

Westside LINK

Winter 2011

Western Washington County Employer Council Newsletter



Hire qualified people with Oregon's NCRC

The National Career Readiness Certificate documents work-related skills. It helps Oregon employers hire, train and retain qualified employees.

The NCRC is a nationally recognized certificate providing objective documentation of an individual's skills. The NCRC delivers assurance to employers that workers have the foundational skills needed to succeed in today's jobs. It also gives job applicants a tangible way to verify the skills needed to stand out to employers. Each NCRC carries a unique registration number that enables employers to electronically verify its authenticity.

The NCRC is distinctive because it measures applied skills in three core areas: Applied Mathematics, Reading for Information and Locating Information. The certificate is relevant for people with all levels of experience, for jobs at every point on the skill continuum and in nearly any industry.

An individual's performance on the assessments determines the level at which the certificate is awarded. Higher levels signify readiness for a wider range of jobs.

The NCRC helps business build and maintain a skilled workforce.

- Oregon's NCRC helps employers quickly identify qualified applicants.
- Job applicants holding an NCRC have a documented level of foundational skills, and are ready to be trained in the specific requirements of a job.
- The NCRC can reduce your hiring and training costs, and employee turnover.
- THE NCRC can be easily incorporated into your existing hiring practices as one factor in many to consider determining an applicant's fit to the job opening.

Join René Léger, Executive Director of E3, Employer for Education Excellence on Friday, February 18th at the PCC Willow Creek Center located at 241 SW Edgeway Drive Room 103 from 8 am – 10 am. You will have an opportunity to network with other employers and hear more about the Oregon NCRC program. You can also earn 1.5 Certification Credit Hours.

There is no fee for this presentation. Due to limited space it is requested that you register. Contact Marti Spinks at 503-526-2706 or at marti.e.spinks@state.or.us or Gabriel Salamanca at 503-526-2716 or at Gabriel.a.salamanca@state.or.us

The Oregon NCRC program is funded with federal Workforce Investment Act (WIA) funds and American Recovery and Reinvestment Act (ARRA) funds, administered by the Oregon Department of Community Colleges and Workforce Development. The Oregon NCRC is an equal opportunity program.

IRS Delays Nondiscrimination Testing on Insured Plans

The ever-changing world of health care reform shifted again on December 22, 2010 when the Internal Revenue Service (IRS) announced that nondiscrimination testing on insured plans would be delayed until the government issues regulatory guidance.

Prior to this delay, health care reform required nongrandfathered insured plans to perform nondiscrimination testing beginning with their first plan year after September 23, 2010 (January 1, 2011 for calendar year plans). An excise tax was to be imposed on plans failing to meet the nondiscrimination requirements. While details on the testing have not been released in full, the IRS did provide minimal guidance in October, explaining that testing would be similar to that already required for self-insured plans. However, the guidance did not specifically define the parameters of the required testing, triggering public comments, concerns about compliance, and eventually this delay in enforcement.

Nondiscrimination testing on self-insured plans, which is already required by the Internal Revenue Code, is not affected by this delay, and grandfathered insured plans remain exempt.

From Barran Liebman

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*Questions? Comments? Suggestions?
Would you like to submit a piece to the
Westside LINK?*

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Feb 9 - Create Fulfilling Workplace Seminar

Feb 18 - NCRC Presentation

Feb 18 - WWCEC Board Meeting

Mar 9 - Make Time Work for You Seminar

Mar 25 - WWCEC Board Meeting



Strong Signs of Life for the Job Market

Private sector payrolls soared in December while downsizing sank, two separate reports showed Wednesday in a strong indication of a brightening U.S. jobs picture.

Payrolls among private employers rose by 297,000, payroll processor ADP announced.

That's the biggest gain since the report was first issued in 2000 and was much larger than expected. Economists surveyed by Briefing.com were forecasting a rise of 100,000 jobs.

ADP's report typically sets the tone for the government's highly anticipated monthly employment data.

The latest report, is expected to show employers boosted payrolls by 146,000 last month, following a 39,000 increase in November, according to a CNNMoney survey of 27 economists.

"The ADP report was robust and implies a solid gain coming Friday," said Robert Dye, a senior economist at PNC Financial Services. "But it's not just this one report that implies that -- the whole suite of labor market indicators are starting to turn north now."

Hiring by private employers was led by the services sector in December, with employers adding 270,000 jobs in December. That's the sector's highest jump on record and the 11th straight gain, the payroll processor said.

Meanwhile, jobs in the goods-producing sector climbed by 27,000, the largest increase since February 2006.

Small and medium-sized businesses dominated the advance. Small businesses -- those with fewer than 50 employees -- added 117,000 workers last month, according to ADP, while medium-sized companies with between 50 and 499 workers -- added 144,000.

"Small businesses in particular are feeling more comfortable about hiring, and that's where we're going to start seeing the ongoing gains," said Dye.

Too good to be true? While agreeing that the labor market is showing signs of improvement, some economists said seasonal factors may have distorted the latest ADP data, giving the number an artificial boost.

ADP measures the number of employees on payrolls at a given time. Since many employers keep former workers on their payrolls through the end of the year for tax purposes, employees begin rolling off in December. ADP seasonally adjusts for that change, which can cause distortions in the data.

"In any given December, we'll put a little less weight on the ADP number," said Zach Pandl, an economist at Nomura Global Economics, adding that the three largest surprises in ADP data have occurred in December.

Joel Prakken, the chairman of Macroeconomic Advisors, which compiles the ADP data, acknowledged the difficulty of adjusting for seasonal factors but said he still viewed the report as a good omen for Friday's government jobs report.

"I'm telling my clients to approach the number with appropriate caution, but even after you have exercised that caution, there is a recent strengthening in ADP numbers," he said. "If my forecast for the jobs report Friday was at consensus before the report, I would give serious consideration to moving it higher."

Job cuts on the decline: In another sign that the weak job market might have bottomed out, 2010 was the lowest year for job cuts in 13 years, according to a separate report issued Wednesday.

Employers announced plans to cut nearly 530,000 jobs in 2010, a 59% plunge from 2009, when job cuts reached a seven-year high, said Challenger, Gray & Christmas, an outplacement consulting firm.

It was the lowest number of announced cuts since 1997, when 434,000 job cuts were announced. Challenger also reported that job cuts plunged 34% in December to 32,000 from nearly 49,000 the month before.

That was the lowest monthly job cut total since 2000. Last year's holiday-season job cuts were less severe than the year before. Job cuts in December 2010 were 29% lower than the year-earlier level of about 45,000, according to the report.

From CNN.com Business Oregon



The Leader's Role in Creating a Fulfilling Workplace
Based on the book by Patrick Lencioni "The Three Signs of a Miserable Job"
Wednesday, February 9, 2011

Have you wondered how to motivate and engage your employees? Do you think any of your employees are miserable? What if the cure to ridding job misery from your workplace only required three steps?

At this workshop, based on Patrick Lencioni's *The Three Signs of a Miserable Job*, you will learn how to:

- ♦ Empower employees to take control of their happiness
- ♦ Create a misery-free workplace for employees
- ♦ Help your employees recognize their impact
- ♦ Enable your workers to gauge their own success
- ♦ Enhance your own management skills
- ♦ Increase overall productivity and morale

Making Time Work for You
Wednesday, March 9, 2011

This is a training program to help you improve your time management skills and learn to appreciate each of the four time management styles: Organizer, Catalyser, Strategizer and Expeditor. While each of the four types manages time differently they each contribute to the success of the organization.

Upon completion of this training program you will be able to:

- ♦ Identify which of the four styles best fits you
- ♦ Recognize characteristics of each of the four styles
- ♦ Diagnose workplace issues from a time management perspective
- ♦ Identify potential workplace clashes regarding time management and prevent them
- ♦ Use motivation and retention tips tailored to the four styles
- ♦ Learn best practices time management tips from others

Both programs will be presented by Stacy Stack the Director of Training for the Northwest Express Employment Professionals' offices. As a professional trainer, Stacy motivates her audience through expertise and humor. She is an expert in assisting businesses in analyzing staffing practices and identifying performance improvement strategies. Stacy also regularly instructs specialized workshops for client companies and temporary associates to enhance workplace performance.

Presentations will be held at the PCC Willow Creek Center Room 103 located at the Willow Creek Max Station 241 SW Edgeway Drive Beaverton Oregon

8:00 am – 8:30 am Check in & Continental Breakfast

8:30 am – 11:30 am Seminar

Registration fee is \$49 per person, includes handout & continental breakfast.

Visa & Master Card accepted. Non-refundable. Group discounts available.

For more information or to register contact Marti Spinks 503-526-2706 or at marti.e.spinks@state.or.us.

Visit us at www.wwcec.org or on Facebook www.facebook.com/wwcecfan

WWCEC again offer two \$1000 Scholarships to Washington County Residents

Western Washington County Employer Council WWCEC believes that it is important to participate in the growth of our community's workforce and in turn have committed to provide funding for training. The goal of this scholarship is to offer training opportunities to employed individuals working in Washington County or if not currently employed, to job seeking adults that reside within Washington County or to students currently attending an educational institution within Washington County. We hope that with these funds an individual can improve their standard of living by increasing their employability.

WWCEC is one of over 20 local councils in the state of Oregon that consist of private sector employers that volunteer to the council and who serve as advisors to the WorkSource Oregon Employment Department. WWCEC is the link between the business community, the Employment Department and the workforce, providing a source of information, education and support.

Our goals are to.

- ♦ Increase public awareness of WorkSource Oregon Employment Department Services
- ♦ Increase WorkSource Oregon Employment Department's awareness of employer needs
- ♦ Continue education services in our community

For more information and an application contact Marti Spinks at 503-526-2706 or visit us at www.wwcec.org



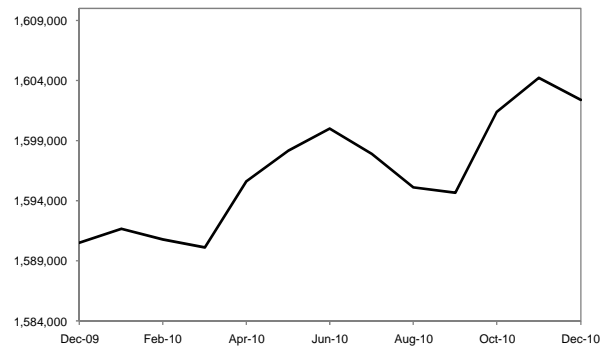
Quality Information, Informed Choices
Labor Market Information

State of Oregon • Employment Department • www.QualityInfo.org

Workforce & Economic Research Fast Facts – January 2011

- At 10.6 percent in December, Oregon had the 7th highest unemployment rate nationwide; Oregon has ranked in the top 10 states for seven consecutive months.
- The employment growth in Oregon's information sector continues to top the nation with a gain of 7.5 percent over the year in December.
- The number of unemployed Oregonians was essentially the same in December 2009 and December 2010.

Seasonally Adjusted Nonfarm Payroll Employment



(Seasonally Adjusted)

	Current Month Dec-10	Prior Month Nov-10	Year Ago Dec-09
U.S. Unemployment Rate	9.4%	9.8%	9.9%
Oregon Unemployment Rate	10.6%	10.5%	10.6%
National Rank*	7th	7th	13th
County Unemployment Rates			
Highest: Crook	18.5%	19.3%	17.8%
Lowest: Gilliam	6.8%	6.7%	7.3%

Unemployed & Employed

	Current Month Dec-10	Prior Month Nov-10	Year Ago Dec-09
Oregon Total Unemployed	206,161	208,191	205,513
Change From Previous Year	648	11,369	32,125
Percent Change From Previous Year	0.3%	5.8%	18.5%
Oregon Nonfarm Payroll Employment	1,613,700	1,621,100	1,601,700
Change From Previous Year	12,000	12,400	-82,800
Percent Change From Previous Year	0.7%	0.8%	-4.9%
National Rank*	27th	21st	38th

Industry Rankings, Year/Year Growth

	Current Month Dec-10	Year Ago Dec-09	Percent Change	National Rank*
Fastest Growing Sectors in Oregon				
Information	35,700	33,200	7.5%	1st
Mining & Logging	7,300	6,800	7.4%	20th
Slowest Growing Sectors in Oregon				
Construction	64,100	66,900	-4.2%	23rd
Manufacturing	160,600	162,900	-1.4%	43rd

Average Covered Pay, Oregon's Private Industries

	2010-1st Half	2009-2nd Half	2009-1st Half	2008-2nd Half
Average Covered Pay Per Worker	\$20,308	\$20,757	\$19,988	\$20,473
Percent Change From Previous Year	1.6%	1.4%	-0.1%	2.6%
Portland-Salem Consumer Price Index (1982-84=100.0)	213.0	212.0	207.9	210.6
Percent Change From Previous Year	2.5%	0.7%	-1.3%	2.8%

*Rank among 50 states and Washington, D.C. Industry data are not available for some locations, so industry rankings may not include all states.

To be added to the email distribution for this report, contact Kathi Riddell at Kathi.R.Riddell@state.or.us or 503-947-1266.