

**IAWP
SACRAMENTO
CHAPTER**

**SPECIAL
POINTS OF IN-
TEREST:**

- Softball and EDD
- Book Reviews
- Interview Techniques Workshop
- Retiree Events
- Jobs for Veterans
- Windmill Training
- Used Book Donations Needed
- New Members

**INSIDE THIS
ISSUE:**

- In the Office** 2
- Letter From the President** 3
- IAWP Events** 4
- Retiree's Corner** 5
- Membership** 7
- Legislative** 8
- Veteran's Corner** 9
- Reader Reviews** 12

CAPITAL IDEAS

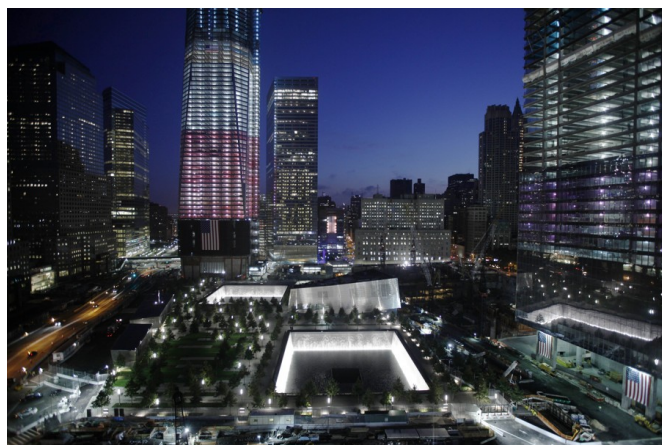
VOLUME 28, ISSUE 3

SEPTEMBER 2011

9/11- TEN YEARS LATER

By Johnnie Brannon — Employment Program Rep

On the 10th anniversary of the September 11th attacks, One World Trade Center overlooks the Memorial Pools at the site of Ground Zero. The pools serve as footprints to where the Twin Towers once stood. The 9/11 Memorial will be dedicated on the 10th anniversary of the September 11, 2001 terrorist attacks. Advance visitor passes to the 9/11 Memorial are required. Visitors must reserve advance passes for a specific date and time. 9/11 Memorial officials say the site's capacity is 1,500 and that they expect 4 million visitors in the first year.



Ground Zero is now The 9/11 Memorial located in Memorial Plaza whose centerpiece is two sunken pools ringed by bronze plaques. The bronze plates carry the names of the 2,977 people killed in the terrorist attacks in New York, at the Pentagon and in Pennsylvania, plus the names of the six who died in the bombing of the trade center in 1993. The letters have been cut all the way through the metal, with empty space beneath them.

The memorial takes visitors on a kind of journey. First they walk through a promenade of more than 200 white oak trees. Then, like hikers coming upon a canyon, they arrive at two 30-foot-deep pits on the exact spots where the World Trade Center's twin towers stood. Water cascades into the two voids, evoking the dust cloud that accompanied the towers' fall. The memorial officially opened to the public Monday September 12th 2011.



EDD Softball Matchup:

Where we work hard and play hard

On a warm evening in September a curious thing happened. Team work and camaraderie grew from individual strangers and changed coworkers into friends soon to be long time friends. When the Sacramento PAC 025 and buddy office Sacramento PCC 024 challenged one another to a friendly game of softball they had no idea that it would lead too.



The first game was held in July and a second was played in September. Each team has one win each and eager for the next match-up. Everyone and their families had a wonderful time spending the day cheering on their teams and enjoying a BBQ potluck. We look forward to the winter weather with whispers of bowling matches.

By: Dee Dee Munson - Employment Program Rep

New Addition! - Social Media Coordinator

Melanie Bender
Social Media Coordinator

As the first official Social Media Coordinator I have an awesome responsibility to bring IAWP into the spotlight. We have a tremendous opportunity to be recognized as a leader in workforce innovations.

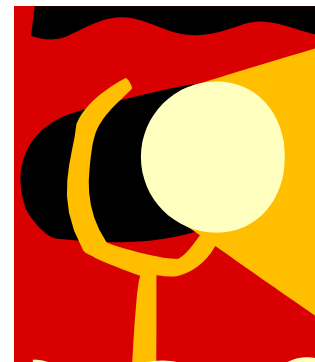
Growing our popularity by strengthening our profile and media presence will help us grow in members and followers allowing us to be a very effective organization. Facebook, Twitter, and similar sites offer far reaching high exposure as well as interactive participation. I will be learning the different ways we can socially network and keeping track of our media profile.

I need any and all of your input, ideas, comments, critiques, suggestions, pointers, reminders, and anything else you think I should know.

Honored to be a part of IAWP and especially excited to be the Social MC.

Thank you,

Melanie Bender



Dear Sacramento Chapter members,

Like many of you, I spent the beginning of this month reflecting on all of the touching memories of September 11, 2001. I can hardly believe that after 10 years it is difficult to watch the events that happened on that historical day. The mere thought of it breaks my heart. I hope that each of you remember the first responders tremendous sacrifices. It is one of the reasons why our nation remains strong.

Do not waste a second to tell those you love why you love them and how very important they are to you.

New this month:

I want to welcome one of our newest IAWP members who stepped up to the challenge of creating Sacramento's Social Network; Chair Melanie Bender from UI Special Claims office. Become a friend of IAWP on Facebook and say hello to Melanie and don't forget to let her know what is on your mind.

I hope that you are interested in becoming more involved because we are still looking for people to join the education team. They are responsible for all the insightful training that goes on each month. Education Chair, Ashley Phillips is eager to bring on a couple more energetic people that are ready to learn to put on these great events.

It is official! The moment you have all been waiting for, the Sacramento Career Opportunity Forum is available for viewing in you office. Please request that your IAWP representative host a lunch time viewing. You need is a room with a DVD player and the ability to play it on a computer onto a screen. Email Melissa.Williams@edd.ca.gov and ask to borrow any of the six DVD's from the Sacramento forum.



Deputy Director's Panel
Statement of Qualifications Tips
Applications Tips

Understanding Minimum Qualifications
Upward Mobility it is for Every One
Manager and Supervisor Training

Our events are becoming very popular. I encourage you to sign up as soon as you see the announcement. We will have the Interview Technique Workshop and a couple of dinner meetings in the next couple of months.

In October Esther Yeung of the Workforce Services Branch will share Windmill training. This will help us in our daily life to more comfortably communicate with people with disabilities.

November 16, 2011 we will celebrate our Veterans with guest speaker Undersecretary of Operations, Lawrence D. Gonzales. Also in November, we will collect socks for our veterans along with all that little soap and shampoo you get from hotel visits. See you at the interview workshop. It is one not to be missed. If you get interviews and no job offers come your way, see if you can pick up tips to land that next interview.

Also, come out and celebrate the holidays in December with our very popular Christmas party. Join IWAP as we learn and mingle with one another.

Here is to all of our success at being the I in IAWP.

Best wishes always,

Veronica Champayne

Career Development Series: Interview Techniques



The third workshop in the Career Development Series “Interview Techniques” will be held on Saturday, September 24, 2011 from 10AM-1PM at the Mark Sanders Career Center. Brett Braidman, Policy Analyst Workforce Services Division Policy Unit, will share tips he has learned from conducting countless interviews for the department. There will also be a mock interview portion where participants can practice and improve their interview skills with managers. The interview is just as critical as your application and statement of qualifications. This will be a great opportunity to help you get to the next step in your career. Please RSVP to Deborah Wilson DWilson1@edd.ca.gov. Cost will be \$5 for non IAWP members and free for IAWP members.

Statement of Qualifications ~ a Smashing Success

By: Brigitte Williams
DI Branch

If you missed this informative workshop, you missed a chance to prepare for advancement in your career with EDD. We learned what it takes to showcase your knowledge, skills, and abilities to enable you to land that next job.

The valuable information that was shared with forty EDD attendees could not have been gleaned from any other source. When I say source, I am referring to the workshop facilitator, Shirley Pertle, Chief of Staff, EDD Northern Division. Shirley provided a wealth of knowledge that could only be obtained by experience. Having reviewed hundreds of Statements of Qualifications, she was qualified to teach us what works and what doesn't. Language, formatting, presentation, and content to match the job description are a few of the key points discussed.

A well put together SOQ could you land you the next promotional or lateral transfer that you seek.

Opportunities to prepare for advancement are still coming! Watch for the upcoming Workshops, to include: Interviewing Skills, Understanding State Retirement, Presentations, Outlook, and more.



Upcoming Event: Windmills Training October 6th

You are about to open a door and notice that the person next to you is blind. Do you:

- A: Open the door for yourself and walk into the room
- B: Hold the door open for the other person to enter first
- C: Ask the other person if he or she would like you to open the door
- D: Wish you had attended Disability Training to know what to do in this situation

Many people are unaware of Disability issues, such as etiquette, accommodations and employment, to name a few. Join us for WINDMILLS TRAINING, the comprehensive interactive training program developed to build awareness relating to Disability issues.

Esther Yeung will be our featured guest speaker and has been with the Employment Development Department, Workforce Services Branch for almost one year. She began as the Lead Analyst/Trainer in the Governor's Committee Unit which focuses on expanding employment opportunities for people with disabilities and recently moved to the Field Support Unit as a Budget Analyst. Prior to EDD, Ms. Yeung worked in Education for over 10 years, first as a 4th grade teacher in Sacramento and then as a Counselor at California State University, Sacramento. Ms. Yeung has a passion for teaching and learning and enjoys being able to share valuable information to others in order to make a difference.

Date: Thursday, October 6, 2011

Time: 5:30pm-7:30pm

Location: Mark Sanders Career Center

2901 50th Street

Sacramento, CA 95817

RSVP to Ashley Phillips at aphillip@delpaso.seta.net or (916)263-1751.

RETIREE'S CORNER

Hello IAWP Retirees!

The new Sacramento Chapter President and editor have gone high tech; your newsletter is online. With that said I know several members are not on the internet and the retirees' board will send letters out asking you to come out and spend time with each other and meet the new President and her board members. We want to see you and find out what's going on in your life (only what you would like to share) and get your input on things you might like to participate in. The retirees' board members are looking at both fun things and work things to do in the next quarter, (October – December 2011).

A day trip to the city is being considered or even a run to Apple Hill. As retiree's what are your thoughts? What do you want to do and what are you looking for? If you're interested in reacquainting yourself with members, email the Retirees' Corner in the chapters' newsletter or send your letters to:



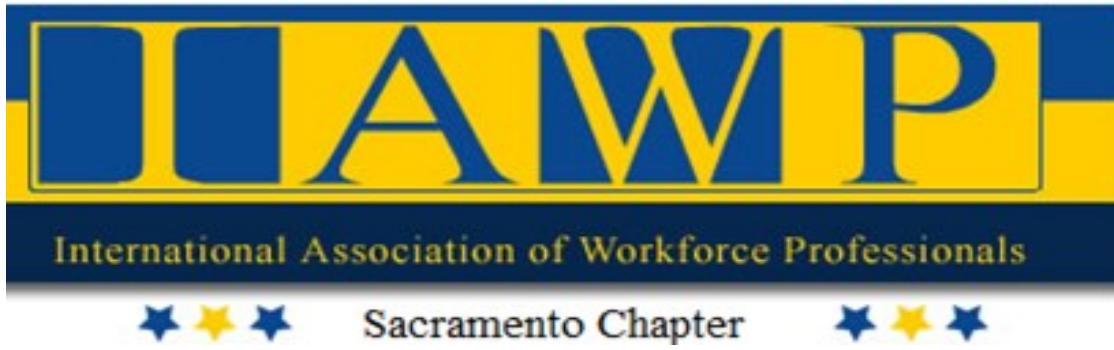
By: Paula Snipes
Retiree Chair

Sacramento Chapter IAWP/Retirees

Attn: Paula Snipes

2901 50th Street

Sacramento, Ca 95817



Help
Sacramento IAWP
Collect greeting cards for



The children at the St. Jude Ranch use the donations to make new greeting cards, that are available for sale on their website.



Cards for all occasions are accepted!

Please remove the back of the greeting card
and make sure they are free of markings.

**Cards from Hallmark, Disney, or American Greeting
are not accepted.**

This is an ongoing community service event.

DONATIONS ACCEPTED AT ALL IAWP ACTIVITIES

Or

Contact Veronica Champayne (916) 247-1049

For more information on the St. Jude's Card for Kids Program, visit

www.stjudesranch.org/help_card.php

Welcome our newest Sacramento Chapter Members:

Terri Austin
Natalie Paus-Tafoya

Chen Tong Wei
Marie Estela Gomez

Marissa Lefevre
Dennis Perez

Join the Race.....

.....and recruit new IAWP members now!

Top prize is \$75 just by signing up new members. Once you receive the application from the new applicant, mail the application to me, and I will keep a running tally of the new members you recruit. Easy as that!

Second place winner will be awarded \$50 and third place will be awarded \$25. So come on and join the race!

Please note: You must recruit at least 3 new members to qualify for any prizes. New members must sign up between July 1, 2011 and Dec 31, 2011. Please mail applications to me at:

Martha Escobedo
Sacramento Chapter Membership Chair
2901 50th St.
Sacramento, CA 95817

You can also contact me for any questions by phone at (916) 227-0377

Why Join IAWP?

As you step into the career field of workforce services, we invite you to join the International Association of Workforce Professional (IAWP), the only organization recognized by the State of California as the professional association qualified to provide the resources that will enhance your skills. California contributes \$50 a year to IAWP for your dues after you join so your only cost is \$3.33 a month which can be deducted from your paycheck. Some of the benefits are:

- ◆ Dinner meetings and seminars are provided by local chapters on motivational and educational topics. These meetings provide an opportunity to network with peers from other branches and get to know EDD executive staff and administrators.
- ◆ Volunteers plan and organize one day seminars on various topics.
 - * EDD allows one day of administrative leave per year to attend these seminars based on management approval.
- ◆ Chapter sponsored training classes on such topics as computer skills or assistance with promotional exam process which can include "mock interviews", etc. **All free to members.**
- ◆ After one year as a member, you are **eligible for scholarships** from the California and International Chapter.
 - * Up to \$400 might be reimbursed for qualifying classes.
- ◆ Award programs to recognize superior employee accomplishments.
- ◆ Volunteering as an officer or committee chair develops and demonstrates leadership skills. It looks good on your resume and IDP.

Sacramento is one of 16 chapters statewide; **we hope you will join IAWP we are 11,000 members strong.** Offering many career benefits. Open yourself to new opportunities by completing and signing the membership form. It's the **best** investment you can make in your future.

California Legislative News

By Camille McCuiston
Staff Services Analyst
Workforce Services Division

The **Legislative Analyst's Office (LAO)**, located in [Sacramento, California](#), has been providing fiscal and policy advice to the [California Legislature](#) for more than 65 years. It is known for its fiscal and programmatic expertise and nonpartisan analysis of the state budget.

The LAO is overseen by the Joint Legislative Budget Committee (JLBC), a 16-member bipartisan committee. The analytical staff is divided into ten subject areas: Criminal Justice; State and Local Finance; K-12 Education; Higher Education; Health; Local Government; Resources and Environmental Protection; Social Services; State Administration; and Transportation, Business, and Housing.

Historically, one of the most important responsibilities of the LAO has been to analyze the annual Governor's budget and publish a detailed review at the end of February. This analysis of the budget bill includes individual department reviews and recommendations for legislative action.

A companion document provides an overview of the state's fiscal picture and identifies some of the major policy issues confronting the Legislature. Staff of the office work with these committees throughout the budget process and provide public testimony on the office's recommendations.

For more information, visit LAO's website at <http://www.lao.ca.gov/laoapp/main.aspx>.

Visit IAWP's legislative website at <http://iapes-ca.org/legislative.html> to keep up with recent news and to view instructions on how to write your legislator.



HIRING FOR VETERANS

Provided By: Joe Carlotti
Veterans Chair

Article from military.com



The [federal government](#) recognizes the enormous contributions of men and women who have served their country in uniform. As a veteran of the armed services, you may have an advantage when seeking employment with the federal government. By law, disabled veterans or veterans who served on active duty during specified time periods or in military campaigns are entitled to preference over non-veterans both in hiring and retention during reductions in the workforce.

To be entitled to preference, a veteran must have received an honorable or general discharge. Military retirees at or above the rank of major or equivalent are not entitled to preference unless they qualify as disabled veterans. Guard and Reserve active duty for training purposes does not qualify for preference.

There are three steps to the federal hiring process:

- ◆ Applicants must first submit a resume or other information requested in a federal vacancy announcement -- a document that describes the job opening and contains specific application instructions. Those instructions will also ask you to submit information about your military service, if any, to determine if you are eligible for veterans' preference.
- ◆ Applicants are then evaluated based on their qualifications for the position and typically assigned a numerical score based on the information they have provided or based on an examination relevant to the job. Eligible veterans have either five or 10 points added to their scores.
- ◆ Depending on the process the hiring agency is using, applicants are typically considered through one of two methods:
 1. Applicants may be listed in numerical rank order based on their scores, and the selecting official may choose from the top three candidates, although a non-veteran may not be selected over a veteran with a higher ranking.
 2. The applicants are divided into two or three categories based on their scores with "best qualified" being the highest category. A veteran must receive first consideration for hiring over any non-veterans in the same category. Qualified veterans with a compensable service-connected disability of 10 percent or more are automatically placed in the highest quality category.

**CALLING
ALL
WRITERS**

Interested in
writing for
Capital Ideas?

Contact editor
Johnnie Brannon

[johnnie.brannon](mailto:johnnie.brannon@edd.ca.gov)
[@edd.ca.gov](mailto:johnnie.brannon@edd.ca.gov)
or
(916) 464-3368

"Always Shoot for the moon. Even if you miss you'll land among the stars." - Les Brown

HIRING FOR VETERANS



Types of Preference

Five points are added to the score of veterans who served:

Between Dec. 7, 1941, and July 1, 1955.

For more than 180 consecutive days at any point between Jan. 31, 1955, and Oct. 15, 1976.

During the Gulf War from Aug. 2, 1990, through Jan. 2, 1992.

In a campaign or expedition for which a campaign medal has been authorized, including El Salvador, Grenada, Haiti, Lebanon, Panama, Somalia, Southwest Asia and Bosnia.

Ten points are added to the score of:

Veterans who served any time and who have a disability connected to their military service or are receiving compensation, disability retirement benefits or pension from the military or Department of Veterans Affairs. Veterans who received a Purple Heart qualify as disabled veterans.

Unmarried spouses of certain deceased veterans and spouses of veterans unable to work because of a service-connected disability.

Mothers of veterans who died in service or who are permanently and totally disabled.

The Office of Personnel Management, the federal government's HR department, has additional information about [veterans' preference](#) in hiring for federal jobs.

2011/2012 Calendar

July 1 st	Membership Drive Begins	October 24 th	Beginning of Stuff Animal Drive
August 20 th	Career Development Series: Statement of Qualifications	October 28 th	Articles Due for November Newsletter
August 30 th	Board Meeting: Mark Sanders Career Center	November 1 st	Award nominations due to Jan Thompkins
September 9 th	Articles Due for Sept Newsletter	November 5 th	Career Development Series: Retirement Workshop
September 24 th	Career Development Series: Interview Techniques	November 8 th	Election Day
September 27 th	Board Meeting: Mark Sanders Career Center	November 16 th	Veteran's Dinner
October 6 th	Dinner Meeting: Windmills	December 9 th	IAWP Christmas Dinner

**** Dates are tentative and subject to change ****

My Little Johnnie

My little Johnnie went off to war,
 He left as so many had done before,
 He fought to keep his country free,
 But my little Johnnie is not coming home any more,
 My little Johnnie is not coming home to me.

They say he fought to the bitter end,
 He fought for the rights of all women and men,
 He fought to keep his country free,
 But my little Johnnie is not coming home any more,
 My little Johnnie is not coming home to me.

I still hear his footsteps as evermore,
 I can hear him running through the door,
 Yelling Hi Mom, I'm home you see,
 But my little Johnnie is not coming home any more,
 My little Johnnie is not coming home to me.

So, Goodbye my Little Johnnie,
 And from up on high,
 Oh how I hope you can see,
 How much I pray everyday,
 You were coming home to me.

Author: Joseph Carlotti

AWARDS!!

AWARDS!!

AWARDS!!

Many people deserve them and our award program is just that venue. Submit your award nomination no later than November 1st to Jan Thompkins or Elizabeth tanner. Contact them at Jan.Thompkins@edd.ca.gov and Elizabeth.tanner@edd.ca.gov they can get you all the information to write up a nomination.

Contact them Today!

Used Professional Books

WANTED!!!

BOOK DONATIONS FOR IAWP

Do you own a book that gave you an edge?

Are you ready to pass it on to benefit someone else?

Books that target job skills or career development Contact: sharon.garlick@edd.ca.gov

Reader Reviews

BOOK REVIEW: Our Iceberg Is Melting

St. Martin Press

By: Ellen Greer

Our Iceberg is Melting is written by John Kotter who is the Chief Innovation Officer of Kotter International and a Kosonuke Matsuhita Professor of Leadership Emeritus at Harvard Business School. His co-author, Holger Rathgeber, is Vice President of Human Resources in Western Europe for Becton Dickinson, one of the world's leading medical technology companies.

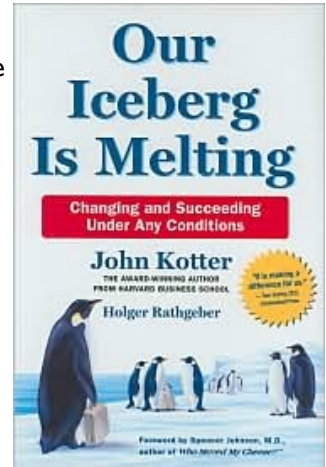
The book captures your attention immediately as the story follows a colony of penguins while they discover the very core of their existence is eroding – the melting of their iceberg. As one penguin, Fred, makes the terrible discovery, he tries desperately to convince his supervisor, Alice, and the leader of the colony, Louis, that their demise is sure to happen unless they take immediate action. Enter NoNo, the weather forecaster who is infamous for taking exception to any opinion that was not his own. NoNo sets out to place obstacles in the way of progress whenever he can.

You may recognize those with whom you work, or even yourself, while reading the book.

There are those people resistant to change, those that are eager to change, and those that are somewhat reluctant. The story is told in a compelling way that makes you want to find out how the plight of the penguins is resolved.

This illustrated book is easy and enjoyable to read. It can be read in just a few hours. The concepts of change management are often seen as being very complex, but these authors manage to simplify the components of change management. Using the plight of this colony of penguins, the authors demonstrate how their eight step process facilitates change. The process takes you from creating a sense of urgency – to help others see the need for change; to creating a new culture while ensuring you are able to hold onto new ways of behaving.

It is definitely a must read.



BOOK REVIEW: Become the Person You Dream of Being



By: Brigitte Williams
DI Branch

I've been an IAWP member since 2002 and attended my first SOQ workshop in August. The workshop was very informative and helpful. I met another member there who I exchanged email addresses with. She shared a book with me which helped her in her endeavor to improve herself. Become the Person You Dream of Being by Wes Beavis, offers encouragement that can be applied to every day life as well as key words that we can use to enhance our application, resume or SOQ. I highly recommend this book and would like to leave you with a few teaser quotes:

“The best is yet to come.”

“Have you noticed that when you come back to reality, the dream leaves you with a gnawing feeling that there is a greater you longing to emerge? Therein lays the power of the dream. It beckons you to consider becoming someone greater. If you have a dream, you are poised for greatness. For when drenched by your dreams, your dormant seeds of greatness will start to grow.”

“When you take any step to help release your potential, you are actively involved in releasing the greater you.”



International Association of Workforce Professionals

Presorted Standard
U.S. Postage Paid
Roseville, CA
Permit #211

Sacramento Chapter

1855 Christian Valley Rd.
Auburn, CA 95602-8854

IAWP WEBSITE

The Capitol Ideas Newsletter is ONLINE. Visit the I.A.W.P. California Web Site (www.iapes-ca.org). Then click on members page. The website is an information sharing system, a means of communicating information to all our members. Each page has information all members can refer to, including links to documents that they can print and use, including the Bybee grant application form, and the IAWP

2011/2012 Board

President: Veronica Champayne Work: 916.657.0210	vchampay@edd.ca.gov Cell: 916.247.1049	Editor: Johnnie Brannon Work: 916.464.3368	johnnie.brannon@edd.ca.gov
Vice President: Ada Colangelo Work: 916.464.3352	ada.colangelo@edd.ca.gov	Education: Ashley Phillips Work: 916.263.3872	aphillips@delpaso.seta.net
2nd VP: Sonya Smith Work: 916.574.2435	sonya.smith@edd.ca.gov	Veterans Chair: Joe Carlotti Work: 916.227.0313	joseph.carlotti@edd.ca.gov
Treasurer: Eva Rios Work: 916.227.1337	eva.rios@edd.ca.gov	Legislative: Camille McCuiston Work: 916.653.5294	camille.mccuiston@edd.ca.gov
Membership: Martha Escobedo Work: 916.227.0377	martha.escobedo@edd.ca.gov	District Chair: Pattie Espinosa Work: 916.227.0318	pattie.espinosa@edd.ca.gov
Ways and Means: Vie Upton	upton123@yahoo.com	Internet Comm: MeShan Rachel Work: 916.574.2474	meshan.rachel@edd.ca.gov
Awards: Jan Thompkins Home: 916.424.5959	brattooyou@yahoo.com Cell: 916.591.2445	Retiree Chair: Paula Snipes	paula.snipes@edd.ca.gov