

# FS Direct

Direct Communication to Foreign Service Employees and Family Members  
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## Click Your Way to FLO Resources

### FLO Homepage on the Internet

<http://www.state.gov/m/dghr/flo>

### FLO Homepage on the Intranet

<http://hrweb.hr.state.gov/pdr/hrweb/flo>

Email FLO – [flo@state.gov](mailto:flo@state.gov)



## EMPLOYMENT

**The Network** – Receive DC area job postings via email and find other job search resources on the FLO webpage.

### PIT Buyback Program Guidance and Instructions

<http://www.state.gov/m/dghr/flo/c21613.htm>



## INFORMATION & RESOURCES

### FLO Publications

<http://www.state.gov/m/dghr/flo/rsrscs/pubs/>



## FS FAMILY MEMBERS

**Job Seekers Network Group** supports the DC area job seeker.

Calendar- <http://www.state.gov/m/dghr/flo/c21565.htm>



## FS DIRECT SUBSCRIPTIONS

To subscribe, please use the following links:

**Internet:** <http://www.state.gov/m/dghr/flo/c9156.htm>

**Intranet:** <http://hrweb.hr.state.gov/pdr/hrweb/flo>

**Via AAFSW:** Visit the FLO area of the AAFSW web site at <http://www.aafsw.org> and click on FLO newsletters.

**FS Direct** <http://www.state.gov/m/dghr/flo/rsrscs/pubs/c5709.htm>

# Education and Youth

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## It's Transfer Time Again

*From FLO's Education and Youth Officer*



For those of us in the field of education the “year” is September to June. As we approach transfer time, it is important for parents to be thinking that way, too – even if your transfer date is 2008.

If you are returning to the US and your children will be entering public school make sure to **HAND CARRY** their school and health records including report cards, test scores and records of immunizations. If your child has an Individual Educational Plan (IEP) or psycho-educational evaluation, make sure to have that, too. New Federal legislation requires receiving school divisions to accept existing IEPs until they can do their own evaluation. School divisions require proof of residence in the division. Just owning property is not enough. You may have to present a home contract or deed, a lease and/or utility bills or other mail sent to a local address. Some divisions require a birth certificate, original Social Security card or other specific documentation. All public schools require proof of current immunizations.

If you are going to an overseas post **DO NOT** wait until you get to post to register your children in school. The burgeoning global economy has resulted in waiting lists at many international schools. Contact the CLO at your new post and the Office of Overseas Schools website to preview the educational options. Some posts have more than one good school. Contact the school directly to ask specific questions, check on space or register your child. If you have a problem, contact the Office of Overseas Schools Regional Education Officer or the FLO Education Officer.

If your transfer date is 2008 and you are considering bids on posts without adequate high schools, begin thinking about boarding schools **NOW**. You may want to visit schools while on R & R or home leave, and your children should plan to take the Secondary School Admission Test (SSAT) in the fall. Application deadlines are often February 1 or earlier. I am always happy to help you identify schools that are right for your child but when you are paneled in March or April of 2008, that is too late to begin looking for the right boarding school.

Have a wonderful and refreshing summer and do your homework for a smooth school transition.





## Award Winners

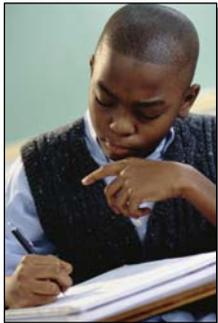
The Family Liaison Office and the Foreign Service Youth Foundation are proud to announce the winners of the Clements International Community Service Awards for 2007. The two first prizewinners will receive \$3000.00 bonds and all will be honored at a Youth Awards Ceremony in the Benjamin Franklin Room on July 10. We hope that the winners will also be recognized at their posts.

First-prize winners exemplified service to their communities. One founded The Red Nose Club, a service club that raised funds for children with disabilities and serious illnesses. In addition, he raised funds for shoes for children in a Romanian orphanage and personally delivered the shoes. He subsequently spent the summer volunteering in the orphanage. Another baked gourmet cakes in Cairo to raise money for Sudanese refugees and participated in numerous other volunteer efforts in the community.

Two others received Highly Commendable recognition for their efforts.

Congratulations to all of these impressive young people. Their spirit of community volunteerism represents the best of America.

## Globe Trotters' Non-Fiction Writing Contest for FS Middle Schoolers



Win \$25 and get published in the next edition of the Globe Trotters' Newsletter---and the special opportunity to get published on a website for Diplomats of the Future at [www.future.state.gov](http://www.future.state.gov)

Bring tears to our eyes, warmth to our hearts or leave us laughing and you could win!!

In 400 words or less, tell us the meaning of true home to you. Artwork may be included. Please email your entry to [newsletter@fsyf.org](mailto:newsletter@fsyf.org)

**Deadline June 30, 2007. Entries must include, name, age, mailing address, email and post. Open to ages 8th grade and under. If you would like, include a short biography for the Meet the Feet page in the Globe Trotters newsletter!!**



# Support Services

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## Taking Care of Parents from Overseas

*From FLO's Crisis Management and Support Officer*

On a recent trip to two European posts, several employees and family members approached me with questions and concerns regarding their aging parents. Should they bring them to post, whether or not they were on orders? What kind of travel and leave is available should they go home to take care of them or put them in assisted living? What resources were available and ...was there anything else they hadn't thought of?

### **BRINGING PARENTS TO POST**

Anyone considering taking an elder parent to live with them should first consider how the parent feels about being uprooted. Routines and familiar surroundings are very important at any age, but particularly so in old age.

**Will your parent be eligible to be placed on your orders?** If so, they will be entitled to benefits (travel, diplomatic immunity, APO or pouch privilege, housing space consideration, etc.); if not, you or they will have to pay for just about everything.

For a parent to be placed on orders, the employee must include the parent(s) in the new **OF -126 Residence and Dependency Report**, proving the employee has provided more than 51% of support for the previous six months. See Caring for Elderly Parents at <http://www.state.gov/m/dg/hr/flo/c23133.htm>.

**NOTE:** Elderly parents, regardless of their status, are not covered by the Foreign Service medical insurance program and Medicare does not cover expenses overseas (except in limited cases in Mexico and Canada), so acquiring separate medical and MedEvac insurance is essential. The post's Health Unit *may* be available to your parent on a fee basis, but this will depend on the post and authorization by the Ambassador. Generally, the Health Unit will provide a list of local health providers.

**Shipping some of your parent's possessions to post:** This isn't a problem if your parent is on your orders, but could be if you have a small shipping allowance.

**Will you or your family have sufficient time to spend with parent?** Are you a workaholic? Leaving a parent alone can cause loneliness, resulting in depression.

### **CARING FROM OVERSEAS**

FLO's Crisis Management and Support Officer, MED's Employee Consultation Service (ECS), and HR/ER are all available to help.

The clinical social workers in ECS have a lot of experience offering brief counseling and can help in coordinating an evaluation and assessment anywhere in the United States. They act as a liaison in providing services for the elderly. The employee or family member can make a personal appointment if in town or can call 202-663-1815 (there is no e-mail address for the office).

Information Quest <http://hrweb.hr.state.gov/prd/hrweb/flo/worklife/eldercare.html>, a contract resource purchased by the Department of State, is a free 24-hour counseling, education and referral service available to DOS employees. IQ counselors can help determine what services are needed and where they are available in the U.S. Their Website provides a huge range of information, including eldercare. DOS employees and family members may register for Information Quest at: <http://hrweb.hr.state.gov/prd/hrweb/flo/worklife/InformationQuest.html>.

LifeCare, IQ's parent company, markets similar programs under different names to a wide variety of U.S. Government agencies.

Should a parent be suffering from poor health the employee or family member should consider using Eldercare Emergency Visitation Travel (3 FAM 3740).

## **COMMUNICATING WITH ELDERLY PARENTS:**

It is often difficult to discuss the next stage of our parent's lives with them, as neither side feels comfortable with the role reversal. When proposing a major change to a parent, such as moving into assisted living or no longer driving, it helps to show you are listening carefully to the reasons for resisting, such as fear of a loss of privacy or independence; to acknowledge the parent's feelings; and involve him/her, if possible, in choosing a health aide or place.



## **LEGAL ISSUES**

According to a recent article in *The Washington Post*, institutions have a wide discretion to reject financial powers of attorney (POAs). It is important to note that standards for POAs vary from one state and institution to the next. The article suggests that in choosing a financial agent for a durable financial power of attorney it is critical that one selects someone who is detail-oriented and scrupulously honest, as he or she will work with no official oversight.

## **RESOURCES**

- FLO's paper "Caring for the Elderly"  
<http://www.state.gov/m/dg/hr/flo/c23133.htm> (Internet)

- September 2006 FLO-CLO Connection article on Eldercare  
<http://hrweb.hr.state.gov/prd/hrweb//flo/clo/FLOCLOSeptember2006.pdf>
- HR/ER's WorkLife Program offers:
  - "Department of State Eldercare Program"  
<http://hrweb.hr.state.gov/prd/hrweb/er/worklife/DependentCare/Eldercare/Eldercare.html> (Intranet)
  - Eldercare Emergency Visitation Travel (EVY)  
<http://hrweb.hr.state.gov/prd/hrweb/er/worklife/DependentCare/Eldercare/EldercareEVT.html> (Intranet)
  - EVT Frequently Asked Questions  
[http://hrweb.hr.state.gov/prd/hrweb/er/worklife/DependentCare/Eldercare/Eldercare\\_FAQs.html](http://hrweb.hr.state.gov/prd/hrweb/er/worklife/DependentCare/Eldercare/Eldercare_FAQs.html) (Intranet)



## Still Time to Honor Children of Unaccompanied Tours



Cable 044360 of April 4, 2007, gave April 20<sup>th</sup> as the deadline for parents who have served or are serving on an Unaccompanied Tour to nominate their children for recognition. However, FLO will happily continue to honor requests as they come in. If you know of anyone at post who has served on an Unaccompanied Tour at one of the high-risk posts (voluntary Separate Maintenance Allowance tours and evacuations do not count), please make sure they are aware that their children may receive a Medal and Certificate of Recognition, acknowledging their sacrifice in being separated from Mom or Dad (or both!) for a year. Thank you!

To further honor the families who have undergone an Unaccompanied Tour, all recipients of Medals and Certificates of Recognition and their parents/guardians are invited to attend the Youth Awards Ceremony on July 10, 2007, at 2pm, in the Ben Franklin Room at the Department of State. Following the ceremony and reception, a group photo will be taken of the children with the presiding dignitaries. Children are requested to wear their medals and carry their certificates. If you and your family would like to attend, please contact [FLOAskUT@state.gov](mailto:FLOAskUT@state.gov) for further information, questions, and entry procedures.



# Employment

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## FLO's Best Resources for Outside of the Mission Employment

*From FLO's Global Employment Initiative/SNAP Coordinator*

In today's economy, employment is one of the areas of key interest for Foreign Service family members. The Family Liaison Office (FLO) in Washington has tremendous family member employment resources, including information and contacts that we would like to share with you in upcoming *FS Direct* editions. With these valuable resources at your fingertips, you can benefit from top-level employment assistance at FLO and Post.

In this edition, we are focusing on outside-the-mission employment. If you are interested in working outside the mission, you should first find out whether the country where you are posted has a Bilateral Work Agreement (BWA) or De Facto Work Arrangement (DFWA) with the United States. BWAs and DFWAs make it *significantly* easier for family members to work on the local economy. You can find an updated list of the countries with which we have these agreements or arrangements on FLO's Internet website at the following address: <http://www.state.gov/m/dg/hr/flo/c21636.htm>

In 2002, the Family Liaison Office created the Strategic Networking Assistance Program (SNAP) to help Foreign Service family members with career development and identification of employment opportunities. This has evolved into the Global Employment Initiatives/SNAP program. GEI/SNAP establishes global partnerships with multinational corporations, organizations, and non-governmental organizations (NGOs) at the headquarters level to provide family members of US Government employees who are under Chief of Mission authority with the contacts necessary to develop and sustain their career ambitions while living abroad. Corporations that have partnered with the Department of State through GEI include: The Trade Roots Program of the U.S. Chambers of Commerce Manpower, The Clements Global Insurance Group, and The World Bank and the UN Global Employment Spousal Assistance (GESA) Program.

If you are at a GEI/SNAP post, you can work with your Global Employment Adviser (GEA) on your job search and your individualized professional development plan. The GEAs are experts on local employment issues and are recruited based on their high level of knowledge on employment in the host country. The GEA will work with you to provide employment assistance services tailored to your individual needs. If you are unsure whether your Post is a GEI/SNAP post, please check with your CLO. If you are at a non-GEI/SNAP post, contact your CLO who will provide you with information and resources to assist you in your job search efforts.

## Other Resources for Foreign Service family member employment are:

- **The Department of State no-cost partnership with Manpower Inc.:** Manpower is a worldwide human resources recruitment and placement agency. Through this partnership, family members can receive direct job placement assistance, including assistance with resumes and interviewing techniques at a Manpower office; Manpower representatives are located in 72 foreign countries and territories around the world. This partnership also provides family members with free access to thousands of online courses through Manpower's Global Learning Center, regardless of whether there is a Manpower office at their location.  
<http://www.state.gov/m/dghr/flo/c21630.htm>
- **FLO's Global Employment Connections (GEC):** A free quarterly newsletter written and edited by FLO. It includes information, resources, and job search strategies to help build a global career within a mobile lifestyle. The GEC features real-life success stories and employment advice from family members in the global workforce. <http://www.state.gov/m/dghr/flo/c21640.htm>
- **The Rat Race Rebellion (RRR):** An electronic newsletter written and edited by Staffcentrix, LLC. The RRR advertises virtual work or "telework" opportunities for family members of the Department of State and other US Government employees working overseas. Family members can telework from anywhere in the world, as long as they have a phone line and Internet access. The Rat Race Rebellion is distributed through The Network, which is one of FLO's electronic employment resources. If you are not already receiving The Network (and thereby the Rat Race Rebellion), email FLO's Employment and Training Adviser, at [FLOAskEmployment@state.gov](mailto:FLOAskEmployment@state.gov).
- **Going Global:** A company that provides country-specific career and employment information. The Family Liaison Office offers family members free access to Going Global's Country Career Guides and the Global Key Employer Directory <http://hrweb.hr.state.gov/prd/hrweb/flo/employment/goingglobal.html> (Intranet). The Going Global Country Career Guides contain more than 10,000 resources for finding employment at home and abroad. Each country featured contains insider tips and professional advice on such topics as employment trends, salary ranges, job search sources, networking groups, resume/CV writing guidelines, and work permit/visa regulations. The Global Key Employer Directory features more than 25,000 listings of the largest companies in the world, including 5,000 U.S. listings. The Directory specifically targets companies where professional opportunities are more likely to be available.
- *Very important!* **Your local American Chamber of Commerce** can provide you with an abundance of information about employment on the local economy. Many "AmChams" can also provide you with current job announcements, as well as contact information for local American businesses.  
<http://www.uschamber.com/international/directory/default>

In addition, if you are not at a GEI/SNAP post, please feel free to email us or give us a call. If you have questions, suggestions or comments on this initiative, please let us know at

[FLOAskEmployment@state.gov](mailto:FLOAskEmployment@state.gov). Good luck in your Job Search and Professional Development at Post!



## 2007 Cox Professional Development Fellowship Program Announcement

The Family Liaison Office has just completed the selection phase of the 2007 Cox Professional Development Fellowship program and congratulates the 66 recipients for their achievement in a very competitive process. We believe the final selections reflect a diverse and well-deserving group of our family members.

The fellowships, made possible by a \$100,000 grant from the Una Chapman Cox Foundation, provide professional development grants up to \$2,000 to family members who are not in a position to pursue their career path overseas. This is the third year of the pilot program.

This year's program received 163 applications – a 50% increase over the number of submissions last year. More details on the final selection will follow once all recipients are notified.



## Take Note

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### From OBC

A REMINDER: The **Foreign Service Assignment Notebook** is available on OBC's Internet site <http://www.state.gov/m/fsi/tc/c6954.htm>, along with other resources and materials. For elementary aged kids on the move, *Where in the World are you Going?* may also be downloaded from the Internet!



## TRANSITION CENTER COURSES

The **George P. Shultz National Foreign Affairs Training Center** offers training for *all* foreign affairs employees and adult family members. Classes are held at the Shultz

NFATC FSI at 4000 Arlington Blvd in Arlington, VA and fill quickly. The FSI course catalog is on the Department's OpenNet (<http://fsi.state.gov>).

The Transition Center's Schedule of Courses for May – September 2007 can be found at: [http://mmsweb.a.state.gov/asp/notices/dn\\_temp.asp?Notice\\_Id=7663](http://mmsweb.a.state.gov/asp/notices/dn_temp.asp?Notice_Id=7663) (Intranet)

## **Call for Nominations: AAFSW/Secretary of State Award and the Eleanor Dodson Tragen Award**

**The Eleanor Dodson Tragen Award for Spouses and Members of Household** - The Eleanor Dodson Tragen award recognizes a spouse who has effectively advocated for spouses' rights and benefits, as did the late Mrs. Tragen. The award is funded by the income from a gift to the Dacor Bacon House Foundation from retired FSO Irving Tragen, her husband. The recipient will be chosen for his/her efforts to enhance the global rights of and benefits provided to Foreign Service spouses, efforts that have demonstrably improved spouse welfare. Nominees must agree to be present at the awards ceremony if selected. The winner will receive a cash award of \$2,000.

Tragen Award nominations must be received by DGHR/FLO, 2201 C Street NW, Room 1239, Washington, DC 20520 or via email as a word document to [flo@state.gov](mailto:flo@state.gov) no later than October 5, 2007.

**AAFSW/Secretary of State's Award for Outstanding Volunteer Activities (SOSA)** – The AAFSW/Secretary of State's Award for Outstanding Volunteerism Abroad, now commonly called the SOSA Awards, were established by Secretary of State James Baker and his wife in 1990. Contributions from the Green Family Foundation have been included since 2005. The award fund now includes contributions from a variety of sources. A recipient is chosen from each regional bureau for their volunteer achievement. Winners will receive a cash award of \$2,500 in addition to a certificate signed by the Secretary of State and a pin commemorating the event. Winning bureaus will pay travel to Washington.

SOSA Nominations for the SOSA Awards should be sent to the AAFSW office, 5555 Columbia Pike, Suite 208, Arlington, VA 22204-3117, by email to [office@aafsw.org](mailto:office@aafsw.org) or by fax to 703-820-5421 no later than October 5, 2007.

For further information about the awards, please refer to the information on our website under Highlights: <http://www.state.gov/m/dghr/flo>

Both AAFSW and the DACOR Foundation are charitable 501c3 organizations and can receive tax-free donations to further their work. Checks can be sent either to AAFSW or DACOR BACON Foundation. Contributions should mention SOSA or Tragen AWARD. Nomination questions can be answered by contacting DACOR, [AAFSW](#) or FLO.

# Exams Offer College Credit for Current Knowledge

Are you or your child planning to start a degree program once you return home? Now you can get a jump on that degree, saving time and money, by taking CLEP or DSST exams at an in-country AMIDEAST office.



Over 2,900 accredited colleges and universities in the United States will recognize success on CLEP and/or DSST exams as equivalent to undergraduate course work. Some will grant as much as a full year of credit for success on these examinations.

AMIDEAST recently concluded an agreement with Thomson Prometric, developer of the DSST, adding the DSST program's thirty-seven exams to the thirty-five exams developed through the College Board's CLEP program and already offered at AMIDEAST offices.

Not only typical academic subjects such as English literature and Precalculus but also skill areas practiced daily by many working adults, such as Personal Finance and Principles of Supervision, are included in the roster of tests available.

Whether your knowledge comes from advanced high school classes, work experience, professional training, distance education, or other types of learning inside or outside the classroom, now you have the opportunity to show what you know. CLEP and DSST allow you to earn academic credit quickly and at a fraction of the cost of tuition fees.

For more information on DSST and CLEP, please contact AMIDEAST at [testing@amideast.org](mailto:testing@amideast.org) or visit your local AMIDEAST office.

