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Troops to Teachers

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a high need school for a minimum of 3 years.

- Troops to Teachers was established in 1994 to address force restructuring in the military by assisting retiring and separating active duty service members transition to new careers in public education. In 2002 the program was re-defined to address the actual nationwide teacher shortage.
- The program helps connect individuals with information, institutions and people that can help participants meet state licensure/certification requirements and locate a teaching position.
- Up to \$5,000 is available to defray the costs of approved licensure/certification programs or \$10,000 can be received as a bonus for committing to teach in a
- Referral and placement assistance includes teacher licensure advising and information, teacher preparation programs, assistance in identifying job vacancies, and a state specific Mentor Network.
- Participants must have a minimum of six years military service— active duty or reserve component to qualify for services. They must also have an Honorable record of service.
- To get started download registration from the web site: www.proudtoserveagain.com. Complete and mail to DANTES in Pensacola, Florida. Contact state/regional offices about general information and teacher preparation programs.



STAR

WWW.OREGONETA.ORG

WINTER 2008

SPECIAL POINTS OF INTEREST:

- How to discuss a criminal history with employers
- New businesses hiring across Oregon
- 10 Ways to Keep Your Job

Focus on the Future



Our next Rendezvous will be our 25th Silver Anniversary! And it is at Seaside, September 8-10th. Our theme this year is "Focus on the Future—the Next 25 Years". We are already gathering information on keynote speakers and soon a request will come your way looking for presenters. There are 15 slots for presenters and a call for presenters will come out shortly asking you to share your great ideas, curriculums, and programs that are working for you. We also need members to assist with planning and implementing the Rendezvous. You can volunteer to meet with us monthly and/or ask to assist with small tasks, .

such as collating packet information, introducing presenters, helping at the registration table, sending out thank you letters to vendors and/or gathering donations for the Silent Auction Fundraiser or door prizes. If each person brings a door prize, everyone can go home with one!

Do you know of someone who would like to sponsor a part of the Rendezvous? Let us know what you are willing to do to help make this a great celebration. Contact your local OETA Board Member, e-mail us at info@oregoneta.org or contact me at connie.s.foster@state.or.us via e-mail or call me at 971-673-5860.

"Our Theme for 2008 is Focus on the Future—The Next 25 years."



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Scholarship Essay

What I learned from attending the OETA 2007 conference in Eugene, Oregon

This was truly an outstanding conference, one of the best that I have attended to date! The depth that the session presenters explored with their subjects was excellent. The sessions were extremely informative and the internationally known keynote speakers shared information that can be used on a daily basis in our work and in our personal life.

The keynote speaker, Dr. Al Siebert, discussed the subject of resiliency which had the biggest impact on me especially considering that I work transitioning students who have disabilities out of high school to the next phase of their life. I have always been very interested in what makes one person with similar or more setbacks more resilient than another? *Continued on next page*



Oregon ETA President
Connie Foster

Letter From Your President

Connie Foster, OETA President

Another Rendezvous has come and gone and so has another year. I don't know about you, but I wish there was a clone of me so I could get to everything I really wanted to do. The Rendezvous this year was another success!

field throughout the state—and seeing familiar faces and making new friends. Thanks to the Rendezvous Committee and its fearless leader, Donnita Booth for all the hard work.

coming year. It is the members of this organization that keeps OETA going, and the volunteers who keep it together. Remember, we have no paid staff positions so anything that happens is due to those individuals and organizations that understand and are committed to the professional development of workforce professionals. Please consider joining us in this effort to enhance the development of workforce professionals throughout the State of Oregon.



I am looking forward to another fantastic year with OETA. People have told me that our Rendezvous is one of the best local conferences out there. I feel it is because of you

Connie S. Foster
President

Great keynote speakers—interesting presenters—networking with others in the

bring the best of Oregon talent to the table and get great speakers that can energize us for the

Continued from front page

Dr. Siebert helped me understand the process and this will assist me in understanding and dealing with my students more effectively. The books Dr. Siebert made available at the conference were an added bonus, one that I could take back to the work place and use as a reference.



The other keynote speaker, Dr. Beverly Ford, delivered a most engaging keynote on partnering with customers for change. Three areas stayed with me. Help the client discover their miseries, help the client discover what motivates them and make sure you are not working harder than your client.

Thank you again for the OETA scholarship! Also, the food was fantastic!

Anne Burns, Transition Program

West Linn & Wilsonville High Schools



"It is the members of this organization that keeps OETA going and the volunteers who keep it together."

Discussing Criminal History

Continued from page 6

Domestic assault, say, "I was having a conversation with an individual, we got into an argument, it got loud, and the police were called. It was an argument I let go too far." If this is true, say, "no one was touched, harmed, or injured in any way."

Prostitution, say, "I used my body as a way to support myself." Don't say, "I am a prostitute."

Possession of a controlled substance, say, "I had some marijuana for personal use. I shouldn't have used it."

Drug sales, say, "I was looking for fast easy money. I got involved in a drug scene, was wheeling and dealing; it was the biggest mistake I have ever made."

DUII – "I used bad judgment. I drove the car when I shouldn't have."

Sex Offense – "I did something inappropriate with someone not of age." If the employer asks, "How old was this person," say, "I would really prefer not to discuss any details. It was very painful for me then and it is now."

Child pornography distribution – "I forwarded some inappropriate material over the internet."

If asked what, say "Of a sexual nature."

Mental Health Issues – "During that time mentally (or emotionally), I wasn't thinking clearly. I have addressed it and have taken steps to correct it.. It's no longer an issue for me."

"Only talk about what you have been convicted of, not charged with."



Only talk about what you have been convicted of, not charged with. "In the past, I made a number of bad choices."

Background Checks

When concluding the interview, say, "I do have some things on my record that I am not proud of. If you would seriously consider hiring me, I would ask that when you run the background check, I would be more than happy to come back in and answer any questions you may have at that time, I wouldn't want to misrepresent anything."

Employer Incentives to Hire

The Federal Bonding Program is a unique tool to help a job applicant get and keep a job. The program issues a free fidelity bond, which is a business insurance policy that protects the employer in case of any loss of money or property, for 6 months for up to \$5,000, sponsored by the US Dept. of Labor. For more information, call 1.877.872.5627 or www.bonds4jobs.com

WOTC (Work Opportunity Tax Credit) <http://www.doleta.gov/business/Incentives/opptax/>



"Our greatest glory is not in never falling, but in rising every time we fall."

-Confucius

Scholarship Funds Available!

Have you been a member of Oregon ETA for at least two consecutive years?

If so, then you qualify for a scholarship to support your continuing education!

The Oregon ETA scholarship fund is here to help members defray the costs associated with staying current in such a quickly evolving field. If your employer can't cover the cost of a

training, consider applying for a scholarship.

You can receive up to \$500. The only other requirement is that you share your experience with your fellow members. You can do that by writing an article reviewing or summarizing the event you attended. Your review will be published here in the Star Newsletter.

Go to www.oregoneta.org and click on the link "awards and scholarships" to learn more. Or contact one of your Oregon ETA board members—we'd love to hear from you!



How to discuss a criminal history



Ex Offender Employment
 Discussing Conviction Record w/Employers
 Employer Incentives
 April 18, 2007
 Notes From Presenter Maria L. Anderson,
 Workforce Development Conference
 St. Louis, Missouri

“violence prevention”. Instead say, “I took an effective communication class to improve my relationships with other people.”

Killer phrases

- Sex offender – “I don’t get those urges anymore.”
- “I was in the wrong place at the wrong time.”
- “I was influenced by other people.”
- I “think” I can
- I’m going to “try.”
- “I’ve served my time.”
- “I’ve paid my debt to society.”

Better approach

1.) Take personal responsibility - Start with, “I did something I shouldn’t have.” Don’t say, “I made a mistake.” (They did the crime)

2.) Demonstrate positive change - Talk about the positive things one has done since.

If the employer asks, “What have you learned from all of this?” Reply with what you have learned about yourself from what you have done.

3.) Talk about why are you different now

If involved in prostitution say, “I have too much self respect.”

If a younger offender, say, “I wish I would have realized sooner how irresponsible I was”; or, “I lost sight of what was really important. My priorities were all wrong.”

4.) Talk about your future, not your past.

If the employer asks, “What did you do?” Repeat steps 3 and 4,

5.) Soften up the offense.

If the offense was:

Theft, instead of saying “I was a thief,” say “I took something that didn’t belong to me”. Don’t say the words robbery or theft.



Article author’s note: The subject of answering criminal history questions is fraught w/peril. The idea behind a recent workshop I attended was to help offenders talk through their criminal history information so as to not terminate the interview by using killer words or killer phrases that will turn the employer off to further conversation. The author is not trying to minimize the seriousness of any offenses presented by softening up the language. - Bruce Mack

Avoid killer words & phrases

- 1.) If the offender was young (18-25) when the crime was committed, they could say:
 “When I was young and stupid”...
- 2.) If time has elapsed since the crime was committed, stress that... “I have had 1+ years of a clean record.”
- 3.) If the crime was a one time incident, say, “I never had a problem prior to this or since.”
- 4.) If this is a middle age repeat offender, say, “I’m too old for this crap to keep doing it.” (Must be sincere)

If talking to an employer who says something personal like, “I have been in recovery for two years”, don’t say the same thing, even if you have been. Shut up!
Avoid killer words...Addict, alcoholic, recovery, treatment

Instead say, “Alcohol (or drugs) was an issue in my life for some time. Alcohol (or drugs) is no longer a part of my life. I got involved in programs that helped me refocus.”

Don’t use the words “anger management” or

Discussing Criminal History

General Rules:

- Don’t introduce a new problem if it isn’t on one’s criminal record
- Don’t introduce mental health issues
- Don’t tell the offender exactly what to say, but instead say, “If it were me...”

If asked for details, do or don’t expand depending upon the circumstances.

Upcoming Events and Trainings

SPRING ROADSHOW---

It is still in the planning stages but more information will follow as soon as we pick just the right topic and dynamic speaker(s). Depending on the speaker(s) availability, we will hold it either in April or May. Please share any ideas you have with us by contacting your local Board Member, myself, or e-mailing us at info@oregoneta.org. We are planning on having the Spring Roadshow come to Portland, Salem and Medford. If you would like to have the Spring Roadshow in your area, we would need your assistance in getting the Roadshow arranged and have at least 20 people attend to cover costs.



TRAINING-- Criminal History Affecting Job Development

Regions 2 and 15 are having their regional training February 27th from 8:30 – 4:30 at Clackamas Community College. Criminal History Affecting Job Development, Expungement and ODL Reinstatement is the title of the training.

How many of us have been faced with serving a client who has a criminal history? How do we counsel our clients on how to explain it to prospective employers? Can the record be expunged? How do you go about doing it? What if they have lost their drivers license and need it for a job? Now what? The training is designed to assist us in helping those clients with a criminal history and to answer those questions. You may already have a case that you have questions on how to proceed. Please join us and bring your questions with you!

You will find a registration flyer on the website at www.OregonETA.org. If you would like to have a regional training in your area, please contact me at connie.s.foster@state.or.us or at 971-673-5860. We will need your help in arranging a location and getting members or individuals registered for the training.

CALLING ALL FORMER OETA BOARD MEMBERS AND OFFICERS!!

Do you know of someone who was one of the original charter members of OETA but are no longer employed as a workforce professional---maybe retired? We would like to extend a special invitation for them to join us at the 25th Silver Anniversary celebration. So please share that information with us at info@oregoneta.org so we can extend a special invitation to them and honor them at the Awards Banquet on Tuesday night of the conference.

“Most of us serve our ideals by fits and starts. The person who makes a success of living is one who sees his goal steadily and aims for it unswervingly. That’s dedication.”
 -Cecil B. Demille



Who's Hiring: New Jobs in Oregon

CENTRAL OREGON / COLUMBIA GORGE

Desert Charm, a fiber arts store that carries locally produced wool, alpaca and llama fiber for spinning and weaving has opened in **Sisters**.

Redmond's new Lowe's Home Improvement store opened January 25. The store will have up to 120 new employees.

EASTERN OREGON

Columbia River CPA Services, has opened in **Hermiston**. It offers tax, estate accounting, bookkeeping, and payroll services.

Elkhorn Valley Wind Farm near Telocaset in southern Union County is up and running. Wind farm operations, office, maintenance and security will keep about a dozen employed at site year round.

Business is booming at **Harney Juniper Supply in Burns**, which uses wood from juniper trees to make furniture. The company employs six and may hire more.

PORTLAND & SURROUNDING AREAS

Travel Tags Inc., a Minnesota-based plastic printing and packaging firm specializing in gift cards and other stored-value items, will open next month at the Foster 205 Commerce Center in **Portland**.

Legacy Good Samaritan Pain Management Center has opened in **Portland**.

BPL Global Ltd. Of Pennsylvania purchased Hillsboro-based Severon Corp, which sells motor technology. BPL will keep Severon's 50 employees and plans to expand the location as its center for hardware engineering.

WILLAMETTE VALLEY FedEx Kinko's has opened at

Keizer Station. In addition to full copying and shipping services, it offers printing for large signs and banners.

The College of Osteopathic Medicine of the Pacific in California and Corvallis based **Samaritan Health Services** plan to open a medical school in **Lebanon**. The school would accept 50 students a year starting in 2011.

Woodburn Company Stores will open the CABI Factory Store in Feb, Ecko in March and Ann Taylor in April.

Enterprise Rent-A-Car is opening a call center in downtown **Eugene**. The company plans to start hiring about 100 workers in mid-February.

SOUTHERN OREGON

A new **Arby's** restaurant is expected to open early next month in **Grants Pass**. 50 full and part time employees will be hired.

Realty Executives of Southern Oregon has opened in **Grants Pass**.

Sights and Sounds Unlimited has opened a teleconferencing service in **Medford**.

OREGON COAST Four Paws on the Beach, a pet supply store, has opened in **Manzanita**.

A New York Life insurance office has opened in **Lincoln City**.

A physical therapy facility has opened at the **Bay Area Hospital in Coos Bay**.

Natalie Harmening State Farm Agency is a new **Newport** business with four employees. The agency is allied with a public accounting business.

Source: Oregon Labor Market Information System: www.olmis.org

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How To Not Get Fired!

1. Adapt to Your Industry

As the saying goes, "When in Rome do as the Romans do." If everyone on your team wears suits and heels everyday, jeans and a sweater probably won't cut it. Conversely, if team camaraderie is important, having a good sense of humor and joining in on a silly conversation will help you establish rapport within the group.

2. Buddy Up

Be friendly, talk to people, communicate and share ideas and tasks. Cooperate with and rely on other co-workers. Pick up the phone and ask, "what can I do?" Don't pretend you can do it yourself. Use the broad knowledge of those who have been doing it longer. Ask questions and learn from the experience of others.

3. Lose the 'Tude

Things aren't always fair. Your boss won't always give you the accolades you deserve. You might be given tasks that seem under you or unrelated to your job. Your hard work will be noticed if you keep at it and stay positive. Stop whining. It only makes **you** look bad.



Photo: The Apprentice www.projo.com

4. Get Downright Humble

Be affable and courteous when someone congratulates you or acknowledges your work. Give praise to anyone who has assisted you in anyway. Thank your boss for any advice or constructive criticism they might've given and never ever take credit for someone else's work!

5. Know What's Expected

You don't need to be a clone but if you don't understand the culture and what's expected, you're gone. Remember whom you work for and why. Get a clear picture of the scope and expectations associated with your position and how it fits into the overall goals of your company. It's possible to fit in and still be creative and original.

"Look for opportunities to make something happen!"

6. Leave the Drama to the Tabloids

Similar to the division between church and state, boundaries need to be established between your personal life and work. Don't talk incessantly about your life outside work. If you're having trouble in your personal life, keep it to one or two confidants. There is no way that publicizing your personal problems will improve your standing with the boss.

7. Meet Your Deadlines

Deadlines are serious and must be met. The world moves on while you're wasting time. Missing deadlines will back up everyone else's schedule and make your boss look bad. A couple days off is no excuse for missing a deadline. Work late to get the job done if you need to.

8. Isolation Leaves You Vulnerable

You don't have to constantly hang out with co-workers after hours, but don't isolate yourself with aloof behavior. You don't want to be seen as someone who

thinks you're too good for the masses. Simple courtesies like good morning, please and thank you can go a long way. You want to be liked, not wondered about.

9. Be Your Own Advocate

If you want to move up in your company don't wait for someone to tap you on the shoulder; start by making yourself valuable. Take on projects that are value-added, meaning projects that generate business or promote your company in some way. Become an expert on something that will benefit your company and make you an essential member. Advocate for what you want and where you want to go.

10. Make Your Boss Happy

Find out what is important to your boss and make it important to you. Look for opportunities to "make something happen". For example, there are always projects and assignments that others don't have "time" to do. Find one that you can do and volunteer to Do It! Your boss will appreciate it and remember it in the future. Don't be afraid to share your ideas with your boss, especially if they can help increase productivity or make their job easier. A good idea can add to your boss' positive impression of you, leading them to believe they are doing a good job themselves.

-Alicia Parker
 Employment & Retention Specialist

Information adapted from
 Recruiter.com & Forbes.com