

OREGONIZER

Volume 26 Spring 2005

I.A.W.P.

International Association of Workforce Professionals



Submitted by Tina Swogger, Chapter President

My year as President of the Oregon Chapter of I.A.W.P. is coming to an end. During my term as your President, we have seen many changes take place. The implementation of the UI Centers brought movement among subchapters and overall membership reductions. Each Subchapter lost some of their officers when they moved to another part of the state. Fortunately, other members stepped up to the plate and are making a large difference in how I.A.W.P. does business. The new Employment Department Professional Membership Administrative Policy that went into effect April 1, 2005, will make our partnership with the Employment Department even stronger. What a wonderful opportunity for Employment Department employees - to take advantage of a professional organization's training and networking resources which in turn will help with their careers.

*Communicating
& Celebrating
the
Membership
of the
Oregon
Chapter of
I.A.W.P.*

This year, the I.A.W.P. May Educational Institute will be held in Newport Oregon at the Hallmark Inn Resort. This beautiful facility is right above the beach and every room looks out towards the ocean. There are no bad rooms. I selected this site so that all attendees might relax and rejuvenate while learning new things. My Educational Chair, Bill Sherman and other members have worked long and hard on developing an exciting agenda. This program will be something to be remembered as one of the best given at an Institute. Oregon Chapter Activities Chair Danell Butler has worked long personal hours on the award program and I look forward to the special recognition be given to I.A.W.P. nominees. The Employment Department 21st Century Customer Service Awards will be presented during the awards program as well.

I am planning to represent the Oregon Chapter in Albuquerque New Mexico in June along with 4 other member delegates for the International Educational Institute. We hope to bring home more awards for our chapter.

I want to thank all of the subchapter officers, my executive board, award chairs, my mentors and chapter members for a wonderful experience and the support you have given me. I'm proud to serve as your President and hope to go on to be your District Representative in the future.

See you in Newport!

**Oregonizer
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Spring 2005

***Announcing the Nominees for the
2004 I.A.W.P. Awards
(In alphabetical order)***

Byron Ames Danell Butler

Nina Cancino Ray Clore

John Concepcion Maureen Dooney

Employment & Training Team

Charlene Grafton Gresham B&ES office

Gwyn Harvey Joyce Hayford

Karen Llewellyn Jayne Martin

Joan Patton Joan Potvin

Ofelia Rivas Salem B&ES office

Marta Satler Cathy Shadle

Patti Sherman Ken Taylor

Phoungnam Tran Karey White Jean Work

*The IAWP
Award
winners and
the recipients
of the 2004
Employment
Department
Customer
Service
Awards
will be
announced
during the
Awards
Luncheon at
the annual
Oregon
Chapter
Institute in
Newport on
May 19,
2004.*

14 Facts



IAWP District XIV

David Washburn
District XIV Director

1. *The Oregon Chapter held a successful IAWP Appreciation Day that resulting in several new IAWP members.*
2. *The Montana Chapter held their winter Board meeting on January 28, 2005.*
3. *The Idaho Chapter held their Winter Board of Directors meeting in Boise, Idaho on February 11, 2005.*
4. *The Washington Chapter will hold their annual Crab Feed and Educational Institute at Westport, Washington on February 26, 2005.*
5. *Electronic IAWP voting will be initiated in 2005 on the International level. Voting will be done by e-mail with other voting options also available including casting your vote at the annual conference and voting by regular mail.*
6. *The Oregon Chapter, Capital Subchapter will present an all-day educational institute on February 3, 2005 with speaker, Martin Blair, who will present interesting topics related to providing service for individuals with disabilities.*
7. *The Idaho Chapter has recruited 28 new IAWP members from the Republic of Korea and continues to work on establishing a new IAWP Chapter for the Republic of Korea.*
8. *The Montana Chapter will hold their 2005 Annual Educational Conference in Lewistown, Montana on April 14th – April 15th, 2005.*
9. *The Idaho Chapter will hold their annual Educational Conference and Annual General Membership Business Meeting in Lewiston, Idaho on May 5th and 6th, 2005.*
10. *The Oregon Chapter will hold their 2005 Annual Educational Conference at the Hallmark Resort on the Oregon coast in Newport, Oregon on May 19th – May 20th, 2005.*
11. *Remember to explore the International IAWP educational grant programs and take advantage of and use the Logan S. Chambers individual grants and W. Scott Boyd group educational grants. Information is found on the IAWP web page at www.iawponline.org.*
12. *Mark your calendars for the 2005 IAWP International Educational Conference to be held in Albuquerque, New Mexico on June 5 –9, 2005. Let's set a record for attendance from District XIV at this conference.*
13. *The 2005 IAWP International Educational Conference registration form is published IAWP web page at www.iawponline.org. Sign up today!*
14. *All the Chapters of District XIV, Alaska, Idaho, Montana, Oregon and Washington are all encouraged to do some creative fund raising projects to help contribute to the IAWP International Delegate Conference travel fund.*

*Annual I.A.W.P Educational Conference
May 19th and 20th, 2005 @ the
Hallmark Inn Resort in Newport, Oregon
Everyone is welcome to attend the President's Reception
6:00 PM, May 18th in the Officers Mess*

"Focusing on Your Un-Tapped Potential" will be the focus on the training from our Key Note Speaker Ridgely Goldsborough who is flying in from Florida.



We have a very special Employment Department panel that will discuss "Recognizing and Achieving our Potential as an Organization" The Special Panel members will be: Curt Amo, Jeanette Fish, Rebecca Gamez, Graham Slater and Troy Rutten.

Annual I.A.W.P. Award Banquet and the presentation of the Employment Department 21st Century Customer Service Award.

Plan to stay for the entire conference. Call the Hallmark Inn Resort in Newport, Oregon at 1-888-448-4449 before April 15th to ensure a room at the \$65 a night plus tax rate. Send your registration form to Charlene Grafton in the Medford Field Office @PO Box 1068, Medford Oregon 97501.

Registration materials are located on-line through EDWEB at <http://oriawp.emp.state.or.us/>

Oregon Chapter Officers 2005-06

President - Nancy Imber
President Elect - Tiffany Hibbard
Vice President - Charlene Grafton
Treasurer - Kathy Lillico

Subchapters Elect New Officers

**Congratulations to the 2005-06
Subchapter Officers
(still waiting for other subchapter results)**

Beaver/Rose

President: Barbee Williams

Vice President: Carrie Aguilar

Secretary: Ben Neeley

Treasurer: Michelle Sture

Representative: Cynthia Westerdahl



Emerald

President: Gary Durbin

Vice President: Barbara Higginbotham

Secretary: Annie Anderson

Treasurer: Barbara Sherzer

Representative: Heath King

Results of the 2004-05 Education Needs Assessment

By Bill Sherman

About the Survey

In November, a survey was sent electronically to all IAWP members of the Oregon Employment Department. The deadline for all responses was mid-January. There was a 21% response rate. That is, roughly, 1 out of every 5 member responded to the survey. Participants were asked to rate to their level of need in five major educational topics:

- Career Advancement
- Workplace Communication
- Managing Self and Others
- Self Discovery
- Health and Wellness

Under each topic, specific subject areas were listed (see below). The possible range of responses included:

(1) Don't need it, (2) Somewhat need it, (3) Neutral, (4) Need it, (5) Need it now.

To keep this report concise, responses 1 & 2 ("Don't need it/Somewhat need it") have been grouped together below as one response. Responses 4 & 5 ("Need it/Need it now") have also been grouped together as one. The neutral responses and non-responses have been grouped together, as well.

Career Advancement

	<i>Need it</i>	<i>Neutral</i>	<i>Don't Need it</i>
<i>Discovering your career path:</i>	38%	30%	32%
<i>Resume and PD 100 tips:</i>	29%	39%	32%
<i>Interviewing skills:</i>	50%	27%	23%
<i>Networking skills:</i>	45%	41%	14%

Workplace Communication

	<i>Need it</i>	<i>Neutral</i>	<i>Don't Need it</i>
<i>Public speaking/presentations:</i>	58%	25%	17%
<i>Marketing services to customers</i>	54%	30%	18%

Workplace Communication (continued)

	<i>Need it</i>	<i>Neutral</i>	<i>Don't Need it</i>
<i>Grant Writing</i>	35%	28%	37%
<i>Resolving interpersonal conflict</i>	42%	37%	21%
<i>Dealing with difficult customers</i>	36%	42%	22%
<i>Collaborating with workforce partners</i>	51%	27%	22%
<i>Understanding diversity</i>	21%	38%	41%

Managing Self and Others

	<i>Need it</i>	<i>Neutral</i>	<i>Don't Need it</i>
<i>Decision making skills</i>	55%	27%	18%
<i>Time management</i>	54%	26%	20%
<i>Managing projects</i>	54%	28%	18%
<i>Organizing events</i>	42%	38%	20%
<i>Facilitating meetings</i>	44%	36%	20%
<i>Building effective teams</i>	53%	30%	17%

Self Discovery

	<i>Need it</i>	<i>Neutral</i>	<i>Don't Need it</i>
<i>Understanding your personality</i>	27%	42%	31%
<i>Understanding your work style</i>	32%	30%	38%
<i>Understanding your leadership style</i>	35%	32%	33%
<i>Creative thinking</i>	35%	40%	25%

Health and Wellness

	<i>Need it</i>	<i>Neutral</i>	<i>Don't Need it</i>
<i>Dealing with stress & burnout</i>	46%	28%	26%

	<i>Need it</i>	<i>Nuetral</i>	<i>Don't Need it</i>
Achieving work and life balance	49%	29%	22%
Diet, exercise, and lifestyle tips	36%	38%	26%

Additional Questions

In the past year, have you attended an IAWP event? 49% Yes 38% No 13% Neutral

How would you rate the overall helpfulness of the IAWP events?

<i>Very helpful</i>	15%
<i>Helpful</i>	38%
<i>Neutral/no response</i>	35%
<i>Somewhat helpful</i>	7%
<i>Not helpful</i>	5%

How would you rate the overall quality of IAWP speakers/presenters?

<i>Excellent</i>	12%
<i>Good</i>	37%
<i>Neutral/unsure</i>	42%
<i>Fair</i>	7%
<i>Poor</i>	2%

Do you plan on attending an IAWP event in the future? 71% Yes 9% No 20% Neutral

Observations and Conclusions

It is notable that the two topics drawing the strongest response were Workplace Communication and Managing Self and Others. Specifically, members are interested in increasing their effectiveness in marketing to employers and job seekers. This includes improving presentation skills, collaborating productively with partners, and efficiently managing work-related projects. A high percentage of members are also challenged with achieving a work-life balance, managing stress, and preventing burnout.

The International Association of Workforce Professionals plays a pivotal role in helping members of the Oregon Employment Department and its partners to learn, develop, and enhance their skills—skills critical in adapting to the oft-changing landscape of the workforce development world. The good news is a majority of members (53%) rate IAWP events as helpful and appreciate the quality of the presentations (49%). Most members say they will attend an IAWP event in the near future.

**Welcome to the following new members joining I.A.W.P.
during October 2004 - March 2005.**

RONALD MONINGER	IV - EMERALD
KIMBERLY THOMPSON	III - CAPITAL
DEBRA GIARD	III - CAPITAL
JOAN PATTON	II - BEAVER
KATHRYN DOUGLASS	IV - EMERALD
PEER MEYER	IV - EMERALD
TAMMY HENRIKSEN	IV - EMERALD
JOANNE MACFARLANE	V - CRATER
LYNNE FULLER	III - CAPITAL
AHMED ELSADIG	II - BEAVER
OFELIA RIVAS	II - BEAVER
MARLA VIA	II - BEAVER
PAMELA POGORELC	II - BEAVER
GREG PELTON	III - CAPITAL
TOMAS FLORES	III - CAPITAL
LORENZO OSUNA	III - CAPITAL
JOHN FARRAR	III - CAPITAL
JENNIFER CHERUBINI	IV - EMERALD
TRACY COLEMAN	IV - EMERALD
DEANA LEWIS	IV - EMERALD
DAVE ROOT	IV - EMERALD
JENNIFER RYAN-JAUREQUI	II - BEAVER
ANN MARIE THOMPSON	II - BEAVER
JAMES BOOKER	III - CAPITAL
TIMOTHY DAVENHILL	III - CAPITAL
PAMELA JOHNSON	II - BEAVER

**The Employment Department now paying
IAWP Membership dues.**

THE OREGONIZER IS BROUGHT TO YOU BY:

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Spring 2005

You read correctly. Effective April 1, 2005, all current IAWP members monthly dues will be paid by the agency. Debbie Lincoln and the Executive team worked long and hard to work out the details to pay memberships for current and new members signed up before April 1. Due to the time frame Payroll was not able to adjust each members check. So on your April 1 check stub you might see IAWP dues taken out but then see another line putting the \$5 back into your check.

If you are not a current member of IAWP and would like to be - you may still sign up. In order for your dues to be considered for Agency paid, you must first do an Individual Development Plan with your supervisor. Your supervisor will then sign off on your membership registration before it is turned into the Membership Chair. Any questions, please do not hesitate to contact Tina Swogger at Tina.A.Swogger@state.or.us.