noted the IAWP Oregon Chapter membership at 430.

Thank You

After deciding to use the Oregonizer to share IAWP information with all of the members, I wasn't even sure where to start. One document with all of the activities seem like a very good idea. This decision was made in late October and it took a team with dedication and commitment to reach that goal. I must thank Dennis Brophy, Debbie Irwin and Dr. Mark Butterfield for their contributions. I could not have done it without their help.

For November I am asking you, the members, for articles you may want to submit for the Oregonizer. We are looking for additional information related to Employment, Child Care or Tax issues in the Employment sectors. We are looking for human interest articles also.

We are also looking for a editor/publisher to actually do the Oregonizer. Please call me if you are interested.

Next month look for an interview of one of your co-workers who make a difference!

Respectfully, Barbee Williams
IAWP Oregon Chapter President

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Publication of Oregon Chapter IAWP

Editors

Barbee A. Williams Dennis Brophy

Your IAWP Executive Board

President and Executive Board Chairperson:
Barbee Williams

President-Elect, Budget and Finance Chairperson:
Jeff Hunter

Vice President and Membership Chair:
Barbara Thornburg

Immediate Past President: Ron Sohnrey

Treasurer: Stephanie Stevens

Secretary: Grant Axtell

Greetings from the President:

We are now jumping into the Awards for the IAWP Conference. This is a great time to recognize an individual, group or office for that “above and beyond” effort that they do on a regular basis. I encourage you to look around you for those excellent individuals or groups that may qualify for one of the IAWP awards. To view the award information and criteria please go to EdWeb under “Agency Websites” and click on the Oregon Chapter IAWP link.

Are you too busy to write an award? Team Up! Get a couple of coworkers and work on the award together. Awards are not that difficult and it is a great way to recognize someone. The qualifying year is from January to December. Begin now to make those files and start printing those emails, keep those memos and get the whole office involved in going after the Office of the year, either small or large office award!

Have you ever considered going to the International IAWP Educational Conference as a delegate for the Oregon Chapter? This year the Conference will be held in Greenville, South Carolina, June 27- June 30, of 2010. Opportunities are available to complete the application for delegate status and have your airfare and lodging mostly paid by the Oregon Chapter. Please contact Barbee by email for additional information and the application that is due by no later than January 15, 2010.

Thank you for your time,
Barbee Williams, IAWP President

**AWARD NOMINATIONS ARE NOW BEING
ACCEPTED**

Dennis Brophy, Oregon Chapter Activity Chair

The following awards are presented annually by Oregon Chapter IAWP and are now open for nominations. Please remember when writing a nomination that you should focus on activities and performance occurring during the calendar year 2009. Employees from our workforce partners may be eligible for several of the Award categories. If you have questions, please contact Oregon Chapter President Barbee Williams, Activity Chair Dennis Brophy (Neahkahnne@aol.com), or the Award Chair.

Award of Merit - The most prestigious award presented to an IAWP member, recognizing outstanding service or achievement beyond normal expectations or job requirements. Accomplishments may have been in either promoting workforce development programs/initiatives or in advancing IAWP objectives. Nomination categories: Individual (IAWP member) and Group (66 2/3 must be IAWP members). Judged: Oregon Chapter, with winner(s) judged at International.

CHAIR: Craig Keyston
Craig.Keyston@state.or.us

Citation Award - Recognizes outstanding private sector contributions in promoting workforce development programs/initiatives or in advancing IAWP objectives. Nomination categories: Individual (non-member/private sector) and Group (non-member/private sector). Must be nominated by an IAWP member or group where at least one person is a member. Judged: Oregon Chapter, with winner(s) judged at International.

CHAIR: Jeff Long
Jeff.Long@state.or.us

Professional Employee Performance Award - Recognizes outstanding and conscientious service in the performance of assigned duties. Nomination category: Individual or Group. Judged: Oregon Chapter.

CHAIR: Barbara Thornburg
Barbara.J.Thornburg@state.or.us

Veterans Award - Recognizes outstanding accomplishments in providing services to Veterans. Nomination categories: Individual (must be a Veteran) and Group. Nominees need not be an IAWP member if nominated by an IAWP member or group where at least one person is a member. Judged: Oregon Chapter, with winner(s) judged at International.

CHAIR: John Concepcion
John.T.Concepcion@state.or.us

James Mahoney Managerial Performance Award - Recognizes outstanding and conscientious service in the performance of assigned duties. Nomination category: Individual or Group. Any management employee, employed for not less than one year preceding March 1, 2009. Judged: Oregon Chapter.

CHAIR: Susan Oertel
Susan.L.Oertel@state.or.us

Clerical Employee Performance Award - Recognizes outstanding and conscientious service in the performance of assigned duties. Nomination category: Individual or Group. Judged: Oregon Chapter.

CHAIR: Dan Quinones
Daniel.J.Quinones@state.or.us

New Employee Performance Award - Recognizes outstanding and conscientious service in the performance of assigned duties. Nomination category: Individual or Group. Must have been employed for no more than 18 months prior to December 31, 2009. Judged: Oregon Chapter.

CHAIR: Tricia Reardon
Patricia.M.Reardon@state.or.us

Frank Waller Public Relations Award - Recognizes excellence in promoting the Oregon Employment Department with the public, employers, and/or with applicants. Nominations category: Individual. Must be an IAWP member or any employee of the Oregon Employment Department. Judged: Oregon Chapter.

CHAIR: Sabrina Van Artsdalen
Sabrina.J.Vanartsdalen@state.or.us

Specialized Customer Service Award - Recognizes outstanding service delivered to a specific (specialized) segment of the workforce including people with disabilities, vocational rehabilitation, welfare-to-work, and youth. (Nominations for services to Veterans should be submitted for the Veterans Award and not in this award category.) Nomination categories: Individual and Group. Nominees need not be an IAWP member if nominated by an IAWP member or group where at least one person is a member. Judged: Oregon Chapter, with winner(s) judged at International.

CHAIR: Charlene Grafton
Charlene.L.Grafton@state.or.us

Unemployment Insurance Award - Recognizes an outstanding, innovative, unemployment (UI) program that features creativity, improved operational efficiency and improved customer service. The program can be in any area of UI including, but not limited to; claims, tax, benefits, audit, and/or quality control. Nomination categories: Individual and Group. Nominees need not be an IAWP member if nominated by an IAWP member or group where at least one person is a member. Judged: Oregon Chapter, with winner(s) judged at International.

CHAIR: Josh Lehto
Joshua.J.Lehto@state.or.us

Nick Guarriello Office/Section of the Year Award - Recognizes a Field Office, Satellite Office, One-Stop or Section for exceptional service to the Association and/or outstanding commitment to employment, unemployment, training, child care or related programs in the workforce development arena. Nomination categories: Small (20 or less employees) and Large (21 or more employees). Must be nominated by an IAWP member, although a team of members and non-members may submit a nomination. Judged: Oregon Chapter. Nominations from one-stop offices are encouraged and may be forwarded to International for the One-Stop of the Year award.

CHAIR: Randy Norris
Randolph.Norris@state.or.us

Eric Bergman Service to IAWP Award - Recognizes outstanding dedication and service to IAWP at the Subchapter, Chapter, District, and/or International level. Nomination category: Individual (IAWP member). Judged: Oregon Chapter.

CHAIR: Tammy Schroeder
Tamara.T.Schroeder@state.or.us

L. Dale Ross Community Service Award - Recognizes significant contributions made as a volunteer within the local community. Nomination category: Individual. Judged: Oregon Chapter.

CHAIR: Tracy Johnson
Tracy.E.Johnson@state.or.us

International Development Award - Recognizes commitment and achievement in IAWP International Development initiatives. Nomination category: Individual (IAWP member) or Group (66 2/3 must be IAWP members). Judged: Oregon Chapter, with winner judged at International.

CHAIR: Debra Irwin
Deborah.J.Irwin@state.or.us

Retiree DOER's Award - Recognizes a retiree who leads an active retirement life, including contributions made to IAWP and local community. Nomination category: Individual (IAWP member). Must have retired from the public sector. Judged: Oregon Chapter, with winner judged at International.

Chair: Doris Monson
Doris.D.Monson@state.or.us

CWS - WHO WILL BE FIRST?

Did you know that IAWP offers a program where you can become a Certified Workforce Specialist? So far no Oregon Chapter member has achieved this designation. Will you be the first?

The Certified Workforce Specialist certification program was designed to help members with their professional and career growth in the field of workforce development.

There are four requirements for qualification: a combination of education and experience, IAWP Membership, designation as a WPDP Master, and two professional letters of recommendation. Upon successful certification, you will have demonstrated your leadership ability and knowledge of workforce systems by becoming one of a small number of the outstanding professionals to have received this designation.

For additional information, go to: www.iawponline.org or call the International Administrative Office at 1-888-

INTERNATIONAL DEVELOPMENT-WORKFORCE ISSUES IN LATVIA

Dennis Brophy

According to a recent article appearing on Forbes.com (by Parmy Olson 11/16/09), one of the worst European countries to find a job is Latvia where the unemployment rate is 19.7%. This same article reports that the unemployment rate for youth in Latvia, under the age of twenty five, is 33.6%. These figures are quite a contrast from a country that was once touted as recently as 2007 for it's economic success and was "one of the fastest growing economies in Eastern Europe" (USA Today).

How did this country of 2.2 million people experience a complete reversal of fortune and find itself on the edge of bankruptcy and what does this mean to the people of Latvia? Certainly the world economic crisis has played a role. But Latvia's problems are more complex.

As recently as 2008, the unemployment rate in Latvia was 5.9%. The low unemployment rate was due in part to the real estate construction boom not only in Latvia where real estate was virtually unregulated, but also in Ireland and the United Kingdom. Latvian workers migrated to these countries for higher wages thereby creating a labor shortage in their own country. The labor shortage caused wages to increase in Latvia and was accompanied by increases in the prices for goods and services. Higher wages and cheap credit from foreign investors (largely attributed to Scandinavian banks) made it possible for Latvians to buy on credit, including homes and cars, and attributed to one of the highest rates of inflation in Europe (2007). The purchasing power was a new experience from just a decade earlier when the country was under soviet rule. Along with increased consumer demand came a shift in the balance of trade, where imports vastly exceeded exports. Latvia had been transformed into a capitalistic country.

The world economic crisis and slowdown in construction brought an end to the good life. Farms that expanded during the time of easy credit and when market prices were good, are now having difficulty paying back their loans.

898-9960.

Latvia (con't)

The same is true for workers with home mortgages, who are now either unemployed or have had their wages substantially reduced. Real estate values have also declined, resulting in people owing more on their mortgage than their property is worth. Not unlike problems faced currently by many in the United States.

As the country has turned to the International Monetary Fund (IMF) and the European Union (EU) for financial assistance to keep from bankruptcy, they have had to agree to strict regulations and budgetary restrictions. In June 2009, the Latvian parliament voted to reduce public sector wages by twenty percent and pensions by ten percent. Teachers have had to make the most sacrifices with wages being cut by as much as fifty percent. Additional budget cuts and wage reductions are foreseen in 2010 in order to meet IMF and EU requirements.

The immediate future for the workforce and people of Latvia is uncertain. We can only hope for the best as the country slowly looks for a solution out of it's current economic crisis.

NOTE: Latvia is one of our IAWP International Chapters, having received a Charter in 1993. The country became an independent republic in 1991. In addition to the sources mentioned, several other sources were used for this article. For a list of source material, please contact the author.

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Uphold the standards of my profession; Search continually for new truths, methods and techniques; Keep myself fully informed of all developments in workforce systems; Accept membership in this association as a personal responsibility; Dedicate myself actively to discharge these obligations; and Declare myself to that end.

IAWP HONORS VETERANS 2009



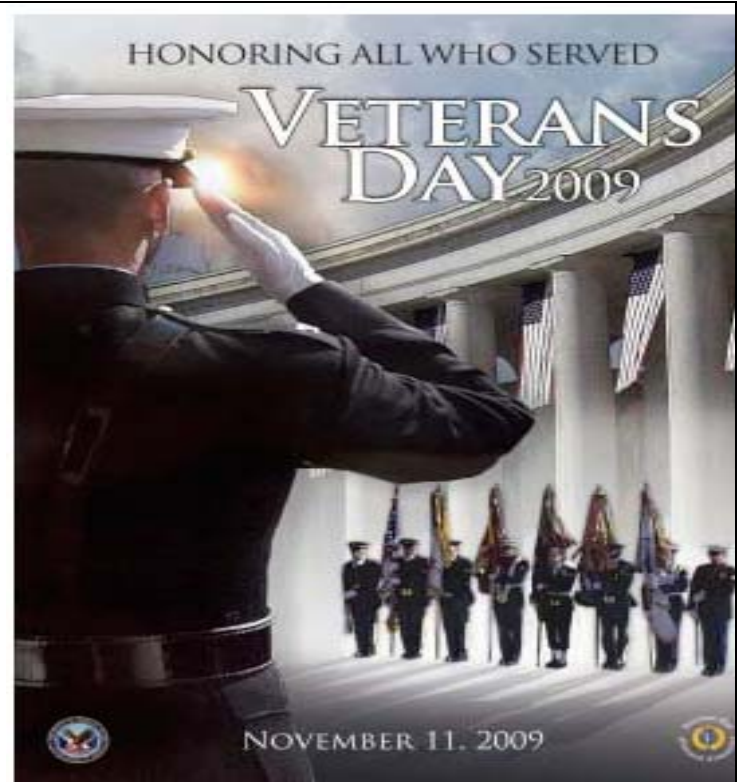
IAWP members Gina Green, Russ McBride- Vet Rep, Charlene Grafton (Crater Sub-Chapter President) Volunteered their time at Medford's Applebee's restaurant on Veterans Day. Applebee's provided a meal for every Veteran. Russ McBride partnered with Applebee's to sell T-shirts and Stencils with Veterans designs on them. The T-shirt designs were drawn freehand by a local Veteran. All the money raised goes to local Veteran's for assistance to return to work. Gina and Charlene volunteered their time to help with the cause.

[Submitted by Charlene Grafton](#)

DID YOU KNOW?

According to the US Census Bureau, there were 23.2 million military veterans in the U.S. in 2008, including 7.8 million Vietnam-era veterans and 2.7 million veterans who served during World War II.

**IAWP Oregon Chapter would like to thank
All of the Veterans
who served and who are serving our county!**



The Vet Scene

By John Concepcion, Veteran Representative

Hello, everyone, John here with the latest happenings with the Veterans. Our statewide Veterans Conference is on! We'll be meeting in Astoria on Dec 15, 2009 at the Cannery Hotel. Lots of great training and presentations on the agenda as well as renewing friendships and the telling of war stories back in the day. Now, the new I.A.W.P. Veteran Committee will be sitting down and decide what project they want to do. One idea that was proposed was to do a "Stand Down" in the Salem area. A Stand Down is a safe retreat for units returning from combat operations. A secure base camp area, troops were able to take care of personal hygiene, get clean uniforms, enjoy warm meals, receive medical and dental care, mail and receive letters, and enjoy the camaraderie of friends in a safe environment. Now imagine you're a homeless veteran. Would a Stand Down be beneficial to you? Now lets look at the unemployment issue and kick in a Job Fair for our Veterans as part of the Stand Down. Add in some social agencies that could address issues ranging from mental health, physical health, benefits, entitlements, clothing, food, housing, etc. Now you have the makings of a Veterans Stand Down! Have a good one!

LEGISLATIVE NEWS

Congressman David Wu

Being that November is the month we honor our Veterans, it seems only appropriate to mention the current resolution introduced on November 5, 2009 by Oregon Congressman David Wu. The Rural Veterans Services Outreach and Training Act, H.R. 4028, will expand “access to much needed health care, disability compensation, education, homeownership, and transportation benefits” to those veterans living in rural areas. Improved access to many of these services relates directly to the employability of Veterans.

The resolution “creates a competitive grant program to help increase the number of veteran service officers that are available to assist veterans living in rural areas.” “Veteran service officers help veterans and their families by providing information, counseling, and application assistance for the many benefits available....”

“All veterans have served our country with distinction, and rural veterans deserve equal access to the benefits that all other veterans receive,” said Congressman Wu. “It is patently unfair that some veterans go without the benefits they need, deserve, and have earned, simply because they do not live near a Veterans Affairs Regional Office.”

The resolution is co-sponsored by many members of congress including Oregon Congressional Representatives Earl Blumenauer, Peter Defazio, and Kurt Schrader. The bill has been referred to the House Veterans’ Affairs Committee.

Oregon Chapter encourages member participation in the legislative process. If you wish to comment on this resolution or to thank the Oregon Congressional delegation for their support of Veterans, please write your Congressman today. Be sure to mention that you are a constituent and member of Oregon Chapter, International Association of Workforce Professionals. In so doing, you are asked to share a copy of your letter and any response received with the Oregon Chapter Legislative Chair Theresa Arndt.

(Quotes are from press release-website)

WELL BEING

By Mark J. Butterfield, D.C.

"I can't believe it's December already. Where did the year go?" If you catch yourself saying something similar to that, then it is possible that today is slipping away from you by your living in the future or in the past. Your life is precious and should be cherished as you live each day. Here is an exercise that will help you to live in the present and notice simple events that are part of your day-to-day life that often go unnoticed.

Tomorrow morning when you leave your house, try opening and closing the door using that hand you do not normally use for this task. Switch hands to hold your beverage container at work during your lunch. When brushing your teeth at the end of the day, hold the toothbrush in the other hand.

When doing these actions, notice how much your consciousness is focused on the here and now and appreciate these moments that can enter and leave your life usually taken for granted. Your muscles, skeleton and nervous system will enjoy the balanced use of your body - it is the basis for their design. See what else you do each day that has become so automatic that you take its complexity for granted.

Most importantly, before you close your eyes for sleep each night, take time to think about and keep your self-current about the skills you have improved during the day, the people you have helped, and how you have lived that day. **Living in the present is the best present you can give yourself.**

Mark J. Butterfield, D.C. mjbdc@hotmail.com

HELP WANTED

IAWP is looking for a Webmaster!! IAWP is looking for a Webmaster who is willing to volunteer and keep our website updated and help add additional information. This is a wonderful opportunity to use the skills you have and actually see the results used by the IAWP members. If you have an interest, please contact me for more information at:

Barbee.A.Williams@state.or.us.

A DATE TO REMEMBER

2009

December 15, 2009-- Deadline to submit WPDP intent to test for January.

December 18, 2009 -- Deadline to submit Articles for the December Oregonizer

2010

January 15, 2010--Application deadline for delegate status to IAWP International Conference.

January 20, 2010 – Deadline for Executive Board Meeting Reports

January 29, 2010---Deadline for Award Nominations

January 30, 2010---Oregon Chapter Executive Board Meeting—WorkSource Oregon Eugene Field Office

February 10, 2010--Nominations for Oregon Chapter Officers

May 12, 2010--- Oregon Chapter Executive Board Meeting—Portland Crown Plaza

May 13-14, 2010 ---Oregon/Washington Chapter Educational Institute—Portland Crown Plaza

June 27-30, 2010--International Educational Conference, Greenville, S.C.

Something you want to share?

Send Comments or Submissions to:

Barbee.A.Williams@state.or.us

Or

Barbee.A.Williams

7995 SW Mohawk St., Tualatin, OR 97062

Interested in Writing for the Oregonizer??

Always dreamed of being an Editor?

A volunteer position may be in your future! IAWP has a wonderful opportunity for you with our great non-profit organization. Please contact Barbee Williams for more information.

COFFEE BREAK

There is so much important information in this issue of the Oregonizer that we thought you might deserve a coffee break.

See if you can correctly answer the following question: Oregon Chapter's annual award and recognition program offers both individual and/or group awards in several nomination categories. If nominations are received in all possible categories described elsewhere in this issue of the Oregonizer, how many awards will be presented? The first three people to send a correct answer to Oregon Chapter Activity Chair Dennis Brophy (Neahkahnne@aol.com) will receive a \$5.00 Starbucks gift card.

Current Oregon Chapter Executive Board members and past Oregon Chapter Presidents are not eligible. In the subject line of your email, please state "coffee break" and include your mailing address. Thank you for your interest in the Oregon Chapter award program and for reading the Oregonizer. Enjoy your coffee break.

Subchapter Presidents:

Misty Rose: David Allsup

Capital: Jeff Long

Crater: Charlene Grafton

Emerald: Tracy Johnson

Oregon Trail: Mark Hewitt

Subchapter Representatives:

Misty Rose: Jennifer Ryan-Jauregui

Capital: Daniel Quinones

Crater: Shawn Blair

Emerald: Francisco Garcia

Oregon Trail: Denise Pollock

Activities Chairperson: Dennis Brophy

Education Chairperson: Sue Kramer

Legislative Chairperson: Theresa Arndt

Publicity Chairperson: TBA

Helpful Hints for Writing an Award Winning Nomination!

Dennis Brophy, Oregon Chapter Activity Chair

- 1. Read each award announcement carefully.** Make sure that the person you are nominating is qualified for the award. The award criteria, eligibility requirements, and procedural instructions should tell you exactly what the Award Committee is looking for when selecting a winner. If you are nominating someone for an award that is judged on the International level, obtain a copy of the award-judging sheet and criteria from the Oregon Chapter Activity Chair.
- 2. Enlist others to help with the nomination.** Ask several people to help with the nomination by writing a one-page letter of endorsement for the nominee(s). If the person or group you are nominating is from a partner agency, involved in the community, or on committees outside of the Oregon Employment Department, enlist partner employees or customers, committee members and community leaders to write a letter. From these letters, ideas may be pulled together to include in the written narrative. The letters can then be added to the nomination packet as supporting documentation. While we all like to be surprised, don't be afraid to let the individual or group know that you think they have done something outstanding or worthy of recognition. Ask the nominee(s) to provide information and supporting documentation to assist with your writing of the nomination.
- 3. Follow the standardized format for writing a nomination.** Each nomination must have the following components: a one page (1) Statement of Accomplishment (summary of the "Narrative"), a (2) Narrative consisting of no more than ten pages describing in detail the actual accomplishment(s) of the Individual or Group, and (3) Documentation supporting the "Narrative". The nomination must be typed, double spaced, in no less than 11 size font, and everything must be on 8 1/2 X 11 inch paper. (If you can, please include a disk copy of the nomination with the printed version.)
- 4. Use descriptive words when talking about the individual or group you are nominating.** For example, you might describe the nominee(s) as dependable, cooperative, innovative, flexible, courageous, and/or dedicated. Don't forget to use spell check.
- 5. Describe a particular event or example of why the individual or group nominated is worthy of recognition.** Include what was done, when it was done, how it was accomplished, and who benefited. Make sure your nomination reflects activities or events that occurred during the 2009 calendar year for which the nomination will be judged.
- 6. Ask for help.** If you need protected time to write a nomination, be sure to ask your manager or supervisor. If protected time is not available, make time available in your schedule. It will be worth it. The real "value" in writing a nomination comes from recognizing the performance of others and in showing that their efforts are appreciated. Additional help may also be found by talking to long term Oregon Chapter members experienced with the Oregon Chapter awards program. Seek them out. Ask for their advice.
- 7. Avoid using page numbers or a table of contents, plastic sheet protectors, and supporting documents (filler) that is unrelated to the nomination.** If the nomination is selected as an Oregon Chapter winner and is sent to International for judging, the Oregon Chapter Activity Chair will add a Table of Contents. Sheet protectors, although they look nice, provide too much weight and bulk to the nomination. Finally, there must be a logical (and obvious) connection between the supporting documentation and the nomination summary.
- 8. Meet the nomination deadline.** Careful planning and preparation will ensure that your nomination is received prior to the deadline. The deadline for nominations is January 29, 2010.

IAWP EDUCATIONAL NEWS

(as edited from the October 2009 Chapter Activity Countdown)

The International Board of Directors voted to approve a proposal from received from Axzo Press. The company has offered their widely acclaimed business and professional soft skill training textbooks to IAWP members at twenty-five percent off retail prices, with a ten percent rebate on every textbook purchased going to International.

Axzo Press will provide the order and delivery fulfillment. This is a no-cost proposition that will increase the value of IAWP membership and provide a new revenue source for the Association.

The final plans are underway to provide a link to a customized online book store IAWP members will access from the IAWP website. The store will feature the award winning Crisp Fifty-Minute Series™, a selection of easy-to-use, interactive, workbooks that communicate lessons on 30 key business and professional soft skill training topics. Each of the 300 workbooks was developed by top experts in their fields; and is packed with highly interactive activities, self- evaluations, planning tools, and real-life examples that provide a fun, affordable, self-paced, learning format.

These are just a few topic examples:

- Business & Office Skills
- Communication
- Customer Service
- Management and Leadership
- Personal Development
- Project Management
- Team Building
- Training
- Writing and Editing

Keep watching the International Website for the Online Book Store link.

Objectives of the Association:

Enhance the individual competence, knowledge, and proficiency of members interested in all occupations in the Workforce Development arena.

Provide a forum for the exchange of information.

Support administrators in carrying out programs and to assist in the continued improvement of the administration of programs and services.

Promote public and legislative awareness of the proficient services provided by the personnel of the programs.

Provide information to members on proposed legislation and policy matters affecting these programs.

Foster a close working relationship with organizations that have common concerns regarding the improvement of the Workforce Development arena.

Contribute toward the advancement of peace, goodwill, and international understanding through world fellowship among persons engaged in these programs.

OREGONIZER

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Publication of Oregon Chapter IAWP

Editors

Barbee A. Williams Dennis Brophy

Your IAWP Executive Board

President and Executive Board Chairperson:
Barbee Williams

President-Elect, Budget and Finance Chairperson:
Jeff Hunter

Vice President and Membership Chair:
Barbara Thornburg

Immediate Past President: Ron Sohnrey
Treasurer: Stephanie Stevens
Secretary: Grant Axtell

December 2009

Greetings from the President:

You have been hearing about the IAWP Awards Program and the plea for nominations. You also have the tips on how to write a successful award. You even know who the chairs are for each award. What next? Familiarize yourself with the awards and who you think would be a good candidate. Write up the award and call if you have any questions. No one wins if they are not nominated.

Remember that if you are interested in applying for delegate status, you must get the application in to me no later than January 15, 2010. Delegate Status criteria is available on the IAWP website. The applications are reviewed and selected by the IAWP Executive Team.

This year the Conference will be held in Greenville, South Carolina, June 27- June 30, of 2010. The Delegate Scholarship will pay the major part of the lodging, airfare, and registration. Please contact Barbee by email for additional information and the application which is due by January 15, 2010.

The Joint Conference with Washington State is becoming a great event. Please save the date! (May 13 and 14, 2010)

Thank you for your time,
Barbee Williams, IAWP President

OREGON CHAPTER BOARD ACTION

The Oregon Chapter Executive Board has voted to expand the eligibility requirement for the L. Dale Ross Community Service Award to include any employee of a Workforce agency. The award was originally restricted to employees of the Employment Department.

Many people volunteer their personal time annually to serve others and to improve the communities where they reside. Oregon Chapter felt that it was only right to open up nominations to include our workforce partner agencies and their employees. You are asked to please share the newly revised criteria with our partner agencies and let them know that all nominations should be submitted to the Award Chair by January 29, 2010.

The Chairperson for this award is: Tracy Johnson. The Award criteria, as amended, appears as follows:

L. Dale Ross Community Service Award

To recognize an employee of a Workforce agency who within the immediate past calendar year has performed a significant voluntary service within their local community.

CRITERIA: The nominee must have made an outstanding contribution to the community in an endeavor not associated with normal work related duties or responsibilities. The nominee may have performed continuing outstanding service to a charitable organization such as Red Cross, Disaster Relief, etc. The nominee may have performed continuing outstanding work within a community organization such as Boy Scouts, Girl Scouts, Boys and Girls Club, etc. The nominee may have performed continuing outstanding work on community projects such as Neighborhood Improvement Groups, Housing for the Handicapped, etc.

NOMINATION SUBMISSION COMPONENTS:

A) Nomination Presentation - The nomination must be typed, double-spaced, in no less than 11 size font, on 8 1/2 X 11 inch paper.

B) Statement of Accomplishment - This ONE PAGE statement must briefly describe the nominee(s)

OREGON CHAPTER BOARD ACTION (Con't)

accomplishment, the dates the accomplishment occurred within the judging period, the manner in which the accomplishment was achieved, and the results or benefits derived from the accomplishment. If the nominee is selected for an award, this summary will be used for various dissemination and shared-learning purposes.

C) Narrative - This concise, precise and descriptive narrative shall be not be more than 10 pages. The narrative should be an expansion of the statement of accomplishment. It must focus on the details of the actual accomplishment and include any necessary background information that explains why the accomplishment was exceptional.

The narrative should address the following...

- What was done - Description of activity or performance.
- When it was done - State the period of time covered.
- How it was done - Own initiative, original idea, under direction, and if on own or agency time.
- Results - For whom and to what extent was the benefit derived and how might the Workforce agency have benefited by this individual's participation.

D) Documentation - The narrative must be supported only by documentation that relates directly to the accomplishment activities on which the nomination is based. The documentation may be articles, newspaper or other periodical clippings, endorsements, recommendations, testimonials or original and/or digital photographs with a brief description of what each photograph is intended to show. The articles and newspaper and other periodical clippings must be identified by date and source. Any photographs and news items less than 8 1/2 X 11 inches in size must be mounted on 8 1/2 X 11-inch paper. List, by type and date, any published articles, books, research, as well as work products, audio-visual or other materials representative of the contribution.

Highlight the nominee's name in all evidence/documentation. Include only documentation that relates directly to the accomplishment and judging time frame. When using acronyms or abbreviations, please spell out the first reference.

OREGON CHAPTER AWARDS AND RECOGNITION

Dennis Brophy, Activity Chair

Members and non-members may be interested in knowing the background behind the Oregon Chapter IAWP awards program. The following series of questions and answers will hopefully serve to enlighten and provide a better understanding of why certain procedures are followed. Any additional questions you might have should be sent to my attention at:

Neahkahnie@aol.com

Question: How long has Oregon Chapter been presenting awards?

Answer: Oregon Chapter first presented the Award of Merit to Lela Park in 1953.

Question: Why is Oregon Chapter involved in presenting awards recognizing agency employees, partners, and members for their work?

Answer: With more than fifty years experience in providing a successful awards and recognition program, why not? By sponsoring this program, Oregon Chapter is better able to show that we are an active Chapter thereby enhancing the value of membership. Many members are involved in writing and judging the nominations, and in presenting the awards. The trophies, plaques, and certificates themselves are purchased through dollars received from membership dues, which is viewed as an excellent vehicle for returning dues dollars to the greatest number of members, potential members, and in supporting the efforts of the Oregon Employment Department.

Question: Why are nominations due January 29, 2010, when the awards will not be presented until May?

Answer: The period for which a person is nominated and judged must fall within a calendar year, from January 1 to December 31. The earlier to the ending date of the calendar year that you write a nomination, the better your memory of certain events and the easier it is to find supporting documentation. Oregon Chapter also submits winning nominations to International, where they will be judged against winners from various other States. International requires that all entries are submitted with a postmark date of March 1. Between the date when nominations are due on January 29 and when they are submitted to International on or before March 1, the

OREGON CHAPTER AWARDS (Con't)

nominations need to be judged, a winner selected, and the winning nomination put into the proper format for judging at International. The Award of Merit, Citation, Veterans, Specialized Customer Service, International Development, Unemployment Insurance, and Retiree DOERS Award are all judged at International.

Question: Why not have nominations due at a later date for those awards not judged at International?

Answer: The four Professional Performance awards, Public Relations, Community Service, Service to IAWP, and Office/Section of the Year award (if the winning nomination is not a one-stop) are included in the Professional Practices notebook which is also judged at International and is required to have a postmark date of no later than March 1 to be considered.

Question: Why must the nominations be submitted with double spacing, no less than 11 font?

Answer: The required format is specified by International for the judging of the nominations. The double spacing is most likely from the days of typewriters, but the elimination of this requirement has not been a big priority so we live with it. It is important that all nominations are similar in presentation so that the person or group being nominated is judged and not the package. We certainly don't want one of Oregon Chapter's nominations to be disqualified from consideration because the format used was incorrect.

Question: Once the winner of an Oregon Chapter award has been selected from the nominations received, what must be done to prepare that nomination for submission to International?

Answer: All Oregon Chapter winners that are being sent to International for judging are checked for the correct format including no less than 11 font. Any award not appearing in the proper format must be corrected. In addition, a table of contents is added, along with the completed "Standard Nomination Form" signed by the Oregon Chapter President. Evidence must be added to all of the nominations to show that Oregon Chapter held an award contest, including evidence of the award being presented in the previous year. All extras including sheet protectors are removed. The nomination package is then put into a light weight binder to be mailed on or before March 1.

OREGON CHAPTER AWARDS AND RECOGNITION PROGRAM (Con't)

Question: What are Chapter Activity Points and how do they relate to the awards program?

Answer: For each notebook submitted to International, a certain number of Chapter Activity Points are awarded. International grants Chapter Activity Points to each Chapter in one of ten categories. These categories are: Merit, Citation, Specialized Customer Service, Veterans, Retiree, International Development, Unemployment Insurance, Education, Legislative, Communication, Professional Practices, and Membership. The total points a Chapter can receive is 495. These points relate not only to the judging of awards, but also as a method for measuring the success of a Chapter.

Question: Why do we care about Chapter Activity Points?

Answer: Chapter Activity Points are a method used to gauge how we stack up against IAWP Chapters nationally. District XIV Chapters from Oregon, Washington State and Idaho consistently appear in the top ten of all IAWP Chapters. Certainly this demonstrates the strength of District XIV. Last year, Washington State and Idaho were in the top ten and Oregon Chapter was thirteen. While we improved in total Chapter Activity Points from the previous year, we certainly want to do better this year. Oregon Chapter has always been an active Chapter and offers many membership benefits. A large part of Chapter Activity Points is just getting credit for what we already are doing well.

HELP WANTED

IAWP is looking for a Webmaster!! IAWP is looking for a Webmaster who is willing to volunteer and keep our website updated and help add additional information. This is a wonderful opportunity to use the skills you have and actually see the results used by the IAWP members. If you have an interest, please contact me for more information at:

Barbee.A.Williams@state.or.us.

IAWP SPECIAL OPPORTUNITY

The IAWP Oregon Chapter has a scholarship opportunity for a member to attend the International conference that is going to be held in Greenville, South Carolina in June 2010.

There is an application process that will need to be completed and submitted by January 15, 2010 from which the member will be selected.

This opportunity is for those members that have *never held office* in either the state or local chapter, have been a *member for a minimum of one year* and are interested in *expanding their knowledge and participation* in IAWP.

The member that is selected will be required to provide an article for the Organizer outlining their experiences and impressions of the conference within four weeks of returning from the conference. Another written report is to be submitted at six months to the Oregon board outlining what IAWP activities, experiences and progress has taken place since returning from International.

Please note this is a special opportunity for a member that is interested but may be unsure of what being involved means. This opportunity is to provide some insight into what this organization is about and why. The experiences and knowledge gained by attending an International conference will remain with you for years to come.

IAWP Code of Ethics:

Uphold the standards of my profession; Search continually for new truths, methods and techniques; Keep myself fully informed of all developments in workforce systems; Accept membership in this association as a personal responsibility; Dedicate myself actively to discharge these obligations; and Declare myself to that end.

A DATE TO REMEMBER

2010

January 15, 2010--Application deadline for delegate status to IAWP International Conference.

January 20, 2010 – Deadline for Executive Board Meeting Reports

January 29, 2010---Deadline for Award Nominations

January 30, 2010---Oregon Chapter Executive Board Meeting—WorkSource Oregon Eugene Field Office

February 10, 2010--Nominations for Oregon Chapter Officers

May 12, 2010--- Oregon Chapter Executive Board Meeting—Portland Crown Plaza

May 13-14, 2010 ---Oregon/Washington Chapter Educational Institute—Portland Crown Plaza

June 27-30, 2010--International Educational Conference, Greenville, S.C.

COFFEE BREAK - [Gift Card Still Available!](#)

Careful reading of the November issue of the Oregonizer will find an opportunity to win a \$5 Starbucks gift card. All that is needed is the correct answer to the question asked concerning the Oregon Chapter Awards Program. Although several have tried, we have yet to have a winner.

LEADERSHIP OPPORTUNITIES AVAILABLE

Beginning January 1, 2010, nominations will be accepted for the following positions with Oregon Chapter: President-elect, Vice President, and Treasurer. Oregon Chapter will also be accepting nominations for District XIV Director-elect. Requirements for these positions can be found in the Oregon Chapter and District XIV Bylaws and will appear in the January 2010 issue of the Oregonizer. All nominations for these elected positions must be received by 5:00 PM February 10, 2010. The term for President-elect and Vice President is from July 1, 2010 through June 30, 2011. The position of Treasurer is elected for a two year term from July 1, 2010 to June 30, 2012. The term of District XIV Director-elect is from July 1, 2010 through June 30, 2011, with the expectation that the individual elected will assume the position of District XIV Director from July 1, 2011 through June 30, 2012. If you are interested in any of these positions or know of any one you would like to nominate, please contact Oregon Chapter Nominating Committee Chair Ron Sohnrey at: ronald.r.sohnrey@state.or.us

Of course, there are plenty of other leadership opportunities available. All Oregon Chapter Subchapters will be holding elections and Oregon Chapter is still looking to fill the positions of Webmaster and Oregonizer newsletter editor. Please let your Subchapter President or Oregon Chapter President Barbee Williams know of your interest.

Subchapter Presidents:

Misty Rose: David Allsup
Capital: Jeff Long
Crater: Charlene Grafton
Emerald: Tracy Johnson
Oregon Trail: Mark Hewitt

Subchapter Representatives:

Misty Rose: Jennifer Ryan-Jauregui
Capital: Daniel Quinones
Crater: Shawn Blair
Emerald: Francisco Garcia
Oregon Trail: Denise Pollock

Activities Chairperson: Dennis Brophy
Education Chairperson: Sue Kramer
Legislative Chairperson: Theresa Arndt

Why should YOU get involved with IAWP?

Stephanie Stevens

Ever wondered what IAWP is? What does IAWP mean to me? Who are the people in IAWP? Where does IAWP come from? Why are you sent information about IAWP? When will it ever stop?

IAWP is an organization that is made up of a world wide international group of individuals who promote workforce and professional development. There are numerous opportunities and benefits for IAWP members and their families.

Are you looking for scholarships to help with schooling? Need additional funds to host educational training for colleagues? Require additional funding for a child or spouse with educational expenses?

IAWP has a number of scholarship and grant opportunities available from both state and international associations to assist members. For more information on the international opportunities please visit the International web site at: www.iawponline.org or visit the state web site at: <http://oregoniawp.org>.

Members are the life blood of any organization. The international and national networking opportunities you encounter are unparalleled.

To continue having funds available for scholarships and grants requires your participation. Your help is needed to continue current levels and to help this association grow. "What can I do to help?" You can sign up a co-worker as a new member. Show them the opportunities and benefits to membership.

Another way is to support fund raisers. Bid on items when there is an auction, buy a raffle ticket, or even make a monetary donation. You can donate items for a raffle or auction. Did you know you have the option of having donations apply to the educational fund or the international development fund?

As with any organization the more you contribute the more you will get out of it. Think about volunteering to run for one of the officer positions on your local sub chapter or the state chapter. The experience gained and the individuals you will encounter will be an asset to your professional development and IAWP.

WELL BEING

By Mark J. Butterfield, D.C.

Legend has it, that Henry Ford had to fill a crucial vacancy in his company by choosing one of eight qualified candidates, so to know them better he invited them all to join him for dinner. Shortly after the entrée had been served he had made his selection. Ford's selection was not based on how the candidates observed decorum or their conversation, rather on how they used their judgment. It seems only one of them tasted his food before salting it, and that one man was Henry Ford's choice.

There is a variation of Mr. Ford's experiment we can perform on ourselves that would serve a valuable function in the fast-paced and distracted life we all live. What if we were to count how many times we chew our food before we swallow it? This is not to suggest we observe others and offer comment on their style of eating. (Although, I have a godson that usually consumes a foot-long submarine sandwich in less than three minutes. I sometimes look at him to see if he has a lump in his throat similar to when an ostrich eats a grapefruit whole.)

Practicing the technique of eating known as Fletcherization, in which each mouth full is chewed thirty-two times can provide a method of slowing down the consumption of food. The benefits of applying this technique are many: typically less food is eaten at a sitting, food is more easily digested, and the acid-alkaline chemical balance of food is shifted to the more desirable alkaline side. Thoroughly dissolving food in the mouth also allows the body to release insulin at a more controlled rate and helps you to avoid feeling tired in the afternoon. You might be surprised to discover how difficult this technique is to perform until it becomes closer to habit. By leisurely eating you will become more relaxed, swallow less air, and savor each flavor of your food. There is certainly truth to the axiom; "you are what you eat". There might be equal truth to the concept; you become how you eat and eating slowly becomes you.

Mark J. Butterfield, D.C. mjbdc@hotmail.com

HAPPY HOLIDAYS FROM OREGON CHAPTER

LEGISLATIVE NEWS

On December 3, 2009, Oregon's Fourth Congressional District Representative Peter DeFazio introduced new legislation that is designed to stimulate economic recovery. House Resolution 4191 is titled "Let Wall Street Pay for the Restoration of Main Street Act."

By way of introducing the resolution, Representative DeFazio said: "Our nation continues to be crippled by a struggling economy which has resulted in an astronomical unemployment rate of 10.2%. The American taxpayers bailed out Wall Street during a crisis brought on by reckless speculation to the financial markets. This legislation will force Wall Street to do their part and put people displaced by that crisis back to work."

The Resolution amends the Internal Revenue Code of 1986 to impose a small tax on certain Wall Street securities transactions. The tax is targeted at speculators and will not apply to the average middle class investor or be charged to pension funds.

It is estimated that revenue from this transaction tax will amount to approximately \$150 billion per year. One half of the amount generated will be placed into a Job Creation Reserve to help fund new family wage jobs and put people back to work. The other half will go to reduce the Federal deficit.

A similar "transfer" tax on the sales and transfers of stocks existed from 1914 to 1966 and was used successfully during the Great Depression to help with job creation and financial recovery.

To track this resolution and others, go to www.Govtrack.us. Oregon Chapter encourages member participation in the legislative process. Please contact Oregon Chapter Legislative Chair Theresa Arndt for more information.

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Provide information to members on proposed legislation and policy matters affecting these programs.

Foster a close working relationship with organizations that have common concerns regarding the improvement of the Workforce Development arena.

Contribute toward the advancement of peace, goodwill, and international understanding through world fellowship among persons engaged in these programs.

Consciously or unconsciously, every one of us does render some service or other. If we cultivate the habit of doing this service deliberately, our desire for service will steadily grow stronger, and will make, not only our own happiness, but that of the world at large.

Mahatma Gandhi

INTERNATIONAL DEVELOPMENT

-Workforce issues in the “City of Gold”

Dennis Brophy

Although there may be some similarity, the “City of Gold” that we are talking about is not Las Vegas. This futuristic city benefiting from a decade of growth, designed by both opulence and excess, boasts the world’s tallest building rising more than a half mile, a man-made island in the shape of a palm tree, a yet to be completed man-made archipelago model of the world, and the world’s largest indoor snow park built over the desert. If you are a fan of the television program “Amazing Race”, you recently got a glimpse of this city and will know we are referring here to the city-state Dubai of the United Arab Emirates.

Dubai, with a population of more than 1.3 million people, has received much attention in the news lately because of financial difficulties brought on by excessive amounts of debt (estimated at \$80 billion US) and the need to restructure loans secured before the global economic crisis. Much of this debt (estimated at \$60 billion US) can be attributed to Dubai World, a conglomerate owned by the city-state of Dubai, whose holdings include Nakheel (property/real estate), the Queen Elizabeth 2, Istithmar World (investment business), retailer Barney’s of New York, and is one of the largest marine port operators in the world.

Until recently, Dubai was one of the world’s fastest growing cities. It’s strengths were finance, real estate (largely speculation) and construction, tourism, trading, and manufacturing. Perhaps surprisingly oil production is not one of Dubai’s strengths, amounting to only 6 percent of Dubai’s economy.

In 2006, the unemployment rate in Dubai was calculated to be around 2.6 percent of the workforce. Many multinational companies have offices and employees in Dubai including AT&T, Cisco, Compaq, General Motors, Heinz, Hewlett Packard, IBM, Microsoft, Oracle and Sony. Many financial banks and investment firms have also located there. All of which were not immune to recession and found it necessary to drastically reduce their world-wide labor force.

The current unemployment rate and total impact of the global financial crisis on Dubai is unclear. What is known is that not unlike other countries in the World,

Workforce issues in the “City of Gold” (Con’t)

the city-state of Dubai has been affected. Dubai World was hit hardest in the real estate and property divisions. The value of real estate in some areas has dropped by as much as 50 percent. The downturn in tourism and the container industry (shipping) also had an impact. Dubai World was forced to reduce their global workforce by 15% to less than 70,000 employees and by 25% in the United Arab Emirates. Many unfinished and planned construction projects such as another man-made palm tree island, the man-made archipelago world map, skyscrapers and residential towers, a theme park and tourist attraction with full-size models of the Eiffel Tower and Taj Mahal have been either delayed or abandoned.

Determining the unemployment rate and total job losses is made more difficult by the fact that the majority of the workforce in Dubai (approximately 90%) are expatriates. During the growth years, foreign workers flooded the job market. With the recession, many of these same workers were laid off. When an expatriate loses their job in Dubai, they are given thirty days to find another one before they lose their work visa and must leave the country. One report early this year indicated that the government was canceling visas at a rate of 1,500 per day. A large percentage of the workforce was from India. The Indian consulate estimated that in March of 2009, more than 20,000 Indian workers had lost their jobs and had to leave Dubai. Most were construction workers.

Not all is not gloom and doom in Dubai. Already there are signs that the economy is recovering with tourism being the driving force. The government hopes to attract over ten million visitors per year beginning in 2010 and is expected to continue to invest in this industry for long term growth. With tourism, will come the need to construct more motels and businesses that cater to visitors.

The inauguration on January 4, 2010 of Burj Dubai, the worlds tallest building, should also be an indicator of how the country is getting on. Will the 160 story building, build for housing, business headquarters, and high-end retail outlets be occupied or half empty? It will be interesting to watch the “City of Gold” to see if the glimmer is soon restored or becomes further tarnished because of continuing financial difficulties and a slow recovery.

Interesting Facts: The Burj Dubai is over 2684 feet high; has 160 stories compared to the Empire State Building in NY that has 102 stories; is the world's tallest free standing building; and the world's fastest elevator that can reach speeds up to 40 miles per hour. For a view of the city and the Burj Dubai, go to:
<http://www.burjdubai.com>

Sources: Several sources were used to compile this article. For a list of source material, please contact the author. The internet is full of conflicting statistics regarding Dubai and the United Arab Emirates. An attempt was made to use only data that appeared reliable or well substantiated. Some of the secrecy around the true economic picture in Dubai may be from government filtering. An economy based on tourism certainly needs to maintain a positive global image.

Something you want to share?

Send Comments or Submissions to:

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Interested in Writing for the Oregonizer??

Always dreamed of being an Editor?

A volunteer position may be in your future! IAWP has a wonderful opportunity for you with our great non-profit organization. Please contact Barbee Williams for more information.

STRESS, DEPRESSION AND THE HOLIDAYS: 10 TIPS FOR COPING

We wanted to reprint this worthwhile article written by the staff of the Mayo Clinic, but could not do so without incurring a charge. Therefore, as a service to our members, we are sharing the website address. We hope you find the article of value.

Original Article:

<http://www.mayoclinic.com/health/stress/MH00030>

[ATTEND INTERNATIONAL AS A DELEGATE - EDUCUCATIONAL GRANT AVAILABLE](#)

Here is your opportunity to represent Oregon Chapter and receive an educational grant to attend the 97th International Educational Conference in Greenville, South Carolina. The conference will be held June 27-30, 2010. Open to all members, this grant will provide funds to help defray the cost of registration, transportation and lodging. Preference in selection is given to those members "who have rendered outstanding service to the chapter within the past two years." (Oregon Chapter Bylaws Article VI, Section 2(b)). To be considered, all applications must be received by the Oregon Chapter President with a postmark date of **January 15, 2010**.

The annual International Educational Conference brings members together from around the world to share ideas and hear presentations on Workforce Services, Unemployment Insurance, Specialized Customer Services, and Professional Growth. The learning and networking opportunities are endless. Ask any member who has attended an International Educational Conference and they will tell you that it was a very rewarding experience.

The last International Conference held in Charleston, SC (1991) was one of the best ever. Our members from South Carolina Chapter really know how to host an Educational Conference. You won't want to miss this one. To represent Oregon Chapter and receive an educational grant, submit your delegate application today! Contact Barbee for the Application.