

OREGONIZER

Inside This Issue:

Greetings1
 A Date To Remember 1
 IAWP Oregon Chapter Membership Drive2
 IAWP International Membership Drive 2
 Legislative News.....2
 District XIV Educational Institute 3
 Nominations for International Offices
 Announcements 3
 Time to Recognize Outstanding Performance4 -5
 CWS- What's in it For Me? 5
 My First IAWP District XIV Educational Institute ..6

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Something you want to share?
 Interested in Writing for the Oregonizer??

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IAWP Oregon Chapter Officers:
 President - Stephanie Stevens
 President Elect – Ron Sohnrey
 Vice President – Grant Axtell
 Treasurer – Judy Mattos
 Past President – Jeff Hunter

October 2011

Greetings from the President:

Please see the Oregon Chapter and the International membership contest that is being held. I encourage all of you to ask someone to be a member!

I also want to remind you that it is time to be writing those award winning nominations for the people around you that deserve to be recognized.

Please read through the Oregonizer to see what interests you. Also feel free to send letters or comments to the editors. We look forward to your input.

Stephanie Stevens, President Oregon Chapter

A DATE TO REMEMBER 2012

- Jan. 1 - Nominations accepted for Oregon Chapter officers
- Jan. 13 - Deadline for Chapter Award nominations
- Feb. 18 - Oregon Chapter Executive Board Mtg
Salem, OR
- Feb. 25 - WA Chapter Crab Feed/Institute
Westport, WA
- May 9 - Oregon Chapter Executive Board Mtg
Bend, OR
- May 10-11 - Oregon Chapter Educational Conference
Bend, OR

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IAWP OREGON CHAPTER HOLIDAY MEMBERSHIP DRIVE

November 1 – December 15, 2011

The subchapter that signs up the highest percentage of new members will receive two (2) nights of complimentary hotel accommodations for the May Conference at the Riverhouse Hotel in Bend, Oregon!

THE FINE PRINT:

- Percentage will be computed based on total chapter members as of October 31, 2011;
- New members do not need to belong to the subchapter that signs them up;
- Final determination of winner will be made by Chapter Vice President; and
- Winning subchapter may determine how to award room nights.

INTERNATIONAL MEMBERSHIP CONTEST

In keeping with this year's theme: IAWP; Building One Member At-A-Time, International Vice President and Membership Chair Ray Cabrera announced the beginning of the 2012 Membership contest. In addition to the usual Gold, Silver, and Bronze Key awards presented by International, there will also be monetary rewards for recruitment of new members. Three grand prizes and eight additional monetary awards will be presented by the International President to those individuals who have achieved the following levels:

Gold (1st Place) - Top recruiter with 50 or more new full members. Cash prize of \$100.00.

Silver (2nd Place) - Top recruiter with 25 to 49 new full members. Cash prize of \$50.00.

Bronze (3rd Place) - Top recruiter of 10 - 25 new full members. Cash prize of \$25.00.

For those recruiters who sign up 10 new full members, but were not top recruiter, they will be placed in a drawing for a possible cash winning prize of \$25.00. There will be eight drawings and eight possibilities to win. Begin now to work toward your cash reward. Ask someone to join IAWP today!

LEGISLATIVE NEWS

U.S. Senate designates October as "National work and family month".

Press release reprinted from the Website of Senator Jeff Merkley.

Washington, DC- The United States Senate unanimously approved a resolution to designate the month of October 2011 as "National Work and Family Month." The resolution is sponsored by Senators Jeff Merkley (OR), Mike Crapo (ID), Herb Kohl (WI), and Frank Lautenberg (NJ). This designation will encourage employers, employees, and communities across the nation to discuss and work together on mutually beneficial work-life programs and policies. "Families are stretched. Parents in many cases are working more than full time, often in multiple jobs, just to put food on the table," Merkley said. "We need to do more to support our working families and provide the opportunities to thrive. Job-creation is a vital part of that – a living-wage job feeds the soul – but providing work-life flexibility is also an essential element."

"Working parents should be afforded the flexibility to balance their schedules between demanding work lives and spending much-needed time with their families," Crapo said. "This resolution is designed to promote work-life programs so that companies can meet the changing demographics of a modern workforce."

"Employers who are able to provide choices for their people are rewarded with higher levels of retention and experienced workers. People who have a greater work-life balance are able to focus more on their jobs while at work. It's encouraging to see more companies move in this direction to meet the realities of today's American households," said Senator Kohl.

"American men and women put in a hard day's work to make a living and it is critical they have time with their families," said Senator Lautenberg. "This month, employers should make an extra effort to accommodate the hard work it takes to be successful on the job and at home."

According to a report by WorldatWork, a nonprofit professional association with expertise in attracting, motivating, and retaining employees, the quality of workers' jobs and the supportiveness of employers are key predictors of job productivity, job satisfaction and job retention.

DISTRICT XIV EDUCATIONAL INSTITUTE

Submitted by Barbee Williams

Barbee Williams, District Director, invited all Oregon Chapter and District XIV members to attend the annual District educational institute held September 29 through October 1, 2011. This exciting event was held at The Resort at the Mountain, in Welches, OR. The Resort is located less than an hour's drive from Portland. The view was incredible and the event was well attended.

The District XIV Council Meeting was held on Thursday afternoon followed by a Bar-Bee-Q, attended by around 30 members. All guests were important but I would like to recognize two with a very special thank you, Oregon Employment Department Director, Laurie Warner, who made herself available for staff to talk with at the Bar-Bee-Q and to International President Elect Nancy Upchurch who has had a very busy schedule but still attended this event.

A full day of training was offered on Friday, September 30, with both a continental breakfast and lunch included. The presentation of the flags included flags from Oregon, Washington, Idaho and Montana. While no members were able to attend from Montana, they were missed.

Keynote Speaker, Grant Axtell presented on facilitation and collaboration. Have you ever tried to herd cats? What about bringing consensus in a room full of passionate co-workers? Bringing a herd of cats together is never an easy task; nor is bringing a wide variety of viewpoints together in the workplace to achieve a task or goal. This workshop provided insight and skills into being effective in the collaborative effort. How could you help the process? What would be your role and what would be the role of the facilitator who brings together a diverse group of individuals to pool their thinking, their experience, their resources, and their concerns in order to arrive at a shared result that would benefit a larger group of stakeholders.

Just before lunch Sarah Stone presented on Social Networks –The Impact / Advantages on our jobs. She talked about the state policy for Oregon and raised questions on the use of this media.

Graham Slater returned with his special economic presentation on the similarities and differences among the Idaho, Montana, Oregon, and Washington economies. Graham is the Administrator for the Oregon Employment Department's Workforce and Economic Research Division. Graham's strong public speaking and communication skills make him a highly sought-after public speaker at policy-level meetings, workforce investment board meetings, and other private sector association meetings.

Saturday, October 1, was the annual District business meeting, providing members with an opportunity to learn about other Chapters in the District and take care of District XIV business. This year's winner for both the Chapter Activities and the Membership Awards was presented to the Oregon Chapter.

It was good to network, discuss and plan activities in all of the events and group meetings. Many discussions and plans were developed at the after hours activities and this is really the reason we do all get together, to make IAWP successful!

2012-2013 ADMINISTRATIVE YEAR NOMINATIONS ARE NOW BEING ACCEPTED FOR

- **INTERNATIONAL PRESIDENT-ELECT**
- **INTERNATIONAL VICE PRESIDENT**
- **INTERNATIONAL SECRETARY-TREASURER**

For criteria and nomination procedures, contact District XIV Director Barbee Williams at:

barbee.a.williams@state.or.us

For those faithful readers of Well Being:
Dr. Butterfield will return with the November issue, peaking your interest with something new and exciting.

IT'S TIME TO RECOGNIZE OUTSTANDING PERFORMANCE FOR 2011

The annual IAWP Oregon Chapter Awards program is once again accepting nominations for outstanding performance. You will want to begin by reviewing the various awards listed below and identifying individuals or groups who meet the criteria and have made significant contributions during calendar year 2011 (for some awards – multiple years). Be sure to consider employees from our workforce partners who are eligible for nomination in many of the Award categories. The deadline for receipt of nominations is January 13, 2012. Additional information is available on the IAWP Oregon Chapter Website at: <http://oregoniawp.org/awards.aspx>.

If you have questions, please contact Oregon Chapter Activity Co-Chair Tracy Johnson tracy.e.johnson@state.or.us or Co-Chair Julie Davidson julie.m.davidson@state.or.us

Award of Merit – (International Development Award has been consolidated into this award). The most prestigious award presented to an IAWP member, recognizing outstanding service or achievement beyond normal expectations or job requirements. All or the major part of the activity/performance to be considered must have occurred during the calendar year in which the award is granted. 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. (Expanded criteria to include international outreach.)

Citation Award - Think Employers! The award recognizes outstanding private sector (not Workforce entity) 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.

Services to 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) potential judged at International under Workforce System Customer Service Award.

Specialized Customer Service Award - Recognizes outstanding service delivered to a specific (specialized) segment of the workforce including but not limited to 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) potential judged at International under Workforce System Customer Service Award.

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) potential judged at International under Workforce System Customer Service Award.

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 to be judged at International under Workforce System Customer Service Award.

Administrative Support Employee Performance Award

- Recognizes outstanding and conscientious service in the performance of assigned duties. Candidates must have been employed by the Employment Department for a period of not less than one year prior to March 1, 2011. Nomination category: Individual or Group. Judged: Oregon Chapter.

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. The nominee’s membership status may be retired, full or life. IAWP membership is required in both the year during which the activity occurred and the year in which the nomination was submitted. The major part of the activity/performance to be considered must have occurred during the calendar year preceding the year in which the award is granted. Judged: Oregon Chapter, with winner judged at International.

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, 2011. Judged: Oregon Chapter.

Professional Employee Performance Award

- Recognizes outstanding and conscientious service in the performance of assigned duties. Any employee. Candidates must have been employed by the Employment Department for a period not less than 18 months prior to December of the current year. Nomination category: Individual or Group. Judged: Oregon Chapter.

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, 2011. Judged: Oregon Chapter.

L. Dale Ross Community Service Award

- Recognizes significant contributions made as a volunteer within the local community. Nomination category: Individual. Judged: Oregon Chapter.

Eric Bergman Service to IAWP Award

- Recognizes outstanding dedication and service to IAWP at the Subchapter, Chapter, District, and/or International level. The nominee must have provided outstanding contributions to the association, not only during the calendar year, but also during preceding years. The activity or activities of the individual nominated should demonstrate a sustained and dedicated commitment to IAWP.

Nomination category: Individual (IAWP member). Judged: Oregon Chapter.

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.

INTERNATIONAL AWARD changes:

See <http://oregoniawp.org> website and August Oregonizer, for an overview of changes.

CWS-WHAT’S IN IT FOR ME?

The Certified Workforce Specialist Certification Program (CWS) is available to members of IAWP. For more information, check out the IAWP website at: www.iawponline.org or ask an Oregon Chapter officer.

The “CWS” credential after your name shows you are part of an outstanding group of workforce professionals who have extensive knowledge and experience in workforce issues.

It shows you have passed a rigorous competency based testing program from an international association, that you are respected by your peers, and that you see professional membership as an important part of your career.

The CWS designation shows current and potential managers your initiative in developing, maintaining, and improving your career skills.

Upon becoming a Certified Workforce Specialist, you will have the distinction of being the FIRST from Oregon Chapter.

MY FIRST IAWP DISTRICT XIV EDUCATIONAL INSTITUTE

Submitted by Patty Tipton

When I arrived at The Resort at the Mountain in the city of Welches, Oregon for the first time, I found all kinds of beautiful trees and landscapes surrounding the resort. The welcoming waterfall when you enter the front door to a welcoming staff to serve you.

I was able to room with another individual from the Tualatin office in a room overlooking a beautiful court yard with a pool and a hot tub. The rooms were very high quality and IAWP had negotiated a very good rate, in fact, it was below the regular state per diem rate.

Thursday night I attended the Bar Bee Q. The 1100 square foot suite had a large deck area that could seat around 40 people, overlooking the golf course of lush green grass and surrounded with all different kinds of trees. It was so peaceful to sit and watch the sunset and network with members from Washington, Idaho, and Oregon.

Dr. Mark Butterfield and Karen Robbins cooked the hamburgers and hot dogs and provided all the trimmings, including chili, cheese and onions! The home made Gazpacho (cold vegetable soup) Mark made was very tasty and added that special touch to a great event. About 35 to 40 people showed up and everyone had a good time just eating, and talking with old friends as well as making new ones. You could not have had asked for a better event or more perfect weather.

Friday morning we met in the main resort, in a large open area surrounded with windows looking out to tall trees. The food was set up just outside the room in the hallway and was hot and ready for us. They served fruit, eggs, bacon, hash browns, & fresh toast with coffee and teas. Everyone had their fill and the total services provided by staff were excellent.

The Mistress of Ceremonies was Rebecca Nance. Rebecca is the Legislative Executive Manager in Central Office. She did a great job introducing everyone else and keeping us entertained throughout the whole meeting. We can learn and still laugh at the same time!

The meeting was opened with the color guard, John Concepcion and four other volunteers, presenting flags from all four invited states.

Laura Warner, Director of Oregon Employment Department, opened the day with information on economic recovery here in Oregon, taking questions afterwards. She also covered Washington and Idaho information and asked members if they felt their states were having the same economic problems. Laurie introduced a book that she highly recommends, "The Great Reset" by Richard Florida. It was great to see her and know she took her time to support the IAWP meeting and activities.

Nancy Upchurch, current President-Elect of International IAWP, from Idaho gave a brief update on activities at the IAWP International level. We then had our Keynote Speaker, Grant Axtell, who presented training on facilitation. Sarah Stone from Central office presented the OED policy around social media and when it was appropriate to use this media. She confirmed that social media is here and we need to have rules in using these powerful tools.

After a great lunch, Grant continued his presentation on facilitation using some great new tools that make the exercise fun as well as educational.

Last we were introduced to Graham Slater and his great way of presenting the economic updates. His handouts made the information even more easily understood. This was information on workforce and economic research we could take home and study more at a later date.

Saturday morning we met again for another good breakfast and Barbee finished her duties with the general membership meeting where District XIV information was presented. Barbee also awarded the Chapter Activities and the Membership Awards, which both went to Oregon.

There were two announcements at the conference regarding two more conferences. One of these is the International in Spokane, Washington; June 10th to the 13th of 2012 and the other one District XIV Conference 2012 in Nampa, Idaho September 20th to 22nd of 2012.

I was glad to have attended the District Institute and wish others could have been there. This was a great educational opportunity and I feel lucky to have been present. The weather was good, the place was beautiful and I hope to visit Welches again.