

OREGONIZER

Volume 24 Winter 2005



International Association of Workforce Professionals



*Communicating
& Celebrating
the
Membership
of the
Oregon
Chapter of
IAWP*

Member Appreciation Day

Submitted by Tina Swogger, Chapter President

The hustle and bustle of the holiday season is once again upon us. With that in mind, I hope that we take a moment to appreciate what we have and the many blessings that are bestowed on us. I'm thankful to the many service men and women who served for our freedom and to the many veterans who served this nation.

On Nov 1st, IAWP Appreciation Day was declared. With Gracie Baker's leadership, subchapter presidents with help from volunteers, treated several offices to light refreshments and information in regards to what IAWP is all about. My sincere thanks to Gracie Baker for organizing this event that resulted in the recruitment of at least 10 new members.

I'm sure you all have been reading about the IAWP awards and what they are about. Remember when you were a little child and a teacher, or your parents, or even peers, said, "good job!" and the special way that it made you feel? Acknowledgement of a job well done is something that we all like to get from time to time. Recognizing someone else's achievements gives those doing the recognition a little warm fuzzy too!

Won't you take a minute to think about those around you who are deserving of such recognition and make this special moment happen for them? Time is getting short as the deadline is January 31st, 2005.

May the year 2005 bring us all many new and wonderful blessings.



Emerald Subchapter Also Appreciates Members

The Emerald Sub-Chapter sponsored an IAWP Appreciation day in all 3 of their offices; Eugene UI Center, Eugene Field Office and Coos Bay Field Office. Occurring over 3 different days: Eugene UI Center on Dec. 1st, Eugene FO on Dec. 2nd and Coos Bay on Dec. 3rd.) The subchapter provided donuts for the staff and an exhibit of IAWP information on the tables in the break rooms to encourage new members to join.

**Oregonizer
PO Box 751
Salem, OR
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(503) 378-4846**

Winter 2005

Crater Subchapter Recognizes Veterans on Veterans Day

The Crater subchapter presented all the veterans in the Medford office with a single red rose bursting with red, white and blue in a bud vase as a thank you for serving our country and preserving our freedom.



Jim Perkins, Keith Pearson, Chuck Schlect, Ron Sohnrey, Kempton Pollock not pictured Mike Gaines (outstationed DHS), Raul Ramires (Boli)



MEMBERSHIP DRIVE CONTEST REMINDER

The Oregon Chapter of IAWP is sponsoring a membership drive contest for the 2004-2005 year. By initiating a Membership contest our organization stands to benefit with new membership and a stronger organization, but you can personally benefit too. Keep reading to find out how.

Every time a new member is signed up from 7/1/04 to 4/30/05, his/her name will go into the Grand Prize drawing. The current member that signed the new member up will also have his/her name entered into the Grand Prize drawing as well. The Grand Prize is a night's stay at the Hotel in Newport and dinner for 2 at local restaurant, valued at \$150.00.

Although the contest kick off was in October 2004, new members signed beginning July 1, 2004 will count in the contest tallies. The last day to get contest credit for new members signed will be April 30, 2005.

Every new member will receive a welcome packet which will include a letter of welcome, the pamphlet "IAWP: Providing for Today...Preparing for Tomorrow," and an IAWP metal pen with the Oregon Chapter name and website.

The Top winner (who signs-up 3 or more members) in each Subchapter will receive a Port & Company Fleece Vest with the new logo embroidered on it and their choice of color/size. Runners-up will receive either a Polo shirt or Sweatshirt with the new logo embroidered on it and choice of color/size. All winners will be announced during our May 2005 Institute in Newport, along with the Grand Prize winner being drawn.

NOMINATIONS OPEN UNTIL JANUARY 31!

By Danell Butler, Oregon Chapter Activity Chair

Time is running out! Take action NOW to nominate a coworker for an IAWP/Agency Award. Nominations are due

January 31, 2005. Earlier this year seven individuals or groups recognized by Oregon Chapter were also winners of International IAWP Awards. Wouldn't it be nice if we could continue to receive this kind of success and recognition for members and non-members alike?

Below is a reminder of the list of awards that will again be presented by Oregon Chapter. Please remember that your nomination should focus on activities and performance occurring during calendar year 2004. Let me know if you have questions or would like suggestions on writing a nomination.

Please access the IAWP website for more award nomination information (found on EDWEB) <http://oriawp.emp.state.or.us/>

AWARD OF MERIT/Chair: Susan Oertel. *The highest award presented to an IAWP member, recognizing outstanding service or achievement beyond normal expectations or job requirements. Accomplishments may have been in either Advancing IAWP Objectives or in Promoting Workforce Development Programs or Initiatives. Nomination Categories-Individual (IAWP Member) and Group (66 2/3 must be IAWP Members). Judged-Oregon Chapter, with winners judged at International level.*

VETERANS AWARD/Chairs: Jim Booker. *Recognizes outstanding accomplishments in providing services to Veterans. Nomination Categories-Individual (IAWP member or non-member) and Group (IAWP member or non-member). [If non-member, must be nominated by IAWP member.] Judged-Oregon Chapter, with winners judged at International level.*

SPECIALIZED CUSTOMER SERVICES AWARD/Chair: Priscilla Rice. *Recognizes outstanding service delivered to a specific (specialized) segment of the workforce including people with disAbilities, vocational rehabilitation, welfare-to-work, and youth. (Nominations for services to Veterans should be submitted for the Veterans Award.) Nomination Categories-Individual (IAWP member or non-member) and Group (IAWP member or non-member). [If non-member, must be nominated by IAWP member.] Judged-Oregon Chapter, with winners judged at International level.*

CITATION AWARD/Chair: Jerry Cox. *Recognizes outstanding private sector contributions to IAWP Objectives or in promoting Workforce Development Programs and Initiatives. Nomination Categories-Individual (non-member) and Group (non-member). [Must be nominated by an IAWP member.] Judged-Oregon Chapter, with winners judged at International level.*

INTERNATIONAL DEVELOPMENT AWARD/Chair: Jayne Martin. *Recognizes commitment and achievement in IAWP International Development. Nomination Categories-Individual or Group (IAWP member/ 66 2/3 IAWP Members). Judged-Oregon Chapter, with winner judged at International level.*



RETIREE DOER's AWARD/Chair: Rose Bidwell Recognizes a retiree who leads an active retirement life, including contributions made to IAWP and in their local community. Nomination Categories-Individual (IAWP member, retired from public sector). Judged-Oregon Chapter, with winner judged at International level.

FRANK WALLER PUBLIC RELATIONS AWARD/Chair: Odie Vogel. Recognizes excellence in promoting the Oregon Employment Department with the public, employers and/or with applicants. Nomination Categories-Individual (IAWP member or any employee of the Employment Department). Judged-Oregon Chapter Award

L. DALE ROSS COMMUNITY SERVICES AWARD/Chair: Charlene Grafton. Recognizes significant contributions made as a volunteer within the local community. Nomination Categories-Individual (Employee of the Employment Department). Judged-Oregon Chapter Award

JAMES MAHONEY MANAGERIAL PERFORMANCE AWARD/Chair: Sandy Mies-Gratham. Recognizes outstanding and conscientious service in the performance of assigned duties. Nomination Categories-Individual or Group (Any management employee-employed for not less than 1 year preceding **March 1, 2003**). Judged-Oregon Chapter Award

PROFESSIONAL EMPLOYEE PERFORMANCE AWARD/Chair: Ron Sohnrey. Recognizes outstanding and conscientious service in the performance of assigned duties. Nomination Categories-Individual or Group (Open). Judged-Oregon Chapter Award

CLERICAL EMPLOYEE PERFORMANCE AWARD/Chair: Sue Kramer. Recognizes outstanding and conscientious service in the performance of assigned duties. Nomination Categories-Individual or Group (Any clerical employee.) Judged-Oregon Chapter Award

NEW EMPLOYEE PERFORMANCE AWARD/Chair: Virginia Willis. Recognizes outstanding and conscientious service in the performance of assigned duties. Nomination Categories-Individual or Group (Any new employee employed for no more than 18 months prior to **December 31, 2003**). Judged-Oregon Chapter Award

ERIC BERGMAN SERVICE TO IAPES AWARD/Chair: Gary Durbin. Recognizes outstanding dedication and service to IAPES at the Sub-chapter, Chapter, District, and International level. Nomination Categories-Individual (any IAWP member.) Judged-Oregon Chapter Award

NICK GUARRIELLO OFFICE/SECTION OF THE YEAR AWARD/Chair: Tom Shorten.

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 Award [International offers a One-Stop of the Year award.]



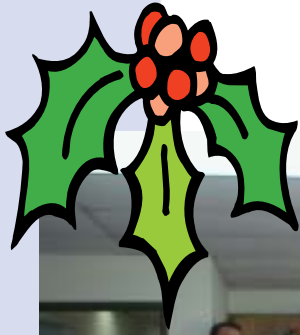
The Redmond Office was an award winner last year

IAWP District XIV

David Washburn
District XIV Director

14 FACTS

1. *The Idaho Chapter was successful in their bid to hold the 2007 IAWP International Educational Conference in Boise, Idaho. The conference will be held in Boise, Idaho at the Grove Hotel and the Boise Convention Center in June 2007.*
2. *The IAWP International Board of Directors meeting was held on November 6 and 7 at the sight of the 2005 IAWP International Educational Conference in Albuquerque, New Mexico. District XIV Director, David Washburn and Educational Steering Committee Chair, Nancy Upchurch attended this meeting.*
3. *Electronic IAWP voting will be initiated in 2005 on the International level. Voting will be done by e-mail with other voting options also available including casting your vote at the annual conference and voting by regular mail. More details will be coming in the future.*
4. *All Chapters in District XIV need to make sure they have transmitted the e-mail addresses of their members to the International IAWP Executive office as soon as possible if they have not already done so.*
5. *The International Board of Directors decided to discontinue the Teen IAWP Annual Educational Conference activities for the 2005 Conference because of liability concerns brought about by the IAWP Insurance Company.*
6. *Remember, it is time to get award nominations started and completed to assure your fellow IAWP members and the Chapters of District XIV receive the deserved recognition on all levels. The deadline for award nominations to be submitted to International is March 1, 2005.*
7. *The chapters of District XIV are all challenged to submit awards in all International IAWP award categories and receive the International IAWP Big Ten Award Recognition for the 2004 award year.*
8. *The Idaho Chapter continues to work on establishing a new IAWP Chapter in the Republic of Korea.*
9. *Ronald Sohnrey is the new Oregon Chapter Legislative Committee Chairperson. Welcome Ronald.*
10. *Remember to recruit as many new IAWP members for the 2005 membership year and help District XIV grow and become even stronger.*
11. *The Oregon Chapter presented an IAWP Statewide Awareness Day on December 1, 2004 that promoted IAWP and the many benefits of being an IAWP member.*
12. *Mark your calendars for the 2005 IAWP International Educational Conference to be held in Albuquerque, New Mexico on June 5 –9, 2005. Let's set a record for attendance from District XIV at this conference.*
13. *The 2005 IAWP International Educational Conference registration form is published on page 9 of the November – December 2004 issue of the Workforce Professional. Sign up today!*
14. *Happy Holidays and a very successful New Year to everyone in IAWP District XIV from your District XIV Director.*



Crater Subchapter Spreads Holiday Cheer to Local Community

*Notes from Subchapter President
Charlene Grafton*

The Crater Subchapter and Medford office joined together to raise money for a couple of community projects for the holidays.

Together they raised a total of \$108.50. Veteran Work study Gonzo made phone calls and had all the pizza donated for pizza sale event. They made \$57.00 on the pizza lunch, \$33.00 Pizza Raffle, \$18.50 in Bingo!



"The family we adopted was so grateful, the father Tim was trying to hide his tears...but we all saw them. The Weaver House was a wonderful experience. We

delivered our gifts the day of their Christmas

party. The adults living there are all severely handicapped. They cannot talk but the excitement and joy was in their laughter and smiles. This brought tears to all of us who delivered the gifts. We also took stockings to two senior adult foster homes."



*Capital Subchapter IAWP
Educational Workshop
February 3rd, 2005*

"COWORKERS WHO DO THINGS DIFFERENTLY"

- ❖ Step out of your comfort zone
- ❖ Learn Disability Etiquette
- ❖ What are Reasonable Accommodations
- ❖ Imagine what it is like to do things differently
- ❖ Change your perspective
- ❖ Learn Legal Issues in Hiring People with Disabilities

***Special Guest Speaker
Martin Blair***

*The Assistant Director for Policy Development
Center of Persons with Disabilities at Utah State University*

In Marty's professional and personal pursuits, he tries to live by the motto, "It's not about disability; it's about people."

With degrees in special education and secondary education, Marty directs the Utah Assistive Technology Program and serves as Assistant Director of Policy Development at the CPD, one of the largest University Centers for Excellence in Developmental Disabilities in the western United States. In addition to these responsibilities, Marty is the Policy Director for the National Center on Disability and Access to Education. He works with state and federal policy makers on a variety of disability-related issues including technology, employment, welfare reform, special education, and health care reform.

West Salem Roth's

1130 Wallace Road NW

Oregon Room

8 am – 4 pm

Fees:

Members - \$60.00

Non-Members - \$65.00

Retirees - \$30.00

***Continental breakfast, lunch, and afternoon snack will be provided.
For more information please call Stephanie McKown at 503-947-1871.***

"COWORKERS WHO DO THINGS DIFFERENTLY"
REGISTRATION FORM
Capital Subchapter I.A.W.P. Educational Workshop
February 3rd, 2005

West Salem Roth's
1130 Wallace Road NW
in the Oregon Room
8 am – 4 PM

Registration Deadline January 20, 2005

Please print clearly:

Name: _____

Cost Center/Section: _____ Daytime Phone: _____

Registration Fee

Full Day Workshop

Includes: Continental Breakfast; Taco Bar Lunch, and Afternoon Snack

- o *Registration Member \$60.00*
- o *Registration Non-Member \$65.00*
- o *Retirees \$30.00*

If requesting agency-paid registration, please forward to cost center manager for approval.

If registration is self-paid, send check or money order to:

Employment Department, Attn: Stephanie McKown, 875 Union St NE, Salem, Oregon 97311

Your signature: _____ Date: _____

Approved by Section Manager/Supervisor: _____

Amount Enclosed: _____

If you need more information please call Stephanie McKown at 503-947-1871.

RIVERFRONT CAROUSEL EVENT

Celebrating the music, color and magic of the holiday season was what it was all about the evening of Saturday, December 4th at Salem's own Riverfront Carousel.

IAWP Capital Subchapter, your professional workforce organization, hosted an evening of family memories at the carousel. With the Christmas tunes flowing and decorated for the holidays, the carousel was a must ride for children young and old. Even those that were questioning "Would I get sick this year?" were found kicking up their heels and going round and round on more than one ride.

There were friends, family, light refreshments, and lots of free rides. And after all the excitement of the evening the only forgotten item was one lonely diaper bag. (Which was later claimed with the comment) "At least I brought home the kids and camera!!"



Happy New Year!



THE OREGONIZER IS BROUGHT TO YOU BY:

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Workforce Professionals – Oregon Chapter

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Winter 2005

**Welcome to the following new members
joining IAWP during July, August and
September 2004.**

Ralph Richmond - Emerald
Lynn Jones - Capital
Robert Utley - Capital
Marilyn Crossgrove - Beaver
Karen Cusick - Rose
Lennea Cordray - Rose
Kathy Davison - Oregon Trail
Tasha Petersen - Capital
Susan Salveson - Capital
Laura Sauter - Oregon Trail
Adalberto Rubio - Capital

OREGONIZER

Volume 26 Spring 2005

I.A.W.P.

International Association of Workforce Professionals



Submitted by Tina Swogger, Chapter President

My year as President of the Oregon Chapter of I.A.W.P. is coming to an end. During my term as your President, we have seen many changes take place. The implementation of the UI Centers brought movement among subchapters and overall membership reductions. Each Subchapter lost some of their officers when they moved to another part of the state. Fortunately, other members stepped up to the plate and are making a large difference in how I.A.W.P. does business. The new Employment Department Professional Membership Administrative Policy that went into effect April 1, 2005, will make our partnership with the Employment Department even stronger. What a wonderful opportunity for Employment Department employees - to take advantage of a professional organization's training and networking resources which in turn will help with their careers.

*Communicating
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of the
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Chapter of
I.A.W.P.*

This year, the I.A.W.P. May Educational Institute will be held in Newport Oregon at the Hallmark Inn Resort. This beautiful facility is right above the beach and every room looks out towards the ocean. There are no bad rooms. I selected this site so that all attendees might relax and rejuvenate while learning new things. My Educational Chair, Bill Sherman and other members have worked long and hard on developing an exciting agenda. This program will be something to be remembered as one of the best given at an Institute. Oregon Chapter Activities Chair Danell Butler has worked long personal hours on the award program and I look forward to the special recognition be given to I.A.W.P. nominees. The Employment Department 21st Century Customer Service Awards will be presented during the awards program as well.

I am planning to represent the Oregon Chapter in Albuquerque New Mexico in June along with 4 other member delegates for the International Educational Institute. We hope to bring home more awards for our chapter.

I want to thank all of the subchapter officers, my executive board, award chairs, my mentors and chapter members for a wonderful experience and the support you have given me. I'm proud to serve as your President and hope to go on to be your District Representative in the future.

See you in Newport!

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Spring 2005

***Announcing the Nominees for the
2004 I.A.W.P. Awards
(In alphabetical order)***

Byron Ames Danell Butler

Nina Cancino Ray Clore

John Concepcion Maureen Dooney

Employment & Training Team

Charlene Grafton Gresham B&ES office

Gwyn Harvey Joyce Hayford

Karen Llewellyn Jayne Martin

Joan Patton Joan Potvin

Ofelia Rivas Salem B&ES office

Marta Satler Cathy Shadle

Patti Sherman Ken Taylor

Phoungnam Tran Karey White Jean Work

*The IAWP
Award
winners and
the recipients
of the 2004
Employment
Department
Customer
Service
Awards
will be
announced
during the
Awards
Luncheon at
the annual
Oregon
Chapter
Institute in
Newport on
May 19,
2004.*



114 Facts

IAWP District XIV

David Washburn
District XIV Director

1. *The Oregon Chapter held a successful IAWP Appreciation Day that resulting in several new IAWP members.*
2. *The Montana Chapter held their winter Board meeting on January 28, 2005.*
3. *The Idaho Chapter held their Winter Board of Directors meeting in Boise, Idaho on February 11, 2005.*
4. *The Washington Chapter will hold their annual Crab Feed and Educational Institute at Westport, Washington on February 26, 2005.*
5. *Electronic IAWP voting will be initiated in 2005 on the International level. Voting will be done by e-mail with other voting options also available including casting your vote at the annual conference and voting by regular mail.*
6. *The Oregon Chapter, Capital Subchapter will present an all-day educational institute on February 3, 2005 with speaker, Martin Blair, who will present interesting topics related to providing service for individuals with disabilities.*
7. *The Idaho Chapter has recruited 28 new IAWP members from the Republic of Korea and continues to work on establishing a new IAWP Chapter for the Republic of Korea.*
8. *The Montana Chapter will hold their 2005 Annual Educational Conference in Lewistown, Montana on April 14th – April 15th, 2005.*
9. *The Idaho Chapter will hold their annual Educational Conference and Annual General Membership Business Meeting in Lewiston, Idaho on May 5th and 6th, 2005.*
10. *The Oregon Chapter will hold their 2005 Annual Educational Conference at the Hallmark Resort on the Oregon coast in Newport, Oregon on May 19th – May 20th, 2005.*
11. *Remember to explore the International IAWP educational grant programs and take advantage of and use the Logan S. Chambers individual grants and W. Scott Boyd group educational grants. Information is found on the IAWP web page at www.iawponline.org.*
12. *Mark your calendars for the 2005 IAWP International Educational Conference to be held in Albuquerque, New Mexico on June 5 –9, 2005. Let's set a record for attendance from District XIV at this conference.*
13. *The 2005 IAWP International Educational Conference registration form is published IAWP web page at www.iawponline.org. Sign up today!*
14. *All the Chapters of District XIV, Alaska, Idaho, Montana, Oregon and Washington are all encouraged to do some creative fund raising projects to help contribute to the IAWP International Delegate Conference travel fund.*

*Annual I.A.W.P Educational Conference
May 19th and 20th, 2005 @ the
Hallmark Inn Resort in Newport, Oregon
Everyone is welcome to attend the President's Reception
6:00 PM, May 18th in the Officers Mess*

"Focusing on Your Un-Tapped Potential" will be the focus on the training from our Key Note Speaker Ridgely Goldsborough who is flying in from Florida.



We have a very special Employment Department panel that will discuss "Recognizing and Achieving our Potential as an Organization" The Special Panel members will be: Curt Amo, Jeanette Fish, Rebecca Gamez, Graham Slater and Troy Rutten.

Annual I.A.W.P. Award Banquet and the presentation of the Employment Department 21st Century Customer Service Award.

Plan to stay for the entire conference. Call the Hallmark Inn Resort in Newport, Oregon at 1-888-448-4449 before April 15th to ensure a room at the \$65 a night plus tax rate. Send your registration form to Charlene Grafton in the Medford Field Office @PO Box 1068, Medford Oregon 97501.

Registration materials are located on-line through EDWEB at <http://oriawp.emp.state.or.us/>

Oregon Chapter Officers 2005-06

President - Nancy Imber
President Elect - Tiffany Hibbard
Vice President - Charlene Grafton
Treasurer - Kathy Lillico

Subchapters Elect New Officers

**Congratulations to the 2005-06
Subchapter Officers
(still waiting for other subchapter results)**

Beaver/Rose

President: Barbee Williams

Vice President: Carrie Aguilar

Secretary: Ben Neeley

Treasurer: Michelle Sture

Representative: Cynthia Westerdahl



Emerald

President: Gary Durbin

Vice President: Barbara Higginbotham

Secretary: Annie Anderson

Treasurer: Barbara Sherzer

Representative: Heath King

Results of the 2004-05 Education Needs Assessment

By Bill Sherman

About the Survey

In November, a survey was sent electronically to all IAWP members of the Oregon Employment Department. The deadline for all responses was mid-January. There was a 21% response rate. That is, roughly, 1 out of every 5 member responded to the survey. Participants were asked to rate to their level of need in five major educational topics:

- Career Advancement
- Workplace Communication
- Managing Self and Others
- Self Discovery
- Health and Wellness

Under each topic, specific subject areas were listed (see below). The possible range of responses included:

(1) Don't need it, (2) Somewhat need it, (3) Neutral, (4) Need it, (5) Need it now.

To keep this report concise, responses 1 & 2 ("Don't need it/Somewhat need it") have been grouped together below as one response. Responses 4 & 5 ("Need it/Need it now") have also been grouped together as one. The neutral responses and non-responses have been grouped together, as well.

Career Advancement

	<i>Need it</i>	<i>Neutral</i>	<i>Don't Need it</i>
<i>Discovering your career path:</i>	38%	30%	32%
<i>Resume and PD 100 tips:</i>	29%	39%	32%
<i>Interviewing skills:</i>	50%	27%	23%
<i>Networking skills:</i>	45%	41%	14%

Workplace Communication

	<i>Need it</i>	<i>Neutral</i>	<i>Don't Need it</i>
<i>Public speaking/presentations:</i>	58%	25%	17%
<i>Marketing services to customers</i>	54%	30%	18%

Workplace Communication (continued)

	<i>Need it</i>	<i>Neutral</i>	<i>Don't Need it</i>
<i>Grant Writing</i>	35%	28%	37%
<i>Resolving interpersonal conflict</i>	42%	37%	21%
<i>Dealing with difficult customers</i>	36%	42%	22%
<i>Collaborating with workforce partners</i>	51%	27%	22%
<i>Understanding diversity</i>	21%	38%	41%

Managing Self and Others

	<i>Need it</i>	<i>Neutral</i>	<i>Don't Need it</i>
<i>Decision making skills</i>	55%	27%	18%
<i>Time management</i>	54%	26%	20%
<i>Managing projects</i>	54%	28%	18%
<i>Organizing events</i>	42%	38%	20%
<i>Facilitating meetings</i>	44%	36%	20%
<i>Building effective teams</i>	53%	30%	17%

Self Discovery

	<i>Need it</i>	<i>Neutral</i>	<i>Don't Need it</i>
<i>Understanding your personality</i>	27%	42%	31%
<i>Understanding your work style</i>	32%	30%	38%
<i>Understanding your leadership style</i>	35%	32%	33%
<i>Creative thinking</i>	35%	40%	25%

Health and Wellness

	<i>Need it</i>	<i>Neutral</i>	<i>Don't Need it</i>
<i>Dealing with stress & burnout</i>	46%	28%	26%

	<i>Need it</i>	<i>Nuetral</i>	<i>Don't Need it</i>
Achieving work and life balance	49%	29%	22%
Diet, exercise, and lifestyle tips	36%	38%	26%

Additional Questions

In the past year, have you attended an IAWP event? 49% Yes 38% No 13% Neutral

How would you rate the overall helpfulness of the IAWP events?

<i>Very helpful</i>	15%
<i>Helpful</i>	38%
<i>Neutral/no response</i>	35%
<i>Somewhat helpful</i>	7%
<i>Not helpful</i>	5%

How would you rate the overall quality of IAWP speakers/presenters?

<i>Excellent</i>	12%
<i>Good</i>	37%
<i>Neutral/unsure</i>	42%
<i>Fair</i>	7%
<i>Poor</i>	2%

Do you plan on attending an IAWP event in the future? 71% Yes 9% No 20% Neutral

Observations and Conclusions

It is notable that the two topics drawing the strongest response were Workplace Communication and Managing Self and Others. Specifically, members are interested in increasing their effectiveness in marketing to employers and job seekers. This includes improving presentation skills, collaborating productively with partners, and efficiently managing work-related projects. A high percentage of members are also challenged with achieving a work-life balance, managing stress, and preventing burnout.

The International Association of Workforce Professionals plays a pivotal role in helping members of the Oregon Employment Department and its partners to learn, develop, and enhance their skills—skills critical in adapting to the oft-changing landscape of the workforce development world. The good news is a majority of members (53%) rate IAWP events as helpful and appreciate the quality of the presentations (49%). Most members say they will attend an IAWP event in the near future.

**Welcome to the following new members joining I.A.W.P.
during October 2004 - March 2005.**

RONALD MONINGER	IV - EMERALD
KIMBERLY THOMPSON	III - CAPITAL
DEBRA GIARD	III - CAPITAL
JOAN PATTON	II - BEAVER
KATHRYN DOUGLASS	IV - EMERALD
PEER MEYER	IV - EMERALD
TAMMY HENRIKSEN	IV - EMERALD
JOANNE MACFARLANE	V - CRATER
LYNNE FULLER	III - CAPITAL
AHMED ELSADIG	II - BEAVER
OFELIA RIVAS	II - BEAVER
MARLA VIA	II - BEAVER
PAMELA POGORELC	II - BEAVER
GREG PELTON	III - CAPITAL
TOMAS FLORES	III - CAPITAL
LORENZO OSUNA	III - CAPITAL
JOHN FARRAR	III - CAPITAL
JENNIFER CHERUBINI	IV - EMERALD
TRACY COLEMAN	IV - EMERALD
DEANA LEWIS	IV - EMERALD
DAVE ROOT	IV - EMERALD
JENNIFER RYAN-JAUREQUI	II - BEAVER
ANN MARIE THOMPSON	II - BEAVER
JAMES BOOKER	III - CAPITAL
TIMOTHY DAVENHILL	III - CAPITAL
PAMELA JOHNSON	II - BEAVER

**The Employment Department now paying
IAWP Membership dues.**

THE OREGONIZER IS BROUGHT TO YOU BY:

Workforce Professionals – Oregon Chapter

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Danell Butler

Officers

Tina Swogger, President

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Nancy Imber, President-elect

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Spring 2005

You read correctly. Effective April 1, 2005, all current IAWP members monthly dues will be paid by the agency. Debbie Lincoln and the Executive team worked long and hard to work out the details to pay memberships for current and new members signed up before April 1. Due to the time frame Payroll was not able to adjust each members check. So on your April 1 check stub you might see IAWP dues taken out but then see another line putting the \$5 back into your check.

If you are not a current member of IAWP and would like to be - you may still sign up. In order for your dues to be considered for Agency paid, you must first do an Individual Development Plan with your supervisor. Your supervisor will then sign off on your membership registration before it is turned into the Membership Chair. Any questions, please do not hesitate to contact Tina Swogger at Tina.A.Swogger@state.or.us.

OREGONIZER

Volume 27 Summer 2005



International Association of Workforce Professionals



Communicating
&
Celebrating
the
Membership
of the
Oregon Chapter
of IAWP

President's Message by Nancy Imber

Hello to all IAWP Members,

I am very excited to officially take office as your Oregon Chapter President on July 1st. My theme for this coming year is Building Unity and Leadership Among Professionals. I look forward to building relationships with our partners, management and co-workers.

I wanted to share a few brief bits on the International Conference in Albuquerque, New Mexico. The Oregon chapter won awards for Professional Practices, Communications Activities and Membership Retention; and the Bronze Key award (given for 10 new member recruitments) went to **Craig Keyston, Barbee Williams** and **Tina Swogger**. Those three also garnered the

President's Honor Roll Award, and Tina won both a Silver Key award (25 new member recruitments) and a Platinum award (recruiting the most new members throughout the organization). Craig and Tina were appointed to executive committees, Craig as Vice-Chair for membership and Tina to the Marketing Committee and as second Vice-Chair for membership.

We had excellent keynote speaker Scott Ginsberg, Hello my name is Scott. Scott talked about his life story of why he wears a name tag "Hello my name is Scott" and introducing yourself asking questions like what you do on your job rather than just saying how are you. Scott was funny and very intuitive and his quote "the building and maintaining of mutually valuable relationships." Scott also gave a workshop called "The Habits of Highly Horrible Networkers." This workshop provided information on **bad networking habits** and the importance of having a really good business card. (See more on pages 6&7)

I'm looking forward to the 93rd International Conference in Louisville, Kentucky and hope to see lots of us there. Keep an eye on the Oregonizer and website for scholarship and delegate applications.

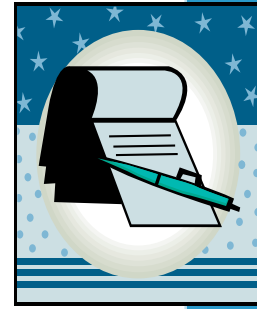


Tina Swogger accepting the Platinum Award at the International Conference

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Summer 2005

Member Updates



Thank you I.A.W.P.!!!

Well, after 30 years I've made it to that point in life where I can say "I'm retired"!!! And as you can imagine, after 30 years (at the same agency, no less!), I have many great memories.

As I reflect back, I think of the two most important career decisions I ever made. The first was to accept the job offer from the Employment Department. That was an easy one. I had received two offers, and the Employment Department paid \$10 a month more than the other! Wow, \$389 a month, I'll take it. For all of you under 35, and thinking "that barely covers my car payment" remember, this was 1975.

The second decision was to join I.A.P.E.S. Again, a no-brainer. My boss was the one asking me why I hadn't joined. I told him I didn't know what I.A.P.E.S. was about. So he explained to me the benefits of being a member and told me he thought it'd be good for my career. So I joined in 1983. And today, I am so grateful that I did.

I think of all the people I would not have gotten to know if I had not joined and it makes me so grateful to this organization. I have life-long friends, because of I.A.P.E.S. I have many wonderful experiences and stories to remember, because of I.A.P.E.S. I still hate to speak in public (no jokes) but I'm more comfortable with it, because of I.A.P.E.S. I've attended some excellent conferences, because of I.A.P.E.S. I know more about the issues in other parts of the agency, because of I.A.P.E.S. I know more about what's happening in other state Employment agencies, because of I.A.P.E.S. I've been recognized for different activities and accomplishments, because of I.A.P.E.S. And I had a fun-filled, exciting career, because of I.A.P.E.S.

I will never be able to repay all I owe I.A.P.E.S. It has been a most rewarding experience for me. Thanks to all of you who have contributed to the journey!

Sincerely believing in I.A.W.P.,

Jayne Martin

Do you have an announcement or event that you would like to share with the rest of the membership? Email it the editor (Danell.L.Butler@state.or.us)

My Trip to the International Conference

by Stephanie McKown

I had a very busy and informative week while I was in Albuquerque, New Mexico. I started off my stay by taking in a few of the local sites accompanied by the District 14 Director's wife and the delegates from Poland Ewa Jurkowska and Ukraine Ihor Tsvilyniuk. We were fortunate to come across a local fiesta and were able to see some native dancing by the local children. We also got to see the local princess and her court preparing to ride in a parade. We finished this day by attending the Early Bird Reception which was a great way to reintroduce yourself to old acquaintances and meet new ones. As always there seems to be a lot of traditional pin trading the first night.

Monday morning started bright and early with the opening ceremonies. It is always a treat to watch all the different flags the representatives carried in. The American flag was presented by the New Mexico state police. Who really looked sharp in their dress uniforms and very impressive. Opening ceremonies also included a Native American display of music plus child dancers from the local head start school.

The keynote speaker was Scott Ginsberg. His topic was how to increase approachability and reveal the enriching value of encounters, connections, conversations, and even how saying "Hello" can change your life. Next we were presented with a panel of speakers on Workforce Development in the Native American Communities.

Tuesday was spent in a variety of different workshops. I attended The Habits of Highly Horrible Networkers. In which I learned there are 7 habits, 1 - Attitude, 2 - Dig your well when you are thirsty (its better to dig before you need to), 3- Dealing the Deck, 4- preparation (or lack thereof), 5- Sit with the Wrong Company (Take time to sit with strangers, you never know what or who you will meet), 6- Small Talk is for Suckers and 7- Limitations.

We also visited the importance of noticeable business cards. Did you know that having a different color background or a picture on your business card would make it stand out?

Forensic Science & the Crime Lab: CSI It's Not was the next workshop I attended. We were treated to an overview of New Mexico's State Forensic laboratory capabilities. It was an informative and interesting workshop (even though CSI has more drama!).

Next I attended the Unemployment Insurance Panel workshop. In New Mexico the unemployment rate is 6% with a base rate of \$17,200.00. They have implemented a system to transfer history and give new employers the same rate they held elsewhere. They only have approximately 4000 large employers which can use Magnetic media to file. Other employers only have the option to file by paper. The processing of these paper reports is contracted out for keying into their system.

That evening we were taken in buses over to the Los Amigos Roundup Ranch. We were fed hickory grilled chicken and steak that had been barbequed on huge open grills. There was a live band that played Tex-Mex while we ate and then the rest of the entertainment started. There were traditional Spanish dancers. One of the dances they did included candles on top of the women's head (none of which were spilled!) The men did a dance that included real machetes. Most of this group has been doing these dances since they were toddlers. Then we had the pleasure of watching Aztec Fire Dancers. They were decked out to include full head dressing. One of them had a headpiece that had to weigh a ton it was so large. For one of the dances they pulled a lot of the audience in to dance with them (yes I danced).

Wednesday morning started with a panel discussion on Central American and Mexican Migration into America. They discussed the impact on Workforce Development programs and policies due to legal and illegal migration into the US.

Up next was a panel of the International Delegates. They shared the impacts of migration in and out of there respective countries.

Next on my schedule was a workshop on "Good Ethics in the Workplace Equals Career Survival". This class was presented by Captain Greg Toya of the New Mexico State Police. One point to ponder is "The foundation of a highly respected organization. 1. Strong value systems are shared. 2. High ethical standards are embraced. and 3. Integrity and professionalism abounds. Ethics are standards or rules of conduct by which we live. The six pillars of Character are: 1. Trustworthiness, 2. Respect, 3. Responsibility, 4. Justice and Fairness, 5. Caring, and 6. Civic Virture and Citizenship.

Thursday started with a Workforce Partners Panel – USDOL, NASWA, NAWDP and IAWP. They went over common goals, differences and the benefits of becoming partners. Next we had a legislative update by Lee Foley, III the legislative liaison for IAWP. Following Lee was another keynote speaker, Scott Friedman. He is a humorous speaker who will open your mind to new ideas. He challenges people to take control of their lives and to develop a sense of humor to create more value in your career.

The afternoon was devoted to the business meeting and closing ceremonies which included a power point presentation of pictures that had been captured during the conference. The final event was the Banquet and Ball that evening. This conference was very enjoyable and packed full of informative information

International Update - Stephanie McKown, International Development Chair

Information presented during the International Panel discussion at the 92nd IAWP International Educational Conference by the delegates from our international chapters.

Jan Pugsley is a Retired Federal Public Servant representing Canada. The unemployment rate is 6.8%. One of the largest issues Canada has is the aging population in which 19% or 2.9 million workers are within retirement age which is 61. They have a low birth rate which results in workers not being replaced. There is a longer life expectancy for women from 77.2 to 82.1 years. In the year 2021 one in three workers will be 55 or older. Immigrants are not considered a drain on community resources due to the need of people able to work and fill vacancies.

Motohisa Anai is the District 17 Director representing Japan. They also have issues with an aging society with a decreasing population. They are working to open doors for foreigners to work in their country. At this time the amount of foreign workers is small but increasing. In 2002 there were about 760,000 foreign workers. Of which 30.6% were spousal, 10.9% were international students with part time jobs and 6.1% were there for training. The benefits of foreign workers are they fill labor shortages and changes in business practices. The problems encountered are cultural conflict and education concerns for children. Japan is looking at changing policy to lengthen the period of stay for foreign workers from 3 to 5 years. Make permanent residency status available for workers with special skills. Opening doors to workers with low level skills and employing a wider range of programs from education to social welfare geared towards foreign people.

Nils Freivalds is the Past President for the Latvia Chapter. In Latvia there is an 8.4% unemployment rate. The population is 2.3 million with the majority speaking Latvian or Russian. They are faced with a high competitiveness in the labor market with other countries that provide better pay. They have recently joined the European Labor Market with other European countries to regulate pay scales, taxes and implement policies. This partnership will improve social security and help develop a solid infrastructure. The partnership urged the government to develop policies. As a result it lowered income tax from 25% to 15% and the trade unions demanded adoption of laws to define minimum pay scales. A result is the returning workforce has improved skills and languages.

Gabriela Lopez Tello is the Vice President for the Calafia Chapter in Mexico. Mexico feels that the issues they are faced with are how to get a better job, education and personal security. They also feel they are a world faced with difficult decisions. The movement began back in the XIX century when a part of the Mexican territory passed to the United States for political reasons. They have since been faced with insecurity, exploitation, changes in lifestyle and infant jobs. Most of the immigrants into Mexico are visitors. Mexico is currently working with the United States to develop working programs as well as ways to protect the national security of the United States but still promote the economical and social security of Mexico.

Ewa Jurkowska is the representative for Poland. Poland has the highest unemployment rate at 18.9% of the European countries. Over one million Poles go abroad looking for work. Immigrants only make up 0.1% of the Polish population. Of which ten thousand are legal immigrants with many more that are illegal. Of the emigrants leaving Poland 70% migrate to Germany. In 2004 Poland also joined the European Labor Market.

Chung-Cheng Lee is the District 18 Director and President of the IAWP Taiwan Chapter. Taiwan is also faced with an aging population and relies on immigrants to fill the need for workers. Foreign workers have generated stable manpower to the Taiwan industry. The Council of Labor Affairs has approved three hundred thousand foreign workers to work in Taiwan. The largest percent of foreign workers work in manufacturing at 25.7%, followed by textiles at 14.8% with electrical machinery and electronics following in third with 13.1%. Introduction of foreign workers is still the way to solve the lack of Taiwan basic labor for the short term. The assistance that foreign workers provide to the basic labor and their contribution to Taiwan's economy and society are highly thought of.

Ihor Tsvilynyu is the President for the Ukraine/Lviv Chapter. Problems that the Ukraine face are the living conditions and wages. These are the biggest reasons for emigration. They also find that the older generation are staying in there homeland while the younger generation are leaving to looking for better wages in other countries.

If you have other questions or would like to contact any of the individuals above please let me know and I can provide you with their contact information.

“FINE” DOESN’T MEAN GOOD

By Judy Johnson (WA)

IAWP International Keynote Speaker Scott Ginsberg encourages friendship and openness by wearing a nametag 24/7. After 1,688 days with his name on his shirt, he is convinced that a nametag is a symbol of the type of communication we should all strive for—being approachable.

Scott told us that there are “BIG FIVE” personality types or ways of responding to his nametag. Inquirers make up about 35% of the response, and they want to learn more about why he wears it. His answer is always: “to be friendlier and more approachable”. About 30% are Players, who want to relate to him; like the bike rider he saw while running along the Rio Grande, who greeted him with, “How you doin’ Scott?”, but was down the trail before an answer could be spoken. One out of five are Jokers, having fun with Scott but all of ‘em make the same jokes. That leaves Customers (10%) and Heroes (5%). All in all, a nametag helps us relate to each another when we know each other’s name. It creates a way for an encounter that wouldn’t exist otherwise.

He also asked us to come up with a new way of describing ourselves when we are asked, “How Are You?” We give that pat response, “Fine”, when what we are really saying is Feelings I’m Not Expressing. Instead, say something different and refreshing that really describes how you are, like: “Everything Is Beautiful” or “Fantastic”. Ask fun, open questions to move your relationship from “How Are You?” to “Who Are You?” It will wake up your relationships.

Finally, Ginsberg used the front porch as a paradigm of the tool we need to communicate. He suggests that a smile and a nametag create a symbol of hospitality and friendship. It creates comfort, just like that front porch where neighbors greet one another. There are three pillars to that front porch: 1. We learn the most from each other; 2. Each step of reaching out reciprocates; and 3. You just never know. Communication today could be advancement or achievement tomorrow.

As the squirrel said: “THANKS FOR THE NUT, SCOTT!”

THE HABITS OF HIGHLY HORRIBLE NETWORKERS

Presenter: Scott Ginsberg

by Suzanne Guibert

Scott Ginsberg (who prefers to be known as Scott), the keynote speaker on the opening day of the conference, continued his theme of the importance of NETWORKING in his workshop on the Habits of Highly Horrible Networkers. Scott began by defining networking as “the building and maintaining of mutually valuable relationships.”

Networking began with Ben Franklin when he organized meetings with his colleagues for every Friday to help build business opportunities in Philadelphia. The “modern” networking that is a part of everyday business and life began about 45 years ago. Since that time, there have been many books written about the subject and Scott has done extensive research in the area. However, much of the written material concerns “how to network” and very little information has been presented on what “not to do.” The purpose of Scott’s workshop was to provide information on bad networking habits and the importance of having a really good business card.

The 7 Habits of Highly Horrible Networkers are:

1. Habit #1 Attitude. If you begin your networking encounter with “I,” you probably are falling victim to the idea that the meeting is about you and that is horrible habit #1. In networking, you must give first and it can’t be about “I.”

2. Habit #2 Dig Your Well WHEN You’re Thirsty. If you wait until you are thirsty to begin your networking, it is too late. You need to begin networking when things are going well – before you’re thirsty – to be successful. You need to prepare for possibilities.

3. Habit #3 Dealin’ the Deck. Business cards are the most valuable tool available and play a very critical role in effective networking. Having good habits in regard to their use is very important. There is such a thing as business card etiquette. A “horrible networker” will accept a business card from someone and just put in his pocket and not look at it or simply throw a deck of his own cards onto a table. Good networking requires reading the card carefully, touching it with respect and commenting on the card. Business cards need to be treated with care and respect.

4. Habit #4 Preparation (or lack thereof). If you don’t have a business card, you are not prepared and fall victim to this bad habit. Networking is an “on demand” process that always requires the use of business cards. A good habit to develop is to carry blank business cards have a place for name, company and email address. These cards can be given to people who you are networking with, that do not have their own cards.

5. Habit #5 Sit With the Wrong Company. A major bad habit that people fall into is sitting with colleagues from the same organization or with their friends. To maximize your presence (networking) at any meeting, sit with people you do not know and meet as many new people as possible.

6. Habit #6 Small Talk is for Suckers. Spending time talking about how you are, the weather, etc. is wasting an opportunity. Move from “how are you” to “who are you?” Maximize your opportunity by making yourself open and approachable and asking meaningful questions.

7. Habit #7 Limitation. Networking is never limited by a schedule, a workday or meeting times. Do not limit yourself to an industry. Talk with everyone! There is no specific time and place for network – NETWORKING IS ANYTIME Scott spent significant time during the workshop analyzing business cards of those attending the workshop. Creative ways to produce more effective business cards are:

- Use color and increase the amount of color used on the background;
- Use the back of the card to list resources, tips or services;
- Put motivation quotes on the card to make it look different;
- Consider having the printer put holes or markings on cards to make them look different;
- If you speak more than one language, consider having the card printed in a second language (possibly on the reverse side);
- Add credibility to the card such as “million dollar club” (if salesman).

Scott concluded by reminding the group that **NETWORKING IS FOR ANY TIME AND ANY PLACE AND EVERYTHING MATTERS.**

BROPHY SELECTED FOR INTERNATIONAL WORKGROUP

Incoming International President Thelma Hill has selected Dennis Brophy to serve on the IAWP Strategic Planning Workgroup. This workgroup has been charged with the task of developing a Three Year Strategic Plan for the Association.

Other members selected are Linda Barnes (current International VP-Kentucky), Chuck Zirkle (candidate for International VP-South Carolina), Catherine Leapheart (International Secretary Treasurer-Missouri), Vetletta Moeller (California), Thomas S. Whitaker (North Carolina), Ann Loadholtz-Price (Florida), Troy McMillan (Illinois Chapter President), Harry P. McKeown (New York), George Barthalow (International President-representing Workforce Development Partners-Florida), and Mary Riddell (International Staff-Kentucky).

The Strategic Plan, once completed, is to be presented to the International Board of Directors for their approval at the Spring 2006 meeting. Dennis is honored by his selection and is looking forward to the challenges ahead. If anyone has suggestions for the future of IAWP and how the association might increase membership participation by our workforce partners, please send your ideas to Dennis.

District XIV Institute

By Kathy Bilanko
District XIV Director

Mark your calendar, make reservations, and plan for an educational, entertaining, and networking opportunity in Wenatchee September 29 – October 1, 2005!

This will be the District XIV annual Institute. Our District is comprised of Montana, Oregon, Idaho, Alaska and Washington. Members from each of the states will be attending the district institute. This is a great time to renew friendships and meet new friends. Thursday (29th) there will be an Early Bird evening function hosted by WorkSource Wenatchee. The educational Institute will be on Friday and Business/Membership Meeting Saturday October 1. I do urge all members to attend the membership meeting on Saturday morning.

For the institute we will have a *State of the States* panel. Invitations to participate on the panel have been extended to Deborah Lincoln Oregon Director; Karen Lee Washington Commissioner; Ingrid Childless Montana Administrator Workforce Services Division; Mark Whitworth Idaho UI Administrator; Linda Barnes IAWP President-Elect (Linda may speak on either her state of Kentucky or IAWP).

Besides the panel, Dr. Dan Strakal will conduct a workshop on *Change and Transition*. Dan has given this workshop for several governmental agencies and has worked extensively in the education field. He plans a very interactive workshop.

Make your reservations at the Red Lion Hotel:

Red Lion Hotel, Wenatchee
Phone: 509-663-0711

A block of rooms have been reserved under IAWP
Rooms reserved only until August 30th

Registration form will be out very very soon.





Check out the new look of
the IAWP Oregon Chapter
Website!

<http://oriawp.emp.state.or.us/>

THE OREGONIZER IS BROUGHT TO YOU BY:

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Summer 2005

What's in it for me?

IAWP helps you meet the needs of your customers.

- **Members Know:** IAWP has been *the* professional association for workforce professionals since 1913. Workforce professionals say that IAWP helped advance their careers.
- **Education and Training:** Local training from districts and chapters, the Annual International Conference, the Professional Development Program, scholarships and grants.
- **Legislative Advocacy and Awareness:** With the help of a Washington D.C. liaison, IAWP keeps members informed of legislation affecting the workforce profession.
- **Useful Information for Workforce Professionals:** *Workforce Professional* is focused on providing readers with practical information they can use in everyday work life. Members receive the newsletter six times per year. IAWPonline.org is streamlined, easy to use, and full of useful content. Check out [legislative updates](#), [scholarship applications](#), [IAWP publications](#), and more. Members may access even more information in the “members only” section of the International Web site.
- **Networking:** Interact with members from around the country and [around the world](#).
- **Inexpensive:** Chapter dues are less than \$70.00/year and can be agency paid. Talk to an IAWP member to find out how.
- **Bonus time:** Discounts and other extra advantages of membership.