

OREGONIZER

November 2009

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Publication of Oregon Chapter IAWP

Editors

Barbee A. Williams Dennis Brophy

Your IAWP Executive Board

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Greetings from the President:

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

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

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

Thank you for your time,
Barbee Williams, IAWP President

**AWARD NOMINATIONS ARE NOW BEING
ACCEPTED**

Dennis Brophy, Oregon Chapter Activity Chair

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

CWS - WHO WILL BE FIRST?

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

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

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

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

INTERNATIONAL DEVELOPMENT-WORKFORCE ISSUES IN LATVIA

Dennis Brophy

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

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

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

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

898-9960.

Latvia (con't)

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

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

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

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

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.

IAWP HONORS VETERANS 2009



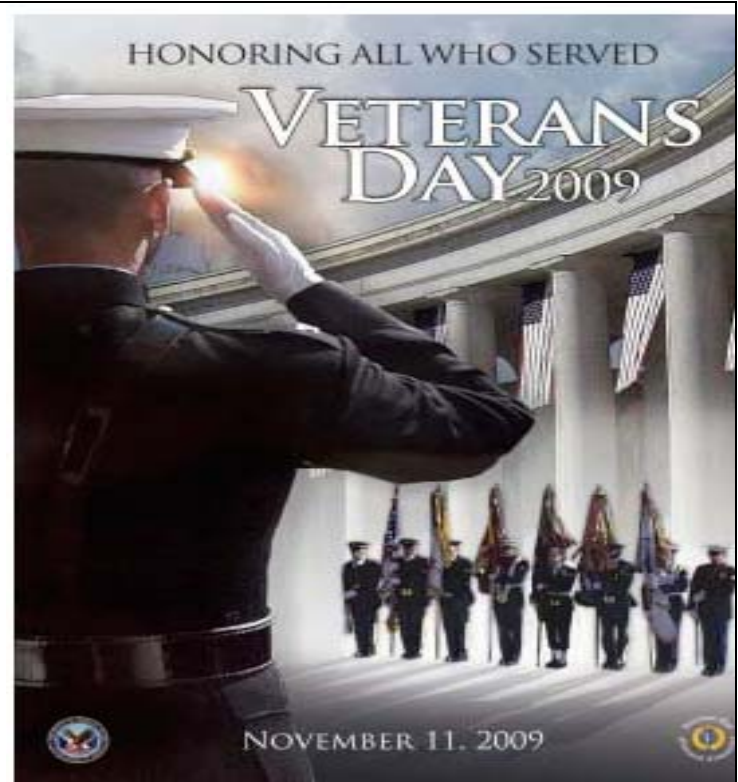
IAWP members Gina Green, Russ McBride- Vet Rep, Charlene Grafton (Crater Sub-Chapter President) Volunteered their time at Medford's Applebee's restaurant on Veterans Day. Applebee's provided a meal for every Veteran. Russ McBride partnered with Applebee's to sell T-shirts and Stencils with Veterans designs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

[Submitted by Charlene Grafton](#)

DID YOU KNOW?

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

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



The Vet Scene

By John Concepcion, Veteran Representative

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

LEGISLATIVE NEWS

Congressman David Wu

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

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

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

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

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

(Quotes are from press release-website)

WELL BEING

By Mark J. Butterfield, D.C.

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

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

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

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

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

HELP WANTED

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

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

A DATE TO REMEMBER

2009

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

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

2010

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

January 20, 2010 – Deadline for Executive Board Meeting Reports

January 29, 2010---Deadline for Award Nominations

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

February 10, 2010--Nominations for Oregon Chapter Officers

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

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

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

Something you want to share?

Send Comments or Submissions to:

Barbee.A.Williams@state.or.us

Or

Barbee.A.Williams

7995 SW Mohawk St., Tualatin, OR 97062

Interested in Writing for the Oregonizer??

Always dreamed of being an Editor?

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

COFFEE BREAK

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

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

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

Subchapter Presidents:

Misty Rose: David Allsup

Capital: Jeff Long

Crater: Charlene Grafton

Emerald: Tracy Johnson

Oregon Trail: Mark Hewitt

Subchapter Representatives:

Misty Rose: Jennifer Ryan-Jauregui

Capital: Daniel Quinones

Crater: Shawn Blair

Emerald: Francisco Garcia

Oregon Trail: Denise Pollock

Activities Chairperson: Dennis Brophy

Education Chairperson: Sue Kramer

Legislative Chairperson: Theresa Arndt

Publicity Chairperson: TBA

Helpful Hints for Writing an Award Winning Nomination!

Dennis Brophy, Oregon Chapter Activity Chair

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

IAWP EDUCATIONAL NEWS

(as edited from the October 2009 Chapter Activity Countdown)

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

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

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

These are just a few topic examples:

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

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

Objectives of the Association:

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

Provide a forum for the exchange of information.

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

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

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

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

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