

OREGONIZER

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Publication of Oregon Chapter IAWP

Editors

Barbee A. Williams Dennis Brophy

Your IAWP Executive Board

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Barbee Williams

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Barbara Thornburg

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December 2009

Greetings from the President:

You have been hearing about the IAWP Awards Program and the plea for nominations. You also have the tips on how to write a successful award. You even know who the chairs are for each award. What next? Familiarize yourself with the awards and who you think would be a good candidate. Write up the award and call if you have any questions. No one wins if they are not nominated.

Remember that if you are interested in applying for delegate status, you must get the application in to me no later than January 15, 2010. Delegate Status criteria is available on the IAWP website. The applications are reviewed and selected by the IAWP Executive Team.

This year the Conference will be held in Greenville, South Carolina, June 27- June 30, of 2010. The Delegate Scholarship will pay the major part of the lodging, airfare, and registration. Please contact Barbee by email for additional information and the application which is due by January 15, 2010.

The Joint Conference with Washington State is becoming a great event. Please save the date! (May 13 and 14, 2010)

Thank you for your time,
Barbee Williams, IAWP President

OREGON CHAPTER BOARD ACTION

The Oregon Chapter Executive Board has voted to expand the eligibility requirement for the L. Dale Ross Community Service Award to include any employee of a Workforce agency. The award was originally restricted to employees of the Employment Department.

Many people volunteer their personal time annually to serve others and to improve the communities where they reside. Oregon Chapter felt that it was only right to open up nominations to include our workforce partner agencies and their employees. You are asked to please share the newly revised criteria with our partner agencies and let them know that all nominations should be submitted to the Award Chair by January 29, 2010.

The Chairperson for this award is: Tracy Johnson. The Award criteria, as amended, appears as follows:

L. Dale Ross Community Service Award

To recognize an employee of a Workforce agency who within the immediate past calendar year has performed a significant voluntary service within their local community.

CRITERIA: The nominee must have made an outstanding contribution to the community in an endeavor not associated with normal work related duties or responsibilities. The nominee may have performed continuing outstanding service to a charitable organization such as Red Cross, Disaster Relief, etc. The nominee may have performed continuing outstanding work within a community organization such as Boy Scouts, Girl Scouts, Boys and Girls Club, etc. The nominee may have performed continuing outstanding work on community projects such as Neighborhood Improvement Groups, Housing for the Handicapped, etc.

NOMINATION SUBMISSION COMPONENTS:

A) Nomination Presentation - The nomination must be typed, double-spaced, in no less than 11 size font, on 8 1/2 X 11 inch paper.

B) Statement of Accomplishment - This ONE PAGE statement must briefly describe the nominee(s)

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accomplishment, the dates the accomplishment occurred within the judging period, the manner in which the accomplishment was achieved, and the results or benefits derived from the accomplishment. If the nominee is selected for an award, this summary will be used for various dissemination and shared-learning purposes.

C) Narrative - This concise, precise and descriptive narrative shall be not be more than 10 pages. The narrative should be an expansion of the statement of accomplishment. It must focus on the details of the actual accomplishment and include any necessary background information that explains why the accomplishment was exceptional.

The narrative should address the following...

- What was done - Description of activity or performance.
- When it was done - State the period of time covered.
- How it was done - Own initiative, original idea, under direction, and if on own or agency time.
- Results - For whom and to what extent was the benefit derived and how might the Workforce agency have benefited by this individual's participation.

D) Documentation - The narrative must be supported only by documentation that relates directly to the accomplishment activities on which the nomination is based. The documentation may be articles, newspaper or other periodical clippings, endorsements, recommendations, testimonials or original and/or digital photographs with a brief description of what each photograph is intended to show. The articles and newspaper and other periodical clippings must be identified by date and source. Any photographs and news items less than 8 1/2 X 11 inches in size must be mounted on 8 1/2 X 11-inch paper. List, by type and date, any published articles, books, research, as well as work products, audio-visual or other materials representative of the contribution.

Highlight the nominee's name in all evidence/documentation. Include only documentation that relates directly to the accomplishment and judging time frame. When using acronyms or abbreviations, please spell out the first reference.

OREGON CHAPTER AWARDS AND RECOGNITION

Dennis Brophy, Activity Chair

Members and non-members may be interested in knowing the background behind the Oregon Chapter IAWP awards program. The following series of questions and answers will hopefully serve to enlighten and provide a better understanding of why certain procedures are followed. Any additional questions you might have should be sent to my attention at:

Neahkahnie@aol.com

Question: How long has Oregon Chapter been presenting awards?

Answer: Oregon Chapter first presented the Award of Merit to Lela Park in 1953.

Question: Why is Oregon Chapter involved in presenting awards recognizing agency employees, partners, and members for their work?

Answer: With more than fifty years experience in providing a successful awards and recognition program, why not? By sponsoring this program, Oregon Chapter is better able to show that we are an active Chapter thereby enhancing the value of membership. Many members are involved in writing and judging the nominations, and in presenting the awards. The trophies, plaques, and certificates themselves are purchased through dollars received from membership dues, which is viewed as an excellent vehicle for returning dues dollars to the greatest number of members, potential members, and in supporting the efforts of the Oregon Employment Department.

Question: Why are nominations due January 29, 2010, when the awards will not be presented until May?

Answer: The period for which a person is nominated and judged must fall within a calendar year, from January 1 to December 31. The earlier to the ending date of the calendar year that you write a nomination, the better your memory of certain events and the easier it is to find supporting documentation. Oregon Chapter also submits winning nominations to International, where they will be judged against winners from various other States. International requires that all entries are submitted with a postmark date of March 1. Between the date when nominations are due on January 29 and when they are submitted to International on or before March 1, the

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nominations need to be judged, a winner selected, and the winning nomination put into the proper format for judging at International. The Award of Merit, Citation, Veterans, Specialized Customer Service, International Development, Unemployment Insurance, and Retiree DOERS Award are all judged at International.

Question: Why not have nominations due at a later date for those awards not judged at International?

Answer: The four Professional Performance awards, Public Relations, Community Service, Service to IAWP, and Office/Section of the Year award (if the winning nomination is not a one-stop) are included in the Professional Practices notebook which is also judged at International and is required to have a postmark date of no later than March 1 to be considered.

Question: Why must the nominations be submitted with double spacing, no less than 11 font?

Answer: The required format is specified by International for the judging of the nominations. The double spacing is most likely from the days of typewriters, but the elimination of this requirement has not been a big priority so we live with it. It is important that all nominations are similar in presentation so that the person or group being nominated is judged and not the package. We certainly don't want one of Oregon Chapter's nominations to be disqualified from consideration because the format used was incorrect.

Question: Once the winner of an Oregon Chapter award has been selected from the nominations received, what must be done to prepare that nomination for submission to International?

Answer: All Oregon Chapter winners that are being sent to International for judging are checked for the correct format including no less than 11 font. Any award not appearing in the proper format must be corrected. In addition, a table of contents is added, along with the completed "Standard Nomination Form" signed by the Oregon Chapter President. Evidence must be added to all of the nominations to show that Oregon Chapter held an award contest, including evidence of the award being presented in the previous year. All extras including sheet protectors are removed. The nomination package is then put into a light weight binder to be mailed on or before March 1.

OREGON CHAPTER AWARDS AND RECOGNITION PROGRAM (Con't)

Question: What are Chapter Activity Points and how do they relate to the awards program?

Answer: For each notebook submitted to International, a certain number of Chapter Activity Points are awarded. International grants Chapter Activity Points to each Chapter in one of ten categories. These categories are: Merit, Citation, Specialized Customer Service, Veterans, Retiree, International Development, Unemployment Insurance, Education, Legislative, Communication, Professional Practices, and Membership. The total points a Chapter can receive is 495. These points relate not only to the judging of awards, but also as a method for measuring the success of a Chapter.

Question: Why do we care about Chapter Activity Points?

Answer: Chapter Activity Points are a method used to gauge how we stack up against IAWP Chapters nationally. District XIV Chapters from Oregon, Washington State and Idaho consistently appear in the top ten of all IAWP Chapters. Certainly this demonstrates the strength of District XIV. Last year, Washington State and Idaho were in the top ten and Oregon Chapter was thirteen. While we improved in total Chapter Activity Points from the previous year, we certainly want to do better this year. Oregon Chapter has always been an active Chapter and offers many membership benefits. A large part of Chapter Activity Points is just getting credit for what we already are doing well.

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.

IAWP SPECIAL OPPORTUNITY

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 January 15, 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 Organizer 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.

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.

A DATE TO REMEMBER

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.

COFFEE BREAK - [Gift Card Still Available!](#)

Careful reading of the November issue of the Oregonizer will find an opportunity to win a \$5 Starbucks gift card. All that is needed is the correct answer to the question asked concerning the Oregon Chapter Awards Program. Although several have tried, we have yet to have a winner.

LEADERSHIP OPPORTUNITIES AVAILABLE

Beginning January 1, 2010, nominations will be accepted for the following positions with Oregon Chapter: President-elect, Vice President, and Treasurer. Oregon Chapter will also be accepting nominations for District XIV Director-elect. Requirements for these positions can be found in the Oregon Chapter and District XIV Bylaws and will appear in the January 2010 issue of the Oregonizer. All nominations for these elected positions must be received by 5:00 PM February 10, 2010. The term for President-elect and Vice President is from July 1, 2010 through June 30, 2011. The position of Treasurer is elected for a two year term from July 1, 2010 to June 30, 2012. The term of District XIV Director-elect is from July 1, 2010 through June 30, 2011, with the expectation that the individual elected will assume the position of District XIV Director from July 1, 2011 through June 30, 2012. If you are interested in any of these positions or know of any one you would like to nominate, please contact Oregon Chapter Nominating Committee Chair Ron Sohnrey at: ronald.r.sohnrey@state.or.us

Of course, there are plenty of other leadership opportunities available. All Oregon Chapter Subchapters will be holding elections and Oregon Chapter is still looking to fill the positions of Webmaster and Oregonizer newsletter editor. Please let your Subchapter President or Oregon Chapter President Barbee Williams know of your interest.

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

Why should YOU get involved with IAWP?

Stephanie Stevens

Ever wondered what IAWP is? What does IAWP mean to me? Who are the people in IAWP? Where does IAWP come from? Why are you sent information about IAWP? When will it ever stop?

IAWP is an organization that is made up of a world wide international group of individuals who promote workforce and professional development. There are numerous opportunities and benefits for IAWP members and their families.

Are you looking for scholarships to help with schooling? Need additional funds to host educational training for colleagues? Require additional funding for a child or spouse with educational expenses?

IAWP has a number of scholarship and grant opportunities available from both state and international associations to assist members. For more information on the international opportunities please visit the International web site at: www.iawponline.org or visit the state web site at: <http://oregoniawp.org>.

Members are the life blood of any organization. The international and national networking opportunities you encounter are unparalleled.

To continue having funds available for scholarships and grants requires your participation. Your help is needed to continue current levels and to help this association grow. "What can I do to help?" You can sign up a co-worker as a new member. Show them the opportunities and benefits to membership.

Another way is to support fund raisers. Bid on items when there is an auction, buy a raffle ticket, or even make a monetary donation. You can donate items for a raffle or auction. Did you know you have the option of having donations apply to the educational fund or the international development fund?

As with any organization the more you contribute the more you will get out of it. Think about volunteering to run for one of the officer positions on your local sub chapter or the state chapter. The experience gained and the individuals you will encounter will be an asset to your professional development and IAWP.

WELL BEING

By Mark J. Butterfield, D.C.

Legend has it, that Henry Ford had to fill a crucial vacancy in his company by choosing one of eight qualified candidates, so to know them better he invited them all to join him for dinner. Shortly after the entrée had been served he had made his selection. Ford's selection was not based on how the candidates observed decorum or their conversation, rather on how they used their judgment. It seems only one of them tasted his food before salting it, and that one man was Henry Ford's choice.

There is a variation of Mr. Ford's experiment we can perform on ourselves that would serve a valuable function in the fast-paced and distracted life we all live. What if we were to count how many times we chew our food before we swallow it? This is not to suggest we observe others and offer comment on their style of eating. (Although, I have a godson that usually consumes a foot-long submarine sandwich in less than three minutes. I sometimes look at him to see if he has a lump in his throat similar to when an ostrich eats a grapefruit whole.)

Practicing the technique of eating known as Fletcherization, in which each mouth full is chewed thirty-two times can provide a method of slowing down the consumption of food. The benefits of applying this technique are many: typically less food is eaten at a sitting, food is more easily digested, and the acid-alkaline chemical balance of food is shifted to the more desirable alkaline side. Thoroughly dissolving food in the mouth also allows the body to release insulin at a more controlled rate and helps you to avoid feeling tired in the afternoon. You might be surprised to discover how difficult this technique is to perform until it becomes closer to habit. By leisurely eating you will become more relaxed, swallow less air, and savor each flavor of your food. There is certainly truth to the axiom; "you are what you eat". There might be equal truth to the concept; you become how you eat and eating slowly becomes you.

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

HAPPY HOLIDAYS FROM OREGON CHAPTER

LEGISLATIVE NEWS

On December 3, 2009, Oregon's Fourth Congressional District Representative Peter DeFazio introduced new legislation that is designed to stimulate economic recovery. House Resolution 4191 is titled "Let Wall Street Pay for the Restoration of Main Street Act."

By way of introducing the resolution, Representative DeFazio said: "Our nation continues to be crippled by a struggling economy which has resulted in an astronomical unemployment rate of 10.2%. The American taxpayers bailed out Wall Street during a crisis brought on by reckless speculation to the financial markets. This legislation will force Wall Street to do their part and put people displaced by that crisis back to work."

The Resolution amends the Internal Revenue Code of 1986 to impose a small tax on certain Wall Street securities transactions. The tax is targeted at speculators and will not apply to the average middle class investor or be charged to pension funds.

It is estimated that revenue from this transaction tax will amount to approximately \$150 billion per year. One half of the amount generated will be placed into a Job Creation Reserve to help fund new family wage jobs and put people back to work. The other half will go to reduce the Federal deficit.

A similar "transfer" tax on the sales and transfers of stocks existed from 1914 to 1966 and was used successfully during the Great Depression to help with job creation and financial recovery.

To track this resolution and others, go to www.Govtrack.us. Oregon Chapter encourages member participation in the legislative process. Please contact Oregon Chapter Legislative Chair Theresa Arndt for more information.

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.

Consciously or unconsciously, every one of us does render some service or other. If we cultivate the habit of doing this service deliberately, our desire for service will steadily grow stronger, and will make, not only our own happiness, but that of the world at large.

Mahatma Gandhi

INTERNATIONAL DEVELOPMENT

-Workforce issues in the “City of Gold”

Dennis Brophy

Although there may be some similarity, the “City of Gold” that we are talking about is not Las Vegas. This futuristic city benefiting from a decade of growth, designed by both opulence and excess, boasts the world’s tallest building rising more than a half mile, a man-made island in the shape of a palm tree, a yet to be completed man-made archipelago model of the world, and the world’s largest indoor snow park built over the desert. If you are a fan of the television program “Amazing Race”, you recently got a glimpse of this city and will know we are referring here to the city-state Dubai of the United Arab Emirates.

Dubai, with a population of more than 1.3 million people, has received much attention in the news lately because of financial difficulties brought on by excessive amounts of debt (estimated at \$80 billion US) and the need to restructure loans secured before the global economic crisis. Much of this debt (estimated at \$60 billion US) can be attributed to Dubai World, a conglomerate owned by the city-state of Dubai, whose holdings include Nakheel (property/real estate), the Queen Elizabeth 2, Istithmar World (investment business), retailer Barney’s of New York, and is one of the largest marine port operators in the world.

Until recently, Dubai was one of the world’s fastest growing cities. It’s strengths were finance, real estate (largely speculation) and construction, tourism, trading, and manufacturing. Perhaps surprisingly oil production is not one of Dubai’s strengths, amounting to only 6 percent of Dubai’s economy.

In 2006, the unemployment rate in Dubai was calculated to be around 2.6 percent of the workforce. Many multinational companies have offices and employees in Dubai including AT&T, Cisco, Compaq, General Motors, Heinz, Hewlett Packard, IBM, Microsoft, Oracle and Sony. Many financial banks and investment firms have also located there. All of which were not immune to recession and found it necessary to drastically reduce their world-wide labor force.

The current unemployment rate and total impact of the global financial crisis on Dubai is unclear. What is known is that not unlike other countries in the World,

Workforce issues in the “City of Gold” (Con’t)

the city-state of Dubai has been affected. Dubai World was hit hardest in the real estate and property divisions. The value of real estate in some areas has dropped by as much as 50 percent. The downturn in tourism and the container industry (shipping) also had an impact. Dubai World was forced to reduce their global workforce by 15% to less than 70,000 employees and by 25% in the United Arab Emirates. Many unfinished and planned construction projects such as another man-made palm tree island, the man-made archipelago world map, skyscrapers and residential towers, a theme park and tourist attraction with full-size models of the Eiffel Tower and Taj Mahal have been either delayed or abandoned.

Determining the unemployment rate and total job losses is made more difficult by the fact that the majority of the workforce in Dubai (approximately 90%) are expatriates. During the growth years, foreign workers flooded the job market. With the recession, many of these same workers were laid off. When an expatriate loses their job in Dubai, they are given thirty days to find another one before they lose their work visa and must leave the country. One report early this year indicated that the government was canceling visas at a rate of 1,500 per day. A large percentage of the workforce was from India. The Indian consulate estimated that in March of 2009, more than 20,000 Indian workers had lost their jobs and had to leave Dubai. Most were construction workers.

Not all is not gloom and doom in Dubai. Already there are signs that the economy is recovering with tourism being the driving force. The government hopes to attract over ten million visitors per year beginning in 2010 and is expected to continue to invest in this industry for long term growth. With tourism, will come the need to construct more motels and businesses that cater to visitors.

The inauguration on January 4, 2010 of Burj Dubai, the worlds tallest building, should also be an indicator of how the country is getting on. Will the 160 story building, build for housing, business headquarters, and high-end retail outlets be occupied or half empty? It will be interesting to watch the “City of Gold” to see if the glimmer is soon restored or becomes further tarnished because of continuing financial difficulties and a slow recovery.

Interesting Facts: The Burj Dubai is over 2684 feet high; has 160 stories compared to the Empire State Building in NY that has 102 stories; is the world's tallest free standing building; and the world's fastest elevator that can reach speeds up to 40 miles per hour. For a view of the city and the Burj Dubai, go to:
<http://www.burjdubai.com>

Sources: Several sources were used to compile this article. For a list of source material, please contact the author. The internet is full of conflicting statistics regarding Dubai and the United Arab Emirates. An attempt was made to use only data that appeared reliable or well substantiated. Some of the secrecy around the true economic picture in Dubai may be from government filtering. An economy based on tourism certainly needs to maintain a positive global image.

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.

STRESS, DEPRESSION AND THE HOLIDAYS: 10 TIPS FOR COPING

We wanted to reprint this worthwhile article written by the staff of the Mayo Clinic, but could not do so without incurring a charge. Therefore, as a service to our members, we are sharing the website address. We hope you find the article of value.

Original Article:

<http://www.mayoclinic.com/health/stress/MH00030>

[ATTEND INTERNATIONAL AS A DELEGATE - EDUCUCATIONAL GRANT AVAILABLE](#)

Here is your opportunity to represent Oregon Chapter and receive an educational grant to attend the 97th International Educational Conference in Greenville, South Carolina. The conference will be held June 27-30, 2010. Open to all members, this grant will provide funds to help defray the cost of registration, transportation and lodging. Preference in selection is given to those members "who have rendered outstanding service to the chapter within the past two years." (Oregon Chapter Bylaws Article VI, Section 2(b)). To be considered, all applications must be received by the Oregon Chapter President with a postmark date of **January 15, 2010**.

The annual International Educational Conference brings members together from around the world to share ideas and hear presentations on Workforce Services, Unemployment Insurance, Specialized Customer Services, and Professional Growth. The learning and networking opportunities are endless. Ask any member who has attended an International Educational Conference and they will tell you that it was a very rewarding experience.

The last International Conference held in Charleston, SC (1991) was one of the best ever. Our members from South Carolina Chapter really know how to host an Educational Conference. You won't want to miss this one. To represent Oregon Chapter and receive an educational grant, submit your delegate application today! Contact Barbee for the Application.