

CAPIP News

A newsletter for and about Carl Albert Public Internship Program Executive Fellows and Undergraduate Interns



Internship Spotlight

The Carl Albert Public Internship Program is remarkable and unique because it provides benefits for each party involved. It offers a great deal of experience for students seeking to advance in and learn about their prospective careers. The program is also an excellent way for agencies within the state of Oklahoma to add fresh talent, contemporary concepts and technology to the work environment.

Current CAPIP Executive Fellows took the time to elaborate on the benefits of their internship.

“Working for Oklahoma Department of Rehabilitation as a Vocational Rehabilitation Counselor has been a wonderful experience. The learning involved in this agency has been valuable in processing book knowledge into practical use in making a positive dif-

ference in our clients’ lives. College classes teach the basics of such things as case management, medical aspects, and accommodations for individuals with disabilities. However, the importance of these concepts and others have a more valuable meaning when applying book knowledge to people in life situations. The patience of supervisors and co-workers in answering endless questions on the processes of determining eligibility, comprehensive assessments, individualized plans of employment, and documentation in case management has made working for the Department of Rehabilitation Services extremely rewarding. Plus, working with my clients has given me confirmation that I have chosen the right career.”

Kimberly Fuqua
Oklahoma Department of
Rehabilitation Services

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A Publication of
the State of
Oklahoma
Office of
Personnel
Management

Volume 12, Issue 2

May 2008

**Congratulations,
2008 Graduates!!!**



U.S. Graduating College Seniors Concerned About Job Prospects, Accenture Study Finds

By Jonathan Zaback and Chris Allieri

NEW YORK, Apr 14, 2008 (BUSINESS WIRE) --

More than two-thirds of students graduating from college in the United States this year say that concerns about an uncertain economy will affect their job prospects, according to a study released today by Accenture (NYSE: ACN).

The study, based on a survey of more than 400 graduating students, found that 71 percent of respondents are concerned that a weakening economy will result in fewer jobs being available upon graduation. Nearly three-quarters (73 percent) said that they have not yet found a post-graduation job. Nearly two-thirds (66 percent) said they will be graduating with student loans and 28 percent said they expect to live with parents or family after graduating.

Despite concerns about a challenging job market, just one-quarter (23 percent) of students said that they will compromise their job requirements. Among the most important benefits and characteristics respondents said they seek from an employer are:

- Compensation/salary (selected by 87 percent)
- Benefits such as health insurance (85 percent)
- Interesting and challenging work (68 percent)
- A social atmosphere and camaraderie with colleagues (53

percent)

-- A supervisor who will mentor and coach them (52 percent)

-- Flexible work hours (44 percent)

-- The company's reputation as an employer (34 percent)

-- The opportunity to travel (29 percent)

"Generation Y is entering the workforce with strong values and demands that employers haven't had to address with previous generations," said David Smith, managing director of Accenture's Talent & Organization Performance practice in North America. "To be relevant to these job seekers, employers must find ways to satisfy their needs for balance, fun, mentoring and opportunities to grow and be challenged."

Underscoring Generation Y's desire to achieve their ideal work-life balance, the study found that almost half (46 percent) of graduating students said they expect to work fewer than 40 hours per week, 43 percent said they are concerned that they won't be able to keep up with interests outside of work and 37 percent expressed concern that they will be overworked by their employers.

The study also found that fears of a weakening economy have led some students to be willing to adjust their job search criteria in a number of areas, including:

- Broadening their search by industry or skill area (selected by

40 percent)

-- Looking for a job in a different city (39 percent)

-- Accepting a lower salary (30 percent)

-- Commuting farther (26 percent)

-- Accepting the first job offer (15 percent)

-- Looking for a job in a different country (9 percent)

About the Study

In March 2008, Accenture conducted an online survey of 406 students graduating from colleges in the United States in 2008. The survey was part of a global Accenture study of 2,464 students in eight countries who are graduating from college this year. The global survey was conducted between March 10 and March 28, 2008 and included students in the United States, the United Kingdom, France, Germany, Brazil, Russia, India and China.

About Accenture

Accenture is a global management consulting, technology services and outsourcing company. Combining unparalleled experience, comprehensive capabilities across all industries and business functions, and extensive research on the world's most successful companies, Accenture collaborates with clients to help them become high-performance businesses and governments. With 178,000 people in 49 countries, the company generated net revenues of US\$19.70 billion for the fiscal year ended Aug. 31, 2007. Its home page is www.accenture.com.

SOURCE: Accenture

For Accenture Jonathan Zaback, +1 (212) 614-4429 Jonathan.Zaback@bm.com or Accenture Chris Allieri, +1 (917) 452 5161 chris.allieri@accenture.com

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"The CAPIP program has provided me with a very unique look into the inner workings of our state government, and the economic conditions of Okla-

homa ...I was even able to attend a training session where two economists from the U.S. Bureau of Labor Statistics provided insight on how they arrive at the processes implemented in data collection, analysis, and dissemination. The CAPIP program has helped me become a better researcher, and allowed me an opportunity to better bridge the gap between research and practice."

Chad Mullen

Oklahoma Employment Security Commission

CAPIP Interns and Executive Fellows are given relevant duties and responsibilities in order to shape and cultivate skills that will be used throughout their career. One CAPIP Executive Fellow comments on his assignments.

"I have written an update to nutrient loading estimates from septic systems on Grand Lake which was subsequently reviewed and approved by the United States Environmental Protection Agency....The tasks assigned by the Conservation Commission have required development of organization skills and multi-tasking abilities. "

Kevin Burgess

Oklahoma Conservation Commission

The individuals who are chosen for these positions under the Carl Albert Public Internship Program are valued. Interns are viewed as potential permanent employees for the

state of Oklahoma. At the conclusion of the internship agreement, many CAPIP interns acquire a full-time position and later advance to managers, supervisors and department directors in several state agencies.

Through the internship program, state agencies fill vacancies with capable individuals and subsequently build relationships with the universities that the CAPIP Interns and Executive Fellows attend. The various career services of these higher learning institutions often refer students to CAPIP as a notable source of work experience and a possible avenue for employment. The Carl Albert Public Internship Program indeed yields positive results for each participant.



To maintain eligibility in the CAPIP, you **MUST** submit the following to the CAPIP office:

- **Grades from the previous semester (or a transcript showing an awarded degree if you have graduated)**
- **Training Verification**
- **Enrollment Verification**

For more information or questions, please feel free to contact Denae Edwards at (405) 522-1737 or by email at Denae.Edwards@opm.ok.gov

New College Grads With Internship, Work-Related Experience Have Job Market Edge

BETHLEHEM, Pa. – New college graduates looking for a job will likely have an edge over their competition if they have participated in an internship or otherwise gained work-related experience, according to a survey conducted by the [National Association of Colleges and Employers](#) (NACE).

Approximately 95 percent of the organizations responding to NACE's *Job Outlook 2008* survey said candidate experience is a factor in their hiring decisions. More than three-quarters are most interested in relevant work experience, but nearly 20 percent give candidates points for

any type of work experience. On the question of how the experience is gained, respondents were split.

"Slightly more than half of employers told us that they didn't have a preference on how the candidate gets experience, but nearly as many—47 percent—said they prefer candidates to gain their experience through an internship or cooperative education program," said Marilyn Mackes, NACE executive director.

In addition, results of a separate NACE study show that employers are placing more emphasis on internship and cooperative education programs to "grow" their own employ-

ees—looking first to their own interns when they have job opportunities.

"Not only does participation in an internship make the student a more attractive candidate, but also it can be an avenue to a job," Mackes said.

The [National Association of Colleges and Employers](#) (NACE) has been a source of information about the employment of college graduates since 1956. The organization monitors the job market for new college graduates throughout the academic year via a series of surveys and reports.

CAPIP Stats

Interns Hired

Undergraduate

Brandon Johnston

Robin A. Johnson

Kevin Boyd

Oklahoma State & Education Employees Group Insurance Board

Barbarie Wright

Department of Mental Health & Substance Abuse

Michael Palmer

Crystal Marshall
Office of State Finance

Executive Fellows

Kimberly Fuqua

Department of Rehabilitation Services

Tracey Meeuwssen

Lester J. Coriz
Department of Human Services

Genet Tessema

Oklahoma Employment Securities Commission

Lena Daniels

Oklahoma Health Care Authority

Agreement Ended

Ramona Tiger

Department of Rehabilitation Services

Andrew Hester

Oklahoma State & Education Employees Group Insurance Board

Hired as Permanent State Employees

Ben Palmer

Department of Labor

LeDene Alford

Oklahoma Health Care Authority

Brain Jepson

Jake Smith

Office of Personnel Management

Yohanes Sugeng

Oklahoma Water Resources Board

Sarah Barber

Department of Human Services

31 Executive Fellows and 10 Undergraduate students are currently employed by 16 different state agencies and attend the following universities:

University of Oklahoma

University of North Texas

Northwestern Oklahoma

State University

University of Central

Oklahoma

Oklahoma State University

University of Tulsa

Oklahoma City University

University of Arkansas

East Central University

Langston University

Excelsior College

Oklahoma State University-

Okmulgee

Currently the applicant pool of eligible interns includes 35 Executive Fellows and 50 Undergraduates.

Job Stress: Why We Really Have High Health Care Costs

by Gloria Dunn

A 40-year-old marketing executive, highly stressed from deadlines and problems at work, developed ulcers and saw his hair turn prematurely gray. One morning, he said, "I'm sick, not happy, getting old and not doing this anymore." He quit his job and sold his minimansion, BMW, plane and boat. He and his wife bought a Volkswagen camper and traveled across the U.S. looking for their next home. They eventually settled in York Beach, Maine, where he writes books and enjoys life. His hair has turned brown again. Allie, the top salesperson in her company, said she tried everything to get rid of her sleepless nights, stomach aches, and lower back pain. At one point, she was going to a hypnotherapist, a massage therapist, an acupuncturist, and a chiropractor all at the same time. It took a series of illnesses to alert Allie that the pressure from her job was ruinous to her health. Since she changed jobs, she has thrown out her bicarbonate soda, sleeps well, and no longer



needs an army of healthcare professionals to keep her well. What these two individuals had in common was stress that was destroying their health. Stress can be as debilitating as heart disease, cause as much time off from work as the common cold, and is more far-reaching than cancer. The leading source of stress for adults is their jobs. In 1992 the United Nations referred to job stress as "The Twentieth Century Disease." A few years later, the World Health Organization said it had become a "World Wide Epidemic." Needless to say, it has only gotten worse.

The workplace holds a plethora of anxiety-producers. Many are from poor management practices and unfriendly workplaces, where conflicts, a sense of powerlessness, and confusion are rampant. Other unpredictable sources are sudden job losses, relocations, losing co-workers to downsizings, or having multiple bosses in quick succession.

Stress caused by our current 24/7, doing-more-with-less work environment exacerbates these health problems causing burnout. According to the American Institute of Stress, from 75% to 90% of all visits to primary care physicians are for stress-related complaints as are more than half of the 550,000,000 workdays lost annually in the year 2000 because of absenteeism. Shenk also notes that a billion-dollar market for acid reducers has grown as a result all of the stress, strain, headaches and digestive problems. He sites tension, in fact, as one of our biggest growth industries. Two out of three visits to the family doctor are thought to be stress-related, and the three top-selling prescription drugs are for ulcers, depression, and hypertension.

If workplace stress was minimized, people would be happier and healthier, and employers would save billions of dollars on health insurance, Workman's Comp, and lawsuits. Going to the gym is great for exercise, but it won't eliminate the many underlying causes that produce stress.

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Carl Albert Public Internship Program

2101 N Lincoln Blvd
Suite B-22
Oklahoma City, OK 73105

Phone (405) 522-1737
Fax (405) 521-6308
www.ok.gov/opm



Office of Personnel Management
"Working for Oklahoma"

Someone said...

"To acquire knowledge, one must study but to acquire wisdom, one must observe."



Marilyn Vos Savant

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Reduce stress and related costs by creating an employee-friendly and well managed workplace. Start by making sure your managers and supervisors are trained in the skills they need to be the best bosses possible. Second, make sure your employees are trained to do their best job possible. Third, eliminate interpersonal dysfunction by establishing a culture that practices acceptance, good values, respect, ongoing learning, positive behaviors, and excellent communication skills. Fourth, encourage employees to have good

work relationships and team spirit. Fifth, show appreciation to employees for their intelligence and contributions.

Forming a healthy workplace culture requires thoughtful planning, skill development, and continuous reinforcement. An investment in developing your employees and a healthy work environment will significantly decrease stress, produce a happy and productive workforce, and increase your bottom line.

Gloria Dunn is a manage-

ment and organizational development consultant, and president of Wiser Ways to Work. She is the author of "From Making a Living to Having a Life", and also writes and speaks on management topics. She can be reached at 415-883-8239 or at gloria@wiserwaystowork.com or visit her website: www.wiserwaystowork.com.

Oscar B Jackson, Jr., IPMA-CP

Administrator and Cabinet Secretary for Human Resources & Administration

Denae Edwards, Editor

Carl Albert Public Internship Program Coordinator

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