

OREGONIZER

January 2010

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Greetings from the President:

Deadline For Awards is on Friday January 29!

Awards! Who would ever guess we have so many people to recognize and so many award categories available. How exciting to hear from some of you in offices “far away”. We are one great office with many doors and functions. We want to recognize our partners and build those relationships and recognize that we are doing so much more with our partners than we could have imagined 5 years ago. To all of you: great work! We will unveil our May conference in the next issue of the Oregonizer. Please watch for the Oregonizer in February.

Thank you for your time,
Barbee Williams, IAWP President

JOIN IAWP TODAY

For a membership application, contact any Oregon Chapter officer or go to our Website at:
<http://oregoniawp.org/default.aspx>

CRAB FEED-FEBRUARY 27

Here is something you won't want to miss. The annual Washington State Winter Institute and Crab Feed to be held Saturday, February 27, 2010 in Westport. Customarily, over 100 members and family from Washington State Chapter and District XIV attend this annual event for crustacean lovers. Bring your favorite seafood sauce and beverage, and join the fun. For motel reservations at the Chateau Westport, call 1-800-255-9101 and be sure to mention IAWP for special room rates. For reservations to attend the institute and crab feed, contact Judy Johnson at: jjohnson@esd.wa.gov

Publication of Oregon Chapter IAWP

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OREGON CHAPTER/DISTRICT XIV OFFICER NOMINATIONS

As reported in the December issue of the *Oregonizer*, nominations are now being accepted for the following Oregon Chapter offices: President-elect, Vice President, and Treasurer. Nominations are also being accepted for the position of District XIV Director-elect. The deadline for all names to be submitted to Ron Sohnrey, Nominations Committee Chair, is 5:00 PM, February 10, 2010. The qualifications for each office is listed below:

Oregon Chapter President-elect and Vice President must be a "full member" who has "served, or are serving, as a member of the Oregon Chapter Executive Board or as a chairperson for a standing committee." (Oregon Chapter Bylaws Article III, Section 2)

The Oregon Chapter Treasurer must be a "full member" and is elected to a two year term beginning July 1, 2010. "Suitable candidates for Treasurer are those full members possessing experience as a treasurer or a bookkeeper." (Oregon Chapter Bylaws Article III, Section 2)

The District XIV Director-elect automatically assumes the office of District Director, making this a two year commitment. Therefore, the District Director-elect must meet the same nomination criteria of District Director with the exception that the member may be elected to office with lesser qualifications as long as they are able to meet the stated criteria for District XIV Director at the time they assume the office. To become District Director, an individual must:

- a. be elected by their home chapter and the district membership
- b. have continuous membership in IAWP for the most recent five (5) years
- c. have attended and actively participated in at least one International Conference

- d. served previously in one of the following positions: Chapter President, member of the Chapter executive board, or as an International Committee Chair
- e. hold a position in the agency that will allow freedom to travel to International Executive Board meetings, some chapter conferences and the International Conference (A letter will be required from the agency director or appropriate supervisor indicating the nominee will be allowed the required time off.)
- f. possess the financial means to attend board meetings, some chapter conferences, the annual District Institute, and the International Conference
- g. have the ability to plan, organize and delegate authority for the satisfactory accomplishment of association activities as demonstrated by the nominee's position in the agency or accomplishments in the association

"Character cannot be developed in ease and quiet. Only through experience of trial and suffering can the soul be strengthened, vision cleared, ambition aspired, and success achieved."

---*Helen Keller*

Do you know your IAWP Sub-Chapter Officers??
Have you been to a IAWP meeting?
Do you want to know who we are and what we do?
Go to www.oregoniawp.org

You will find your answers there.

**AWARD NOMINATIONS DUE JANUARY
29, 2010**

Dennis Brophy,
Oregon Chapter Activity Chair

Nominations are now due for the Oregon Chapter awards and recognition program. Listed below are the various award categories for which nominations are being accepted. For additional information, please refer to the Oregon Chapter Website at:
<http://oregoniawp.org/default.aspx>

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

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

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

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

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: Joy Lewin McCoy

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

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

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

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

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

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

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: Trica Reardon

L. Dale Ross Community Service Award - Recognizes significant contributions made as a volunteer within the local community. Must be an employee of a Workforce agency. Nomination category: Individual. Judged: Oregon Chapter. Chair: Tracy Johnson

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

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

Winner of the Logo Contest IAWP Joint Conference May 2010

Let us all congratulate Donna Glacken,
Washington State Program Coordinator, Shared
Work Program



**BECOME A WORKFORCE
PROFESSIONAL DEVELOPMENT
PROGRAM MASTER (WPDP)**

The Workforce Professional Development Program consists of a series of four study guides and accompanying exams. The areas of study include the History of Workforce Development, Business and Job Seeker Specialist, Unemployment Insurance Specialist, and Labor Market Information Specialist. Successful completion of all four exams with a score of 75 or more correct out of 100 multiple guess questions qualifies you to become a WPDP Master.

We offer the following questions as an example of what you may be asked. See how smart you are even without studying. Any resemblance to an actual test question is purely accidental. For more information about WPDP, contact Dennis Brophy by email: Neahkahnne@aol.com

1. The Age Discrimination In Employment Act of 1967 protects workers over what age?
 - A. 62
 - B. 65
 - C. 40
 - D. 55

2. In what year was IAWP (formerly known as the International Association of Personnel in Employment Security) founded for the purpose of enhancing the competence and professionalism of individuals working in employment security and training?
 - A. 1935
 - B. 1913
 - C. 1930
 - D. 1925

WELL BEING

By Mark J. Butterfield, D.C.

The famous Italian operatic tenor Enrico Caruso reportedly could break a wine glass using only the power of his voice. The method and mechanism of Caruso's feat was that he would plink the glass with his finger, listen to the vibratory tone that was generated and match that precise tone with his voice. With an increase in the amplitude (loudness) of his voice, the glass would vibrate violently enough to shake itself into pieces.

Not always recognized is that our bodies have structures of different densities and different locations that respond to sound, although not destructively as did a wine glass as it fell victim of Caruso's voice. You can discover this phenomenon by placing your hand on the back of your neck and feeling the different locations of vibration as you recite the vowels out loud. Notice how the "eeee" vibrates higher in the neck than the other vowels. I utilize this tool when examining my patients. With my hands placed on different regions of their necks and backs and talking with them, the locations of muscle spasms become evident by feeling the more intense vibration generated by their voices during normal conversation.

With practice and patience, you can determine the areas of your body that you hold tension and use the power of your voice to massage away that tension. If your shoulders are the place you hold tightness resulting from stress, simply place your hands on your shoulders and start speaking or reading aloud from a book. Raise and lower the pitch of your voice and feel which resonate sounds cause more vibration of your shoulders. The next time you feel tight shoulders, repeat those sounds by speaking or better yet by singing them and notice the relaxation you feel afterward.

As human beings, we respond to what others say to us, but we respond more to what we say to ourselves both in meaning and in vibration. mjbdc@hotmail.com

Senators request full funding of Economic Development Administration to spur job growth.

Reprinted verbatim from a press release issued December 22 by Senator Merkley's office.

Washington, DC – Oregon's Senator Jeff Merkley led a coalition of 19 other senators today in calling on President Obama for comprehensive funding for the Economic Development Administration (EDA).

The EDA is designed to create jobs and stimulate the economy in areas of the country that need the most help. Its assistance is targeted to rural and urban areas experiencing high unemployment, low income, a natural disaster, or other severe economic distress.

“With national unemployment reaching its highest point in decades, these highly distressed areas of the country need support more than ever,” Merkley said.

“Whether a town is recovering from a plant closure or a flood, it is critical that the community invest in its economic future. Without question, the EDA represents an efficient and cost effective way to help distressed communities overcome the challenges they are facing.”

The senators asked President Obama to support the EDA's programs, including: the Global Climate Change Mitigation Incentive Fund to help communities transition to a clean energy future; the Public Works program to provide assistance to communities who need essential infrastructure improvements to entice new businesses to their area; and the Trade Adjustment Assistance program to help firms that have seen their business move overseas regain a competitive advantage.

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

2010

January 29, 2010---Deadline for Award Nominations

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

January 30, 2010 ---WPDP Testing, Eugene

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, South Carolina

INTERNATIONAL DEVELOPMENT- WORKFORCE ISSUES SPAIN

By: Dennis Brophy

As late as 2007, Spain had one of the fastest growing economies in the European Union. Today, with the global economic crisis and end of the construction boom, prosperity has disappeared and been replaced by a jobless rate of 19.3 percent as of December 2009. Hit hardest by the recession is the construction sector and services industry. Putting these figures into perspective, an unemployment rate of 19.3 per cent in Spain equates to approximately 3.92 million people unemployed or just slightly more than the entire population of the State of Oregon. (The population in Oregon is 3,823,465 people according to 2009 Certified Population Estimates, Population Research Center, Portland State University.) The unemployment rate is expected to go even higher this year.

A large number of workers in Spain work under contract with their employer. Spanish employment law requires employers, when they discharge an employee on contract, to pay that employee the equivalent of 20 days for each year worked. The result is that temporary workers, youth, and immigrants are usually the first to be laid off simply because it is cheaper for the employer. The current unemployment rate for youth under the age of twenty-five is approximately forty (40) percent.

For those laid off, the maximum duration of unemployment benefits they can receive is for a period of two years. Benefits can pay as high as 70 per cent of an individual's salary. But not unlike unemployment benefits here in the United States, some workers may receive only partial benefits and others may not have been employed long enough to be eligible.

Approximately twelve (12) percent of Spain's workforce are immigrants. With the high unemployment rate and fewer jobs, immigrants are having even more difficulty in finding work. Also complicating matters is the growing unrest between native Spanish workers and immigrants who are viewed as competing for the few jobs that are available.

In an attempt to stimulate the economy, the Spanish government has spent \$11.6 billion to create 400,000 new jobs. A second stimulus package is expected with lower cost and fewer jobs. These jobs are primarily short-term, temporary work doing street repair and maintenance and are not viewed as a solution to Spain's economic woes.

Employment in the tourist and services sector is expected to rebound over time. The same is not anticipated for the construction sector in Spain. According to one source, at least one million homes remain unsold. To combat the high unemployment rate in Spain, the world economy will need to improve and other sectors will need to be developed that produce necessary goods and services. This transition will not be easy or quick.

One prospect of hope for the future economy of Spain is the creation of green jobs. It has been estimated that over one (1) million green jobs can be generated during the next decade with adequate public and private funding. But critics are quick to point out that the cost to tax payers is too high, especially for a country that is already consumed by debt and lower tax revenues.

Workforce issues between countries and continents is amazingly similar. Differences appear to be measured by the extent of the crisis, the diversity of the employment sector, and the prospect for recovery. Whatever happens in Spain, we just hope that changes come sooner rather than later. In December, the flying license for Spain's airline Air Comet was revoked because of outstanding debt and AOL just recently announced a world wide cutback that includes closure of their office in Spain. The news cannot get much worse.

Sources: Numerous sources from the internet were used to compile this article. For a list of source material, please contact the author.

Scholarship Deadline Extended

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

There is an application process that will need to be completed and submitted by February 26, 2010 from which the member will be selected.

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

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

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

Please call me if you have any questions or would like the application:

Debbie Irwin
State International Development Committee
503-612-4266

Committee Chairs

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

Thank You

To Steve Strain who has agreed to be our Webmaster. His full information will be in the next issue of the Oregonizer. Thank you to all the Chairs of the committees who have really worked this past month! And most of all to Dennis who came out of retirement and has given hours and hours of valuable time to make the Awards Program a success. We have representatives for IAWP that are in Eugene, Medford, Bend, and the Portland area. I want to thank all of you who do get out and talk with interested individuals about what IAWP can do for you. I want to thank the smaller offices that have written awards with little or no help. The larger offices that all worked hard putting together to recognize coworkers. Each part an individual plays in supporting IAWP matters because all of the "parts" make us the whole that we need to be to be a successful organization!

*Respectfully, Barbee Williams
IAWP Oregon Chapter President*

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

Answers to WPDP Questions

1. C
2. B