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Cal-Liope

The MUSE with the NEWS

Chapter/International Association of Workforce Professionals

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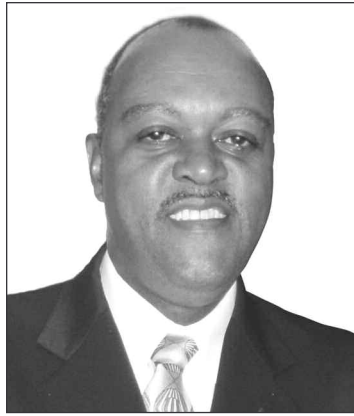
State President's MESSAGE

The International Association of Workforce Professionals Board of Directors started the year off with showing accountability. We had two days of training, planning, and preparing for the coming administrative year. The first day was filled with training as follows:

August 20, 2010

Training	Trainers
State Chapter Officers	James Thomas, President
State Chapter Committee Chairs	Val Moeller
New Local Chapter Presidents	Nan Bowman
Local Chapter Treasurers	Robert Woodford
Board of Directors	Robert Claudio Annie Taamilo
State Convention Planning Committee	Fred Ruibal Ray Cabrera

We continued our planning at the Board of Directors meeting held on August 21, 2010. The Board had time to discuss the training, and we had nothing but positive responses from everyone. The Board of Directors made plans and decisions with our membership in mind. IAWP is on the road to providing the best year for our organization. We have prepared an outstanding training and educational program. We are engaging managers and members to become active in all aspects of IAWP. We want to develop new



leaders for today and tomorrow. IAWP also is concerned with individual development. A plan has been put into motion to increase membership and maintain our current members. We want to invite IAWP non members to attend our functions and see what IAWP has to offer. Our website and the International website provide additional information about IAWP. We encourage anyone to visit our websites and ask questions. Keep your eyes and ears open for upcoming events, and you are always invited to join us. You can also keep up with IAWP through the Cal-Liope that gives detailed information on events happening locally and internationally.

Share your leadership abilities by becoming an active part of IAWP. We will continue to improve and to become the best organization in California for workforce professionals.

Inventing Your Life: "Think Of the Possibilities"

BY ROB CLAUDIO

My favorite time of year is that of the Fall season. I enjoy looking at the leaves turn into vibrant colors, the smell in the morning of the cold nippy air and the chilly evenings that cools the sky and brightens up the stars. I always like to think that with different seasons, there comes a new perspective. We grow older with each season and hopefully a bit wiser as we learn from what has transpired in our lives before. I always

think of the possibilities of what a season brings to my life. Sometimes those seasons are met with some test of my will and other times, the seasons bring me a much desired new beginning. I have noticed over the years that those around me with negative thinking I tend to slowly filter out of my life. Frankly, I find myself not having the time or patience for them anymore. Maybe it is age and it is part of the wisdom that comes with it. For those people

2010 California Chapter Awards Program Seeks Nominations

We are all busy every day of our working lives, and more! You know a fellow employee who is doing an outstanding job at the office, in their community or for the association (including yourself), yet we forget sometimes to take the time to acknowledge them. Each year at the International Association of Workforce Professionals (IAWP) Annual Statewide Conference the association recognizes the outstanding contributions of our members as well as non-members who contribute to the improvement of workforce programs. The California Chapter State Conference will be held in April 2011 in Fresno. The state winners are submitted to the International association and winners for the International Awards are selected from the state nominations. The nominations that begin the process require the participation of many members who recognize the

excellent work of their co-workers and nominate them for their efforts. One of the most exciting and rewarding experiences for anyone is to have their peers, co-workers, managers, associates and friends take the time and make the effort to honor them with a nomination for an award. ANYONE can write a nomination.

Everyone knows someone who is making a difference in the work place or in the community and should be recognized for making that difference. It is relatively easy to nominate that special individual for an IAWP California Chapter Award. Write what they have done during the calendar year 2010 that makes them special. Jot those ideas down NOW. If you need assistance ask your local Chapter President, your District Director or call or e-mail Mary Archer, Awards Chairperson, at 510-622-1186 or Marcher@edd.ca.gov.

Please refer to the California website at www.iapes-ca.org and the International website at www.iawponline.org for specific award nomination guidelines and scoring information.

Please take this opportunity to recognize the excellent work that is done every day. The Awards Categories and Criteria and the Nomination Format requirements are included in this issue of the *Cal-Liope*. Go to the International website at www.iawponline.org, print and complete the appropriate Nomination Form. Awards at the May 2011 Statewide Conference will be based on accomplishments achieved in the calendar year 2010. All nominations must be postmarked by January 12, 2011.

Most importantly, be sure to request your time off now for the conference, so you can see your award presented to the individual or group you nominated.

See you in Fresno in 2011!

Becoming a President Training Offered

BY FLOYD KNAPP, PRESIDENT SILICON VALLEY CHAPTER

How can I describe my excitement upon arriving at the New Presidents' training in Anaheim? I would have to say, nothing short of exhilarating! After a thankfully uneventful flight to Orange County and a short taxi ride to the Lincoln Ave EDD office, I practically leaped out of the cab to greet the other IAWP

members. People slowly trickled in and we made our way upstairs to the conference room. There was a short pause in my excited state as others settled in and greeted one another. I did not know anyone. Soon the state President arrived, a welcome familiar face and things began to resemble an IAWP meeting as I have known in Silicon Valley. James took charge and I was ready for this ride up to the stars. I am once again excited to be here and be a part of helping members achieve the success that they are looking for in their respective careers.

Following the call to order and other parliamentary procedures, the first speaker asked the members to do as we ask our customers at the UI offices, read your handbook. We find out our duties and responsibilities as a chapter president, which is presented in an easy and understandable way. This is a big relief for the new guy on the block; it is not rocket science after all. Many of my questions of how to fulfill this position are answered in short order and a few others spring to life.

Members from Orange Empire and Fresno were inspirational in their leadership and contributions to the organization. Ideas on a news letter and classes offered at the local chapter level are ideas that all other

chapters can benefit from and implementation for the Silicon Valley Chapter was my plan when I returned home. I was so impressed that I felt their ideas were what I needed to share with our members back home and inspire them to bring equally impressive ideas to the next meetings. I am feeling like part of an organization that lives up to the reputation, helping others achieve their goals and doing it in a fun and professional way.

I spoke with the treasurer of our chapter, Terrence, who flew down for training for new treasurers and he felt as excited to be there as I did. With but half a day of meetings under our belt, we both felt we were in a better space to serve the members of our chapters, packed with a little knowledge and lots of enthusiasm. I was eager for more and the afternoon delivered as anticipated. By the end of the day my mind was spinning with new ideas and everyone at the meeting was a new friend.

This experience may be in fact a once in a lifetime event but hopefully a reoccurring event that delivers the same impact time and time again. I believe the latter is true since the members are so dynamic and inspirational that I can go away from each meeting feeling I have accomplished something meaningful with some of the best people and leaders in California.

Calendar of Events

October, 2010	Disability Awareness Month
October 22, 2010	District XV Conference Crowne Plaza Hotel, Los Angeles, CA
October 23 - 24, 2010	Board of Directors Meeting Crowne Plaza Hotel, Los Angeles, CA
November 2, 2010	State and Federal Election Day
November 15, 2010	Cal-Liope Deadline
November 25, 2010	Thanksgiving Day

See *Inventing* on page 8



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Retiree Corner

BY AUDREY BAKER
STATE RETIREE CHAIRPERSON

An Open Letter to Long Time, Recent, and Soon-To-Be-Retirees:

Dear Retiree,

The California Chapter of IAWP has long recognized and appreciated the exceptional knowledge and abilities that retirees bring to and share with our members.

To our many retirees that continue to renew their membership and support our local Chapters THANK YOU for your continuing service and dedication to our efforts.

Each local Chapter, their officers and members continue to need your help as a mentor and volunteer to assist in meeting their continuing efforts to train and to make available to non-retiree members the necessary tools to enhance and advance their career goals while also addressing the needs of retirees with relevant and timely information and workshops. Many local/sub Chapters are currently in need of a local retiree chairperson. Why not volunteer to assist with or prepare their Chapter newsletters, record keeping, calling members or publicizing events, etc. none of which take more than a couple of hours per month?

Retiree renewal letters will be mailed to you within a few months. Please take a moment to complete and return your renewal to our new membership coordinator, Joseph Allen, along with your check for \$32.00. As many of you know, our long time coordinator, Jan Cedano, will be joining our golden retiree circle next month.

Retaining your membership ensures that you will continue to receive your Local, State, and International levels of timely and updated news items that many times reflect legislative matters that may have an impact on all workforce professionals and retirees.

Retiree Sub-Committee members this year are: District I Jan Thompkins, Sacramento Chapter; District II Myrtle Ballard, East Bay Chapter; District III Audrey Baker, Los Compadres Chapter; and District IV Jean Stefanik, Orange Empire Chapter. Please do not hesitate to contact any of us if you have any questions.

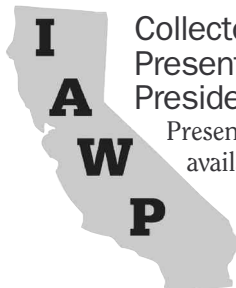
Congratulations Jan, and Desiree Arreola-Aguilar and to all of our other newly retired members. Welcome to the Golden Circle!

Best Wishes and Stay Connected!

PIN ALERT – ORDER NOW

2010 New Chapter Pin

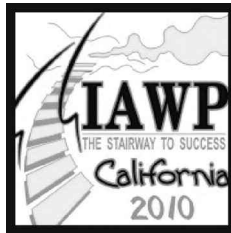
Designed by Fresno Chapter; modified by Rob Claudio. Send \$3 for each pin ordered.



Collector's Pin
Presented by the Past
Presidents Association

Presented at the District XV Conference and is available at the Chapter Executive Office for only \$2.

Send your money with your request for purchase any or all of these pins to:
Pat Thornton, Executive Office Manager,
11410 Gold Hill Court, Gold River, CA 95670



INTERNATIONAL WEBSITE

The International website at www.iawponline.org requires your member number to log into the Members Only section.

Your member number appears on your membership card.

Call the Administrative Office toll-free at 1-888-898-9960 or e-mail your request for your number to iawp@iawponline.org.

IAWP APPLICATION

Annual dues are \$90 for all members except Retirees, which is \$32. If you are a supervisory employee your dues are paid directly to IAWP by EDD. Bargaining Unit 1, 2 and 4 employees receive \$50 of their dues paid directly by EDD. Permanent Intermittent and Permanent employees can send a check for \$40 or have \$3.33 deducted from their pay monthly. All Unit 15 employees may either send a check for \$90 or have \$7.50 deducted from their pay monthly.

IN ORDER TO RECEIVE REIMBURSEMENT ALL INFORMATION MUST BE COMPLETED

Last _____ First _____ MI _____

Chapter _____

Recruiter's Name _____

Address _____

City _____ State _____ Zip _____

Social Security Number _____ Male Female

Agency/Office # _____ Date of Birth _____

Bargaining Unit _____

Employment Designation [Tax, ES, UI, LMI, DI, etc.] _____

I hereby authorize the State Controller to deduct from my salary and transmit membership dues to the California Chapter of the International Association of Workforce Professionals (IAWP). This authorization will remain in effect until cancelled by IAWP representative, on my authorization.

Signature _____ Date _____

Send to: Membership Coordinator, Jan Cedano
10523 Moorpark St., Spring Valley, CA 91978

2010/11 Membership Plan

BY BEN TAKESH'TA
STATE MEMBERSHIP CHAIRMAN

The State Membership Plan for the year 2010/2011 has been approved by the Board of Directors who met in Anaheim over the August 21-22, 2010 weekend.

The State Theme for this year will be, "IAWP – Your Pathway to Communication and Education."

Using this theme, we have planned a new Pin/Shirt logo contest for the 2011 year. We still have some pins and T-Shirts with the "Stairway to Success" to sell so continue to buy those for your members. We had a very successful contest and use of last year's theme, but since we are running short of the current pins, we want to get new ones for the 2011 year. The Deadline for the pin/Shirt logo contest will be November 17, 2010. That's a few months away, so get going with your ideas and submit them by email or by snail mail to: Ben Takesh'ta; 6626 Richmond Avenue; Richmond, CA 94805-2065 by the November 17 deadline. A committee will judge the entries to select a winner. The winner will be presented with a monetary award and a plaque at the State Conference in 2011. The State Board of Directors will decide on whether to use the winning logo for just the new pins, and or for new T-Shirts/Polo Shirts as well.

In order to encourage our

Specialized Customer Services

BY FERNANDO ROLDAN
STATE CHAIR SPECIALIZED
CUSTOMER SERVICES

First and foremost, Happy Birthday on the 20th Anniversary of the Americans with Disabilities Act that was signed by US President George H.W. Bush on July 26, 1990. My organization CALIF (Communities Actively Living Independent and Free) did two events:

July 26, 2010, they collaborated with the city of Los Angeles through the Department on Disability to create an event to bring awareness on disability.

Friday, July 30, CALIF had a fundraising dinner and dance and one of the things I mentioned as president of the organization is we have a lot of work to do. Civil rights is still an issue that we need to handle.

Under employment issues, David Stapleton mentions in his 2006 article "Dismantling the Poverty Trap: Disability Policy for the Twenty-First Century" employment may be one of the most grim realities facing persons with disabilities. Social service programs (Medicare, Medicaid, Social Security Insurance etc.) contain what the authors describe as the "benefits cliff" where working persons with disabilities lose vital social services if they obtain, in some cases, \$1 more than the cut-off for services. This cruel cycle keeps people with even moderate disabilities out of employment and dependent on social services. Add this to the fact that disability unemployment is regularly in the 70% range in most states and this becomes an issue in need of serious atten-

tion. While this scenario is likely in need of a federal response, states can and do play among the most critical roles in responding to and ameliorating disability unemployment. Employment policies on behalf of individuals with disabilities must focus on, when possible, lifting stringent benefits guidelines, empowering individuals seeking work, and then ensuring they remain responsible to their employment. Many states have reacted by developing programs to better navigate federal benefits programs, removing staff limits in certain state agencies, prioritizing state level hiring for a qualified applicant with a disability and much more. Below is a sampling of those policies. California, 2009: AB 287 directed the State Council on Developmental Disabilities to establish a subcommittee with representatives from the Department of Rehabilitation (DOR), the Department of Developmental Services (DDS) and other key agencies to make recommendations to the Governor and Legislature for establishing an Employment First policy aimed at increasing the number of persons with developmental disabilities who are gainfully employed in integrated settings.

October is Disability Awareness Month. Make sure we honor those who have fought for the rights of people with disabilities. Especially the late Ed Roberts whom is considered the father of the independent living movement when he fought on the campus of UC Berkeley in the late 60s.

This is a new IAWP State Administrative Year, so get going with your ideas, and be sure you submit your logos and packets by the deadlines shown. GO IAWP!

97th International Educational Conference

BY RAY CABRERA
DISTRICT XV DIRECTOR

This year's International Conference was held in Greenville, South Carolina. Yes, it was a bit of pain to get there, but once you got there, Wow what a town!

The conference started on Saturday, June 26, 2010 at 8 a.m., with the Flash office opening and the Leadership Training taking place at 9:00 AM sharp. I dropped by the Flash office just to let Harley, the Editor, know I was on the job then ran to the Leadership Training Session. Lucky that I did! I was on the agenda as a presenter later in the program, but it seemed that a flash drive was missing that all the presenters needed to work from. Ray from California to the rescue! I had taken and made a flash drive of my own so that I could practice my presentation so I was able to lend it for the whole training session. I have attended four of these training sessions and each time I pick up something new. It was well attended by re-elected state officers as well as newly elected state officers and District Directors.

Next, I ran to the IAWP Foundation Board of Directors meeting down the hall. This was the last meeting of the outgoing Board. Some final business was conducted by the Foundation President Laura Coburn, who said her preliminary good byes. Daniel Hays was elected President of the 2010/2011 Foundation Board. It was only an hour meeting but very informational. This ended at 6:00 PM giving us only one hour to get ready if we wanted to attend the Early Bird Reception "Meet Me in St. Louis at the Hop."

At the reception members wearing 50s attire greeted us. Several of the PIPs (Past International Presidents) were in matching poodle skirts and white tops. The whole idea of the reception was to give us a small taste of things to come in St. Louis' International Conference next year and we did get a good taste. "There was a plethora of pin trading, welcoming hugs and handshakes." It was a good time to meet old friends and make some new ones. There was dancing until midnight.

The next day, Sunday, started off at 8 a.m. with the Flash office opening and everyone rushing to write their first story. The Flash is only printed during the International Conference each year. It is a "daily" with tidbits of news pertaining to events that have taken place or are taking place. The Retiree Lounge also opened at 8 a.m. I don't know what goes on in there as I do not qualify as of yet. Also opening at the same time was the Exhibit room. I asked the hotel to open the exhibit room a little early so that I could help set-up. Here is where we place tables and offer all kinds of goodies for a price. All the tables were fundraisers. We had books for sale benefiting the Logan S. Chambers Scholarship Fund. We also had a silent auction with donated

items from individuals as well as from several states. The auction proceeds were split 50/50 for the International Development Fund and the Logan S. Chambers Scholarship Fund. Last but not least were the International baskets that were raffled off, benefiting the International Development Fund. Vendors were also allowed to purchase a table so there was jewelry being sold, and California had a table selling polo shirts, while South Carolina was selling t-shirts at another table. The place was busy. I manned the silent auction for several hours during my stay at the conference. It was a good place to meet people and exchange pins.

Would you believe it, the last board meeting of the outgoing board was also held at the same time. Most of us were late, but it started late so we really weren't late at all. Daniel Hays said his good byes and handed out gifts to all the Board and Committee Chairs. It was very emotional. Believe it or not but there was business conducted and we left feeling good about things to come. This all ended at 11:30 AM giving us only 30 minutes to prepare for the opening ceremonies.

Opening Ceremonies are very traditional, spectacular and very well attended. All the delegates from all over the world come in and are seated by state or country. One member of the delegation is selected and he/she carries in their State flag or flag of their country in the parade of flags. All flags are posted in the back of the stage, and when all the flags have been posted, the back of the stage looks like the United Nations. The last flag, the United States flag, was presented by a Navy Honor Guard from Greenville, SC and posted first in line of all the flags. It's truly an emotional presentation of the flags. California is well known for coming in all dressed the same and making a solid presentation with a large delegation. Something you could be very proud of. We also have the lighting of the memorial candle in remembrance of our members that have passed in the last year.

Then the Opening Session begins. Helen N. Parker, U.S. Department of Labor enlightened the audience on the latest Department of Labor initiatives and provided insights on what to look for in the coming months. The presentation was very informative but dry and boring.

We broke to celebrate the 75th Anniversary of Unemployment Insurance. Cake and punch were provided. The cake was a little slanted, deliberately, as it should have been but very tasty.

The last session of the day was a presentation by Al Walker, who poked a lot of fun at himself, and at life. He presented humorous stories that most of us could relate to. Everyone in attendance definitely was enjoying themselves, smiling and laughing, at his stories.

When Al's presentation was over it left you upbeat and wanting to take on the world. Those in attendance will remember the "A PILL": Authentic, Positive, Ignorant, Love, Laughter. "Shoot for the moon even if you only clear the trees. You can at least tell people you tried to fly."

An International Cultural Event followed this, which was held in the Teal Room. This was the first time in a long time that the International delegates put on a separate presentation of products from their homeland. More on this event can be found in another article.

To close the day there was the President's Reception that was held for Membership Excellence. Out going President Hays invited anyone who obtained at least one new member, in the last year, up to his suite for some entertainment, snacks and a presentation. Hays gave each one of us who earned a bronze key a set of tumblers with the IAWP logo on it, his signature and his motto. I ended with three sets of tumblers.

Monday morning was a little easier for me. I was able to go to the Flash and write a couple of articles. I worked the Exhibit Room for a couple of hours. At 10:15 AM the General Session of the morning started. The session was a panel of our International Delegates and a representative for the United States. The panelists described the unique situations that have occurred in their respective nations. They also discussed the programs their nations have implemented, and described their ability to create jobs. It is always interesting to hear how other countries handle situations pertaining to workforce development.

Following the morning program was our Awards Luncheon and California won a number of awards. I was awarded the Membership Award for obtaining more members last year than anyone in the entire organization. I am very proud of this award.

Next, we went back to General Session to hear a panel consisting of Jane Oates, Assistant Secretary of Labor, USDOL; Doug Holmes, President, Strategic Services on Unemployment & Workers Compensation, UWC; and Ingrid E. Evans, NASWA UI Director, moderated by Daniel Hays. The presentation was very informative and each person presented a good presentation, but none better than Jane Oates. In general, things look a little bleak. At the end they went to Q & A and that was when things got a little ugly, not at the presenters rather at congress. I took the opportunity to invite Ms. Oates to speak at our District XV Conference in October and I'm waiting word of her acceptance. If she does accept, make sure you don't miss her presentation, as she is a great presenter.

We broke out for our usual State Caucuses. This is where we do some State business and it also gives the candidates run-

ning for International office an opportunity to make a presentation at each of the caucuses. There was nothing new this year because all the positions were uncontested. This will change for next year.

An hour later we were all freshened up and attending a "Blue Ridge Mountain Picnic." It turned out to be a sit-down dinner, served by waiters who kept filling your glasses even though you didn't want any. (Trick: let them fill the glass once then don't drink) I was looking for an old fashioned picnic but got a family style meal including fried chicken, pork loin, salad, mashed potatoes, and vegetables. The salad was served first and one person at the table thought the whole plate was for him and started eating from it. When I serve a salad for the family it's in a large bowl with serving forks. They only placed this small platter with no serving utensils in front of this person so he started eating. I couldn't really blame him. Needless to say we had to request some more salad, not that we thought he had any germs, but maybe? For dessert they served a peach cobbler in a dinky cup or you could have some pecan pie. They did serve a whole pie at each of the tables. Not liking pecan pie, I know what a mortal sin; I gave up any portion of the pie to those at my table and they gave me their peach cobbler. I made out okay. Oh! I forgot the drink of the evening, sweet iced tea. If you never had this stuff, take a regular glass of tea and add twelve spoons of sugar. I rather would have just eaten the sugar cane stalk right from the field.

The highlight of the evening was the entertainment. We first had videos of all of us doing boogie head dancing to a number of pre-recorded songs. Everyone was bobbing their heads from "La Bamba" to "Girls Want to Have Fun." For the educational portion of the evening we had the South Carolina State Dancers teach us the "Shag," the local native dance. It was very interesting and a lot of fun to watch. The Blues Brothers arrived, dancing and singing and they really got the crowd rocking and dancing. If you were waiting for slow dancing this was not an evening for you but it was fun to watch the kids act crazy in a fun clean way. It was a lot of fun, until sleep kicked in and I couldn't hear anymore.

Tuesday brought some calm after the loud storm of the night before. There was a retiree breakfast at 7:30 in the morning followed by the Flash, Exhibit room and the retiree lounge opening at 8:00 AM. At 8:30 AM new workshops started. I attended the "Learn to Unlock the Secrets of IAWP and How it Can Benefit You." The presenter was Daniel Hays and I was the moderator. Daniel reviewed the various governing documents and how to navigate and better understand your way through every aspect of the association. It didn't matter whether you

See Greenville on page 8

Accountability as a Treasurer



BY TERRANCE MASSEY
SILICON VALLEY CHAPTER

Winston Churchill once said "Personally, I am always ready to learn, although I do not always like being taught." As a recent college graduate with final grades turned in and degree in hand my desire to learn, train, or retrain has diminished significantly over the past few months. After spending years inside a classroom my motivation to participate in more "class" was virtually non-existent. Despite a few initial apprehensions I decided to attend a training course offered by IAWP over the August 22 weekend for those looking to refresh their skills. Training was provided to all those interested in honing their skills in the Anaheim area of California over said weekend. Each person was presented with the unique opportunity to build on their inherent skills and learn new methods for completing complex tasks. We received honest answers to difficult questions, expressed our concerns in a safe and supportive environment, and worked through proper procedures productively in a stimulating atmosphere.

In all honesty training was surprisingly fun and engaging. Unlike the recent developments in modern aged training where most of the curriculum is facilitated through monotonous distorted voice-overs via the internet: the training provided by IAWP was in direct contrast to this new norm. It was hands on, well structured, well organized, and invigorating. Many topics were covered in small doses so not to overwhelm our minds and cramp the learning process. Progress was the main focus and the results were self evident by the amount of gained knowledge and know-how we each walked away with.

Though initially I may have been uncertain about entering into another classroom setting, words cannot express how grateful I am to have done so. IAWP offered me with a once in a lifetime opportunity to meet amazing, professional, and kind-hearted individuals concerned only with the advancement of our processes. In the event training of this magnitude is offered again, like Churchill, I too will be ready to learn.

Ready, Set, Write! Awards Criteria and Categories

Merit Award

Eligibility: Member – individual and group

Recognizes outstanding service or achievement beyond normal expectations or job requirements that benefit IAWP and the workforce development field, e.g., increased use of public programs, improved internal operations or a workforce agency or an IAWP chapter. Nominees demonstrated individual initiative and creativity outside of their job responsibilities.

Citation Award

Eligibility: Non-member – individual and group

Recognizes outstanding contributions to IAWP or to workforce development programs. The recipient(s) must be from the private sector or a non-gov-

ernmental, non-profit organization (and not employed by a workforce development entity) that promoted legislation to improve workforce programs, performed outstanding services in vocational training, served the disabled, youth, and/or unemployment insurance or other workforce programs, improved working conditions, improved professional competency of staff in workforce programs through education or encouraged employers or customer groups to use workforce programs.

Services to Special Clients Award

Eligibility: Member or Non-member – individual and group
Recognizes outstanding, innovative programs of aware-

ness and furtherment of a specific segment of the workforce including but not limited to Vocational Rehabilitation, Welfare-to-Work, People with Disabilities, and Youth programs. Nominees should have promoted an awareness of workforce programs by encouraging employers or potential customer groups to use workforce programs; partnered and collaborated with organizations to take action on critical workforce issues; demonstrated exceptional customer service. Priority will be given to members.

Unemployment Insurance Award

Eligibility: Member or non-member – individual and group
Recognizes an outstanding, innovative unemployment (UI)

program that features creativity, improved operational efficiency and improved customer service. The program can be in any area of the UI including, but not limited to, claims, tax, benefits, audit, quality control, etc.

Administrator Award

Eligibility: Member or Non-member – individual

Recognizes outstanding public service in the support of workforce development. Nominee should have promoted workforce programs at the state and/or federal levels, influenced positive legislation at the state/federal levels thru letters, speeches, and bills introduced, promoted seamless workforce systems, demonstrated outstanding leadership in support of programs or initiated new programs, encouraged partici-

pation and promotion of IAWP by all workforce partners.

Public Policy Award

Eligibility: Member or Non-member – individual

Recognizes an individual who performed outstanding public service in the support of workforce development programs and/or personnel. Nominee should have successfully sponsored enacted legislation to improve workforce development systems or legislation to benefit the welfare of workforce personnel. Or nominee should have developed or implemented statewide or national policies to improve workforce development systems or policies to benefit workforce development personnel.

One Stop Award

Eligibility: Member or Non-member – group

Recognizes the provision of outstanding workforce development services in a One Stop setting. Nominees should have demonstrate universal access which allows customers access to core services regardless of eligibility and demonstrated exceptional customer service that meets the customers needs and provides seamless service.

Services to Veterans Award

Eligibility: Member or Non-member – individual and group

Recognizes an outstanding, innovative program of awareness and support of veterans' interests and rights in the workforce. Also, recognizes chapter activities in services to veterans, e.g., engaging audiences in examining issues relevant to veterans, including TAP training and employability workshops, encouraging employers or client groups to use workforce programs and demonstrating leadership on issues that impact improving work opportunities or conditions for veterans including the homeless and special disabled veterans. Priority will be given to members by providing additional judging points.

Retiree Award

Eligibility: Member – individual

Recognizes continued outstanding commitment to the association's objectives following retirement. Nominees should have demonstrated exceptional accomplishments in advancing IAWP objectives, e.g. leadership on a board, committee or initiative group (not restricted to IAWP); participation in educational, membership, communication, fundraising or legislative activities that further workforce or IAWP objectives; mentoring chapter leaders and/or participation that advances the member's local community.

International Development Award

Eligibility: Member – individual and group

Recognizes and individual/group/chapter achievements in IAWP's international develop-

continued on page 5

ADVANCING WORKFORCE DEVELOPMENT STANDARD NOMINATION FORM

ENTRIES MUST BE POSTMARKED BY JANUARY 12, 2011

1. Check the specific award for which this nomination is submitted

Citation Award

- Individual
 Group

Specialized Customer Services

- Individual
 Group

Services to Veterans

- Individual
 Group

Unemployment Insurance

- Individual
 Group

Public Policy

Administrator

One-Stop

2. This nomination is submitted by the _____ Chapter

3. Name of Nominee _____

(If group, attach additional pages answering all parts of "Name of Nominee" for each group member)

Professional Title _____

Employer/Organization _____

Complete Address _____

Telephone _____ Fax _____

4. Name of Nominator _____ Member Non-member

Verification of membership _____

5. Person to whom nomination should be returned _____

Complete Address _____

Telephone _____ Fax _____

6. Chapter President's Signature _____

or signature of the International Development Subcommittee when submitting for the Ealton Nelson Award – see Ealton Nelson Nomination Submission Components

7. Date Submitted _____

8. IAWP Mailing and Postmark Verification Policy

1. Entries must be postmarked on or before January 12, 2011.
2. Entries must be mailed to the appropriate State IAWP Chairperson or State Officer.

Continued from page 4

ment by increasing educational opportunities for non-US members or prospective members by increasing awareness of IAWP and/or increases growth in non-US chapter membership.

Employee Performance

Eligibility: Member – individual

Recognizes an individual who has demonstrated sustained and outstanding service by excellent performance of assigned duties in a job that is subject to accepted methods of quantitative and qualitative evaluation. Nominee demonstrated outstanding achievement that contributed to the smooth performance of operations thru positive attitude, accuracy, relationships with co-workers, representing the agency with the public, handling workload under unusual conditions, adaptability, initiative and dependability.

Award Categories

Workforce Services: Customer Service/Workshop Leader, Case Manager/Trainer, Employer Service Representative, Manager (any level).

Unemployment Insurance: Call Center Customer Service Representative, Adjudication Center Interviewer, Manager (any level).

Disability Insurance: Customer Service Representative, Determinations Interviewer, Special Programs Representative, Manager (any level).

Employment Tax: Field Audit and Compliance: (includes Customer Service Program), Collection Division, Tax Support Division, Tax Processing and Insurance Accounting Division, Manager (any level).

Administrative Support: (all branches): Secretary/Clerical.

Information Technology: Support staff, Manager (any level)

Janitorial Support: (all branches)

Workforce Investment: Training Representative, Manager (any level)

Mail Award nominations for the following categories as follows:

Services to Veterans: Joseph Carlotti, 5375 Paragon St., Rocklin, CA 95677

Retirees: Audrey Baker, 13421 Hubbard #116, Sylmar, CA 91342

International Development: Rocio Lopez, 319 Sentous Ave., West Covina CA 91792

Specialized Customer Services: Fernando Roldan, 440 W. California, Glendale, CA 91203

Toll Trust: Nanette Bowman, 2006 Port Albans, Newport Beach, CA 92660

All Other Award Nominations: Mary Archer, EDD, PO Box 12906, Oakland, ca 94606

All entries must be post-marked by January 12, 2011

Good luck and happy writing!

Definition of Member: IAWP membership is required in both the year during which the activity occurred and the

year in which the nomination was submitted.

For definitive information on each category to: www.iawponline.org, select “Members only”, under “IAWP Handbook” select “Chapter 5 – International Awards Program.” The complete criteria for each award (except for State Employee Performance Awards) are described in detail.

Nominations for Toll Trust Award

The Toll Trust was established to present an annual award to a California member whose activities or accomplishments contribute most to the advancement of IAWP activities and are exclusive of job performance. Nominees must be members during the 2010 year and at the time the award is presented. Accomplishments may span a period before the calendar year but must be continuous into the 2010 calendar year. Some of the accomplishments considered include:

- Level of commitment
- Investment of time
- Years of service
- Association Pride
- Fundraising
- Legislative Action
- Sustained effort
- Promotion of membership
- Professionalism
- Volunteerism
- Local Chapter Mentoring
- Program planning and assistance

Write your nomination in the form of a narrative and mail, fax or email no later than January 12, 2011 to the Chair of the Past President Association.

Nanette Bowman
2006 Port Albans Circle
Newport Beach, CA 92660
Fax 949-644-4402
NanetteBowman@cox.net

The following is a list of prior

YEAR	WINNER
1973-74	Donald Page
1974-75	None
1975-76	Bill Appleby
1976-77	Delores Ellingson
1977-78	Dorothy Booker
1978-79	Jacqy Simonian
1979-80	Jeanne Barnett
1980-81	Fran Pushea
1981-82	Delores Ellingson
1982-83	Ben Taskesh'ta
1983-84	None
1984-85	Sydney Rogers
1985-86	Arnold Hamilton
1986-87	Pat Thornton
1987-88	Joanne Sherrill
1988-89	Sue Woodburn
1989-90	Bill McDaniel
1990-91	Jackie Walker
1991-92	Audrey Baker
1992-93	Gloria Grumet
1993-94	Evelyn Fleming
1994-95	Lillian Teague/ Joanne Sherrill
1995-96	Jean Berry
1996-97	Unknown
1997-98	Wanda Estevene
1998-99	M. Faye King
1999-00	Jan Thompkins
2000-01	Helen Davalos
2001-02	Marie Washington
2002-03	Bill Padgett
2003-04	B. J. Sims
2004-05	Nanette Bowman
2005-06	Verletta Moeller
2006-07	Robert Claudio
2007-08	Janice Cedano
2008-09	None
2009-10	Mary Navarro-Aldana

Federal Legislative Activities

BY VERONICA CHAMPAYNE,
STATE LEGISLATIVE
CHAIRPERSON

This has been an interesting legislative period, there have been many pieces of legislative debated and with the current budget crisis these issues have stirred up passionate debates. Topics have included extending unemployment insurance through the 2010 calendar year, Jobs bills and money to lend for the creation of small business and money for veterans. At this point it appears we will be waiting a little longer on these issues. Some of the bills that our IAWP members have aided in passing have gone a long way to help our California economy.

On July 22, 2010, legislation was signed to extend federal unemployment insurance making the new deadline November 2010. The new piece of legislation allows claimants to collect up to a maximum of 99 weeks and did not include the additional \$25 that was in the original stimulus package.

Expect to see an additional Unemployment Extension discussed as we get closer to the November deadline. The national unemployment insurance average crept up to 9.6% from the 9.5% of last month. In July California was sitting at 12.3% well above the national average.

This year workforce services has seen incredible increases to their funding. These funds have gone to increase services to training the unemployed and under-

employed Americans as well as special funds for our returning military women and men. The work of the ARRA Funds can be seen in every state. As we traveled to Alaska I saw the different ways Oregon, Washington and Alaska were advertising the way these tax dollars are being spent.

I want to encourage all of you to register to vote and to vote in this November election. California needs to hear you. Washington needs to hear you. Who do you want for your next Governor? Who do you want to carry your ideas to Washington? Encourage your friend's, your neighbors and eligible children to get out, register to vote and go to the polls and cast their votes. Every voice should be heard regardless of whether we agree with their opinion.

Legislation to Watch:

HHS Appropriations Bill: The FY 2011 Labor, Health and Human Services Education and Related Agencies Appropriations Bill is \$169.6 Billion as of the July 27th's Press release. The funds will target Jobs, training, fraud and abuse, and incentives for states to reform health and workforce and education systems. The proposal funds \$240 million to improve the delivery of education and training, an additional \$1 million to child care programs for low income employees and the bill will also eliminate 23 programs totaling more than \$240 million.

Also the bill will increase funding to target fraud in Social Security and Unemployment Insurance. For the complete report go to the IAWP web site and visit the legislative page.

Small Business Credit Bill: This bill if passed would make available \$30 billion in government funding to community banks with less than \$10 billion in assets to encourage loans to small businesses. This in addition to \$12 billion in tax breaks for large and small business would hopefully loosen up funds so employers are able to create jobs.

And, of course the **California State Budget** can be followed at: <http://www.ebudget.ca.gov/>

Legislative Resources
<http://thomas.loc.gov/>
<http://www.iawponline.org/>
NPR news now offers a political Blog if you're interested, www.npr.org.

To contact your Legislators regarding Federal Issues:

- Barbara Boxer, <http://boxer.senate.gov/>
Office of US Senator Barbara Boxer
501 I Street Suite 7-600
Sacramento, CA 95814
(916) 448-2787
- Dianne Feinstein <http://feinstein.senate.gov>
Senator Dianne Feinstein
United States Senate
331 Hart Senate Office Building
Washington, DC 20510
Phone: (202) 224-3841

The Importance of Redistricting

BY RAYMOND CABRERA,
INTERNATIONAL DISTRICT XV
DIRECTOR

A literate organization is an informed membership that can move forward with solutions for a better workforce society.

Earlier this year the United States conducted a census of the inhabitants of our great country so that we can be better represented in our government. The American people responded and answered the survey.

In a much smaller way the International Association of Workforce Professionals (IAWP) did the same thing. In order to have better representation of our membership, and better serve the association, IAWP conducted a study of where we are today versus where we were six years ago. Based on the results, we cannot continue to do business the same as we have been for the last six years. The cost factor alone is way out of tune with the times.

For example: in 2003 we had a total membership of 12,281 in the continental US. In 2009, the last year we have complete data, we had a total of 7,420 members. This is a drop of 39.6% over the six years.

The proposal to amend the bylaws to reduce our current districts did not pass at our last International Convention in Greenville, South Carolina this past June, with a vote of 101 against, to 91 in favor. This was the count of those that actually voted. Recently International President, Rich Vincent, sent out a Redistricting Survey asking all members for input so that he can reconsider the matter of redistricting. I believe that we need to do something. The revenue that our current membership raises is not enough to conduct business the same way we did these past six years. Just like the redistricting throughout the U.S. that will take place once the entire U.S. census is

over, IAWP needs to adjust to the changing of its membership and their representation. California is the only State that has enough members to have its own District Director and that will not change any time soon. All other states are joined with at-least one other state or more, to be a district. The International Board just wants to make some small modification to the total number of District Directors so that we are in keeping with the number of members, and giving them better representation.

I think the non-US District Directors, which there are five, are just fine for now. By not reducing the number of non-US District Directors we will be keeping the “I” in IAWP strong.

As your International District Director I am asking for your support to make some changes and redistrict as needed, without touching the non-US District Directors.

Things To Do

- Attend District XV Conference, October 22
- Submit new pen design by November 17
- Write award nominations. Mail by January 12

Goings On Around the State

Orange Empire Chapter

BY NANETTE BOWMAN
ORANGE EMPIRE SECRETARY

Carol (Gaves) Kolesar, Orange Empire treasurer for 8 years retired from the Employment Development Department (EDD) with 18 years of service. Her colleagues celebrated and honored her on August 26 at the Jagerhaus Restaurant in Anaheim. The evening was casual and enjoyable with plenty of networking and opportunities to recognize Carol for her contributions to EDD and IAWP. We wish her a long and happy retirement but we are happy that she does promise to continue to serve our chapter as treasurer.

On September 25, the chapter is sponsoring a class instructed by retired Employment Development Administrator (EDA) Janet Strand titled, "Writing Techniques for EDD Professionals." On October 10, the chapter is participating in a 5K walk supporting one of our members who is in treatment



Orange Empire Board: Treasurer Carol Kolesar, President Ioana Toma, Second VP Ana Martini, Secretary Nanette Bowman, First VP Chhaya Samtani. Snapped at Carol's retirement party.

for breast cancer. On October 12, the general meeting speaker is from CalPERS. We will meet at the HomeTown Buffet on 17th Street in Santa Ana. Information on these events will be available in the next issue of our newsletter or by contacting one of our local chapter officers or local office representatives.

My desktop computer wouldn't wake up a couple weeks ago. While I did have most documents backed up on flash drives

and laptop, some were missing. This can really make life stressful so I RECOMMEND THAT EVERYONE IMPLIMENT A BACKUP SYSTEM. Mel has me set up with an external hard drive that saves automatically. Fortunately, I was able to get the old computer to open long enough to retrieve the pictures and stuff I didn't have saved. Take a lesson from me and be safe and SAVE.

Inland Empire Chapter

BY SONJA HARDIMON, INLAND
EMPIRE CHAPTER PRESIDENT

New Board Welcomed

The Inland Empire Sub chapter welcomes their new executive board. Serving a second term as President is Sonya Hardimon. Irene Valdez, 1st Vice President, is eager to get this year started, she brings bright ideas to enhance the chapters educational ventures, Irene currently works as an Employment Program Representative at the San Bernardino Primary Adjudication Center. 2nd Vice President Kimberly Myricks also works as an Employment Program Representative at the San Bernardino Primary Adjudication Center. Kim is excited about her position and looks forward to elevating the awards ceremony to new heights. Coming from the Riverside Call Center is the Treasurer, Peter Gallerani, who brings with him a great deal of financial background, which will ensure that the chapter's finances are in balance and on track. "I look forward to working with the new executive board members, based on my personal experience with each of them, I can assure the members that this year will prove to be another successful year for the Inland Empire Sub chapter", states chapter President Sonya Hardimon.

New Year Begins With Giving

The chapter's 2nd Annual Stuff a Back Pack Campaign was a success.

This year the chapter partnered with the San Bernardino Salvation Army Hospitality House to stuff back packs with school supplies. The chapter held a two-week campaign where donations were collected at each office. The donations included back packs, pencils, paper, notebooks and many more basic school supplies. The



Pictured from left: Victorville VESS Bryan Aquino, Victorville Operation Welcome Home staff Brian Begley and IAWP Victorville office representative Loretta Robinson

chapter also accepted \$135 in monetary donations and donated approximately seven boxes of supplies. Hospitality House Director, Roosevelt Carroll stated, "This donation is very timely, especially in these times, this year we had more homeless children than we had in the last two years, though there are many community programs that give to our shelter, the donation from IAWP is greatly needed and appreciated". The Hospitality House is always in need of volunteers and basic donations. "Our chapter was happy to help and we plan to work with the Salvation Army Hospitality House in San Bernardino County on future projects," stated chapter 2nd Vice President Kim Myricks.

Inland Empire Quenches Applicants Thirst

The Victorville Workforce Service office hosted a Marshalls department store recruitment for four days. During this recruitment hundreds of anxious applicants stood in line for hours to get a brief interview with the Marshalls interviewing team. Rancho Cucamonga Workforce Service Cluster Operations manager, Cindy Espin-

dola, was at the Victorville site during the recruitment. While assisting with keeping the interviewing process on track, Cindy recognized a simple need in the long line of applicants, that simple need was "water". Cindy reacted to this need by organizing the Victorville Workforce Service staff in providing the applicants with water bottles. The applicants were very appreciative of this gesture. Two days later the Inland Empire chapter followed suit and sponsored another day of free water. "I watched the people from my cubicle as they stood in line, the weather was fairly warm, I could tell the people in line were getting restless and many of them were thirsty, so I contacted our chapter President to see if we could sponsor free water for the applicants" stated IAWP Victorville office representative Loretta Robinson. The applicants in the line were surprised that the water was free and gladly accepted the water. "Thank you so much for the water, I did not want to lose my place in line, this is perfect, it quenches my thirst" stated applicant Tanya Baxter. In addition to handing out water, Loretta and other staff members handed out smiles and laughter.

Los Compadres Chapter 2010 School Supply Drive

BY JO KRISTOL, LOS COMPADRES MEMBER

Once again Los Compadres Chapter and the Los Angeles Area Collection Office (LAACO) came together to help others, as part of the Back to School Children's Health Fair sponsored by LA County Board of Supervisor Zev Zaroslavsky, the County of Los Angeles Parks & Recreation and the Los Compadres Chapter. LAACO Crew 3's Sylvia Altamirano, Jo Kristol, Senior Tax Compliance Representatives, Norma Gallegos, Employment Program Representative, San Fernando Valley Workforce Services and Bettye Hicks, Retiree, ran for 1 week in early August. The call went out to co-workers, family and friends and the response was amazing.

This year the two groups collected 15 paper boxes FULL of school supplies to be donated to the less fortunate children of the Los Angeles School District kindergarten through 6th grade. The supplies consisted, of crayons, pencils, pens, markers, erasers, glue, rulers, dictionaries,

thesauruses, paper, notebooks, calculators, pencil boxes, etc., and were delivered on August 21, for distribution, during the Health Fair to children from low income families when school starts in September.

Donations were received from Sylvia Altamirano, Jo Kristol, Stacy Pannell, Johanna Escalante, Denise Cunningham, Andrea Morgan, Paula Levy-Harris, District Tax Administer and Melody Ohanian. Others who donated were Jo's sister Carole Humphreys, her friend Debbie

Ickes, the Crenshaw and San Fernando Valley Workforce Centers staff and from the Department of General Services John Becker and Johnny Melendez also donated.

Our sincere thanks to everyone that supported the drive and opened up their hearts and wallets to help those that are our future.

Los Angeles Chapter Supporting Those Who Served

TED TENORIO, WORKFORCE
SERVICE, LA CHAPTER

Jeanne Buchanan, a homeless veteran residing at the women's shelter at the Veterans' Greater Los Angeles Healthcare System facility, was desperate and in need of a great change in her life. She was referred to West LA Workforce Service office for job support assistance. Ted Tenorio, Veteran Employment Services Specialist of the West LA Workforce Services office assisted the client in updating her CalJOBS resume, obtaining Labor Market Information Surveys and pre-employment inquiry and interviewing techniques. The VESS conducted a job search and provided job listings for telemarketing and customer service positions with Direct TV.

A week later, Ms. Buchanan contacted Ted Tenorio and stated that she was offered a customer service representative position with Direct T.V. and will start work on August 30, 2010. Her starting salary will be \$10 per hour. She thanked the VESS for giving her an opportunity to empower her hopes. She stated that she will never return to her homeless roll.

Rethinking Your Job Hunting Strategies in A Slow Economy

BY DINAH WHITE, PRESIDENT
LOS ANGELES CHAPTER

The job-search process may take longer during a sluggish economy. It is time to get creative; one way to enhance your success is to utilize your network! Networking is the number one way to find a job according to Connie Hauer of JobDig.com and here are some of her suggestions, which may

help jumpstart your search:

- **Professional associations**

Joining a professional association connects you with other professionals in your chosen field and shows that you place value in keeping current on industry trends. Many professional associations also utilize list servers which post job openings.

- **Community organizations**

Consider joining a community organization; for example, the Jaycees. Joining an organization leads to more connections, increases your leadership skills, and distinguishes you as a serious professional.

- **Volunteer in a career-related industry**

Maybe you're a human relations professional. Volunteer to help out at a women's shelter. Maybe your degree is in accounting. Volunteer to prepare tax returns. Maybe you're a marketing professional. Volunteer to help out with a public relations project for a community fund-raising event. Volunteering can be a strategic move on your part. You never know when an opening will occur, and if someone you've volunteered with/for has witnessed your skills and dedication, you may be contacted. People like to hire people they know.

- **Social Networking Sites**

Facebook and Twitter are sites which provide opportunities for job seekers to network, announce their job search, or search for job. Additionally, LinkedIn is a site geared toward career professionals which provides many benefits for job seekers. Members can search for job postings, join groups and learn

See Los Angeles on page 8

Puerto Del Sol Chapter



District IV Director Ray Cabrera swearing in the new officers of Puerto del Sol: President Willie Ellis, Vice President Sherrill Longworth, Veronica Martel-Rodriguez (standing in for Secretary Fatima Hassan) and Treasurer Joyce Reese at the annual chapter picnic and general meeting.

Annual Picnic and New Officer Installation

**BY PHIL DWYER
STATE TREASURER AND
PUERTO DEL SOL MEMBER**

On July 11, 2010 over one hundred members, with their family and friends, enjoyed a day at Crown Point on Mission Bay. In addition to networking with members of other EDD branches, the employees celebrated a beautiful day in San Diego at the beach with fish tacos and more. There were also prizes for the best dessert contest and raffle prizes for many attendees. Alex Araujo has been the chef extraordinaire for this annual event for the Puerto del Sol chapter. In addition to cooking for this large group, he also organizes games for the children, makes tortilla chips, and serves breakfast to those who help set up early in the morning.

The highlight of the day is the installation of the new officers for the chapter. District IV Director Ray Cabrera swore in the new officers for Puerto del Sol. Incoming President Willie Ellis currently works as a Program Manager in the Disability Insurance Branch. He has been with the Department since 1998 and has prior experience with both the Workforce Services and Unemployment Insurance Branches. Willie's main goal for the coming year is to get involved in all kinds of activities that our members find most useful to them. This will require a lot of communication with the membership. His goal is to have the Puerto del Sol chapter say that the members got their money's worth at the end of the year.

The incoming Vice President is Sherrill Longworth who currently works for the Workforce Services Branch. She has worked for the Department for over 43 years. Sherrill also has prior experience in the Unemployment Insurance Branch.

San Gabriel Chapter

**BY ROCIO LOPEZ, STATE
INTERNATIONAL RELATIONS
CHAIRPERSON**

It was a pleasure to meet Dr. Judy Chu at a Job Fair in the San Gabriel Valley where the Census department presented Dr. Chu with various certificates and recognitions for her support and participation during the current Census period.

Dr. Judy Chu was elected to the U.S. House of Representa-

Sherrill has been involved in IAWP at both the local and state level and has attended a number of International conferences. She also has been the unofficial photographer for IAWP at meetings, conferences, and other activities. Sherrill's goals for the current year is to have regular meetings, a plan for the year, ask staff what they want, and then provide it – make IAWP a happening organization again in San Diego.

Joyce Reese is the new treasurer for the Puerto del Sol chapter. She has worked for EDD since 1992, all with the Unemployment Branch. Joyce is currently Program Manager at the Primary Adjudication Center. She has prior experience as secretary and vice president for the local chapter of IAWP. Joyce was one of the Puerto del Sol officers who started the annual picnic, which has been the most popular activity for the chapter each year. Her goals for the coming year are to have the best picnic ever and to have a more active chapter with both educational and supportive activities for the members.

The new secretary for the chapter is Fatima Hassan, who is currently a Veterans Workforce Specialist for the Workforce Services Branch. She has worked for the Department for over 15 years and has prior experience with the Disability Insurance Branch. Fatima looks forward to assist, inform, support, and mentor the IAWP membership and community, which is imperative during these trying times. Her goal is to be a ray of sunshine to the people who comprise our chapter since Puerto del Sol is literally translated from Spanish as the port of sunlight.

The coming year for Puerto del Sol looks promising with the new Board that is starting with goals for the coming year. As a member of the chapter, I look forward to the activities that they plan in the future.

tives for California's 32nd District in July 2009. District 32 includes the cities or portions of: Azusa, Covina, Duarte, El Monte, Irwindale, Rosemead, South El Monte, and West Covina, East Los Angeles and Monterey Park. Representative Chu currently serves on the House Education and Labor Committee, Judiciary Committee, and Government Oversight Committee.

Ms. Chu is a former Mayor

Silicon Valley Chapter

"Velma's Grandman" Little Mr. Chrisjion Ves'tal

**BY JAMES THOMAS, STATE
CHAPTER PRESIDENT**

Mr. Chrisjion Ves'tal is the youngest potential IAWP President for the California State Chapter. Mr. Ves'tal listened tentatively as his grandmother spoke to the audience. He did not move and nothing could break his concentration. You could see him doing information gathering to be used at a later date.

I had the opportunity to meet Velma Bagby who is the Deputy Division Chief, Northern Workforce Service Division, at the Installation Dinner of the East Bay Chapter. She is an inspirational speaker and willing to provide information regarding promotional advancement. Her husband Bruce Bagby and her daughter Elvie Ves'tal accompanied her.

Mr. Chrisjion was the man of the evening. He would flash a quick smile, but never took his eyes off his grandmother. He occasionally gave his grandfather and his mother a quick nod. He reinforced that there is no age limit when it comes to gaining knowledge.



Silicon Valley chapter president Floyd Knapp welcomes the chapter's new 'transferred member' Dennis Varnum from the Orange Empire chapter.

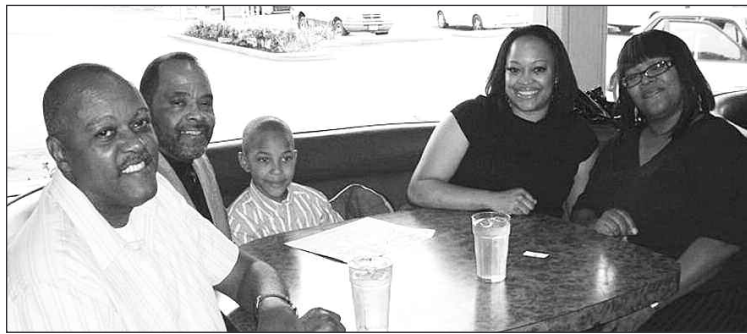
New Member Welcomed

**BY JAMES THOMAS
STATE CHAPTER PRESIDENT
AND SILICON VALLEY MEMBER**

The officers and members of the Silicon Valley Chapter welcome our newest member (by transfer), Dennis Varnum, Employment Program Manager I. Dennis was the Legislative Chairperson in the Orange Empire Chapter before he was promoted and transferred to the Silicon Valley Chapter. He is currently working at the Campbell Job Service Office.

IAWP Silicon Valley Chapter is always excited to get new members with energy and vision.

and Councilmember from the City of Monterey Park. She has also served on the California State Assembly representing the 49th District. She was a founding member of the SGVCOG and has played key roles both on the SGVCOG Board and in Sacramento supporting issues related to transportation, environment, education, and youth, which are vital to the quality of life in our Valley.



James Thomas with meeting speaker grandma Velma and little Mr. Chrisjion Ves'tal.



Up In Lights

BY JAMES THOMAS STATE CHAPTER PRESIDENT

While attending the International Conference in Greenville, South Carolina, a group of us wanted to attend a Junior League baseball game. We did not know one team from another, but cheered for everyone that came to bat. The weather was hot and the sun shining brightly when the game started and that made for a great baseball atmosphere. The game continued and the excitement grew by the minute. I was so loud that they thought I should be put "up in lights." Who would have ever thought that attending a baseball game in Greenville would make me famous?

Sacramento Chapter

We're in This Journey Together

**BY PAULA SNIPES, SACRAMENTO
CHAPTER PRESIDENT**

Summer has come and gone and state workers continue working to serve the customers of California who come into the Mark Sanders Career Center. While serving approximately six thousand customers a month, Employment Development Department (EDD) staff members and our partners strive to provide the best service possible. Several workshops provided include training options, navigating the hidden job market, key train, Veterans services and coaching for customers who have lost their jobs or are looking to start a new career. Customers press ahead to reach their goals by taking advantage of all the services and benefits available to them and EDD is

there to provide assistance and guidance.

The International Association of Workforce Professionals (IAWP) like many others works behind the scenes providing education and training to all members who attend the educational conferences. For new chapter presidents there is camaraderie and networking that takes place when they attend conferences and Board meetings. Information on educational grants that are available to members should be taken advantage of to enhance your performance and place you on the road to upper mobility. While maintaining your identity you carry on the mission, vision, goals and values of the Employment Development Department.

While summer has come and gone, fall is in front of you. Are you ready to meet the challenges ahead? Have you started setting goals for yourself? More to the point have you checked out what's available and have you asked for assistance when you need it? Remember someone is always available when you ask for help.

Always remember, while in our own personal pursuit of excellence we must remember collectively that as we observe our state's employment numbers go up and down, we must tirelessly continue to serve our customers by professionally working to assist them.



Dr. Judy Chu and Rocio Lopez, State International Relations Chair, at the San Gabriel Valley Job Fair.



2010 District XV Educational Conference



**“Communicate & Educate:
All Levels Enhancing IAWP”**
October 22, 2010 • 8 a.m. to 6 p.m.

featured speakers:
Dennis Petrie,
Deputy Director Workforce Services
Michael Greenlow,
UI Resource Management Division Chief
Tynya Beverly,
Chief EDD University HR Services
Jeff Morris,
SpendSmart Workshops

The Crowne Plaza Hotel
5985 West Century Blvd., Los Angeles, CA 90045

Self-parking is \$8 per car per day
FREE shuttle from/to Los Angeles International Airport
Call (800) 227-6963 for room reservation by 9-22-2010
for special IAWP rate: \$89 single/double

REGISTRATION FORM

- \$50 per IAWP member, includes luncheon
 \$40 per IAWP retiree member, includes luncheon
 \$60 per non-member, includes luncheon

Name _____

Address _____

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Luncheon Request: Fish Chicken Vegetarian

For further information contact:
Nanette Bowman (714) 269-0612 or
Registration: Audrey Baker (818) 833-9511
mail registration to: Audrey Baker
13421 Hubbard St. #116, Sylmar, CA 91342



Los Angeles

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from other professionals, respond to questions (which increases their exposure and credibility), and research companies (including current and past employees). Further,

recruiters scour LinkedIn to find candidates for unannounced positions

So take the time to revitalize your job search! Tap into your network and uncover the hidden job market through networking!

Inventing Yourself

Continued from page 1

workers. Do not let that detract you. I have found that you have to be true to yourself and your personal beliefs. If thinking possibilities is not a welcome topic of conversation among your circle, then perhaps you have outgrown some of those and it is time to move on. I have seen a familiar saying over the years in various inspirational materials that states, “People come into your life for a reason, a season or a lifetime.” I am sure you have seen this or a version simi-

lar to it as well. I believe that we tend to stay with what is comfortable and as such, we sometimes stay among those that were meant for only a season for far too long. I hope that you begin to use your human filter wisely and take inventory of those things where the season has ended long ago. Make it a priority to embrace those things or people that enrich your life and challenge you to see the possibilities.

We work and live our lives at such a fast speed, that we need

to ensure that we put ourselves first. As such, your possibilities will multiply and hopefully you will enjoy a more fulfilled life. May you enjoy the Fall season as much as I do. Remember when you see a leaf turning color, feel the nip of a cool morning breeze or sit back and watch the bright stars during a chilly evening, may it remind you that your possibilities are limitless!

“Stop thinking in terms of limitations and start thinking in terms of possibilities”

— Terry Josephson

Greenville

Continued from page 3

were a new member of a seasoned member; there was something for everyone. The room was full and there were a lot of good questions being asked. The workshop was only an hour and a half, but we could have easily gone another half hour.

The rest of the morning I spent writing an article for the flash and I worked the exhibit room. Lunch was on our own so we went out to eat. At 1:00 PM the sessions started again. I attended the “How to Stay Positive, No Matter What the Circumstances” presented by Thomas White and Sanford Danzinger, consultants from TRC Enterprises, Inc., teaching us how to stay positive, productive, and effective no matter the circumstances. We left with a renewed enthusiasm for work, parenting, and life in general. Skills learned are essential for success in any endeavor. The workshop was pretty good and I learned a few things I have forgotten and some new thoughts. It was worthwhile attending.

At 2:45 p.m. we had another general session with a panel of members who covered employment services to customers with special needs. Panelists discussed the need to coordinate services, and offered suggestions on how to ensure the workforce system can focus on results for the client, not simply meet performance measures. One of the presenters, Gordon Graff from Idaho, offered insights into how the “Disabled Person Navigator” program facilities and promotes comprehensive services to all the partners in the workforce arena. The other presenter, Anne Iriel from South Carolina, suggested that we can Google “Job Accommodation Network” for lots of good tips and tools for employers on how to do it right!

This ended the day of training sessions and left us with an hour to get ready for the Banquet & Ball “Night of Southern Elegance.” This event is also filled with a lot of pomp and circumstance. We are all dressed in our finery, women in elegant gowns and gentlemen in tuxedos or dark suits. Officers and committee members parade in one by one as we are announced to those in attendance. We had reserved tables and then the fun began. The last of the awards are handed out then followed by a fabulous dinner that consisted of sirloin, potatoes and broccoli spears and a dessert of fried

cheesecake. The South Carolina Sub-Chapter gifted each of us with an engraved wine glass and some good South Carolina wine. The night continued with some of our talented IAWP members singing Karaoke. We really have some good singers as members of our organization. Maybe we can get a group together and produce something for our 100th anniversary coming up in 2013. The ball continued on with everyone dancing the night away.

Wednesday was a somber day. This was the last day of the conference and it was only a half-day event for some. The Flash opened for its last publication of this year and a good bye to Harley as editor. Harley is passing the baton after a long reign as its Editor-in-Chief. The day opened with a General Session with Lee Foley, as keynote speaker giving us an update on what is happening on the hill in Washington, DC. The news is bleak but there are some signs, if you really look for them, of things turning around.

We went right in to the clos-

ing ceremonies. Winners of the District Baskets were announced; the silent auction winners were also announced. This gave way to goodbyes, hugs and kisses, and the realization that this year’s event was over. The registration desk was full of those signing out to catch flights back home and report all the good news they received at our 97th IAWP International Convention here in Greenville, South Carolina.

Several of us officers still had to attend our first Board meeting of the year. It started at 2:00 PM and ended at a little past 5:00 p.m. A lot of things were discussed and I really look forward to the coming year of events with the new board. I really want to urge you to consider attending one of the upcoming International Conferences. There is so much that takes place not only at the different events, but also at all the sidebars that seem to develop as the week progresses. You make new friends and rekindle old friendships. You really get renewed for things to come.

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