

OREGONIZER

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October 2009

Greetings from the President:

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

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

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

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

Thank you for your time,
Barbee Williams, IAWP President

Publication of Oregon Chapter IAWP

Editor
Barbee A. Williams

Send Comments or Submissions to:

Barbee.A.Williams@state.or.us

Or

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

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

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

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

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

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

Thanks in advance for your artistic expressions!

HEROS WANTED

By Dennis Brophy

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

Barbee.A.Williams@state.or.us

or

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

ONLY IN IDAHO

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

Bounty on gophers aims to help jobless

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

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

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

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

WORKFORCE PROFESSIONAL DEVELOPMENT PROGRAM (WPDP)

By: Dennis Brophy, Oregon Chapter
WPDP Master and Proctor

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

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

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

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

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

WORKFORCE PROFESSIONAL DEVELOPMENT PROGRAM (WPDP)

(Continued)

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

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

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

WELL BEING

By Mark J. Butterfield, D.C.

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

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

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

DENMARK WORKING IN A HAPPY PLACE

By: Dennis Brophy

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

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

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

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

DENMARK WORKING IN A HAPPY PLACE

(Continued)

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

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

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

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

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

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

International Development

By Debbie Irwin

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

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

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

Please call me if you have any questions.

Debbie Irwin

State Intl. Dev. Comm.

503-612-4266

IAWP Code of Ethics:

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

Objectives of the Association:

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

Provide a forum for the exchange of information.

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

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

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

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

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

A DATE TO REMEMBER

2009

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

2010

January 29, 2010---Deadline for Award Nominations

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

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

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

Your IAWP Board

President and Executive Board

Chairperson:
Barbee Williams

President-Elect Budget and Finance

Chairperson:
Jeff Hunter

Vice President and Membership Chair:

Barbara Thornburg

Immediate Past President: Ron Sohnrey

Treasurer: Stephanie Stevens

Secretary: Grant Axtell

Subchapter Presidents:

Misty Rose: David Allsup

Capital: Jeff Long

Crater: Charlene Grafton

Emerald: Tracy Johnson

Oregon Trail: Mark Hewitt

Subchapter Representatives:

Misty Rose: Jennifer Ryan-Jauregui

Capital: Daniel Quinones

Crater: Shawn Blair

Emerald: Francisco Garcia

Oregon Trail: Denise Pollock

Activities Chairperson: Dennis Brophy

Education Chairperson: Sue Kramer

Legislative Chairperson: Theresa Arndt

Publicity Chairperson:

District XIV Annual Fall Institute

September 24-26, 2009

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

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

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

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

Thank You

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

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

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

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

Respectfully, Barbee Williams
IAWP Oregon Chapter President