

# Quad A News

## 10 Employment Trends to Watch in 2011

### CareerBuilder Releases 10 Employment Trends to Watch in 2011 Based on Nationwide Survey

With 2011 shaping up to be a better year for job growth, CareerBuilder surveyed more than 2,400 employers and 3,900 workers nationwide to identify ten key trends in business, hiring, work culture and job search. The survey was conducted by Harris Interactive© from November 15 to December 2, 2010 across industries and company sizes. "The recession produced fundamental



shifts in how companies and workers view the market," said Brent Rasmussen, President of CareerBuilder North America. "Businesses are becoming more agile and changing direction. They're operating leaner and recruiting for opportunities in emerging areas. Workers are transitioning to new fields, are more open to relocation and are more apt to consider opportunities outside of their current employers."

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## 2011 Forecast & Trends in Employment

### January Membership Meeting

**DATE:** January 18, 2011  
**TIME:** 8:30-10:00 a.m.  
**LOCATION:** Blood Systems  
 4405 E. Cotton Center Blvd,  
 Suite 120, Phoenix

*Please RSVP by Friday, January 14 to [azquada@aol.com](mailto:azquada@aol.com)*

## Speakers' Profiles

**Join us on Tuesday, January 18 at 8:30 for our monthly membership meeting: 2011 Forecast & Employment Trends, where our speakers will address us on:**

- **How the changing world of work is affecting employee retention**
- **Why employing retention strategies will lead to your business success**
- **Which motivation and retention strategies are most likely to impress your workforce**

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### **MICHAEL MAYHEW**

Mike Mayhew is an Organizational Consultant with Right Management specializing in the areas of leadership development and organizational performance. He is an experienced executive coach and mentor, guiding leaders and employees to a clearer understanding of their roles and responsibilities while simultaneously focusing on their contributions to the organization's goals and objectives.



In the performance and mentoring capacity, Mike has assisted all levels of management through professional challenges and organizational changes, enabling them to achieve operational success while building strong relationships at all levels. Additionally, he has extensive experience in the creation and delivery of facilitated mentoring and strategic planning sessions, assisting leaders and leadership teams to evolve from transactional providers to strategic contributors.

Mike's career background has spanned over 25 years working in the human resources field managing employee and labor relations, as well as performance management, succession planning, career counseling, and large-scale change management initiatives. Additionally, Mike's versatile background has enabled him

to develop expertise in training, coaching, and facilitation. Mike has held positions as the Director, Human Resources—Operations and Manager of Human Resources with organizations in the manufacturing and rail-based transportation industries.

Mike received his Bachelor of Arts degree in History and Political Science from Texas A&M University. Additionally, Mike attended Pepperdine University where he received his Master of Science in Organizational Development with a focus on consultation, facilitation and strategic planning.

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### **GINA CURTIS**

Gina Curtis is a Career Services Consultant and Vice President of Client Services with Right Management. She has over 15 years of professional sales, management, and sales training experience in the human resources and human capital arena. At Right, Gina manages the Arizona/Nevada marketplace for career management and all aspects of Right's talent management consulting services. She has expertise in the areas of Leadership Development, Executive Coaching, Individual and Organization Assessment, Change Management, and Career Management.

Gina previously worked in ADP's sales organization in Arizona, Nevada and Ohio. As part of her role, she mentored and managed sales professionals, and designed and implemented sales trainings. With strong consulting skills, she successfully achieved ROIs tailored to the business' strategy. She also put these skills into play as a small business owner.

Being a good corporate citizenship is also important to Gina. This is reflected by her active involvement with many community-based philanthropic events. This includes her membership in Phoenix Rotary 100, serving as committee chair and support of fundraising activities. Gina also is a member of Valley of the Sun Human Resource Association (VSRHA), Arizona Healthcare Human Resources Association (AHHRA), and Financial Executive International (FEI).

Gina holds a B.S. degree in Marketing from Montana State University.

## Promotions in the OFCCP Phoenix “District” Office

William D. Smitherman, OFCCP Regional Director for the Pacific Region, recently announced the upgrade of the Phoenix Area office to that of District office stating, “As an area office, the Phoenix office made significant contributions to the over-all program plans of the Pacific region. Notable accomplishments included the identification of unique and novel cases of systemic and compensation discrimination against minorities and women. Over the years, the Phoenix Area office staff distinguished themselves as leaders in the fight to eliminate discrimination against protected group members. Since Fiscal Year 2007, the Greater Phoenix metropolitan and surrounding counties have grown in population and in the electronics industry as suppliers of goods and services. Thanks largely to the emphasis placed on business development, through ARRA Federal funding in 2009, the Greater Phoenix Metropolitan Area began to improve its infrastructure and employ more workers in the construction trades. As Arizona’s economy continues to grow, the Phoenix District office, whose jurisdictions includes the State of Arizona and the southern part of Nevada, including Las Vegas and counties south, will be there to do its part in contractor compliance and thus, ensuring ‘Good Jobs for Everyone’.”

Promoted to head the District Office are Marvin Jordan as District Director and Theresa Lujan as Assistant District Director.



**Marvin Jordan**

District Director  
OFCCP Phoenix District Office



**Theresa Lujan**

District Director  
OFCCP Phoenix District Office

Marvin Jordan joined OFCCP in 2006 after retiring from 23 years of distinguished, honorable service to his country in the United States Air Force. Retiring at the rank of Major, he spent his final six years at the Pentagon in Washington DC, of which the last three years he served as both the Director of Minority and Female Outreach Programs and Deputy Director of Military Equal Opportunity, in the Office of the Deputy Undersecretary of Defense for Equal Opportunity. His previous assignments include tours as Chief of the Headquarters Air Force Personnel Training & Resource Team, where he was responsible for programming and execution of a \$2.2 billion budget; Squadron Section Commander of a 273 person mission support organization, Regional

Theresa Lujan began her career in the OFCCP Phoenix Area Office as a Secretary in 1994. Before joining OFCCP, Ms. Lujan started her civil service career with the U. S. Department of Interior in 1982. In 1992, she left her government position to work for Dimension Cable as a Media Traffic Coordinator. During her tenure at Dimension Cable, she was named to the Emerald Quality Club, a highly recognized club within the company and was recipient of their Regional Manager’s Pinnacle Award for two consecutive quarters.

In 1995, she was promoted to Compliance Officer and quickly became a key contributor to the Pacific Region’s program plan. She has extensive experience in conducting thorough evaluations and investi

## Promotions in the OFFCP Phoenix “District” Office (Cont)

### Marvin Jordan

Director of Recruiting, and Director of Military Personnel (both at home in the US and while deployed in other foreign countries).

Mr. Jordan holds a Master’s Degree in Public Personnel Management, a Bachelor’s Degree in Business Management, and two Associate’s degrees. Additionally, he is a graduate of the Defense Equal Opportunity Management Institute and has successfully completed numerous professional certifications and leadership training courses. As District Director of the Phoenix office, Mr. Jordan has management and jurisdictional responsibility for the entire state of Arizona and the four southernmost counties of Nevada which includes the Las Vegas Field Office.

### Theresa Lujan

gations of Federal contractors. During her career as a Compliance Officer, she resolved several discrimination cases and was one of the first compliance officers in the country to develop and resolve compensation and pattern and practice discrimination cases in service and supply and construction. Ms. Lujan was named Compliance Officer of the Quarter several times in her office and the region. Over the years, Ms. Lujan has continued to distinguish herself as a top compliance officer in the region and country by resolving numerous cases of systemic discrimination to a near record total, for the region, of over \$6.5 million in back pay, interest, and annualized salaries. Throughout Ms. Lujan’s career, she has been a leader and resource to her co-workers. She served as Acting Assistant District Director on many occasions and has been the team leader on several university reviews across regions in the past. Ms. Lujan was selected by the Regional Director, Pacific region to lead several special projects at the regional and National

level. She has been recognized for her performance and rated as an “Outstanding Employee” on numerous occasions. She greatly contributed to the Region’s SPOT Tracking and Evaluation System which identifies anomalies and predicts and projects time lines for case completion through out the region’s offices. Ms. Lujan received National and Regional office recognition for her contributions to the tracking system.

Ms. Lujan holds a Bachelor of Arts degree, in Political Science, from the College of Santa Fe. She is also a recent graduate of the Department of Labor’s Management Mentor Program.

**Mark your  
calendars now to  
join us for the  
Arizona  
Affirmative  
Action  
Association’s  
36th Annual  
Conference**

**April 18, 2011**

# 2011 Employment Trends (Cont)

## 1. Shifting Business Direction

Forty-two percent of employers said their company changed its business direction as a result of the recession. The majority of these employers kept their core business, but added new revenue streams. More than one-quarter (27 percent) of those who shifted business direction reported they changed their core business altogether or expanded into areas that will eventually become their core business.



## 2. Working Leaner

Thirty-five percent of employers reported that their current staffs are smaller than pre-recession levels. Of those employers, most anticipate no adjustments to staff levels in 2011, with 57 percent reporting that they have become accustomed to handling the workload with less headcount. Others pointed to their business changing focus and hiring in other areas.

## 3. Changing Jobs

Workers are becoming more optimistic about their job prospects in the New Year. Fifteen percent of full-time, employed workers are actively seeking a new job. Seventy-six percent reported that, although they are not actively looking, they would change jobs in 2011 for the right opportunity. Workers aren't necessarily focused on a bigger paycheck. Sixty-eight percent reported that affordable benefits are more important to them than salary.

## 4. Creating New Functions

Along with more traditional job opportunities, employers are also adding new functions within their organizations in response to popular movements. Jobs centered around social media, green energy and healthcare reform are being added in the New Year.

Hiring managers also reported demand for "cyber warriors" to protect Internet sites from security breaches or fraudulent activity.

## 5. Video Interviewing

With smaller recruiting staffs facing larger amounts of job applications, employers are turning to technology to help identify viable candidates. Six percent reported they have conducted video interviews with potential job candidates while 11 percent plan to do so in the New Year.

**"While the majority of employers plan to increase salaries for existing staff in 2011, 39 percent will not be providing raises."**

## 6. Less Moonlighting

While making ends meet continues to be a challenge for many U.S. households, less workers are reporting the need to work more than one job. Twelve percent plan to take on second jobs in 2011, compared to 19 percent last year.

## 7. Taking a Global Perspective

Nearly one-in-five U.S. employers (18 percent) reported they will be hiring for their operations in other countries in 2011. Five percent stated they will likely recruit workers from other countries to work in the U.S.

## 8. Relocating Talent

Of workers who were laid off in the last 12 months and found new jobs, 23 percent relocated to a new city or state. Looking to the New Year, 33 percent of employers stated they would be willing to pick up the moving tab for select candidates.

## 9. Promoting Without Pay

Forty-one percent of employers are concerned about losing their top talent as the economy improves. While the majority of employers plan to increase salaries for existing staff in 2011, 39 percent will not be providing raises.

As a gesture of recognition to employees, 13 percent are offering higher titles, but without pay increases.

**10. Going Casual** – Employers are becoming more relaxed about set schedules and dress codes as they take measures to enhance the overall work experience. One-third (33 percent) of employers expect to offer more flexible work arrangements such as telecommuting and alternate schedules in 2011. Fifteen percent reported they will provide a more casual dress code

**This survey was conducted online within the U.S. by Harris Interactive© on behalf of CareerBuilder among 2,482 U.S. hiring managers and 3,910 U.S. workers ages 18 and over between November 15 and December 2, 2010.**



**The Louisiana ILG  
is privileged to host the**

**29th Annual Industry  
Liaison Group National  
Conference**

***“Embrace the Rhythms of Harmony & Equality”***  
**July 25-29, 2011**

**at the New Orleans Marriott**



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\$200 off your registration**

- \$495 (2 1/2 day conference) register by April 29
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- \$695 (2 1/2 day conference) register after April 30
- \$845 (3 1/2 day preconference and conference) register after April 30

**Register at:**

**<http://www.ilgconference2011.com>**

## From the Desk of...



**Thomas D. Arn**  
**Ogletree Deakins**

### **Arizona E-Verify Law Challenge Continues in U.S. Supreme Court**

12/28/2010

A lot of media coverage has been devoted to Arizona's "Support Our Law Enforcement and Safe Neighborhoods Act" (also known as Senate Bill 1070), which was signed into law by Governor Jan

Brewer on April 23, 2010. The most controversial feature of SB 1070 authorizes and compels law enforcement officers to verify the legal status of persons reasonably believed to be illegally present in the country. SB 1070's constitutionality has been challenged in multiple lawsuits, including one brought by the federal government (see the [July 2010 issue](#) of the *Immigration eAuthority*).

However, ongoing litigation relating to Arizona's "other immigration law" likely will have a greater immediate impact on employers. The previously enacted Legal Arizona Workers Act (LAWA) requires all Arizona employers to participate in the federal E-Verify system, the web-based system that electronically checks the employment authorization of newly-hired employees. LAWA's validity was upheld in earlier decisions by a federal district court in Arizona and the Ninth Circuit Court of Appeals.

The case was appealed to the U.S. Supreme Court, and we now appear close to a decision. Oral arguments took place on December 8. While it only can be a guess, the nature of the oral argument suggests the Court may well uphold LAWA. We should all know the final answer within a few months.

*Note: This article was published in the [December 2010 issue](#) of the *Immigration eAuthority**

### **2010 Review and E-Verify Update: Self-Check Coming Soon?**

12/28/2010

In the [December 2009 issue](#) of the *Immigration eAuthority*, we reported on likely immigration changes during 2010. Several projected items turned out to be true: government audits continued and expanded; a photo matching tool was introduced to E-Verify (see the [November 2010 issue](#) of the *Immigration eAuthority*), and employer participation in E-Verify has continued to expand. However, several items the government indicated would occur in 2010 did not. United States Citizenship and Immigration Services (USCIS) has not yet implemented an electronic registration program for petitions subject to the H-1B cap (although there is still time for implementation in early 2011 for next year's cap). The E-Verify Self Check Program whereby a worker would be able to check his or her own name in E-Verify to resolve any discrepancies was not implemented. Finally, no significant immigration reform took place (for example, the so-called DREAM Act, which would provide a pathway to legal status for certain persons who came to the United States as minors effectively stalled in the Senate just a few days ago, meaning the legislation will not be acted on by the current Congress).

USCIS does continue to move forward on some of these initiatives. A Notice of Information Collection for the E-Verify Self-Check program was published in the *Federal Register* on October 1 and it thus appears more likely that it will be implemented in 2011. We will continue to report on significant developments in the E-Verify program as predicted modifications and expansion continue in 2011.

*Note: This article was published in the [December 2010 issue](#) of the *Immigration eAuthority*.*

# 2011 Membership Application

Thank you for your continuing interest in and support of the Arizona Affirmative Action Association (Quad A). Our members include professionals in the fields of human resource management, equal employment opportunity, affirmative action, workplace diversity and other related fields. For over 35 years, Quad A has been providing its members with quality, up-to-date information through workshops, seminars and conferences. Your membership entitles you to a monthly newsletter, quarterly meetings/workshops, seminars, the Annual Conference (in April) and Compliance Conference (in the fall). Most activities are included in your membership; others are offered at a substantial discount. At only \$75 per year (Jan-Dec), membership in Quad A is a true value for the money. *(Individual memberships only; no organizational memberships at this time.)*

Goals of the Arizona Affirmative Action Association are to:

- Promote equal employment opportunity, diversity and affirmative action in the workplace.
- Promote awareness and recognition in the workplace and the community of the benefits of taking affirmative action to provide equal employment opportunities
- Share and disseminate up-to-date information on EEO, AA and diversity issues, legislation, judicial decisions, best practices and trends.
- Provide an opportunity for professionals interested in EEO, AA and diversity issues to network and communicate.

*Quad A is a nonprofit 501(c)3 organization (TIN 86-0966437).*

**Membership fee in Quad A is a qualified tax deduction.** *Membership applications/renewals can be made online at [www.azquada.org](http://www.azquada.org) or e-faxed to (623) 321-6016. If paying by check, please return this renewal form along with a check or credit card for \$75 made payable to Arizona Affirmative Action Association to our office at P.O. Box 1848, Phoenix, AZ 85001.*

## MEMBERSHIP APPLICATION/RENEWAL

Member Name: \_\_\_\_\_

Company Name: \_\_\_\_\_

Title: \_\_\_\_\_

Mailing Address: \_\_\_\_\_

City/State/Zip \_\_\_\_\_

Phone: \_\_\_\_\_

Fax: \_\_\_\_\_

E-mail (for member communications only): \_\_\_\_\_

\_\_\_ Visa \_\_\_ MC \_\_\_ Am Ex Name on card: \_\_\_\_\_

Card # \_\_\_\_\_

Expires: \_\_\_\_\_

**Arizona Affirmative  
Action Association  
(aka) "Quada A"**

**P. O. Box 1848  
Phoenix, AZ 85001  
Phone: 555-555-5555  
E-fax: 602-321-6016  
E-mail: azquada@aol.com**

**We're on the Web!**  
**azquada.org**

**Board Members & Officers**

**John Garza, President**  
JAG Specialties, LLC  
(602) 300-2023

**Maria Sandoval, Vice President**  
MAS Specialists, LLC  
623-451-6389

**Rebecca Rand, SPHR, Recording Secretary**

American Express  
(602) 537-2960

**Gail Painter, PHR**  
Apollo Group  
602-557-7586

**Marian Enriquez, CCEP, MHCS, PHR**  
The Sundt Companies, Inc.  
(480) 293-3108

**Neil Bourque, SPHR**  
The Marc Center  
(480) 969-3800  
**George Thorne**  
Jobing.com  
(602) 914-7507

**Lisa Barnum**  
Boeing Company  
480-648-7944

**Evelyn Miller**  
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**Charlene Valestin, SPHR**  
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**Thomas D. Arn, Esq**  
**Quad A Legal Counsel**  
Ogletree, Deakins  
602-778-3702

**Flossie Christensen, Chair**  
**Las Vegas SNILG Chapter**  
Bank of Nevada  
(702) 248-4200

**Quad A Administrator**  
**Chris Weakland, SPHR**

Legacy Partners Consulting & Coaching, LLC  
(602) 377-0404

**Membership meetings are the 3<sup>rd</sup> Tuesday  
of every month from 8:30-10:00 a.m.**

# 2011 Calendar of Events

DATE	TOPIC	HOST & LOCATION
Jan 18, 8:30-10:00	2011 Forecast & Trends in Employment	Blood Systems 4405 E. Cotton Center Suite 120 Phoenix
Feb 15, 8:30-10:00	Compliant & Effective Job Descriptions & Postings	To Be Announced
Mar 15, 8:30-10:00	Can Your Organization Make the Grade? Passing the OFCCP/EEOC Tests	To Be Announced
Apr 19, 8:00-4:00 Cost: Members \$100 Nonmembers \$150	36th Annual Conference	Desert Willow Conference Center 4340 E Cotton Center #100 Phoenix
May 17, 8:30-10:00	Medical Marijuana in the Workforce	American Express 18850 N. 56 <sup>th</sup> Street, Phoenix
June 21, 8:30-10:00	Disabled/Vets Outreach -- Good Faith is Not Enough	Sundt (Los Alamos Rm) 2620 S. 55 <sup>th</sup> Street Tempe
July 25-29	Annual National ILG Conference	New Orleans
<b>AUGUST</b>	<b>MID-SUMMER BREAK</b>	<b>MID-SUMMER BREAK</b>
Sept 20, 8:30-10:00	Best Practices: Communicating AAPs	To Be Announced
Oct 16, 8:30-10:00	Best Practices: Diversity – Not Why But How	To Be Announced
Nov 15, 8:30-10:00 COST: Members \$100 Nonmembers \$150	14th Annual Compliance Conference	Desert Willow Conference Center 4340 E Cotton Center #100 Phoenix
Dec 6, 8:30-11:30 COST: Members FREE Nonmembers \$75	Annual Members Only Holiday Roundtable	To Be Announced