



OREGONIZER

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 President - Ron Sohnrey
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 Vice President – Gary Durbin
 Secretary/Treasurer – Bryant Campbell
 Past President – Stephanie Stevens

Something you want to share?
 Interested in Writing for the Oregonizer ??

Your comments and ideas are welcome!

Looking for contributors that have information that members of IAWP would be interested in.

GREETINGS FROM THE PRESIDENT

January, 2013

Greetings for a great new year. This month I wanted to send some Inspiration Quotes and Sayings (from Thoughtful Mind -- Community Page about Positive Inspirational Quotes (PIQ)) to stimulate our minds, hearts, and souls. I hope during this time of the year you are finding happiness in all the wonderful things we all have. All we need to do is look to the left and to the right and we can always find wonderful reasons to smile with the beginning new year.

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 "There is no dignity quite so impressive, and no independence quite so important, as living within your means."

- Calvin Coolidge

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 "Tomorrow is the most important thing in life. Comes into us at midnight very clean. It's perfect when it arrives and it puts itself in our hands. It hopes we've learned something from yesterday."

- John Wayne

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 "Success is not final, failure is not fatal: it is the courage to continue that counts."

- Winston Churchill

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 "Effective leadership is not about making speeches or being liked; leadership is defined by results not attributes."

- Peter Drucker

=====
 "Kindness in words creates confidence. Kindness in thinking creates profoundness. Kindness in giving creates love."

- Lao Tzu

More quotes are scattered throughout this edition!

Sincerely,

Ron Sohnrey, President, IAWP Oregon Chapter

Rsohnrey1@yahoo.com; 503-507-9084

DISTRICT VII GREETINGS

Lu Lineberry, District VII Director

Isn't Christmas time a wonderful time of year? Although a busy time, the payoff is the making of special memories with family and friends. Think of the excitement we see in the eyes of children as they anticipate Christmas morning and all that Santa brings. The beautiful decorations and lights brighten up the communities in which we live. People are often kinder and more thoughtful to one another – strangers saying “Merry Christmas” to each other. Another thing that seems to happen more frequently during the holidays is service to others. A person shovels the snow from the sidewalk of an elderly neighbor, plates of goodies arrive from friends and acquaintances, secret Santa's drop of gifts anonymously. All these things bring to mind that one of the greatest gifts we can bring to our communities is the gift of our time in providing community service. Community service is a self-less act with great personal rewards. Mohandas Gandhi said, *“The best way to find yourself is to lose yourself in the service of others.”*

Many leaders in public service today speak about how they were nurtured, inspired, and shaped in early experiences in community service or volunteering. Community residents have opportunities to build positive relationships with each other people.

Perhaps the first and biggest benefit people get from providing community service is the satisfaction of incorporating service into their lives and making a difference in their community and country. The intangible benefits alone—such as pride, satisfaction, and accomplishment—are worthwhile reasons to serve. In addition, when we share our time and talents we solve problems, strengthen communities, improve lives, connect to others, and transform our own lives.

Volunteering keeps people busy and active; It gives people a sense of being needed and valued for their contributions. Community service can also give people a vested interest in their communities and change their perspective of how things are viewed. In the words of Margaret Mead – *“Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it is the only thing that ever has.”*

With busy lives, it can be hard to find time to volunteer. However, the benefits of volunteering are enormous to you, your family, and your community. While it might be a challenge to coordinate everyone's schedules, community service as a family has many worthwhile benefits. Children watch everything you do. By giving back to the community, you show them firsthand how volunteering makes a difference and how good it feels to help others and enact change.

Volunteering for community service increases self-confidence. It can provide a healthy boost to your self-confidence, self-esteem, and life satisfaction. You are doing good for others and the community, which provides a natural sense of accomplishment. Your role as a volunteer can also give you a sense of pride and identity. And the better you feel about yourself, the more likely you are to have a positive view of your life and future goals.

So this holiday season, as you go about making all your Christmas preparations, don't forget the one gift that keeps on giving not just during the holidays but all year long – the gift of service – especially community service.

Happy Holidays everyone!

Lu Lineberry

District VII Director

A DATE TO REMEMBER

02/9/13 Winter Board Meeting (location – The Nest, 241 State Street, Salem OR 97301)

05/15/13 Spring Board Meeting (location - Hallmark Resort, Newport OR)

05/16/13 - 05/17/13 Oregon Chapter Conference (location - Hallmark Resort, Newport, OR)

=====
"Stop acting as if life is a rehearsal. Live this day as if it were your last. The past is over and gone. The future is not guaranteed."

- Wayne Dyer

IAWP Dress For Success Clothes Drive

Women Helping Women: WOW!

Marem Flores

How can we help? We've asked this question so many times, and the answer isn't always that easy. We regularly deal with jobseekers, and their needs can go beyond a job referral. We've found that working closely with our local community resources allows us to provide the best possible chance for success for our jobseeker.

One resource is Dress For Success Oregon, a nonprofit organization that since 1998 has been helping low-income women successfully transition back into the workforce. When we have a woman come into our office saying she has an interview but no interview-ready outfits, we then refer her to this nonprofit's NE Portland address where she can be provided not just with a suit but with accessories, shoes, a purse and hair and make-up advice. Post-interview, Dress For Success offers a network of support and career development tools to help women thrive in work and in life.

In August of this year, Phylicia Jackson-Lockett, Director of Community Outreach, and Deona Waters, Assistant Manager, spoke about Dress For Success during a staff meeting at the Tualatin WorkSource office. Both thanked the staff for the referrals and shared success stories of their clients.

However, they also mentioned these unemployment issues facing women in Oregon and SW Washington:

- *1 in 13 women is unemployed
- *over 80% of the women the nonprofit serves are single mothers; and
- *a single mother with 2 children working full-time at minimum wage would only make enough for 1/3 of their cost of living

After their talk, we (IAWP members Barbee Williams, Ofelia Rivas and Marem Flores) volunteered to run a Suit Drive, which Phylicia and Deona said would be very helpful as they always need professional attire for their clients. The Suit Drive was enthusiastically participated in not only by Tualatin WorkSource staff but also staff from the Office of Administrative Hearings. Seven large boxes were filled with new or hardly-used clothes and shoes.

Last December 14, Marem personally delivered the boxes to the office of Dress For Success and met up with Phylicia and Deona. Dress For Success had a very welcoming facility-clothes were neatly arranged by color, type and size; shoes were lined up against one corner; dressing rooms had huge mirrors, pretty curtains and soothing wall colors; and make-up tables had a full array of accessories and grooming tools. Prominently displayed on the walls were poster-sized color photographs of women.



Each photo had a name and a position. Phylicia explained that these women were a representative of the women they have helped transition from unemployment to self-sufficiency. One such woman was Rachna, whose current position was a Child Welfare Advocate. It was hard to believe that the smiling, confident and well-dressed woman in the photo was a political refugee and a victim of domestic abuse.

Yes, we can all help, and no gesture is insignificant. For the women staff of Tualatin WorkSource, simple tasks of cleaning out closets and letting go of clothes and shoes translated into a concrete show of support and encouragement for other women as they take the first steps to success.



Marem Flores, Deona and Phylicia

2012 IAWP AWARDS RECOGNITION

IMPORTANT NOTICE AWARD SUBMISSION DEADLINE EXTENDED TO MONDAY, JANUARY 28TH !

The annual IAWP Oregon Chapter Awards program is once again accepting nominations for outstanding performance. You will want to begin by reviewing the various awards listed below and identifying individuals or groups who meet the criteria and have made significant contributions during calendar year 2012 (for some awards – multiple years). Be sure to consider employees from our workforce partners who are eligible for nomination in many of the Award categories.

The deadline for receipt of nominations is **NOW January 28rd, 2013**. Additional information is available on the IAWP Oregon Chapter Website at:

<http://www.iawporegon.org/awards.html>

If you have questions, please contact Oregon Chapter Activity Co-Chair Tracy Johnson, tracy.e.johnson@state.or.us or Co-Chair Julie Davidson julie.m.davidson@state.or.us

Award of Merit – (International Development Award has been consolidated into this award). The most prestigious award presented to an IAWP member, recognizing outstanding service or achievement beyond normal expectations or job requirements. All or the major part of the activity/performance to be considered must have occurred during the calendar year preceding the year in which the award is granted. 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) potentially forwarded for judging at International under Workforce System Customer Service Award. (Expanded criteria to include international outreach.)

Citation Award - Think Employers! The award recognizes outstanding private sector (not Workforce entity) 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) potentially forwarded for judging at International under Workforce System Customer Service Award.

Services to 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) potentially forwarded for judging at International under Workforce System Customer Service Award.

Specialized Customer Service Award - Recognizes outstanding service delivered to a specific (specialized) segment of the workforce including but not limited to 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) potentially forwarded for judging at International under Workforce System Customer Service Award.

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) potentially forwarded for judging at International under Workforce System Customer Service Award.

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 winner(s) potentially forwarded for judging at International under Workforce System Customer Service Award.*

Retiree DOER's Award - Recognizes a retiree who leads an active retirement life, including contributions made to IAWP and in their local community. Nomination category: Individual (IAWP member). Must have retired from the public sector. The nominee's membership status may be retired, full or life. IAWP membership is required in both the year during which the activity occurred and the year in which the nomination was submitted. The major part of the activity/performance to be considered must have occurred during the calendar year preceding the year in which the award is granted.
Judged: Oregon Chapter, with winner(s) potentially forwarded for judging at International under Retiree of the Year Award.

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, 2012. *Judged: Oregon Chapter.*

Professional Employee Performance Award - Recognizes outstanding and conscientious service in the performance of assigned duties. Any employee. Candidates must have been employed by the Employment Department for a period not less than 18 months prior to December 31, 2012. Nomination category: Individual or Group. *Judged: Oregon Chapter.*

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, 2012. *Judged: Oregon Chapter.*

Eric Bergman Service to IAWP Award - Recognizes outstanding dedication and service to IAWP at the Subchapter, Chapter, District, and/or International level. The nominee must have provided outstanding contributions to the association, not only during the calendar year, but also during preceding years. The activity or activities of the individual nominated should demonstrate a sustained and dedicated commitment to IAWP. Nomination category: Individual (IAWP member). *Judged: Oregon Chapter.*

Frank Waller Public - 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.*

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

Administrative Support Employee Performance Award - Recognizes outstanding and conscientious service in the performance of assigned duties. Candidates must have been employed by the Employment Department for a period of not less than one year preceding March 1, 2012. Nomination category: Individual or Group. *Judged: Oregon Chapter.*

"If you change the way you look at things, the things you look at change."
- Wayne Dyer

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"Just because something doesn't do what you planned it to do doesn't mean it's useless."
- Thomas A. Edison

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"We are face to face with our destiny and we must meet it with high and resolute courage. For us is the life of action, of strenuous performance of duty; let us live in the harness, striving mightily; let us rather run the risk of wearing out than rusting out."
- Theodore Roosevelt

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"Nobody will ever deprive the American people of the right to vote except the American people themselves and the only way they could do this is by not voting."
- Franklin D. Roosevelt

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"Do not go where the path may lead, go instead where there is no path and leave a trail."
- Ralph Waldo Emerson

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"Never look down on anybody unless you're helping him up."
- Jesse Jackson

FACTS THAT EDUCATE

Youth and Work: Restoring Teen and Young Adult Connections to Opportunity

The Annie E. Casey Foundation -- 2012

In this KIDS COUNT policy report, the Casey Foundation finds that nearly 6.5 million U.S. teens and young adults are neither in school nor in the workforce. With employment among young people at its lowest levels since the 1950s, these youth are veering toward chronic unemployment as adults and failing to gain the skills employers need in the 21st century. In addition to new national and state data on the issue, the report offers recommendations to support youth in gaining a stronger foothold in the economy.

Labor Market Brightens, Consumers Step Up Spending

Reuters -- 12/13/12

The number of Americans filing new claims for jobless benefits fell sharply last week to a near four-year low and retail sales rebounded in November, hopeful signs for the struggling economic recovery. Initial claims for state unemployment aid fell for a fourth straight week, dropping 29,000 to a seasonally adjusted 343,000, the Labor Department said on Thursday. They are now at their lowest level since early October, and within a hair of territory last seen in early 2008.

Census Bureau Releases Equal Employment Opportunity Tabulation that Provides a Profile of America's Workforce

KTTC Rochester -- 11/29/12

The U.S. Census Bureau released today the 2006-2010 American Community Survey Equal Employment Opportunity Tabulation. The tabulation consists of 107 tables about the labor force crossed by sex, race and ethnicity. The U.S. Census Bureau has produced this tabulation after every decennial census since the 1970s. However, for the first time, this tabulation uses American Community Survey (2006-2010) estimates.

LEGISLATIVE NEWS

Rob Gentle, Legislative Chair

This compilation of articles is gathered from the National Association of State Workforce Agencies (NASWA). This information does not necessarily represent the views of NASWA, its individual members, or IAWP.

US Department of Labor provides grant supplement to assist Florida with continued recovery efforts following Tropical Storm Debby

United States Department of Labor -- 12/03/12

The U.S. Department of Labor today announced the award of a \$2,699,712 National Emergency Grant supplement to the Florida Department of Economic Opportunity following the devastation caused by Tropical Storm Debby. The supplement will continue funding temporary jobs for eligible dislocated workers who are assisting with cleanup and recovery efforts..

Why the Feds Want to Give Aspiring Entrepreneurs Unemployment Benefits

Bloomberg Businessweek -- 12/17/12

In a recent post on the U.S. Labor Department blog, Labor Secretary Hilda Solis and Small Business Administration chief Karen Mills trumpeted a "common-sense" initiative to turn unemployment benefits into jobs: Make it easier for laid-off workers to collect unemployment while they start businesses. Would-be entrepreneurs wouldn't have to hire people to be eligible for benefits; they'd just have to show they're spending their time trying to create the new venture.

Why the unemployment rate might soon stop falling

The Washington Post -- 12/17/12

Over the past year, the U.S. unemployment rate has fallen rapidly, from 8.7 percent last November to 7.7 percent today. But a new paper from the Federal Reserve Bank of San Francisco suggests that this decline could soon stall out.



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Your comments and ideas are welcome!

Greetings from the President,
 The 2012-13 IAWP Oregon Chapter Executive Board met on February 9, 2013 for our 3rd quarterly board meeting. We had a good meeting and discussed the awards program, chapter business, our own Craig Keyston, and many other items.

One thing to note during this message is the Chapter Officer elections. Please go to the IAWP Oregon Chapter website and vote. It is your privilege, as well as responsibility, as a member to vote on the future leaders of this chapter. To vote please go to: www.iawporegon.org; click the "more" link; Oregon Chapter Election. The login is Boardvote.

I also want to mention the 2013 Oregon Chapter Educational Conference, which will be held at the Hallmark Resort in Newport May 16 - 17, 2013. The Oregon Chapter Executive Board meeting is the afternoon of Wednesday, May 15, 2013 and the conference is Thursday & Friday, May 16 - 17, 2013 respectively. The Conference Planning Committee has been meeting and are developing a great educational event. We will have the registration information out soon.

Additionally, you are invited to the President's Reception, Wednesday evening, May 15, 2013. It is a great opportunity to get together and network with your fellow IAWP associates. Hope to see YOU there.

A couple of quotes with the upcoming education conference in mind:

"Learning is a treasure that will follow its owner everywhere." Chinese Proverb

"Learning is not attained by chance, it must be sought for with ardor and attended to with diligence." Abigail Adams

Sincerely,
 Ron Sohnrey, President, IAWP Oregon Chapter
Rsohnrey1@yahoo.com 503-507-9084

PROPOSED BYLAW CHANGE

Submitted by Grant Axtell

The Oregon Chapter Board of Directors approved a bylaw change that requires a vote of the membership. This vote will take place during the Annual Business Meeting on May 17, 2013 at the Hallmark Inn in Newport, Oregon.

The proposed bylaw change clarifies that Chairs of all Standing Committees are part of the Board.

Article V, Section B currently reads: The membership of the Board includes Chapter Officers, Subchapter Presidents, Subchapter Representatives, and Chapter Activity, Publicity, Retiree, Legislative, and Education Chairpersons.

The proposed change reads: The membership of the Board includes Chapter Officers, Subchapter Presidents, Subchapter Representatives, and Chairpersons of Standing Committees.

A DATE TO REMEMBER

05/15/13 Spring Board Meeting (location - Hallmark Resort, Newport OR)

05/16/13 - 05/17/13 Oregon Chapter Conference (location - Hallmark Resort, Newport, OR)

07/07/13 – 07/10/13 International IAWP – Chicago, IL
100 Year Anniversary

NEW MEMBERS

DESIRAE RICKMAN

LISA RUIZ

JOSEPH FARRIS

SAUNDRA CRAWLEY

ANGELA MILLER-POMLEE

“Life is a learning experience, only if you learn.”
~Yogi Berra

WELL BEING

Mark J. Butterfield, D.C

When I was very young, I was awakened one night by the sound of dogs barking. I put on my boots and walked towards the barn that housed the family dairy cow. I found our cow quivering as she stood surrounded by four snarling and lunging dogs. The dogs paid no attention to my yelling, so I ran back to the house and woke up my father who followed me back to the barn. Dad had grabbed a shotgun on the way out of the house, but did not need to fire it because the dogs ran in different directions when they saw him.

Dad and I talked to the cow, gave her some feed and walked back to the house. On the way back to the house dad said: “Well, she won’t give any milk for a while.” He was correct. No milk for my Wheaties for almost two weeks.

So why did the cow go dry just like dad predicted? The fact that the cow had been frightened to the point of terror did not provide a full enough answer. I had not thought much about the event until one day in a biochemistry class and a discussion about the manufacture of hormones in the body filled in the blanks from dog attack to no cow milk.

The reason is the hormones the cow’s body uses to produce milk are made from the same building block molecules that the cow’s suprarenal glands use to produce cortisol - another hormone that prepares her body for “fight or flight”. If the cow’s body uses up those building blocks, aka precursors, to make cortisol in response to stress, her body’s hormonal mix is thrown into an imbalanced state. The precursors have been depleted and new ones need to be manufactured. Two weeks of calm grazing and sweet-talk from the dairyman gets the hormones back into balance.

OK, how does this affect you? It may not be dogs in a pack; it could be paperwork in a stack, or dirty dishes on a rack, that has got your body’s chemistry out of whack. Acute or chronic, a mild to moderate level of stress tears at the fabric of one’s being as does the major traumatic event. I tell this to my patients every year coinciding with April 15, if they tell me they are avoiding preparing for that event until the last minute.

After our cow was gone (she was killed by a falling tree in the Columbus Day Storm) we never had another on the place. Milk came from the grocery store and never tasted as good. mjbdc@hotmail.com

LEGISLATIVE NEWS

Veterans Jobs Bill Introduced

(Portions reprinted from US Senator Ron Wyden's website)



WASHINGTON, Jan. 23 – Legislation to help veterans find jobs was introduced yesterday in a package of top-priority bills filed on the first legislative business day of the new session of Congress.

Senate Majority Leader Harry Reid (D-Nev.) introduced the *Putting Our Veterans Back to Work Act of 2013* (S.6). Sen. Bernie Sanders (I-Vt.), the incoming chairman of the Senate Committee on Veterans' Affairs, co-sponsored the measure.

“At a time when one in 10 post-9/11-era veterans are unemployed, this bill honors the sacrifice of the men and women who served in our armed forces by providing them with training to find jobs,” Sanders said. “The Veterans' Affairs Committee will be looking very seriously at how to improve veterans' employment and training programs,” Sanders added. The legislation would reauthorize training and employment services created by the *VOW to Hire Heroes Act*.

A new online employment resource would be established for veterans seeking information regarding employment and job-training resources.

At a time when 85 percent of law enforcement agencies experienced budget cuts, grants would be authorized for police and fire departments to train and hire veterans as first responders.

The heads of federal agencies would be directed to favorably consider contractors that employ a significant number of veterans on all contracts exceeding \$25 million.

The measure also would allow federal agencies to suspend or debar contractors who repeatedly violate the employment rights of members of the uniformed services.

LEGISLATIVE CHAIR SUBMISSION

Submitted by Rob Gentle

This compilation of articles is gathered from the National Association of State Workforce Agencies (NASWA). This information does not necessarily represent the views of NASWA, its individual members, or IAWP.

What the "Jobs" Domain Means for Job Seekers

Hospitality Times -- 02/17/13

The job-search community is buzzing over how a new network of websites at the .jobs domain will affect employers, who can list openings there for free, and other job boards, whose business models rely on companies that pay to list jobs. But largely left out of the conversation is what these 40,000 websites and their umbrella site, universe.jobs, mean for job seekers.

Working Late: In Tough Economy, Retirement Gets Pushed Back

National Public Radio -- 02/17/13

This is how the American dream used to be: if you worked hard, you could save money to put your kids through college and have enough left over after your working years were through to settle down and retire when you were ready to do so. But the average age at which Americans expect to retire keeps rising - from the age of 60 in the mid-1990s to age 67 now. That's according to a Gallup survey. For a growing number of older people, continuing to work past so-called retirement age is the new reality. And it's something NPR's Ina Jaffe is exploring in a series called Working Late.

Job Corps closes the door on new recruits

The Washington Post -- 02/16/13

The Department of Labor has suspended new enrollment into one of the nation's largest job-training programs for low-income youths, citing cost overruns that critics have blamed on mismanagement. The Job Corps enrollment freeze could close the door on as many as 30,000 young adults struggling in a troubled economy and could cost about 10,000 staff jobs, according to the association that represents private operators for the program.

For any questions, Contact Ron:

Rsohney1@yahoo.com 503-507-9084

CONGRATULATIONS 2012 IAWP AWARD NOMINEES

Contributed by: Tracy Johnson & Julie Davidson
Co-Activity Chairs

Once again, the IAWP Oregon Chapter Recognition Program has received a strong list of candidates nominated for outstanding performance in 2012. It is always exciting to read about the accomplishment and work of others, and making a decision as to who best meets the criteria for each award can be difficult. The actual judging has been completed, and the results will be published at the awards ceremony.

The following is an alphabetical list of those nominated for special recognition.

Dennis Brophy
Phil Butcher
Irene Carrillo

Charitable Fund Drive – WorkSource Lane (Joe Farris,
Tammy Henriksen, Antoun Kehdi, Melanie Seaman,
Oscar Scott, Deborah Shivers, and Tasha Zahn)

Sandra Crawley
Charlene Grafton
Lisa Gurnsey
Greg Ivers

Jackson County Oregon Employer Council
Antoun Kehdi

Craig Keyston (posthumous)
Katie Leggate
Cheryl Martin

Angela Miller-Pomlee
Stephanie Morelli
Mary Nelson
Pamela Oliver
Kate Parker
Meena Parkera
Patrick Preston

Estanislado Quinones (Q)
Lisa Ruiz

Tammy Schroeder
Deborah Shivers
Norma Soto
Stephanie Stevens
Deborah Stricklan

CONGRATULATIONS 2012 IAWP AWARD NOMINEES

(Continued)

Unemployment Insurance Central Office –
(Steve Adams, Bruce Fletcher, David Genz, Slavic
Gidenko, Marc Heatherington, Joel McPheeter, Daryl
Mitchell, Janet Orton, Jeff Witbeck, and Scott Zentz
and Frank Jellison,)

Tony Walton

WorkSource Lane

WorkSource Lane – Bilingual Staff
(Jennifer Carrion, Francisco Garcia, Dora Herrera,
Janet Lewis, Leah Kirkland, and Alan Martinez)

Presentation of awards will be made May 16, 2013, in
conjunction with the IAWP Oregon Chapter
Educational Institute being held at the Hallmark Resort
in Newport, Oregon, May 16 – 17, 2013.



Hallmark Resort
Newport, Oregon, May 16 – 17, 2013

We hope everyone will be present to help share in
honoring these individuals and groups for their hard
work and dedication during the past year.

Congratulations to all of you!



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Your comments and ideas are welcome!

Greetings from the President,

It is coming soon – The 2013 Oregon Chapter Educational Conference – being held at the beautiful Hallmark Resort in Newport on May 16 - 17, 2013.

The President’s Reception will be Wednesday evening May 15, 2013. Hope to see **YOU** there. This is a great opportunity to network with fellow IAWP members in a relaxed social setting. Then get ready for two full days of great learning opportunities, wonderful food, and a chance to acknowledge the exceptional work done by your fellow co-workers at the Awards Banquet on Thursday. The Hallmark has been great to work with and has given us a **WONDERFUL** rate for a variety of rooms. Make sure to make your reservation by **May 1, 2013**. Just as an fyi, the rate(s) are good for 3 days pre and 3 days post group dates, so definitely take advantage of this opportunity to have a wonderful time on the Oregon coast, at a beach front resort, for a very inexpensive price.

We have a variety of great presenters and workshops this year. I am also very excited to announce that in addition to all the great presenters and workshops, we will have the IAWP International President and our District VII Director at the conference this year. I am **VERY** excited about the conference.

Besides having great presenters and workshops, an excellent location (at a **VERY** nice price), great food, the 2013 – 14 Oregon Chapter Officers will be sworn in on Friday, May 17, 2013 at the annual business meeting. These will include our new elected Chapter Officers: Grant Axtell – President; Charlene Grafton – President Elect; and Amber Schoonover – Vice President. Congratulations to you all. Our Association, and specifically our Chapter, is lucky to have such qualified, energized, and capable people.

Sincerely,
 Ron Sohnrey, President, IAWP Oregon Chapter
Rsohnrey1@yahoo.com, 503-507-9084

A DATE TO REMEMBER

05/15/13 Spring Board Meeting (location - Hallmark Resort, Newport OR)

05/16/13 - 05/17/13 Oregon Chapter Conference (location - Hallmark Resort, Newport, OR)

07/07/13 – 07/10/13 International IAWP – Chicago, IL
100 Year Anniversary

NEW MEMBERS

DESIRAE RICKMAN LISA RUIZ
JOSEPH FARRIS SAUNDRA CRAWLEY
ANGELA MILLER-POMLEE

MERKLEY PASSES INFRASTRUCTURE JOBS BILL THROUGH COMMITTEE

March 20, 2013 – Copied from Website

WASHINGTON, D.C.— Oregon’s Senator Jeff Merkley today announced that the Senate Environment and Public Works Committee has passed his Water Infrastructure Finance and Innovation Act (WIFIA). The WIFIA program was included as an element of the Water Resources Development Act (WRDA), which the committee passed on a bipartisan vote. WIFIA would help local communities upgrade water and sewer systems with low-cost financing. WIFIA, modeled after a successful transportation program, would save money for water and sewer ratepayers – homeowners and businesses – and put construction workers back on the job as repairs and new projects are accelerated.

“We need to put a priority on creating jobs now and on making smart investments in infrastructure,” said Merkley. “WIFIA does both. Every community in Oregon needs to be able to provide their citizens with clean drinking water and safe wastewater systems. We need investment now to replace aging systems, meet new standards, and prepare for future economic growth.”

WIFIA is modeled after the successful Transportation Infrastructure Finance and Innovation Authority (TIFIA). WIFIA would create a financial mechanism within the EPA to provide access to lower-cost capital for investments in water infrastructure. The program offers a proven, modern, and effective way to help increase investment in our infrastructure while reducing cost to local governments and ratepayers.

For additional information:

<http://www.merkley.senate.gov/newsroom/press/release/?id=172f2d41-d9a3-44ec-9324-c99adebfc73a>

RESEARCH – BE INFORMED

For Oregon Parents, Working is the Norm

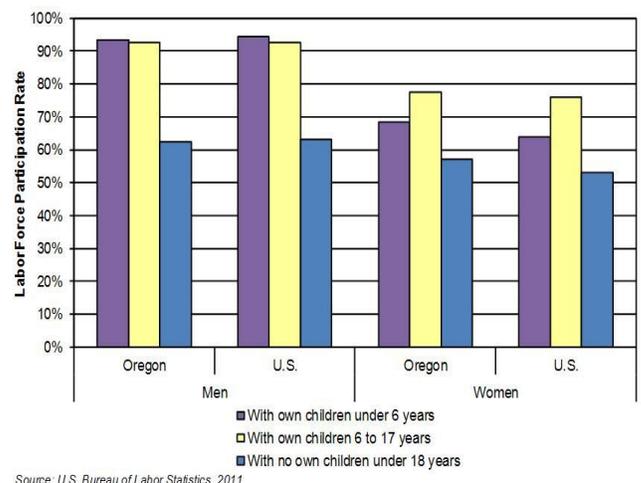
Jessica Nelson, Economist

Working parents account for almost one-third of the state labor force, a slightly lower share than the nation. Parents are more likely to be working than people without children under 18. The participation rate for the population with no children under 18 is 59.7 percent, compared with 82.6 percent of parents with children under 18.

Labor force participation of parents differs by gender and the age of children. For parents of children under six years of age, there's a big difference in the labor force experiences of men versus women. Of the men in this group, 93.4 percent are in the labor force, compared with 68.5 percent of Oregon mothers of children under age six. The gender gap in labor force participation is reduced somewhat for parents of children ages six to 17.

In addition to the age of the kids waiting for dinner at home and a worker's gender, there's the effect of marital status. Married mothers are less likely to work, and married fathers are more likely to work. Overall, 83.5 percent of married parents in Oregon were in the labor force in 2011.

Parents Have High Labor Force Participation Rates



You can find more details in the full article, available online at [QualityInfo.org](http://www.qualityinfo.org)

(<http://www.qualityinfo.org/olmis/ArticleReader?itemid=00008552>).

IMPORTANT NEWS



Hallmark Inn, Newport

IAWP – OREGON CHAPTER 2013 EDUCATIONAL CONFERENCE

May 16 – 17, 2013

The Hallmark Inn • Newport, Oregon

To make Hotel Reservations, call Toll Free
1-888-448-4449 Opt. 2

The 2013 Oregon IAWP Conference is designed to:

EDUCATE

Education is crucial to understand Oregon's ever evolving workforce.

STIMULATE

Engage our passion and move us forward as workforce professionals.

SIZZLE

Know and access the available tools and resources to help the workforce thrive!



2013 EDUCATIONAL CONFERENCE

A sample of topics includes:

- The Economy: what's happening in the labor force, baby boomers, retirements and young people not engaging.
- WOW! The World of WOMIS and how data is shared, working together to support Wagner-Peyser, Workforce Investment, Veterans and others.
- Vicarious Trauma – Taking Care of Yourself: Understanding the negative impacts of work-related stress and ideas on how to take care of ourselves.

Schedule Overview

Thursday, May 16th

7:30 a.m. – Registration

8 a.m. – Opening Address

11:15 a.m. – IAWP Awards Luncheon
General Sessions & Breakout

Workshops throughout the day

Friday, May 17th

8 a.m. – Conference continues with
General Sessions & Breakout Workshops

4 p.m. – Conference concludes



IAWP INTERNATIONAL CONFERENCE CHICAGO



Back to where it all started, Chicago, IL.

July 7-10, 2013
At Millennium Park
200 NORTH COLUMBUS DRIVE,
CHICAGO, IL 60601

FAIRMONT, CHICAGO - MILLENNIUM PARK

An Exquisitely Re-Imagined Downtown Chicago Hotel
Rediscover the Fairmont Chicago, Millennium Park, which has reclaimed the city skyline as a beacon of modern design, following a dramatic \$50 million transformation. The artful new lobby of this downtown Chicago hotel near Grant Park beckons with a grand sense of arrival – at once, as fashionable as the city of Chicago – through crisp lines, dark woods and neutral finishes tinged with pops of color.

Experience an exclusive level of luxury and service with [Fairmont Gold](#) – a privileged lifestyle hotel experience tucked away on the Fairmont’s 15th floor. And for our guests with environmental sensitivities, we recommend booking one of our new hypoallergenic, allergy-friendly Fairmont PURE and Fairmont Gold PURE rooms and suites.

Dine in the award-winning [Aria restaurant](#). Savor the sensation of wine, cheese, and chocolate at [Eno Wine Room](#). Enjoy the upbeat modern atmosphere of [Aria Bar and Sushi Club](#). Enjoy breathtaking views of the city skyline from our newly restyled [Chicago luxury hotel accommodations](#).

Just outside, the energy of downtown Chicago awaits. Lending the Fairmont a fashionable and contemporary urban resort attitude, our rich and diverse [Grant Park and Millennium Park neighborhood](#) affords your intriguing sense of adventure. The Art Institute and the Field Museum; Navy Pier and Chicago's Lakefront; the acclaimed shopping along the [Magnificent Mile and Oak Street Street boutiques](#); Chicago's theaters and nightclubs; the bustling business district and the serene escape of [Millennium Park](#) all intersect at one location: Fairmont Chicago, Millennium Park.

2014

INTERNATIONAL CONFERENCE PORTLAND, OREGON

**HOSTED BY
IAWP Oregon Chapter**



OREGONIZER

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 Editorial Advisor: Dennis Brophy

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 7995 SW Mohawk St.
 Tualatin, OR 97062

~~~~~

**IAWP Oregon Chapter Officers:**

- President - Ron Sohnrey
- President Elect – Grant Axtell
- Vice President – Gary Durbin
- Secretary/Treasurer – Bryant Campbell
- Past President – Stephanie Stevens

[Special Thanks to all of You](#)

I would like to say thank you to all of the IAWP Oregon Chapter Executives this past year. Even more than that, I want to say thank you to each and every one of you - the IAWP Oregon Chapter members.

Lastly, remember to thank your supervisors for their support as we couldn't do what we do without their backing. Help them see the importance of IAWP and all the good things we do. Ron Sohnrey, President

Greetings from the President,

My year as President has come to an end. It has been quite the ride. I'd like to thank the Oregon Chapter Board for all their support and for leading this chapter. We have been lucky to have these wonderful leaders and the group that will follow, with Grant Axtell as the President, will do an equally well job.

The 2013 Oregon Chapter Educational Conference was a great success. The Hallmark Resort was excellent to work with, the food was VERY tasty. Our opening and closing ceremonies were FANTASTIC as Mark Hoefler did a great job singing the National Anthem and we were very fortunate to have the Angell Job Corps do our opening and closing ceremonies, a first since I've been with IAWP. Delighted me beyond words to see those young people take pride in such an important tradition as presenting our nations colors.

The Awards Banquet allowed us to celebrate the great work done by our co-workers. The Business Meeting on Friday was very informative and we took care of some important business. We had a multitude of dignitaries, including the IAWP International President Nancy Upchurch, District VII Director Lu Lineberry, Employment Department Deputy Director Louise Melton-Breen, Newport Mayor Sandra Roumagoux, and the Newport Chamber of Commerce Executive Director Lorna Davis. We had excellent speakers/presenters, workshops, and overall everything seemed to go very smoothly.

July is our International conference in Chicago, IL, which I am very excited to attend as it will be our 100th year anniversary and the conference is set to be a GREAT event.

Sincerely,  
 Ron Sohnrey, President, IAWP Oregon Chapter  
[Rsohnrey1@yahoo.com](mailto:Rsohnrey1@yahoo.com) 503-507-9084

## **PROPOSED BYLAW CHANGE**

Submitted by Grant Axtell

Please read and be prepared to vote on this proposed bylaw change. Voting will be starting on June 28<sup>th</sup>. Voting will be available until July 10.

### 1. ADD: ARTICLE I, SECTION E.

#### **Section E. Purpose**

The chapter is organized exclusively for charitable and educational purposes within Section 501 (c)(3) of the Internal Revenue code of 1986, as amended, and may make expenditures for its purpose. The chapter's purpose is to be the premiere resource for workforce development professionals in Oregon.

### 2. ADD: Article XI

#### **ARTICLE XI. DISSOLUTION of CHAPTER and LIQUIDATION of ASSETS**

##### **Section A. Dissolution**

The chapter may be dissolved by a vote of 2/3 of chapter members voting. Upon dissolution of the chapter, and after all of its liabilities and obligations have been paid, satisfied and discharged, or adequate provisions made, all of the chapter's remaining assets will be distributed to one or more organizations that are organized and operated exclusively for charitable purposes within the meaning of sections 501(c)(3) and 170 (c)(2)(B) of the Internal Revenue Code of 1986, as amended.

Voting for Oregon Chapter IAWP members only:

<http://www.surveymonkey.com/s/YN53HZG>

Proposed Bylaw change text also available on-line:

<http://www.iawporegon.org/chapter-documents.html>

## **DATE TO REMEMBER**

07/07/13 – 07/10/13 International IAWP – Chicago, IL  
100 Year Anniversary

## **WELL BEING**

Mark J. Butterfield, D.C

At about 2 or 3 in the afternoon, the other chiropractor in the clinic will say; "Let's go get some coffee". I don't always drink coffee but I often ride along with him. The closest coffee shop to our clinic is located by Portland State University, and parking is hard to find in this part of downtown. Shortly before we arrive at the coffee shop he will say something like: "I'm imaging a real good parking spot".

I've kept track, and when his positive affirmation is spoken, there is a spot open about 60% of the time. If he should forget to say his "parking prayer", an open space is available less that 20% of the time. Why is it that expressing a wish or an expectation seems to influence the outcome of an event?

My friend may have telekinetic powers, but I think part of the explanation for "mind over parking matters" is that what one expects to find, they usually find. His, and now my attention is keener when we remind ourselves of what we wish to see. We might also broaden our definition of "good parking spot" a bit. There is a measure of magic involved too. At any rate, our spirits are lifted when that open spot presents itself. We resolve when no parking space is available and that we were due a lesson that our powers are strong but not unlimited.

Try my friend's technique and say a positive affirmation (and really mean it) for something good you wish to happen for yourself. It might be a compliment from a co-worker, finding your baseball in tall grass, or a "good parking spot". I bet it works for you.

Mark J. Butterfield, D.C. [mjbdc@hotmail.com](mailto:mjbdc@hotmail.com)

## **IAWP 2013 INTERNATIONAL CONFERENCE CELEBRATING 100 YEARS**

**Back to where it all started, Chicago, IL.**

**July 7-10, 2013  
At Millennium Park  
CHICAGO, IL**

**The 2013 Oregon IAWP Conference did  
EDUCATE,  
STIMULATE, and SIZZLE !**

(Pictures submitted by Todd Brown, Commuunications)

The conference covered the Economy: what's happening in the labor force, baby boomers, retirements and young people not engaging. WOW! The World of WOMIS and how data is shared, working together to support Wagner-Peyser, Workforce Investment, Veterans and others. It also cover Vicarious Trauma – Taking Care of Yourself: Understanding the negative impacts of work-related stress and ideas on how to take care of ourselves. All of this and other breakouts were well attended.

The conference Bar B Q on Thursday night was a great success and all attendees were able to network and exchange idea in a fun and friendly atmosphere.



Mark Hoefler – Opens the Ceremonies



Presidents Ron Sohnrey and Stephanie Stevens – Present and Past



Conga Line – Keeps Audience Energized



You signed up how many new members??



Yes, Oregon Employer Council can assist!



Adalberto Rubio –Something for Everyone!

## 2012 IAWP AWARDS



We are all winners! Here are the ones recognized.

### Nick Guarriello Office or Section of the Year Award - Large



WorkSource Lane

### Award of Merit - Individual



Lisa Ruiz - WorkSource Lane

### James Mahoney Managerial Award



Sandra Crawley

### Professional Performance Award Antoun Kehdi - WorkSource Lane

### Chapter Citation Award - Group



Jackson County OEC -  
Charlene Grafton Accepting

### Eric Bergman Service to IAWP Award



Stephanie Stevens - CO Tax

### Chapter Citation Award - Individual Cheryl Martin

### New Employee Performance Award Angela Miller-Pomlee - Work Source Lane

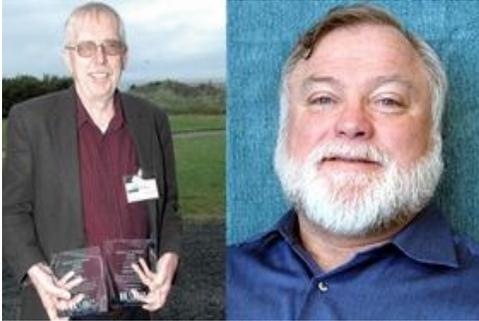
### Service to Veterans Award - Individual



Tony Walton - WorkSource Clackamas

## 2012 IAWP AWARDS CONTINUES

### Service to Veterans - Group



Phil Butcher & Patrick Preston

### Award of Merit - Group



Charlene Grafton - Medford accepting

### Unemployment Insurance Award - Group

#### UI Central Office

(Joel McPheeters, Daryl Mitchell, Janet Orton, Frank Jellison, State Adams, Bruce Fletcher, David Genz, Jeff Witbeck, Slavic Gidenko, Scott Zentz, Marc Heatherington)

### Administrative Support Employee Performance Award



Norma Soto – Albany

### Specialized Customer Service Award – Individual



Mary Nelson – WorkSource Clackamas

### Specialized Customer Service Award - Group

Meena Parkera - WorkSource Lane

Kate Parker - Lane Workforce Partnership

### Retiree of the Year Award



Dennis Brophy

### Unemployment Insurance Award - Individual



Lisa Gurnsey

**.....AND MORE AWARDS!**

**Frank Waller Public Relations Award**



Deborah Stricklan - Grants Pass

**L. Dale Ross Community Service Award**



Irene Carrillo



WorkSource Lane Bilingual Staff  
(Alan Martinez, Jennifer Carrion, Francisco Garcia,  
Pictured - Leah Kirkland, Dora Herrera, Janet Lewis)

**LEGISLATIVE NEWS**

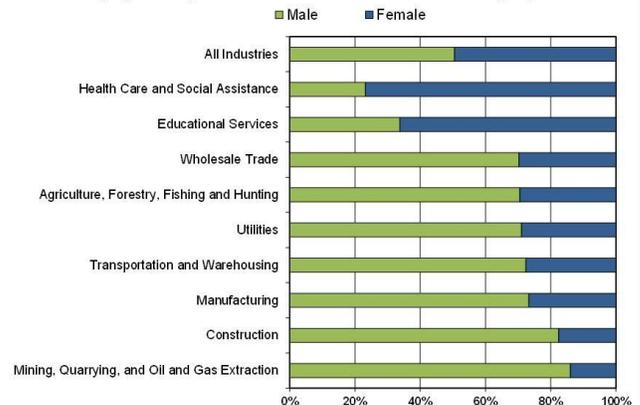
**Employment and Earnings for Men and Women in Oregon**

Gail Krumenauer, Senior Economic Analyst,  
[Gail.K.Krumenauer@state.or.us](mailto:Gail.K.Krumenauer@state.or.us)

Recently, the Bureau of Labor Statistics (BLS) released information about women's earnings in Oregon in 2011. According to the BLS, women working full time in Oregon had median weekly earnings of \$701. That's 80 percent of the \$877 median weekly earnings for men working full time in the state. Nationwide, median weekly earnings for women working full time totaled \$684, or 82 percent of the \$832 median earnings for men.

On a related note, the Employment Department's Research Division recently pulled together employment information by industry and gender in Oregon. During 2011, men's share of the workforce (51%) edged out women's (49%). Some industries showed less of an even split in terms of employment by gender. Sectors with large shares of female workers included health care and social assistance, along with educational services. Male-dominated industries included construction, manufacturing, and utilities, among others.

Employment by Gender for Selected Industries in Oregon, 2011

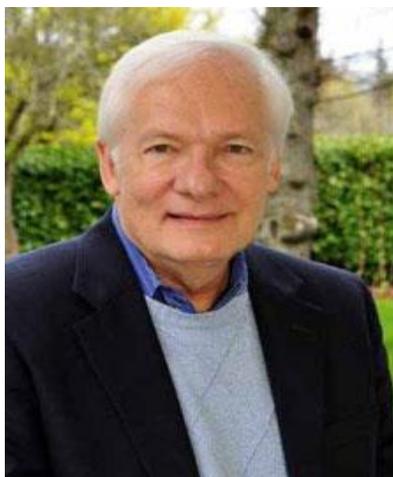


Source: U.S. Census Bureau, Local Employment Dynamics, All Ownerships

You can find more employment information by gender and industry on the Quarterly Workforce Indicators page at [QualityInfo.org](http://www.qualityinfo.org/olmisj/qwi) (<http://www.qualityinfo.org/olmisj/qwi>).

## 2012 LIFETIME ACHIEVEMENT AWARD

The Lifetime Achievement Award is presented by the Past International Presidents recognizing outstanding, long-term commitment to IAWP's objectives.



Craig Keyston

The 2012 Lifetime Achievement Award winner is someone respected and remembered by his chapter, his district, and the entire organization. He dedicated numerous hours of his time to advancing the objectives of IAWP by recruiting members, meeting with his state administration, and serving in a variety of leadership positions. IAWP is sad this 2012 Lifetime Achievement Award winner is being recognized posthumously rather than being able to issue this award to him while he could enjoy it.

Perhaps Grant Axtell, Oregon Chapter member, said it best as he wrote the Statement of Accomplishment in the awards nomination. Grant stated, "It is with great pleasure that I nominate Mr. Craig Keyston for the IAWP Lifetime Achievement Award. Joining IAWP in 1994, Craig quickly became involved with the Oregon Chapter. He served on both the Subchapter and Statewide boards for numerous years in a variety of roles. He worked tirelessly to sign up new members. Craig planned or was involved with the planning of nearly every chapter conference and district institute held in Oregon. He had a great knack for negotiating incredible deals. Although never running for International Office, Craig was active in International serving on the Board as District Director, on committees and attending countless International Conferences.

We lost Craig in October 2012 after a long, silent battle with an illness Craig kept private. I and many in Oregon and District VII will always remember Craig as Mr. IAWP. The Oregon Board of Directors supports this nomination by a unanimous vote."

Grant continued to describe Craig Keyston in the award narrative by writing, "He was a walking, talking, history book of all of the objectives, the history of how we got here, and what we needed to do to stay on course. He talked to new members and long-term members about the International membership and how important it was to International (IAWP), and what we all gain from those relationships."

"Craig met regularly with leadership, including the Director at the Oregon Employment Department to share the importance of IAWP and the role IAWP plays in the workforce system," Grant recalled. He was a bronze key recipient for numerous years in a row. The Bronze Key award is given to those members who recruit ten or more new members for the current year's membership. Craig Keyston didn't just talk IAWP, he lived and breathed IAWP. This Lifetime Achievement Award winner used the educational opportunities provided by IAWP. In working with his chapter educational programs, Craig applied for and was awarded numerous W. Scott Boyd Group Grants, which are designed to provide financial assistance to IAWP chapters, as well as chapters working with their agencies, for the presentation of group educational and training programs. It would be virtually impossible to name all Craig Keyston did to enhance the organization's membership and programs. It is with both joy and sadness IAWP is issuing the 2012 Lifetime Achievement Award to Craig Keyston, the Oregon Chapter's Mr. IAWP.

### Craig Keyston Membership Memorial Day

The Oregon IAWP Chapter voted at the May Board meeting to honor Craig Keyston by declaring June 21 as the Craig Keyston Membership Memorial Day. Yearly membership activities will be planned on this day. Stay Tuned for the "kick-off" to celebrate Craig and membership!



International Association of Workforce Professionals

# OREGONIZER

The Official Newsletter of Oregon IAWP

## MOVING OUR CHAPTER FORWARD

By Grant Axtell, Oregon Chapter President

It is time to take IAWP to the next level. It is time to make IAWP mean more than awards and a once a year conference. It is time to make IAWP more than just an offshoot of our agency. It is time to make IAWP a great professional association. An association that people from across the workforce system want to be a part of. An association that is cutting edge in our educational and networking opportunities. An association that is welcoming and open to all.

This will not be an easy task though it is a necessary task if we want to make IAWP relevant for the next 100 years. The Oregon Chapter has always been at the forefront of change in this association and will be on this as well.

Some of the changes will be minor others will reshape our organization for years to come. One of the first changes the new Chapter Board made was to raise dues. Dues increased effective July 1, 2013 to \$8 a month. This is the first dues increase in well over a decade and one made necessary after our International association raised the amount per member we are required to pay.

Two major changes are in the pipeline for the next month: realignment of our subchapters and a redesign of our awards program. These are both areas steeped in tradition and emotion. I encourage you to chat with your subchapter leadership and provide your thoughts (or come to our board meeting on October 12, more details on our website soon!).

Thank you for your continued support of the Oregon Chapter!



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JULY/AUGUST 2013

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Editor: Barbee Williams

Co-Editor: Steve Strain

Editorial Advisor: Dennis Brophy

## INTERNATIONAL IN CHICAGO

The International Conference venue this year contained history; celebrated 100 years of IAWP and provided educational opportunities for everyone. There was great value in networking at the International level and sharing Best Practices with the individuals who do the same work from

Washington State to Washington, DC. The Banquet was well reviewed and we could all access the agenda, workshops and activities all with an phone app!! Imagine that! The exciting news is that you had so many choices it was hard to decide which event to go to.





# THE INTERNATIONAL CONFERENCE OF IAWP, CELEBRATING 100 YEARS

*Submitted by Ada Moldofsky*

## CHICAGO

**Hog Butcher for the World, Tool Maker, Stacker of Wheat,  
Player with Railroads and the Nation's Freight Handler:  
Stormy, husky, brawling, City of the Big Shoulders.**

These are the words from the poem "Chicago" written by Carl Sandburg in 1914 describing the City of Chicago. The year before that, in 1913, the International Association of Workforce Professional (then known as IAPES) held its first international conference in the city of Chicago. On July 7 through July 10, 2013 IAWP again held its annual conference in Chicago to celebrate the 100th anniversary. The conference was held at the Fairmont Hotel at Millennium Park, in beautiful, downtown Chicago. The conference was attended by 240 members, of which 110 were retirees. It was great to have them there. The conference had great speakers and wonderful workshops.

I attended several of those workshops which taught me a few things. One of those workshops I attended was "Creating a Positive Work Environment in a Negative World", moderated by Dee Dee Baker from the state of Montana. Great speaker and very dynamic. Here is what I learned from that workshop: "A negative thinker sees a difficulty in every opportunity. A positive thinker sees an opportunity in every difficulty." During the workshop we brainstormed ways in which we can take the everyday situations and see the positive rather than the negative. Another workshop I attended was "Conflict Management" presented by Tanya Coker from the state of California. It taught participants ways to recognize sources of conflict, identify the patterns of conflict, and prevent the conflicts from developing or escalating into bigger issues affecting not only the parties involved in the conflict but, other workers as well.

One of the benefits of attending these conferences is meeting up with state workers from other states, as well as from other parts of the world who deal in the same kind of work you do. I got to commiserate with people from Japan, China, Lithuania, and Sierra Leone, a new country in Africa. Wow!!

The Awards Luncheon is always exciting due to the fact we recognize the people who really put themselves out to do the best work they are able to turn out, above and beyond the call of duty.

On the negative side: the weather was hot and humid, but that's Chicago. It makes you appreciate coming home to low humidity Oregon (for the most part).

Beautiful, downtown Chicago was great as always. People are always friendly and helpful. I found a festival called "A Taste of Chicago" which started on Wednesday of that week. There were lots of vendors selling food, art works, drinks etc. I met up with a person who was going to the festival and he helped me to get around the festival and directed me back to my hotel since I'm usually directionally challenged. The food was good and the vendors were friendly and gracious.

The Banquet and Ball held on the last night of the conference is always fun to attend, too. The food is always exceptionally good. I had a fillet mignon that almost melted in my mouth and the Risotto was also excellent.

It was a privilege to be able to go and attend the conference. I love Chicago and I love being around all those people from different states and countries. **Next year, Portland Oregon. Here we come!**

## MARK YOUR CALENDAR!

### Oregon Board Meetings:

**Saturday, October 12, 2013**

9:00 AM—Noon

Location TBD

**Saturday, January 25, 2014**

9:00 AM—Noon

Location TBD

**Thursday, April 10, 2014**

2:00—5:00 PM

Salem Convention Center

### **Oregon IAWP Conference**

Friday, April 11, 2014

Salem Convention Center

---

### **2014 International Conference**

June 22—25, 2014

Red Lion Jantzen Beach

*“People often say that motivation doesn't last. Well, neither does bathing — that's why we recommend it daily.”*  
— ZIG ZIGLAR

### **Honoring Craig Keyston**

Evelyn Hayman and Barbee Williams were able to share stories of Craig Keyston . His sister, Evie, was able to attend the International Conference in Chicago to accept the Lifetime Achievement Award, awarded to Craig



# UNDER THE DOME



## News on Legislation and the Workforce System

### States Want Control over WIA 'Set-Aside' Funds

SHRM -- 09/06/13

When Congress returns to Capitol Hill on Sept. 9, 2013, from its month long August recess, the nation's governors are hoping to join in the debate over reauthorization of the federal Workforce Investment Act (WIA). As many states seek to retrain their workforces and attract new businesses, governors say they know better than the U.S. government how to get the most out of dwindling workforce development resources.

### Deadline nears for fixing unemployment system problems

The Boston Globe -- 09/07/13

Two months after the launch of the state's new unemployment benefits computer system, it remains plagued with problems, \$6 million over initial estimates, and unable to make proper payments to hundreds of financially strapped workers hunting for jobs. The company that built the system, Deloitte Consulting, has until the end of the month to fix the problems without penalty, under the \$46 million contract. It's unclear what remedies are available to the state if the system is still not working properly after that.

### America's Shrinking Workforce?

PBS -- 09/09/13

Officially, this month's unemployment number is, in the words of the Bureau of Labor Statistics, "little changed" at 7.3 percent. The other headline number -- of 169,000 jobs added -- would have elicited an "eh" in my youth; a "meh" today. More meh still: a sharp 74,000 downward revision of the summer's job numbers. If last month's supposed 162,000 new jobs had been accurately reported, as per the downward revision, it would have been announced as 104,000, it turns out. That would have elicited headlines of doom. On the other hand, our own hyper-inclusive U-7 number dropped dramatically -- to 15.7 percent. U-7 adds to the officially unemployed (11.3 million Americans), part-timers looking for full-time work and "discouraged" workers -- everyone who didn't look for a job in the past week but says they want one.

### Most unemployed holding out for the right gig, survey says

CNBC -- 09/09/13

Friday's jobs numbers were below expectations, as the economy added just 169,000 positions, while reducing the overall unemployment rate to 7.3 percent from 7.4. But a key number in the report showed that 312,000 people dropped out of the labor force because they don't have a job or have given up looking.

*“He, who every morning plans the transactions of the day, and follows that plan, carries a thread that will guide him through a labyrinth of the most busy life.”*

— VICTOR HUGO



# WELL BEING

SUBMITTED BY MARK J. BUTTERFIELD, D.C.

A few years ago I received a phone call in the late afternoon with a desperate sounding voice on the other end. “Paula has been in a terrible car accident; could you meet us at the ER?” Paula (not her real name) is the 25 year old daughter of two of my patients. I drove to the hospital where I met two understandably distraught people. Upon their request, I attended a meeting with the ER doctors and learned that Paula had a broken neck. It is hard to imagine a worse diagnosis for parents to hear.

Depending on many factors, a fracture of a vertebra in the neck can have a range of consequences ranging from death, to catastrophic nerve damage, to being completely imperceptible to the victim. Paula’s fracture was thankfully something less than catastrophic but she was aware there was an injury. Her cervical spine was unstable and spinal cord vulnerable to damage due to the instability, but no apparent major damage had occurred involving the spinal cord. She was in some pain, but that was being managed well with medication.

Paula’s treatment involved a surgery and the use of a halo neck brace to aid in healing. During Paula’s recovery the treating physicians and staff generously allowed me to attend her coordinated care conferences. I continued to follow her case after removal of her neck brace and viewed her x-rays and read the report at her discharge from care. Paula received a few sessions of physical therapy and was given some exercises to perform at home.

About a year later I saw Paula at the grocery store buying produce. I watched her as she selected various items and placed them in her shopping cart. When she performed a movement that required turning of her head, she turned her entire body in a stiff, almost robotic-like fashion.

I pushed my cart next to hers, we small talked a little bit, and I asked her to come into my clinic the next Saturday morning.

When she came in, I had her sit on the exam table and asked her to turn her head first to the left then to the right. She would turn only about ten degrees either direction before she started to turn her whole torso to help with the movement. I inquired about pain or other neurologic symptom she might be experiencing as she turned her head. She reported none. I then asked her to allow me to guide the movement of her head as I rotated her both directions. Paula’s range of motion was 45 degrees bilateral when she was not actively performing the movement. I pointed this out to her to which she responded: “I’ve got a broken neck – I’m trying to be careful”.

Paula’s self-limitation - in her case, movement of her neck - is something seen in doctor’s offices (or daily life) just about every day in one form or another. People become their diagnoses with all the restrictions and limits and sometimes symptoms they believe they should be experiencing. The completion of care for injury should always include an interactive discussion and demonstration of what is possible now and what can be achieved. All healing is helped by removing unfounded limitations whether broken neck, a recovering life of substance abuse, a history of physical abuse, a failed marriage or business.

These days Paula is home lifting her baby, canning, and fly fishing, with about a full eighty degrees of rotation of her neck. Rather than saying she has a broken neck she says she had a broken neck years ago.

**Comments or questions can be directed to Dr. Mark Butterfield at : [mjbdc@hotmail.com](mailto:mjbdc@hotmail.com) .**



# TECH DECK



With Steve Strain

Blogster, Classmates.com, Facebook, Flixster, Flickr, Google+, LinkedIn, Myspace, Pinterest, ReverbNation, StumbleUpon, Tumblr, Twitter. Do any of these sound familiar to you? Chances are good that you have heard of at least 3 or more of these. Chances are also good that you are a member of at least one of these. If not, then you might find this article interesting. I hope that **all** may find this interesting, but I digress!

The above list of names are all [Social Networking](#) sites of varying types, hoping to attract varying people, to use them. The above list is a fraction of the currently active social networking sites around the world (Wikipedia lists 200 major sites). I want to talk about **one** of these social networking sites, one of the most popular.



In an effort to keep this column somewhat brief, I will just touch on just a few key points and definitions in an attempt to educate those of us who are curious enough about Social Networking to be still reading this article.

So, what is Twitter? Twitter is a social networking site that allows users to send 140 character messages, called “tweets” across the internet. These messages can be sent via the Twitter.com website or by using one of many compatible, external applications for use on mobile devices such as smartphones and tablets. Users may subscribe to other users' tweets – this is known as following and subscribers are known as followers. Twitter is also referred to as a “micro-blogging” site, in reference to its 140 character limit per tweet. Says Wikipedia: *“As a social network, Twitter revolves around the principle of followers. When you choose to follow another Twitter user, that user's tweets appear in reverse chronological order on your main Twitter page. If you follow 20 people, you'll see a mix of tweets scrolling down the page: breakfast-cereal updates, interesting new links, music recommendations, even musings on the future of education, etc.”*

**Now that you have an idea of what Twitter is, let's learn some Twitter basics.**

**TWEET:** Tweets are messages sent via your Twitter account. They are limited to 140 characters max and can also contain [hyperlinks](#) to most anything that can be linked to online, such as online articles, pictures & videos, other web sites etc.

**RE-TWEET:** Re-tweeting is when a user re-posts a Tweet from another user.

**HASHTAG (#):** A hashtag is a word or a phrase prefixed with the symbol #, such as #IAWP. It is a form of [metadata tag](#). Hashtags are mostly used as unmoderated discussion forums. Any combination of characters led by a hash symbol is a [hashtag](#), and any hashtag, if promoted by enough people, can “trend.” On Twitter, when a hashtag becomes extremely popular, it will appear in the “Trending Topics” area of a user's homepage. On his late night talk show, Jimmy Fallon sometimes plays a game called “Late Night Hashtags.” He will start a hashtag, such as #HowIGotFired. His viewers will Tweet in response, telling stories of how they were fired from their jobs. Many times so many of his viewers will respond that the hashtag will become a world-wide trending topic.

**TRENDING TOPICS:** These are hashtags that have become very popular. Recent trending topics have been #september11; #MissAmerica ect. Many items in the news become trending topics because of high interest in the topic.

That is Twitter in a nutshell. To learn more about Twitter, just Google search it. That's what I did for this article, plus I have had a Twitter account for about two years.

**If you have an idea or topic that you would like to see in the Tech Deck column, please email me at [reedman18@gmail.com](mailto:reedman18@gmail.com) or on Twitter at @deweysaxer.**



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| Vice-President           | Amber Drake                               | 503.947.1448        | schoona31@gmail.com             |
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| Oregon Trail Subchapter  | Inactive                                  |                     |                                 |

*“Nothing in the world is worth having or worth doing unless it means effort, pain, difficulty... I have never in my life envied a human being who led an easy life. I have envied a great many people who led difficult lives and led them well.”*

— THEODORE ROOSEVELT

# PICTURES FROM CHICAGO

## Hanging With The Cubs



One thing you learned as a Cubs fan: when you bought your ticket, you could bank on seeing the bottom of the ninth.

- JOE GARAGIOLA

Read more at <http://www.brainyquote.com/quotes/keywords/cubs.html#Q7SSCfJTATfI1918.99>

# THE ART AROUND CHICAGO



Art Institute of Chicago  
American Gothic  
By Grant Wood





International Association of Workforce Professionals

# The Leaves are Changing and So is Your Chapter!

By Grant Axtell, Oregon Chapter President



Dear Members,

Change

: to become different

: to make (someone or something) different

: to become something else

The Oregon Chapter is embracing the definition of change this year. We are looking at every facet of our organization and how we can change to become a more effective, productive, valuable organization to our members.

On October 12, the Oregon Chapter Board met for the second time. We met for nearly four hours and many heated discussions. I was excited to see the passion that members of the board have about our association.

Here are some the changes the board chose to make that will impact you:

**Award Redesign** – The Board voted to shrink the number of awards the Oregon Chapter offers. Our program will mimic that of the International Association with one notable difference, we will continue to offer a Service to Veterans award. Watch for announcements coming soon with more details on this year’s award program.

**Elimination of Vice President** – The Board voted to move forward a bylaw change to the membership to eliminate the position of Vice President beginning with the 2014-2015 elections, the Oregon Chapter will no longer elect a Vice-President. The Board made this decision after a conversation about asking someone to take on a four year commitment and that we need to do a better job of preparing chairs and subchapter officers for taking on the role of President-Elect. The bylaw change will go to a vote of the membership later this fall.

[\(Continued on page 5\)](#)

### Next Board Meeting:

Saturday, January 25, 2014

9:00 AM—Noon Location TBD

*Topics to include: aligning our subchapters, hiring of a part time association manager, choosing the statewide speaker, discussing adding a handful of new IAWP specific awards (i.e. member of the year), and looking at how we expand our membership across the workforce profession in*

WE ARE ALSO ON THE WEB:

<http://www.iawporegon.org/>

Editor: Barbee Williams

Co-Editor: Steve Strain

Editorial Advisor: Dennis Brophy

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SEPTEMBER/OCTOBER 2013

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## MARK YOUR CALENDAR!

### Oregon Board Meetings:

**Saturday, January 25, 2014**

9:00 AM—Noon

Location TBD

**Thursday, April 10, 2014**

2:00—5:00 PM

Salem Convention Center

### **Oregon IAWP Conference**

Friday, April 11, 2014

Salem Convention Center



Veterans Recognized in Roseburg - Rusty Rowland, Debbie Fitchett, Manager, and Chad Alcock

“When I was 5 years old, my mother always told me that happiness was the key to life. When I went to school, they asked me what I wanted to be when I grew up. I wrote down ‘happy’. They told me I didn’t understand the assignment, and I told them they didn’t

# UNDER THE DOME



## News on Legislation and the Workforce System

(Articles from various websites and the The NASWA NewsWire are copied as published)

### [Shutdown, Sequester Hit Workforce Programs](#)

CLASP.org -- 10/23/13

Last week, President Obama signed legislation that averted a potentially disastrous default and reopened the federal government after a 16-day partial shutdown. Federal employees who had been furloughed went back to work and a wide range of programs that benefit low-income people returned to normal. In addition to the economic costs, the shutdown affected workforce programs that help people prepare for work, find jobs and build the skills they need to compete in a tough job market. As a result of the shutdown, the U.S. Department of Labor was unable to distribute a round of funding for workforce services that states were expecting to receive on October 1. Some states were able to use prior year funding, secure other sources of funding, or obtain advances from local jurisdictions during the budget stand-off. However, a number of local areas across the country took the drastic steps of furloughing staff, reducing the hours of counselors and other staff who deliver workforce services, and curtailing enrollments in training and other services that help people get back to work.

### [For Some, Joblessness Is Not a Temporary Problem](#)

The New York Times -- 10/25/13

MOST Americans who lose their jobs these days are able to find new ones quickly. But those who do not are likely to remain unemployed for a long time. In some other industrialized countries, long-term unemployment has risen to record levels, even as overall unemployment has begun to decline.

### [Off the Charts: The Long and Short of Unemployment](#)

The New York Times -- 10/25/13

The United States unemployment rate is close to a historical low – if you count only people who have been out of work for four weeks or less. Long-term unemployment — defined as people who have been out of work for at least a year — remains elevated in the United States, although it has fallen from the peak reached in 2010. Internationally, long-term unemployment is also a problem.

### [Veterans may face yet another employment hurdle](#)

CNN Money -- 10/28/13

When President Barack Obama called on Congress to help military veterans make the transition to civilian life in a speech at the Washington Navy Yard in August 2011, unemployment for veterans stood at 8.6%; 12.4% for the nation's newest vets. The president proposed a "Returning Heroes Tax Credit" for companies that hire unemployed veterans.

“Life is like riding a bicycle. To keep your balance, you must keep moving.”



# WELL BEING

The idiom: “An army marches on its stomach” is attributed to Napoleon Bonaparte. The generally accepted meaning of this quote is that without sufficient nutrition, even the best trained and equipped soldier cannot effectively fight. I’ve reached the point in my life that it is time to offer a quote or two for consideration. My first is this: “Winter enters the body through the back of the neck, the wrists, and the feet.” I will explain.

There are three vitally important and easily managed areas of the human body that help keep us comfortable and protected against the cold of winter. These areas all have a rich supply of blood vessels and nerves which provide information to the thermoregulatory mechanisms of the brain. These areas are; the back of the neck which is easily protected by a scarf or up-turned collar, the wrists which can be protected by the wearing of gloves and sleeves that fit snugly enough to shut out cold air and keep body heat contained. And last but not least, the feet which should be protected with wool or fleece socks (put the cotton socks away for summer) and shoes that resist water but allow perspiration to escape.

In case you had not noticed, the body areas listed above to be protected against cold in winter are also the same areas where a cold/wet washcloth can be applied to provide needed cooling in summer. That’s enough talk about cold/wet – we will be living in those conditions for the next few months.

Out of curiosity, I just Googled a picture of Napoleon. In this picture he is wearing a jacket with a high collar, sensible shoes and socks, and is keeping his wrist warm by putting his hand inside his shirt. Way to be, Napoleon.



To keep the body in good health is a duty... otherwise we shall not be able to keep our mind strong and clear.

--- Buddha

Comments or questions can be directed to Dr. Mark Butterfield at : [mjbdc@hotmail.com](mailto:mjbdc@hotmail.com) .



# TECH DECK



With Steve Strain

First, some definitions:

Streaming Media – Any media (sound, video, etc.) sent digitally over satellite or via the Internet. The term "streaming media" can apply to media other than video and audio such as live closed captioning, stock ticker, and real time text. The term "streaming" was first used in the early 1990s as a better description for "video on command." In the 1930s, elevator music was among the earliest popularly available streaming media. Live television or video streaming, which refers to content delivered live over the Internet, requires a camera for the media, an encoder to digitize the content, a media publisher, and a content delivery network to distribute and deliver the content. Live audio can also be streamed, such as a concert or Podcast.

Digital Download - *From Wikipedia: The term downloading is distinguished from the related concept of streaming, which indicates the receiving of data that is used near immediately as it is received, while the transmission is still in progress and which may not be stored long-term, whereas in a process described using the term downloading, this would imply that the data is only usable when it has been received in its entirety. Increasingly, websites that offer streaming media or media displayed in-browser, such as YouTube, and which place restrictions on the ability of users to save these materials to their computers after they have been received, say that downloading is not permitted. In this context, download implies specifically "receive and save" instead of simply "receive".*

So, with the definitions out of the way, the services I'll talk about in the next issue of Tech Deck use one or both of these methods to deliver audio and video to its end users. Providers such as Hulu, iTunes, YouTube, Comcast, CenturyLink, Amazon, Netflix to name just a few are all competing for your business. I'll examine some of these services and show what they offer, how they offer it and see what you get for free and for a fee.

If you have an idea or topic that you would like to see in the Tech Deck column, please email me at [reedman18@gmail.com](mailto:reedman18@gmail.com) or on Twitter at @deweysaxer.

# Fund Raising for Portland 2014 International Conference

Submitted by Judy Mattos



## Silent Auction

This year's IAWP Silent Auction, in November, 2013, is to raise funds for the 2014 IAWP International Conference in Portland.

Donations are being accepted now for items such as bottles of wine, picture frames, paintings, vases or candles. Cakes or pies go well also. Services are also a good item from lawn mowing to massage certificates.

The change this year will be that the items will stay with the donator and it will be up to the winner to retrieve the items. If the items are mailed, the winner s will pay the cost.

Please contact Judy Mattos if you would like to participate and be part of the auction. To enter an item in the auction, please send a description and a picture to Judy as soon as possible. Donations from businesses are also welcome. Judy Mattos Silent Auction Co-Chair 503-947-1322

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## The Leaves are Changing and So is Your Chapter! - (cont. from page 1)

**Educational Opportunities** – The Board voted to increase our financial support of educational opportunities for members. This spring, we will be bringing a professional speaker to each subchapter to provide training. The topic will be determined later (although something around change management is what we are thinking!). Also, resources for two members to attend the International Conference each year were added into the budget.

Over the coming months you will see more and more changes coming to your association. Oregon will be the model for what IAWP can be, not what it has been. We will be a true professional organization focused on providing networking and educational opportunities to our members. We will be a strong, independent organization that honors the contributions of our members and our volunteers. We will give back our communities. We will invest in our chapter and our members. We will be innovative in our approach to delivering services to our members.

---

## Scott Wells—Remembered by Karen Llewellyn and Charlene Grafton

Scott Wells passed away last month but will long be remembered. Everyone who met Scott knew he was special. His enthusiasm knew no bounds. He could not keep a good idea to himself even if the thought arrived at the end of a long, long staff meeting! He loved to help people and never held a grudge. He was uninsured and survived a terrible motorcycle accident. He struggled without complaint and beat the prognosis that he would never walk again. It took him ten years but he paid his medical bills. He knew what it was to be underserved and had a special rapport with those fallen on hard times. Scott was not like other people. He would forget it was almost 5 and launch into deep conversation with a customer. He was proud of the vintage Steinway given to him by the Holly Theater and composed beautiful classical music. He gave us recordings and let his hair grow long. We wondered if it was part of the plan to one day perform on stage! Scott was proud of his career at OED and enjoyed his life. His customers still ask for him. We will miss him. We will not forget him. “Good Day” Scotty and we know “It’s a Beautiful Thing” there in Heaven.....



# OREGON IAWP

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| Oregon Trail Subchapter  | Inactive                                  |                     |                                 |

“Finish each day and be done with it. You have done what you could. Some blunders and absurdities no doubt crept in; forget them as soon as you can. Tomorrow is a new day. You shall begin it serenely and with too high a spirit to be encumbered with your old nonsense.”

## Time To Submit Award Nominations

*By Grant Axtell, Oregon Chapter President*

As the year comes to a close it can mean only one thing... it is time to submit IAWP award nominations. Please start thinking about co-workers who have done tremendous work over the past year who deserve to be honored. More information about the awards program and how to submit nominations will be emailed to you in the next few weeks. That email will also detail changes to our award program.



After the first of the year you will receive information about our spring educational conference being held on April 11 at the Salem Convention Center. This one day conference will provide multiple educational opportunities as well as honor our award winners. Our hope is to offer a low cost, high value conference for our members.

You will note that our spring conference is only one day this year. That is because Oregon is honored to be hosting the International Educational Conference June 22-25 at the Red Lion on the River in Portland. Hundreds of workforce professionals from around the country and world will converge in Portland for this conference. We hope that you will consider attending. You can learn more about the conference at [www.iawponline.org](http://www.iawponline.org).

Editor: Barbee Williams

Co-Editor: Steve Strain

Editorial Advisor: Dennis Brophy

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### Upcoming Conferences — Mark Your Calendar!

Join us at the Salem Convention Center April 11, 2014 for the Annual Oregon IAWP Educational Conference. We are planning on a day full of information, networking and recognition! Remember to get those nominations submitted for those individuals and groups that deserve to be recognized for their achievements as the deadline is approaching fast. Our keynote speaker, Bonnie Milletto, is very excited and can't wait to bring us her presentation "Happiness According to Siri". We will also hear more about the activities around the Workforce Redesign and current Legislative activities. ([Event flyer](#))

Mark your calendar and send in the registration early to take advantage of the discounted rate!

Also note that the International conference will be held in Portland at the Red Lion on the River, June 22-25, 2014.

You can also find us on the web @ [www.iawporegon.org](http://www.iawporegon.org)

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Location TBD

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### **Oregon IAWP Conference**

Friday, April 11, 2014

Salem Convention Center

### **2014 International Conference**

June 22—25, 2014

Red Lion Jantzen Beach

## Are We Missing You?

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[ADD ME TO THE MAILING LIST](#)

# UNDER THE DOME



## News on Legislation and the Workforce System

*(Articles from various websites and the The NASWA NewsWire are copied as published)*

### **Extension of Benefits for Jobless Is Set to End**

*The New York Times -- 11/17/13*

**U**nless Congress acts, during the last week of December an estimated 1.3 million people will lose access to an emergency program providing them with additional weeks of jobless benefits. A further 850,000 will be denied benefits in the first quarter of 2014. Congressional Democrats and the White House, pointing to the sluggish recovery and the still-high jobless rate, are pushing once again to extend the period covered by the unemployment insurance program. But with Congress still far from a budget deal and still struggling to find alternatives to the \$1 trillion in long-term cuts known as sequestration, lawmakers say the chances of an extension before Congress adjourns in two weeks are slim. [Read more](#)

### **Women Reach a Milestone in Job Market**

*The Wall Street Journal -- 11/17/13*

**W**omen have recovered all the jobs they lost during the recession. Men have not. A record 67.5 million women are working today, up from the prior peak of 67.4 million in early 2008, according to the Labor Department's latest tally of payrolls that captured the full rebound for the first time. By comparison, 69 million men currently have jobs, below their high of 70.9 million in June 2007. The primary reason for the labor-market milestone: Women tend to hold jobs in health, education, hospitality and retail, all sectors that have weathered the economic turmoil of recent years comparatively well. [Read more](#)

### **Joblessness Can Make Men Age Faster, Study Says**

*Huffington Post -- 11/21/13*

**M**ore bad news about joblessness. And, no, we're not talking about the unemployment rates. New research suggests long-term unemployment could actually cause faster aging in men. Researchers from Imperial College London and the University of Oulu looked at DNA samples collected in 1997 from 5,620 men and women all aged 31. The analysis uncovered that men who were jobless for more than two of the previous three years were twice as likely as their gainfully employed peers to have shorter telomeres. [Read more](#)

*"He who works with his hands is a laborer.*

*He who works with his hands and his head is a craftsman.*

*He who works with his hands and his head and his heart is an artist." — St. Francis of Assisi*



## Veteran's Services News

Submitted by Patrick Preston

Veteran Representatives and members of their management teams gathered in Hood River for three days of training, including the planning of Veteran's Services delivery. Interim Assistant Director Paul Hill welcomed the group to the event, and then DOLVETS Director Tonja Pardo reviewed the results of a "hold-harmless" audit of service delivery that was recently conducted.

The first day continued with a management panel discussion about leadership in the veterans program, and a presentation about the new roles and responsibilities of the local Veteran Employment Representative.

After a final presentation about our employer partnership, the Oregon Employer Council hosted a dinner in celebration of the Incentive Award winners.

Each year, the incentive awards provide funding to offices that make significant contributions to helping veterans get jobs. Normally they have an award for a large office, medium office and small office. This year none of the small offices were nominated for an award so that award was given to the runner up in the other categories.

Salem won \$6,000 in the large office category for creating a Veteran Resource Center; helping 1434 Veterans get jobs; doing the Battle Buddies outreach; and participating in Veteran Service Days at various cities.

Portland Metro won \$3,000 as runner-up in the large office category. They participated in the Hiring Our Heroes Job Fair, held a special job fair for a hospital, hosted a job club for homeless veterans, reached out to incarcerated veterans, and created community connections.

Astoria/St Helens won \$6,000 in the medium office category for implementation of an office veteran service model including training for front counter staff; modifying Individual Employment Plan (IEP) to meet regional needs; development of a visual aid for the IEP to help vets follow through, organizing two stand-downs, and recognizing employers for taking care of veterans.

Newport took home \$3,000 as runner-up in the medium office category for increased housing vouchers to overcome major job barriers, expanded county veteran resources through OMSN network, and creating veteran hiring success stories.

All funds won in the incentive awards are to be used to assist veterans in overcoming significant barriers to employment.

The remaining two days of the training covered Disabled Veterans Outreach Program responsibilities; develop a system to monitor, track and assist case manager and iMatchSkills registration system making reporting and assisting veterans more efficient; reporting practices; military and community resources; customer flow and the development of local office plans.

The group also said a heart-felt good bye to former Veterans Program Coordinator Gary Dominick and Veterans Representative Jerry Criswell, who are both retiring from state service, but have pledged to volunteer time to veteran causes.



# TechDeck



with Steve Strain

**H**ello again, welcome back! I want to pick up where I left off in the last issue where I gave a definition of streaming media and a definition of digital downloading. I want to concentrate on streaming media, as digital downloading seems to be a method of acquiring digital content that's being used less and less with the advent of cloud computing and the quality of "streaming media" getting better and better and being available on more platforms.

I've done quite a bit of research online and have come up with the five most popular and best reviewed streaming services on the Internet that I found. I'm going to concentrate on those few and break it down for you as far as cost, services, pros and cons, etc. There are many other services available on the Internet, and I could spend countless hours researching them, but time is short and so am I!

**Amazon Instant Video** is Amazon's pay-per-view content service. This is where you buy or rent digital TV episodes and movies and then watch them on your computer or compatible device (smart phone, tablet, laptop etc.). The pricing is varied, with most television shows going for \$1.99 per episode in regular definition and \$2.99 per episode in HD. You can watch Amazon instant video on a computer or other devices including Roku and some TV/Blu-ray players with built-in Internet connectivity. They also have a free content area where some can be viewed for free.

**Amazon Prime Instant** video is Amazon's subscription service. When bundled with Amazon Prime subscription, it offers unlimited access to over 13,000 movies and television shows. Pricing is \$79 per year, which adds up to about \$6.58 per month. One thing cool about Amazon Prime is, not only do you get their prime subscription, but you also get free two-day shipping on all Amazon orders. So if you order things from Amazon online, that's a great savings. One potential downside to the Amazon platform is hardware availability. So before you subscribe, make sure it works with the hardware that you have.

| Service              | Subscription Type              | Movies                                    | Television Shows |
|----------------------|--------------------------------|-------------------------------------------|------------------|
| Amazon Instant       | *PPV                           | up to \$19.99/buy,<br>\$3.99 to 5.99/rent | \$1.99 to \$2.99 |
| Amazon Prime Instant | Yearly/\$79 or<br>\$6.58/month | Yes                                       | Yes              |
| Hulu Plus            | Monthly/\$7.99                 | Yes                                       | Yes              |
| Netflix              | Monthly/\$7.99                 | Yes                                       | Yes              |
| iTunes               | PPV                            | up to \$19.99/buy,<br>\$3.99 to 5.99/rent | \$1.99 to \$2.99 |

\*PPV: Pay Per View. You pay for each individual movie or TV show. No monthly subscription fee.

**Hulu** is the service that most people think is Netflix's main competition. Pricing is \$7.99 per month but the main downside is lots of ads and you have no choice but to watch them. Content selection is good, and Hulu works on most game consoles, Android, Roku and on your PC.

[Story continues on page 7](#)

If you have an idea or topic that you would like to see in the Tech Deck column, please email me at [reedman18@gmail.com](mailto:reedman18@gmail.com) or on Twitter at @deweysaxer.



# Research to Enrich Your Knowledge

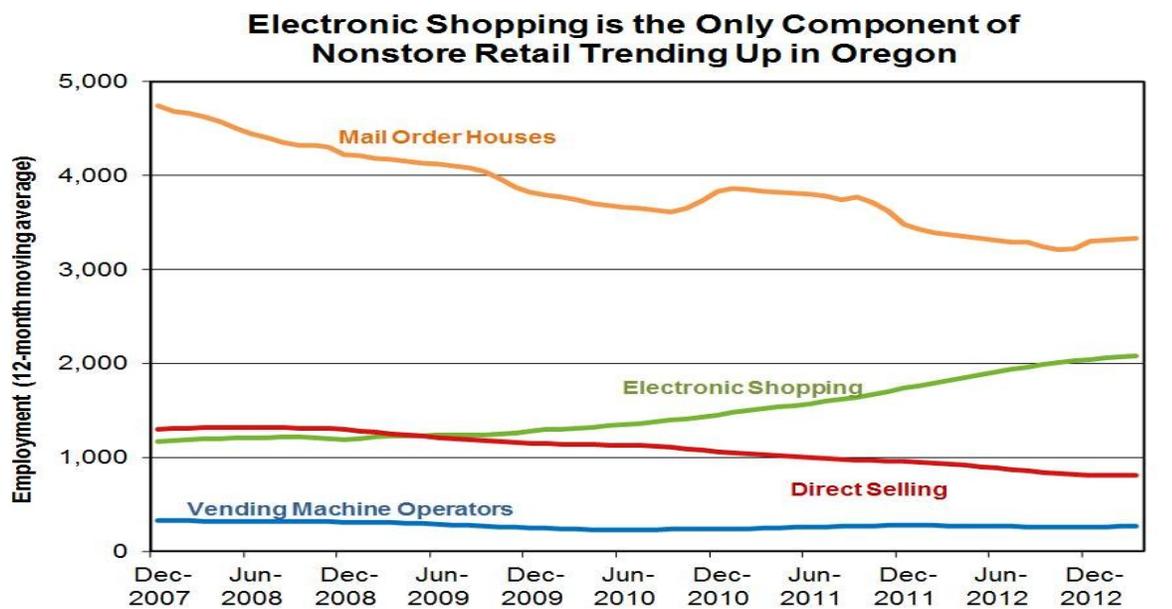
Submitted by Gail Krumenauer

## A Tale of Two Trends: Non-store Retailers By Damon Runberg, Regional Economist

Every November and December we hear about the increasing number of Americans buying their holiday gifts online using their smart phone, laptop, or tablet. Evidently there is something more attractive about purchasing that video game console online from the comfort of your couch or on your lunch break than waiting in line for hours the day after Thanksgiving. The new trendy day to shop is “Cyber Monday,” instead of the dreaded “Black Friday.”

Electronic shopping like this is one of the key components of the non-store retail trade industry. Within non-store retail, there are four main industries including: mail order houses; electronic shopping; vending machine operators; and direct selling.

Non-store retail’s share of total retail employment in Oregon is on the decline. This decline is due to employment losses in mail order houses, vending machine operators, and direct selling. However, electronic shopping experienced an average annual growth rate of 14 percent from 2007 to 2013. Over the past two decades, non-store retail nationwide experienced a dramatic increase in its share of total retail sales. In January 1993, non-store retail accounted for about 5 percent of all retail sales. By January 2013 non-store retail accounted for nearly 10 percent of nationwide retail sales.



This surge in sales share is due to the increasing popularity of electronic shopping. Since the early 1990s the internet revolutionized the way people purchase goods and services. You can find more information in the full article (<http://tinyurl.com/kuyblcl>) at QualityInfo.org, written by Regional Economist Damon Runberg.



# From Your Legislative Chair

By Austin A. Folnagy

## Consideration Of An Umbrella Agency

*Written and submitted by Austin A. Folnagy*

**W**e are all hearing and seeing “recommended and considered” changes that are a result of recommendations to Workforce Development, based on the report developed by Public Financial Management (PFM). Change is in the air and it all started with an executive order to make changes to the current Workforce System. This has evolved into consideration of an umbrella agency. Interestingly enough, several states are struggling to rebuild their workforce in the wake of the recession and years of staggering unemployment in the years after. Several Governors say they know better than the federal government about how to make the most out of the limited Workforce Development and Job Training dollars.

This has been on the National Governors Association wish list for some time now, because Governors want more administrative control over programs funded through the Workforce Investment Act (WIA). Fear of federal dollars being cut further is a real concern that many Governors have. Iowa Gov. Terry Branstad, Republican vice chair of NGA’s Education and Workforce Committee, said “We’re saying that we, as governors, and our directors of Workforce Development are much more in tune with what the labor force in our states need than the people in Washington, D.C.” In 2011, the federal government cut several WIA programs. Even with the reduction, states received a total of \$120 million in “set-aside” funds in 2013, so the amount of money at stake is significant.

Several critics of the current system say that it comes with too much overhead. “You have the money that goes to the states, the state takes their share of it and then it gets down to the locals, and the locals take their share of it, then the locals pass it out to multiple contractors, and they take their share of it,” Todd Gustafson, who oversees Workforce Development services in three Michigan counties, told a House panel in February. “So by the end of the day, the job seeker or the customer in this case isn’t getting served as well as they could.”

Some of the changes that are recommended by Public Financial Management (PFM) will require some legislative bills to make several of the recommendations and the umbrella agency to become a reality. It will be interesting to see how this will affect WIA funding, the Workforce Programs and how we continue into what seems to be a post-recession world. Maybe this is a wish list of National Governors Association, and these recommendations will evolve during the process of public option and with our elected leaders.

*“If you don’t go after what you want, you’ll never have it. If you don’t ask, the answer is always no. If you don’t step forward, you’re always in the same place.”*

— Nora Roberts

## TechDeck [\(continued from page 4\)](#)

**Netflix**, pretty much the gold standard when it comes to streaming content. \$7.99 per month and you get unlimited and ad-free access to movies & TV episodes. Only Amazon prime offers a better value. Netflix is considered by most people to be the best streaming service out there. You get ad free unlimited content at a low price. A lack of recent movies and shows is their only weakness. To get briefly off of the Streaming topic, Netflix still has the DVD rental option and is the only provider in this survey who offers it. Click this link for a survey of the Top 10 DVD rental providers: <http://dvd-rental-review.toptenreviews.com/>

Lastly, **iTunes**, apples pay-per-view store works like Amazon's. Individual TV episodes are \$1.99 for standard definition or \$2.99 for HD. Movies can get expensive, with new releases in HD usually priced up to \$19.99. Content selection is great. Almost every new TV episode and movie is available. I think it's safe to say that Apples' content selection is better than the competition's. Hardware compatibility can be a problem however. iTunes works great on a PC or a Mac or a device with iOS operating system. There's no support on the major consoles. If you want to access iTunes on your television, you will need to buy an AppleTV system, which costs \$99. So in conclusion with iTunes, if money is no object and you want the best content selection, iTunes is the choice.

To wrap up, the combination of Netflix and Hulu plus or Amazon prime and Hulu plus is a great replacement for cable or satellite services. I don't recommend subscribing to both Netflix and Amazon Prime because there seems to be a lot of overlap in content. The pay-per-view services have the best selection of all but they're also a bit too expensive to use as your only source of entertainment. If you use the pay-per-view services as your sole entertainment choice, you're likely to spend in the triple digits. A proper balance of pay per view and subscription services will give you the best bang for your buck.

**See you next issue!**



## Oregon Employer Council State Conference for Business 2014

**O**n May 5<sup>th</sup> and 6<sup>th</sup> of 2014, the Oregon Employer Council (OEC) will host the Annual State Conference for Business at Seven Feathers Casino in Canyonville, just south of Roseburg. The conference is being hosted this year by the Douglas OEC chapter, with support from the Jackson OEC chapter.

The conference will have keynote speakers and breakout session choices, and will feature topics on human resources, labor law, and general business strategy. HRCI credits will be available for the programming.

The agenda will be coming out soon along with registration forms. Stay tuned to [www.oec.org](http://www.oec.org) for more information, or call the state coordinator at 503-947-1305.

*The Oregon Employer Council is a voice for business with state government and a partnership between employers and the Oregon Employment Department.*

# OREGON 2013-2014



# IAWP BOARD OF DIRECTORS

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| Oregon Trail Subchapter  | Inactive                                  |                     |                                 |

*“Family isn't always blood. It's the people in your life who want you in theirs; The ones who accept you for what you are. The ones who would do anything to see you smile; And who love you no matter what.”*

— Unknown

# PRESIDENT'S NOTES

By Grant Axtell, Oregon Chapter President

For the past several months, we have seen a steep decline in our membership here in Oregon. This can be contributed to a number of items, many of which are out of our control. There are two things however we can all do to help keep our membership numbers healthy:



**RECRUIT!** When you meet someone who is new to the workforce profession or even interested in the workforce profession or system, talk to them about becoming a member of our professional community. You can find the membership form on our website

(<http://www.iawporegon.org/membership.html>).

**SIGN UP RETIREES!** Our membership continues to age meaning more and more retirements. The Oregon Chapter offers a retiree membership that costs just \$25 a year. A retiree member gets all of the benefits at a fraction of the cost. If you know a recent retiree, talk to them and see if they might be interested in rejoining the association. If you are soon to retire, simply complete the membership form with your new contact info and mail us your dues.

Signing up new members benefits our association and can give you a chance to be recognized at the International Educational Conference taking place in Portland June 22-25. Sign-up just TEN new members and you will win a membership award! (cont. below)

Editor: Barbee Williams

Co-Editor: Steve Strain

Editorial Advisor: Dennis Brophy

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Also, the member who signs up the most new members/retirees between now and our State Conference in April will win a fabulous prize and be honored at our conference!

**Finally, on behalf of the Oregon Chapter, have a great holiday and our best wishes for the new year.**



*Happy  
Holidays*



## MARK YOUR CALENDAR!

### Oregon Board Meetings:

**Saturday, January 25, 2014**

9:00 AM—Noon

Location TBD

*Topics to include: aligning our subchapters, hiring of a part time association manager, choosing the statewide speaker, discussing adding a handful of new IAWP specific awards (i.e. member of the year), and looking at how we expand our membership across the workforce profession in Oregon.*

**Thursday, April 10, 2014**

2:00—5:00 PM

Salem Convention Center

### **Oregon IAWP Conference**

Friday, April 11, 2014

Salem Convention Center

### **2014 International Conference**

June 22—25, 2014

Red Lion Jantzen Beach

*“My father taught me to work; he did not teach me to love it.”*

— **Abraham Lincoln**



# UNDER THE DOME



## News on Legislation and the Workforce System

*(Articles from various websites and the The NASWA NewsWire are copied as published)*

### **House and Senate Pass Two-Year Budget Agreement, Sequestration Relief Provided**

House and Senate budget negotiators reached a two-year budget agreement on Tuesday, December 10, 2013, to set overall discretionary spending levels for Fiscal Year (FY) 2014 and FY 2015. Establishing overall funding levels will enable the House and Senate Committees on Appropriations to begin work on a final FY 2014 appropriations package.

### **Obama Administration Nominates Portia Wu for ETA Assistant Secretary**

On Thursday, December 12th, President Obama announced his nomination of Portia Y. Wu for U.S. Department of Labor (USDOL) Employment and Training Administration (ETA) Assistant Secretary. The nomination comes as former ETA Assistant Secretary Jane Oates left her position earlier in 2013 and was replaced by acting ETA Assistant Secretary Eric Seleznow.

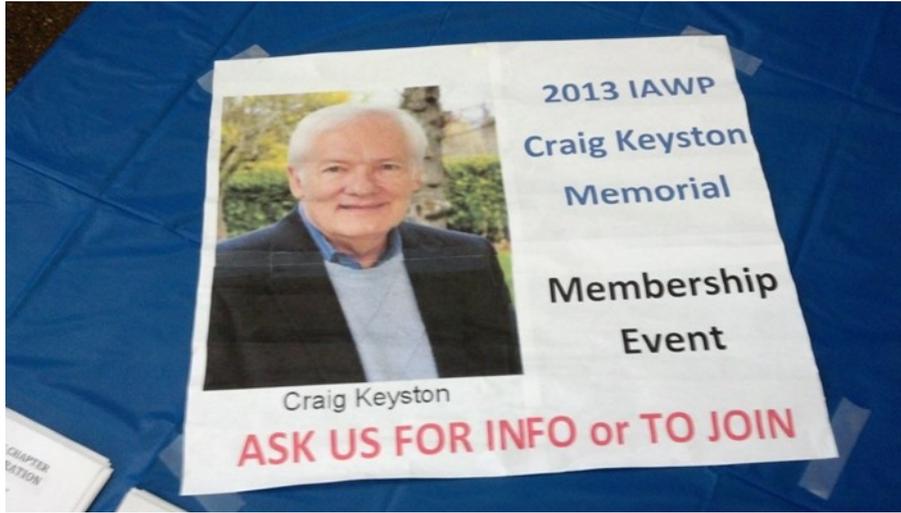
### **ETA Releases Report on Workforce System Priority of Service Requirements**

The U.S. Department of Labor (USDOL) Employment and Training Administration (ETA) on Wednesday, December 18th, released a report providing an analysis of the Priority of Service (POS) provision of the Jobs for Veterans Act of 2002 (JVA), which ensures veterans and eligible spouses are served first in the receipt of employment, training, and placement services.

### **Help Make Online Job Tools More Accessible to People With Intellectual Disabilities U.S. DOL**

People with disabilities have significant challenges in life, but those challenges don't have to be insurmountable and certainly shouldn't be when it comes to performing basic job duties or seeking employment. However, people with intellectual disabilities, cognitive issues, traumatic brain injuries or other similar disabilities may find that accessing the Internet and using online software programs pose a significant barrier to meaningful and successful employment. Consider the fact that many employers now post "help wanted" ads online and communicate with prospective employees over the Internet. Also, while on the job, many employees are expected to be able to engage in online video conferencing, as well as access databases and record their work hours on timesheets that are housed in "the cloud."

# CRAIG KEYSTON MEMORIAL MEMBERSHIP DRIVE



The holidays often remind us of those that aren't here to celebrate them with us. One way to remember those we miss is to have a celebration in their honor.

Craig Keyston left us in October of 2012, but many still regard Craig as "Mr. IAWP" and in his honor, the Capital Sub-Chapter held a membership drive on December 12, 2013. Set in the Central Office lobby members and non-members were asked to come by and enjoy a piece of cake in Craig's honor.

Many stopped by to share in the event, while Stephanie Stevens, Shelly Zander and Patty Tipton served cake, shared stories about Craig and successfully signed up 17 new members for the Capital Sub-Chapter.

Craig would have been happy to know that the Lifetime Achievement Award he was given in 2012 meant something to all of us. The best way we can remember our dear friend is to continue to bring more people to the place that meant so much to him, IAWP.

Happy Holidays to all of you!

# TechDeck



With Steve Strain

Hello and Happy Holidays! In this Holiday edition of the Oregonizer, I want to talk about something very important. Safety! Specifically “package intrusion” safety. I know, “what’s with all the technical jargon, you’re just talking about opening a package, right?” Well, this is Tech Talk, so it’s kinda required! I know that we have all been given gifts packaged in a blister pack. They are also called clamshells (see photo). I am sure they are called other things, especially when you can’t get the darn things open!

I wasn’t joking when I mentioned Safety earlier: The Consumer Product Safety Commission estimates that more than 6000 people each year end up in the



emergency room due to injuries sustained while opening packages. The true number of injuries is probably higher—not everybody goes to the ER for a sliced finger.

In the image below, you’ll see some top options when you have blister packs to open. The two on the far left are best used in extreme conditions, say when you receive a new car as a gift, and it’s in a blister pack! The one on the far right, the **Zip-It**, is cool, but for just under \$20, it doesn’t do much but slice open and is the only battery powered opener mentioned here. The **Zibra Open It** is a versatile tool. It uses a scissor action for the heavy work, but it also has a slicing blade and screwdriver in the handle. This one comes in at around \$10. Personally, I discovered the **OpenX** at City Liquidators not long ago. When I saw it, I thought “hmm...seems like it would be a handy item,” so I bought it. I think I paid \$2-\$3 for it. Ironically, it was packed in a blister pack, so I got out my Benchmade and carefully attempted to open it without any bloodshed. SUCCESS! This thing is a very well crafted unit. The pop-out blade is a good way to start the cut, then finish it with the slide blade. It works perfectly and effortlessly. This thing is one of the best \$2.00 purchases I’ve ever made! I use it all the time. It is also good for opening cardboard boxes. The pop-out blade is very sharp and doesn’t cut too deeply, so damaging your item is much less likely. The tool is about 7” long and 1.5” wide at the cutting end. Its hard, yellow plastic case fits well in your hand, and there’s a handy keyhole on the end so you can hang it up. Back to the safety thing, when it comes to safety, this tool receives top marks, since it’s nearly impossible to cut yourself, or someone else with it. The slide blade is completely covered on both sides by the hard plastic, and recessed deep enough into the handle that it will never get close enough to cut you. The piercing blade is a bit more daunting, but the internal spring immediately retracts when no other forces oppose it, meaning that it won’t pose any threat to you after being dropped or while being handed off to someone else. The only minor complaint about the OpenX is the lack of other possible features. There’s so much space behind the blades that’s only used as a handle, and could provide a home for so much more. Maybe a small compartment for replacement blades or other accessories could be fit into the handle.

In conclusion: For the money, the OpenX is a great tool. I’m sure I’d have more scars without it! See you next time!

[OpenX demo video](#)

WWII Bazooka

Chainsaw

OpenX

Zibra Open It

Zip It



If you have an idea or topic that you would like to see in the Tech Deck column, please email me at [reedman18@gmail.com](mailto:reedman18@gmail.com) or on Twitter at @deweysaxer.



# From Your Legislative Chair

By Austin A. Fohnagy

## A NEW YEAR, THE GOVERNOR AND WORKFORCE DEVELOPMENT: FOURTH TERM?

Gov. John Kitzhaber is running for a historic fourth term as Governor of Oregon. His election would mean a continuation of several changes to the Workforce System in place. Gov. John Kitzhaber ordered Oregon's workforce system to reboot for the 21st century. These changes began with a July 25, 2013 Executive Order for an "overhaul." Kitzhaber's eight-part order moves toward connecting Workforce Development funds and the task of spending the money as effectively as possible, said Andrew McGough, Executive Director of WorkSystems, Inc. The best outcome, he said, would put job seekers on a path towards self-sufficiency. "If we do that, everybody wins," he said.

Agnes Balassa, the governor's workforce policy adviser, said the goal is to better match the training and resources the state offers to the skills and workers the economy demands. Kitzhaber's reform centers on local workforce investment boards, which would pull together state and federal workforce funding. Currently, a "patchwork of programs" does the same thing. So is this a glimpse of the future, what a 4th term might look like?

According to Kitzhaber's campaign website:

- Oregon's unemployment rate has dropped to its lowest level in three years.
- More than 25,000 new jobs have been created.
- Oregon passed a balanced state budget, closing a \$3.5 billion budget gap.
- Oregon's credit rating has improved to AA+.

The Governor has also supported the development of "Work Ready Communities" by promoting the National Career Readiness Certificate, known as the NCRC. This certificate "helps the business find the right employee the first time." The NCRC certifies workers as having key work-ready skills and is a tool for businesses in Oregon to use to hire the best while saving money and boosting productivity.

Kitzhaber also signed HB 2912 that requires Department of Education, Department of Community Colleges and Workforce Development and the Bureau of Labor and Industries to develop and implement long-term goals that encourage establishment of a joint advisory committees related to career and technical education. This change also addresses barriers inhibiting the student's movement from high schools to post-secondary school programs and the workforce.

In a move towards workforce diversity in highway construction Kitzhaber signed SB 831. This increases the amount of money that the Department of Transportation may expend from federal funds to increase diversity in the highway construction workforce and to prepare individuals interested in entering the highway construction workforce by conducting specified activities.

The Governor also appropriated moneys from the General Fund to Department of Community Colleges and Workforce Development for biennial expenses. He did this with the signing of HB 5019 in June of 2013.

Kitzhaber appointed Lisa Nisenfeld as his pick to lead the agency. Lisa was previously the president of the Columbia River Economic Development Council in Vancouver. She took over as director on Oct. 1.

Overall, the governor has a vision of the workforce system, and if elected and supported by the legislators, he will see the realization of that vision, which currently we just have a glimpse of.

# OREGON 2013–2014



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| Recognition Chairs       | Elaine Pandolfi                           | 541.510.3660        | elaine.pandolfi@gmail.com       |
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| Resolutions/Bylaws Chair | Vacant—Contact Grant Axtell if interested |                     |                                 |
| Conference Chair         | Stephanie Stevens                         | 503.947.1871        | Stephanie.J.Stevens@state.or.us |
| Veterans Chair           | Patrick Preston                           | 503.325.4821 x 227  | Patrick.C.Preston@state.or.us   |
| Capital Subchapter       | Dan Quinones – President                  | 503.378.8572        | Daniel.J.Quinones@state.or.us   |
|                          | Judy Mattos– Representative               | 503.947.1322        | Judy.J.Mattos@state.or.us       |
| Crater Subchapter        | Mindy Truex – President                   | 541.776.6060 x 238  | Melinda.D.Truex@state.or.us     |
|                          | Maureen Patton – Representative           | 541.776.6060 x 316  | Maureen.A.Patton@state.or.us    |
| Emerald Subchapter       | Oscar Scott – President                   | 541.686.7751        | Oscar.L.Scott@state.or.us       |
|                          | Antoun Kehdi – Representative             | 541.686.7715        | Antoun.a.kehdi@state.or.us      |
| Misty Rose Subchapter    | Karey White – President                   | 503.699.7112 x 272  | karey.k.white@state.or.us       |
|                          | Barbee Williams – Representative          | 503.612.4216        | Barbee.A.Williams@state.or.us   |
| Oregon Trail Subchapter  | Inactive                                  |                     |                                 |

***“Life is like photography. You need the negatives to develop.” - Unknown***