

Cal-Liope

The MUSE with the NEWS

Chapter/International Association of Workforce Professionals

November/December 2006

Volume 51, Number 6

State President's MESSAGE

Today is Veteran's Day and I find myself trying to write an inspirational message and finding it very hard. Earlier today my wife took me out to see a new film release called, "Flags of my Father." I recommend it to those who understand movies like that and it's many meanings. In some respects it took me back to my days in Vietnam; days that I will always remember but would rather forget. Not because of the hell of war but for the young men and women that were lost and never got to grow up, graduate, marry, or have children and watch them grow up. I, as many veterans, sometimes feel guilty that we returned and others did not. Why them and not me? If circumstances were different what would the outcome have been? I permit myself this self-pity party once a year and then I allow myself to enjoy what I have been blessed with. I try not to spend my life on useless things, but on meaningful objectives. Not for me alone but for those that could not be here with us.



Ray Cabrera
State Chapter President

terment of all employees. This took a lot of work resulting in a Joint Proclamation being signed by our Director, Patrick Henning, at our District XV Educational Conference this past October in San Jose. That proclamation appears in this issue of the *Cal-Liope*. IAWP will continue to work with our EDD Liaison, Rhonda English, in improving the educational responsibilities of IAWP for all workforce employees. Networking and enjoying each other at educational conference's builds happier, stronger and better-informed team workers. Our next educational conference will be in May of 2007 in Sacramento. I hope to see you all there.

The Holidays are fast approaching and I embrace the Holy Holiday as well as the spirit that it brings. It doesn't matter what religion you follow, the spirit of brotherly love, sharing, forgiving and understanding is in the air. You can smell it,

See President on page 8

Joint Proclamation Signed by EDD and California IAWP

WHEREAS, the California Employment Development Department (EDD) performs many important programs and services for employees, employers, and job seekers, helping California remain competitive in a global economy; and

WHEREAS, EDD is comprised of nearly 10,000 dedicated and hard working employees, many who continually seek training, upward mobility, and leadership development in order to further their careers and contribute positively to the administration of an important state agency; and

WHEREAS, the California Chapter of the International Association of Workforce Professionals (IAWP) has a long history in recognized training conferences, seminars, and other important programs to assist in the career development of workforce professionals; now therefore be it

RESOLVED, that EDD and IAWP enter into a mutual understanding to pro-actively



Director Patrick Henning and IAWP California State Chapter President Ray Cabrera sign The Proclamation on October 20, 2006.

augment existing training programs in the department through the utilization of IAWP's expertise to offer employees further programs to advance their competency and career opportunities as workforce professionals; and be it

FURTHER RESOLVED that both parties to this Proclamation shall publicize this agreement, "Training for Today's Opportunities and Tomorrow's Leadership of Workforce Professionals" to EDD employees, to avail

themselves of IAWP's programs, subject to normal operational and budgetary concerns.

Signed this 20th day of October, 2006.

/s/ Patrick W. Henning
Director,
Employment Development
Department

/s/ Raymond Cabrera
President,
California Chapter of the
International Association
of Workforce Professionals

District XV Educational Conference

BY DIANE REEVE,
FIRST VICE PRESIDENT, SILICON
VALLEY CHAPTER AND
VAL MOELLER, INTERNATIONAL
DISTRICT XV DIRECTOR

"Turning Challenges into Solutions and Reinforcing Accountability" was the theme of the Interantional District XV Educational Conference held at the Radisson Airport Hotel in San Jose on October 20, 2006.

Keynote speaker Ric Giardina opened with thoughts on motivational factors in the workplace and the expectations and challenges presented to leaders by the historic four generations of workers currently in the workplace. He is the president of The Spirit Employed Company. Spirit Employed works with companies/organizations to adjust their cultures to optimize performance and longevity.

See Conference on page 8

Director Henning Addresses District XV Conference

BY LORA WILLIAMS,
SILICON VALLEY CHAPTER

Patrick Henning, Director of the Employment Development Department (EDD), spoke at the International Association of Workforce Professionals (IAWP) District XV Conference held on October 20, 2006 in San Jose, California. His remarks demonstrated that he is a man of humor, passion and conviction, and a staunch supporter of the work of the EDD to all of the state political entities.

Director Henning emphasized his support of the EDD organization, promising he would fight all

efforts to outsource any parts of the vast responsibilities of the organization. He spoke glowingly of the work that EDD does and the broadness of department services, from being the largest tax collector in the state, \$38 billion in 2005, to the impact of the Unemployment Insurance call center that receives 155,000 call attempts each day.

Patrick Henning called for open dialog with all employees and stated he feels that managers must be receptive to suggestions and input from staff.

See Henning on page 8

International President Resigns

"I appreciate the support and encouragement that members of this organization have given me over the past few years. My priority has always been for the members and their concerns. During the recent fall Executive Board Meeting, I tendered my resignation, for personal reasons, as International President Elect".

Again, thanks for your support.

— Chuck Zirkle

See Conference on page 8



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Friends Remembered: Charles R. McGee

BY JIM DESON, PAST PRESIDENT
CALIFORNIA CHAPTER, RETIREE

Chuck McGee, Chairperson of the San Gabriel Valley Employer Advisory Council (SGVEAC), passed away on September 30, 2006. He was a friend and supporter of the Employment Development Department (EDD) with over twenty years of volunteer

activity on behalf of the Employment Development Department (EDD), the California Employer Advisory Committee (CEAC), our Association and the staff of our Department.

He was committed to the goal of improving the quality of employment services in California and, equally im-

portant, in assisting in the professional development of the people who worked for the Employment Development Department. He was the CEAC liaison to International Association of Workforce Professionals (IAWP) contributing his knowledge and expertise at the many meetings and functions he

attended.

Under his guidance, the SGVEAC provided financial support and counsel for many of EDD's sponsored programs including, among others, veterans, older workers, and the Youth Employment Opportunity Program. Support was also directly

See McGee on page 3

Santa Ana W/O/R/K Center: A Working Partnership

BY DANIEL MCHENRY, VETERANS
WORKFORCE SPECIALIST

Arriving in Santa Ana from Victorville Steve found temporary shelter at the Salvation Army shelter in Santa Ana. While staying at the shelter Steve was advised to go the Santa Ana W/O/R/K Center to look for work. Being a veteran of the U.S. Coast Guard, Steve was able to sit down with a Veterans Employment Specialist and discuss his job search and career goals. With assistance from the veterans staff Steve began to work on his resume.

After completing his resume, Steve began his job search in earnest using the W/O/R/K Center as a home base for job search activities. Working in the resource center, Steve was able to search online job listings, e-mail and fax resumes and follow up with employers using the resource center phone banks and interview with employers during onsite employer recruitments. In addition to these job search activities, Steve also took advantage of the W/O/R/K Center job search workshops conducted

by Rich Greger, an instructor with Santa Ana Community College, available most week day afternoons. These workshops focus on skills analyses, resume preparation and culminate with interview skills and techniques.

Although he did not have his own transportation, Steve diligently reported to the W/O/R/K Center with the aid of a bus pass provided by the Veterans Employment Committee of Orange County, to follow up on job leads and meet with the veteran employment specialist. During

one such visit Steve was referred to Willia Edmonds, Job Developer for Goodwill Industries of Orange County. Willia had recently distributed a Goodwill job announcement that seemed to be a perfect fit for Steve.

After having Steve fill out an employment application, Willia did an initial interview and determined that Steve possessed the qualifications and attributes required to be successful in this position. Willia then hand delivered Steve's application along with

See Partners on page 3

Santa Ana W/O/R/K Center Flag Raising Event Honors Veterans

BY DANIEL MCHENRY, VETERANS
WORKFORCE SPECIALIST

The Employment Development Department (EDD) Veterans Employment Services staff of the Orange County One-Stop Center, Westminster, and the Santa Ana W/O/R/K Center hosted a Flag Raising Ceremony in Santa Ana on Friday, November 3, 2006. This event was held to recognize and honor Veterans Day 2006.

Veterans Day is a national day of reflection, designed to honor the service and sacrifice rendered to the country by our nation's military veterans. It is appropriate and right that we should call attention to Veterans Day and to the contributions that U.S. military veterans have made to this country and to our local communities. The Cadets of the Santa Ana High School Naval Junior ROTC performed a flag raising ceremony, leading all those in attendance in the Pledge of Allegiance and conducted a precision close order drill.

This Veterans Day event featured several prominent Orange County U.S. Military

Veterans who spoke about the meaning of Veterans Day. They spoke about the attributes possessed by veterans; the talents, skills, training and strong work ethic veterans develop during military service and have, throughout this Nation's history, brought with them when returning to civilian life. Over this Nation's long and proud history, veterans have contributed to their communities and to our National way of life.

Master Sergeant Daniel Connelly, United States Marine Corps Retired, spoke about the military history in his family, the pride of a young boy when meeting his older brother in uniform fresh from boot camp. Master Sergeant Conroy spoke about the hardships endured and sacrifices made by service men and women for this great nation; those brave men and women that "gave the last full measure of devotion" for their country.

Lieutenant Baker, United States Naval Recruiting Command San Diego, spoke

See Flag Raising on page 3



Flag Raising Ceremonies in Orange County to honor Veterans Day 2006.

Who Will Benefit from the Election Results?

BY ROB CLAUDIO,
STATE CHAPTER LEGISLATIVE
CHAIRPERSON

November brought an onslaught of campaigning at all levels of government. From the local communities in which we live in, to the Capitols in both Sacramento and Washington D.C. We saw Governor Schwarzenegger re-elected in California amid a Democratic majority change through out the rest of the country. The "thumpin" that President Bush referred to the day after the elections, signaled a desperate call for change among most Americans. The problem will be, in finding the right solution for all.

Change is good and it brings many new elements to strategizing how to address the many concerns that burden our state and country as a whole. In the workforce development field we have struggled for several years with reduced funding and a lack of attention to our programs, as world conflicts and natural disasters took center stage. Will the current changes aid our cause? I believe that it will still take a while longer before the newly elected representatives within our State and in Washington D.C., will be able to impact workforce and other domestic programs.

Most newly elected officials are coming on board

with the momentum of their elections, touting changes and a personal commitment to their constituents' issues. At the federal level, new chairs to committees such as the Workforce and Education Committee may bring a new perspective on long stalled legislation that has affected us for the last several years. We were recently provided an action memo to send letters to our newly elected officials in our areas, to congratulate them on their election and to ask for their continued support of our programs. I sent a letter to Senator Feinstein on winning her re-election as U.S. Senator for California, asking that she keep in mind our concerns.

Thus, I will remain optimistic that the elections will bring positive change to our programs and that our State of California receives its fair share of funding to sustain and develop programs that are in much demand through out our communities. To all of you who exercised your right to vote recently, I applaud you for taking your civil responsibilities seriously and ensuring that your voice be heard. I look forward with anticipation to the new Congress after the beginning of the New Year and hope that changes will indeed benefit us.

McGee

Continued from page 2

provided through the State-wide CEAC Veterans Committee and through assistance for stand-downs and job fairs sponsored by other veteran groups the local Workforce agency.

Association members and others will recall that Chuck took the initiative to recognize all staff in the San Gabriel Valley by hosting three annual dinners. Approximately 400 people attended the last dinner where local senior management, our Deputy Director, and Chuck McGee took the opportunity to thank the staff for the services they provided to the public. He also assisted staff and Associ-

ation members by supporting training classes and awards programs for several IAWP Chapters in the Los Angeles area.

He was, we believe, the first to include the President of the San Gabriel Valley Chapter of IAWP as a member of the Board. The SGVEAC funded an off site training session for managers and supervisors in the District. Support was provided for a series of Town Hall meetings held by the Administrator responsible for the Los Angeles area.

These investments in the Employment Development Department and IAWP go on and they are the foundation of why Chuck is remembered as a friend.

Partners

Continued from page 2

her recommendations to the Human Resources Manager at Goodwill. After successfully completing another more formal interview with Human Resources and completing a background and reference check Steve was offered a position as a Sales Associate with Goodwill Industries of Orange County.

Steve had a goal to make positive changes in his life, although willing to do the hard work to accomplish these changes, Steve found the assistance, the guidance and resources he needed to at the Santa Ana W/O/R/K Center. A comprehensive partnership; customer focused and service driven; a partnership that works.

Flag Raising

Continued from page 2

most eloquently about her experience in the U.S. Navy serving her Country as a naval officer. Lieutenant Baker spoke about the outstanding opportunities experienced by the young men and women serving in the Navy today; the world class education and training opportunities, the opportunity to learn and provide leadership in often adverse and arduous situations and conditions unequaled by their civilian counterparts.

Lou Correa, Orange County Supervisor for the First District, delivered perhaps one of the morning's most powerful and poignant messages. Supervisor Correa

spoke of the noble service and sacrifice of those young men and women returning from overseas deployment. Mr. Correa spoke about the noble sacrifice of the families waiting back home when fathers and mothers and sons and daughters won't be returning home, and how freedom is not free, how this noble sacrifice has been made by every generation of Americans.

Other speakers included: Ronnie Guyer, Combat Veteran – Field Representative for State Assembly Member Van Tran, 68th Assembly District and William Ray, Community Liaison for Loretta Sanchez Member of Congress, 47th District.

2007 EDD REUNION LUNCHEON

Annual Reunion Luncheon
 May 17, 2007 • 11 a.m. ~ Cocktails • Noon ~ Lunch
 Contact: Janice Walker:
 (916) 391-8978 • Janice_walker@sbcglobal.net

Calendar of Events	
Dec. 1, 2006	District III Awards Dinner, Los Angeles, CA
Dec. 25, 2006	Christmas Day
Jan. 1, 2007	New Year's Day
Jan. 12, 2007	Award Nominations Due
Jan. 27, 2007	Board of Directors Meeting
May 3, 2007	Board of Directors Meeting
May 3-5, 2007	State Conference and Convention, Red Lion Inn, Sacramento, CA
June 3-7, 2007	94th International Conference, Grove Hotel, Boise, Idaho

District III Road Map to Education

BY JEAN BERRY, DISTRICT III DIRECTOR

I am extremely pleased to announce that this dynamic District is focusing on education and the response from field offices has been overwhelming. We started with a pilot of conducting lunchtime training to obtain feedback from participants and management. It was all positive and we have moved forward with this training. To date, we have conducted training at Job Service, Unemployment Insurance and Disability Insurance offices with attendance from 19 to 45 participants a session.

As we promised earlier this year, we conducted training to open and expand the horizon of your mind by providing educational tools to help you meet and exceed your career objectives, and ways to increase productivity and morale in the workplace.

As the year 2006 ends, we are continuing our promise. District III took their training on the road to the Valley; to be exact; it was the San Fernando Valley. On October 30, 2006, we arrived in Glendale at their all-staff Cluster meeting to present "Gung Ho," a video that outlines ways to increase productivity by fostering excellent morale in the workplace. Currently we are utilizing our retirees, who are past Employment Development Department (EDD) trainers and have eight other trainers who are

In today's environment, employees are provided with the right tools and the right methods to perform their job duties.

full time employees. On November 1, 2006, we continued our travels and made a stop at Pacoima Job Service and One-Stop at 8 a.m. to be a part of their all-staff meeting where we presented the "Gung Ho" video. We had 27 attendees. On the same day (Nov. 1, 2006), we traveled to Van Nuys Disability Insurance office for a lunch hour session from noon to 1 p.m. for another presentation of "Gung Ho." We had 14 International Association of Workforce Professionals (IAWP) members and staff attend this lunchtime session.

In today's environment, employees are provided with the right tools and the right methods to perform their job duties. Yet, for all this accumulated business knowledge, the unanswered questions on business productivity remain the same: How does a manager increase the productivity of his or her employees? In their book, Gung Ho!, Ken Blanchard and Sheldon Bowles take a giant leap

toward solving that question. Our training session is based on the video version of their book. The video, Gung Ho! provides a powerful visual guide for putting these management principles to work and illustrates how using these guiding principles can help any organization become more productive.

Attendees completed a Session Evaluation Form to evaluate the training. Their honest responses will help us to continue to improve the training we provide and help us place emphasis on critical areas.

In addition to the Gung Ho! Training sessions, District III sponsored a session of "Change in the Exam Process" presented by Carl Gist, Human Resource Services Division Trainer on October 18, 2006 and "Excellence Training" was presented by Rob Claudio in the Oxnard/Ventura area. In addition, three sessions of "Telephone Courtesy Pays Off" training was presented on December 6, 2006.

Kudos to Bettye Hicks, Lead Trainer for the Gung Ho! Series and to Audrey Baker, Norma Gallegos, Sheila Mitchell, Val Moeller, Elizabeth Lewis, Rocio Lopez, Candida Lucy, Mary Navarro-Aldana, Elaine Carraway and Marie Washington.

District III members, watch for training dates in your area.

Change in the Examination Process Training

SHEILA MITCHELL, DISTRICT III EDUCATIONAL COORDINATOR

In preparing staff for the future, District III sponsored leadership training on Changes in the Exam Process given by Central Office Human Resource Analyst/Trainer, Chris Gist, on October 18, 2006 in the Los Angeles PAC office from 6 to 8 p.m. Chris did an excellent job in preparing staff for the next exam process for Employment Program Manager (EPM) I, II and III. Those who attended gave excellent reviews and asked for more training to prepare them for their future exams in the Department.

Chris covered important changes such as the application and the panel reviews of the application. The Promotional Readiness Report (PRR) will no longer require management's input and rating. The performance assessment will be scored based entirely on the performance of the candidate's ability and experience. The application will be used to determine if the candidate meets the minimum qualifications. The panel members will not re-

The training was free to all International Association of Workforce Professionals (IAWP) members and a minimal fee was charged to non-members to cover the cost of the refreshments. Chris covered the evolutions in the Civil Service Examination Process and gave an overview on:

- Characteristics of the "Old" and "New"
- Guiding Principles for Exams
- The New Process
- Testing tools
- Scoring
- Tips to Prepare for the New Exam Process
- Hiring Interviews vs. Exam Interviews

view the application, so applicants were encouraged to cover their related experiences/training in their PRR and during the oral interview.

One of the highlights of the session was the overview on how the panel members use benchmarks to rate the candidate's answers to the questions that the candidate provides. Chris gave examples on how a Well Qualified is scored versus a Qualified and a Not Qualified. He explained what benchmarks accomplish for the raters and for the candidates. He gave excellent tips on how to prepare for the new style exam process and the importance of knowing the component

type and the Scope on the examination bulletin. The training session covered the purpose of the hiring interview vs. the exam interview and who the candidate's competition is for each interview. The session also covered who would be on the interview panels for the different type of interviews and the type of questions that would be asked in each interview session.

The session ended with a summary of the exam process and a question and answer session that clarified the material covered which gave staff an opportunity to express their concerns and appreciation of the training.

2006 California Chapter Awards Program Seeks Nominations

Everyone knows someone who is doing a great job at the office, in their community or for the association. Each year at the International Association of Workforce Professionals (IAWP) Annual Statewide Conference the association recognizes the outstanding contributions of our members. The California Chapter State Conference will be held May 3-5, 2007 at the Red Lion Hotel in Sacramento. 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 events for anyone is have their peers, co-workers, associates and friends take the time and make the effort to honor them with a nomination for an award. ANYONE can make a nomination.

Every person 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 2005 that makes them special. If you

need assistance ask your local Chapter President, your District Director or call or e-mail Pattie Espinosa, Awards Chairperson, at (916) 227-0318 or royandpattie@sbcglobal.net. Please refer to the California website at www.iapes-ca.org and the International website at www.iaponline.org for specific guidelines and scoring information.

Please take this opportunity to recognize the excellent work that is done every day. The Nomination Form, the Awards Categories and Criteria and the Nomination Format requirements are included in this issue of the *Cal-Liope*. Cut out, copy and use the Nomination Form to submit your nominations.

Awards at the May 2007 Statewide Conference will be based on accomplishments achieved in the calendar year 2006. All nominations must be postmarked by January, 12, 2007.

Nominations for Toll Trust Award

BY NANETTE BOWMAN, TOLL TRUST AWARD CHAIRPERSON

The Toll Trust was established to present an annual award to a California member whose activities or accomplishments contribute most to the advancement of the International Association of Workforce Professionals activities and are exclusive of job performance. Nominees must be members during the 2006 year and at the time the

award is presented. Accomplishments may span a period before the calendar year but must be continuous into the 2006 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 *See Awards Criteria on page 5*



Challenges for Future Leaders



California State Chapter Educational Conference

Friday May 4 and Saturday May 5, 2007 at the Red Lion Inn, Sacramento, CA

- May 3** Early Bird Networking, 6 to 9 p.m.
 - May 4** Disaster Preparedness (RED CROSS)
Victoria Bradshaw (invited)
Secretary Labor & Workforce Development Agency
 - May 5** EDD Deputy Director Panel (invited)
Red Lion Inn,
1401 Arden Way, Sacramento, CA 95815
- Reservations (916) 922-8041**
- Request IAWP Discount: \$84 per night single through quad
 - Super Shuttle Available \$16 one way from Sacramento Int'l Airport to Hotel

“CHALLENGES FOR FUTURE LEADERS” CONFERENCE REGISTRATION

Complete and return this registration form (*one form per person*). Make checks payable to IAWP and mail to:
Vie Upton, IAWP California State Educational Conference
4890 Tangerine Avenue, Sacramento, CA 95823

- | | |
|--|--|
| <input type="checkbox"/> Full Registration, \$55 | <input type="checkbox"/> Retiree, \$40 |
| <input type="checkbox"/> Early Bird Only, \$15 | |
| <input type="checkbox"/> Friday Only, \$40 | <input type="checkbox"/> Saturday Only, \$25 |

Name _____
 Address _____
 City _____ Zip _____
 Phone _____
 Chapter _____ Amt Enclosed: \$ _____

- Please indicate your choice of lunch plate for Friday's Awards Luncheon
- | | |
|--|--|
| <input type="checkbox"/> Cheddar Chive Chicken | <input type="checkbox"/> Pasta Primavera |
|--|--|



District I Educational Conference

Saturday, January 6, 2007
9 a.m. to 2 p.m.

Mark Sanders Complex (Midtown JS)
2901 50th Street, Sacramento
Marilyn Scott, PERS Consultant
“How to Retire and Buy Time to Supplement Your Retirement”

Please bring your November 2006 Annual PERS Statement

\$10 (Lunch Included)
RSVP to Pattie Espinosa (916) 227-0318 or
Faye King (916) 654-9678

New Limited Edition Chapter Pin Available for Purchase; Order Now

Our new chapter pin designed by members Mary Archer and Emma Etheart is now available. This pin is the first of a series of pins that will be made available to the California membership. There are 440 of the 1000 limited editions of this pin left after the pin was first presented at the May 2006 conference.



The pin may be purchased for \$3 from the chapter office. Send your money with your request for purchase to: Pat Thornton, Executive Office Manager
11410 Gold Hill Court, Gold River, CA 95670

MOVING?

Be sure to let the California Chapter Office know when you move. If we do not have your correct address, the CAL-LIOPE is returned to the Chapter Office. EACH RETURNED CAL-LIOPE COSTS 75¢. THIS IS NOT THE MOST EFFECTIVE USE OF YOUR DUES MONIES. Complete this form so that you receive CAL-LIOPE and other news from the State Chapter and your local Chapter.

Name _____
 Old Address _____
 Old City _____ State _____ Zip _____
 New Address _____
 New City _____ State _____ Zip _____
 Did you change work locations? _____ if so: _____
 New office/MIC # _____
 Bargaining Unit _____

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

Nomination Presentation

The nomination must be typed, double-spaced, in no less than an 11 size font, on 8-1/2 x-11 inch paper, and enclosed in a lightweight binder with tabbed dividers designating each section of the nomination.

Standard Nomination Form

This form must be the first page of every written nomination and must be completed and signed by all required individuals.

Statement of Accomplishment

This statement must begin and end on the second page. It must briefly describe the nominated individual's or group's accomplishment, the dates the accomplishment occurred within the judging period, the manner in which the accomplishment was achieved, and the results or benefits derived from the accomplishment. If the nominee is selected for an award, this statement will be used for various disseminations and shared-learning purposes.

Narrative

This concise, precise and descriptive narrative may begin on the same page as the Statement of Accomplishment but is better as a separate section. It shall not be more than 10 pages of print. It must focus on the details of the actual accomplishment and include any necessary background information that explains why the accomplishment was exceptional to the association, the department, or the community.

Documentation

The narrative must be supported only by documentation that relates directly to the accomplishment activities on which the nomination is based. The documentation may be articles, newspaper or other periodical clippings, endorsements, recommendations, testimonials, or original and/or digital photographs with a brief description of what each photograph is intended to show. The articles and newspaper and other periodical clippings must be identified by date and source. Any photographs and news items less than 8-1/2 x 11 inches in size must be mounted on 8-1/2 x 11-inch paper. List, by type and date, any published articles, books, research, as well as work products, audio-visual or other materials representative of the contribution.

Photograph

The nominee should be prepared to submit a publishable photo upon request. Quality digital or scanned photos that can be used for publication are acceptable.

Disqualification

A nomination may be disqualified if it does not contain a statement of accomplishment, narrative and documentation in the manner required.

Notes:

1. Put your nomination in a folder or small binder.
2. Use tabbed dividers for each section.
3. Prepare a Table of Contents for sections with more than 5 pages.
4. Please include a copy of your nomination on a disk.

District Caucus Information

All members please plan to attend your district caucus to elect your International delegates who will represent the California Chapter at the 94th International Conference, June 3-7, 2007 in Boise, Idaho:

District I: January 6, 2006, 9 a.m. at 2901 50th St., Sacramento, CA

District II: January 20, 2006, 11 a.m. at 40645 Fremont Blvd., Fremont, CA

District III: 9 a.m. at 12103 S. Crenshaw Blvd., Hawthorne, CA

District IV: January 4, 2006, 1180 Palmyrita Ave., Riverside, CA.

Please contact your Chapter President or District Director for more information.

International Delegate Qualification Form

Local Chapter Presidents and District Directors are required to verify point values. Please provide dates and other supporting documentation whenever possible. **Use a separate sheet, if necessary.** Within the past two calendar years, January 2005-December 2006:

1. I recruited ___ new members for IAWP. List names (5 points each)

2. I attended ___ Local Chapter or District Membership Meetings, Executive Board Meetings or sponsored events (5 points each).

3. I held the following Local Chapter elected office or appointed chairperson positions (5 points each).

4. I was a significant contributor for Awards nominations submitted in the following categories (5 points each, maximum of 6 categories).

5. I held the following State Chapter elected offices or was appointed to the following chairperson positions (5 points each).

6. I submitted ___ articles to my local chapter newsletter, the Cal-Liope or to the Workforce Professional. Include a copy or list publishing dates (5 points each).

7. I attended ___ District, State or International Conferences (5 points each). List dates.

8. I actively participated in planning or working at a District or International Conference (5 points each). List dates.

During any time period:

9. I successfully completed ___ sections of the IAWP Professional Development Program (5 points each).

10. I served one or more terms as State Chapter President or District XV Representative (10 points each).

Date _____ Total Points _____

I swear or affirm that to the best of my knowledge the point values I have assigned are true and correct. I understand that, if elected, I am required to attend designated conference meetings and activities and to submit one or more articles to the *Cal-Liope* for publication regarding the conference.

Signature _____

Name Printed _____

Address _____

Phone () _____

Chapter _____ District _____

The Qualification Form must be postmarked by January 5, 2006 and mailed to your District Director as follows:

District I: Faye King, 7926 Roesboro Circle, Sacramento, CA 95828
 District II: Mary Archer, 3933 La Cresta Ave., Oakland, CA 94602
 District III: Jean Berry, 16411 S. Thorson Ave., E. Rancho Dominguez, CA 90221
 District IV: Stacey Baron-Blank, P O Box 2844, Spring Valley, CA 91979

Awards Criteria

Continued from page 4

mail, fax or e-mail no later than January 12, 2007 to the Chairperson of the Past Presidents Association:

Nanette Bowman
 2006 Port Albans Circle
 Newport Beach, CA 92660
 Fax (949) 644-4402
 E-Mail: nanette@bowman-domes.com

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 or group

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

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.

Specialized Customer Services Award

Eligibility: Member or Non-member – individual or group

Recognizes outstanding, innovative programs of awareness and furtherment of a specific segment of the workforce including but not limited to Vocational Rehabilitation, Welfare-to-Work, People with Disabilities, UI-PC/UI-PCC 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 of the Year 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 participation and promotion of IAWP by all workforce partners.

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); par-

ticipation in educational, membership, communication, fund-raising 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 or group

Recognizes and individual/group achievements in IAWP's international development 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 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

Job Service: Customer Service, Case Managers, Workshop Leaders (includes staff training), Employer Services, Labor Market Information.

Unemployment Insurance: PCC, PAC, Insurance Accounting Division.

Disability Insurance: Determinations, Customer Service, Specialty.

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

Administrative Support (All Branches): Secretaries, Clerical.

PC Support (All Branches combined)

Janitorial Support (All Branches combined)

Management (All Branches combined)

Partner Employee

Nomination Submission Locations

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: Pattie Espinosa, 2901 50th St., Sacramento, CA 95817

All entries must be postmarked by January 12, 2007.

For definitive information on each award category go to www.iawponline.org, select "Members only" and then select "Chapter 5 – International Awards Program."

Good luck and happy writing!

Goings On Around the State

Cabrillo del Rio Chapter Support Project Love

BY ELAINE CARRAWAY,
PRESIDENT,
CABRILLO DEL RIO CHAPTER

This is the 16th year for the Cabrillo Del Rio (CDR) Chapter to participate in Project Love. Project Love is dedicated to bringing joy and love to the children of the Navajo and Hopi Nations in 38 different schools located throughout the state of Arizona. We work in conjunction with Cerritos Community College under the Boeing umbrella for this community service.

It's extremely rewarding to participate when you real-



Val Moeller, International District XV Director and member of the Cabrillo del Rio Chapter sits among the gifts collected and donated for Project Love.

ize that it will bring joy to some young person. We get wonderful thank you letters. The above picture shows Val Moeller, Treasurer of the CDR chapter collecting the donated gifts from the IAWP

members and staff at the Orange County Call Center. Other gifts were donated by IAWP members and staff at the Los Angeles Adjudication Center.

Los Compadres Chapter Continues Community Outreach

Members Assist with Crochet Day

BY NORMA GALLEGOS,
LOS COMPADRES LOCAL OFFICE
REPRESENTATIVE

On Saturday, September 30, 2006, I organized a Crochet Day for former homeless women at the Los Angeles Union Rescue Mission's Hope Gardens in Sylmar. The goal of Crochet Day is to teach the women how to create something for themselves and in the future to be able to create items to donate to the less fortunate. The mere action of learning a new craft and completing a project will help increase their self esteem and be proud of their accomplishments. Also, it will be an opportunity for those who already know how to crochet and knit to teach the other women.

Los Compadres Chapter donated \$50 towards the purchase of yarn, crochet hooks, knitting needles and a container to store the yarn and supplies. In addition, donations of cash, yarn and hooks came from Los Compadres Treasurer, Audrey Baker's church. I obtained additional donations through my women's group, the Catholic Daughters of America.

Los Compadres President, Bettye Hicks, joined us as an instructor and brought How to Crochet and How to Knit books and patterns. Bettye

and I brought several samples of our work to show (scarves, hats, afghans, etc). We gave the residents basic instructions on how to hold their hooks/needles and yarn in order to get their projects started. Some ladies had crocheting and knitting experience when they were very young. With some close attention and consistency, they quickly grasp the techniques. The group promised to practice and looked forward to seeing their "teachers" at the next visit.

On October 14, 2006, Bettye Hicks and I returned to Hope Gardens to see their progress. We were amazed at their accomplishments! Several projects were well underway. One of the residents has been coaching the others on their projects. The Crochet Day was a definite success.

Los Compadres Chapter received the following "Thank You" letter from Anabel Sanchez, Mentor/Coordinator, at Hope Gardens: "I want to thank IAWP Los Compadres for their generous gifts. The yarn that was donated to our residents at Hope Gardens has been a tremendous blessing. The women have enjoyed learning new techniques in knitting and crocheting. Your time here has been a blessing. You have provided us with great instructions,

laughs, and wonderful memories. Thank you for your love and support."

Los Compadres will continue their involvement with Hope Gardens. We will work in conjunction with other community agencies to provide services to these new residents.

Walk for Leukemia and Lymphoma

BY BETTYE HICKS, PRESIDENT, LOS COMPADRES CHAPTER

On October 8, 2006, Los Compadres members, family and friends gathered at the Warner Center Park in Woodland Hills, CA to walk in the Light the Night Walk. Light the Night Walk is an evening walking campaign to celebrate and commemorate lives touched by cancer. We walked in the twilight holding illuminated balloons, white for survivors and red for supporters.

Los Compadres members and friends your spirit, diligence and strong sense of community enabled the Chapter to raise and donate \$608 to the Leukemia and Lymphoma Society. This year, the Greater Los Angeles Chapter of Leukemia and Lymphoma Society reached its \$810,000 Light the Night goal.

Thank you Los Compadres Chapter for your commitment and enthusiasm.

Silicon Valley Chapter Offers Practical Assistance

Ins and Outs of Credit and Identity Theft

BY FRED RUIBAL, PRESIDENT,
SILICON VALLEY CHAPTER

The International Association of Workforce Professionals Silicon Valley Chapter in partnership with the Delta Sigma Sorority held two workshops concerning two very important issues that are a major concern to many of us in today's day and age. These workshops were on the

subjects of identity theft and credit. These workshops were presented by two very fine speakers from Citibank, who were kind enough to take the time out to give a presentation on these very important topics. Their names were Viet Valenzuela and Louis Young, both representatives of Citibank.

The workshops were held on October 25 and November 1 at the San Jose Adjudica-

tion Center in San Jose. The workshops were given with the hope that attendees who participate in the workshops would get a better understanding of how credit reports work and how to avoid being a victim of identity theft. Both of these workshops had a turnout of about 10 people. The workshops respectively lasted about two hours each and were full of

See Silicon Valley on page 8

Fresno Chapter Elects Officers

BY SHEILA ARMSTRONG,
PRESIDENT, FRESNO CHAPTER

On October 27, 2006, William Goodwin stepped up to send out a call via e-mail asking for International Association of Workforce Professionals (IAWP) Fresno Chapter volunteers for officers. As a result, we were able to nominate and elect the following members to the designated positions:

Vice President: Berdie Hall
Treasurer: Sonya Perkins Morris

Secretary: William Goodwin

Membership Chairperson: William Goodwin

Discussion was then held regarding the opening of the bank account for the Chapter. It was decided the account would be maintained at the United Security Bank at 855 M St. Fresno, California 93721. Each of the four officers will be required to sign on the account. Once the bank account is opened, the Chapter can then proceed with scheduling its first dinner meeting by the first week of December 2006.

I would like to publicly and personally thank William Goodwin for his dedicated interest in bringing back the Fresno Chapter. William has stated that "I would be happy and take pride to do the best membership recruitment possible. I'll try to get started and develop a few ideas with a possible schedule of meeting times and places where our committee can be located with information and contacted." William has set a positive example for the membership and I am asking more of the membership to become involved.

The IAWP California Chapter 2007 Educational Conference is set for Friday, May 4 and Saturday, May 5, 2007. This conference will excel in participation and information for all of our future leaders. You don't want to miss this one!

Check out the California Chapter website at www.iapes-ca.org.

Orange Empire Offers Education

BY CATHERINE CALDERA,
FIRST VICE PRESIDENT,
ORANGE EMPIRE CHAPTER

The Orange Empire general meeting at the Home Town Buffet on September 20, 2006 was an example of the outstanding educational opportunities available at very little cost to International Association of Workforce Professionals (IAWP) members and featured Officer Kimberly Hunter of the Orange County Probation Department as the speaker.

An informative power point presentation about sex offenders outlined observations, signs, and/or clues of behaviors of sex offenders. One of the two packets of information distributed was particularly relevant to those of us in workforce development responsible for assisting in the placement of individuals with challenging employment barriers. "Time to Work: Managing the Employment of Sex Offenders Under Community Supervision" emphasized that research proves that meaningful employment provides a stabilizing influence by involving offenders in pro-social activities and assisting them in structuring their time, improving self-esteem and meeting financial obligations.

Offenders released into the community after convictions are required to find suitable work but employers are reluctant to hire them because of stigma and restrictions by special condi-

tions of their supervision. Sex offenders are monitored in their work related activities to ensure they do not have opportunities to re-offend. Supervision agencies must determine how to manage them in a way that restricts offenders while protecting the public.

Sex offenders often resemble the general population, that is, they more often have families, are well educated and have stable employment histories prior to their convictions. External controls such as close monitoring, periodic polygraph examinations, no Internet access, restricted contact with potential victims and specialized treatment seems to be the best methods of managing sexual offenders.

Examples of positions unsuitable for offenders due to their access to vulnerable populations are Security Guard, Hotel Workers, Nurses or Nurses Aides, Doctors and Dentists Therapists and Social Workers, Child Care Workers, Limousine, Taxi or Bus Drivers, Retail or Restaurant Managers or Teachers and Instructors.

The homework assignment was to give a parent or grandparent a copy of the "Personal Safety for Children; A Guide for Parents". It included sections such as: What are the Risks to Your Child, How to Talk to Your Child, What to Do in an Emergency and additional

See Orange Empire on page 8

Goings On Around the State

Inland Empire Chapter Works on a Variety of Community Projects and Staff Training Program

Adopt a Platoon for the Holidays

BY MARINA ROJAS, INLAND EMPIRE CHAPTER

The Inland Empire Chapter of the International Association of Workforce Professionals (IAWP), along with the Sunshine Club of the CUISC-South office has combined efforts to adopt an Army platoon of 61 men and 10 women for the holidays. Staff at the Southern California office brought in items that were packed and sent to a group of service personnel in Iraq, in conjunction with the AdoptAPlatoon program.

The soldiers had sent "wish lists" which included things like: black or brown boot socks, flashlights, headlamps, tuna, pistachios, Hostess donuts, coffee, crackers, Doritos, holiday decorations, beef jerky, candy, band-aids, pillows, DVDs, sticky fly paper, Gold Bond foot powder, Lotrimin, air fresheners, all size batteries, and plenty of letters and cards.

Staff completed Christmas cards for the soldiers, and additional items for Hanukkah were included in the packages. Day by day, more and more items were brought in and personnel were hoping to meet a goal of sending at least 10 fully packed boxes to honor the military. At the time of this article, items were still being collected, so it was not yet confirmed that the goal of 10 boxes had been met!

Each box was sent to the soldier in a "flat rate" box provided by the USPS; the boxes can be as heavy as one can pack them, and to help ensure there would be no delay in getting the items to those serving in Iraq, a donation of \$100 towards the cost of postage was given by East Valley Choppers in Rialto, CA.

This was a project that everyone was proud to be a part of, and was a small way for all of us to say thank you for the effort made by those serving our military far away from their homes during this holiday season!

If you or your group is interested in finding out how to adopt a soldier or a platoon of soldiers, please check out <http://adoptaplatoon.org/new>.

Community Blood Drive

BY MARINA ROJAS

On Friday, October 6, 2006, the Inland Empire Chapter, in conjunction with the Combined Unemployment Insurance Service Center-South office (CUISC) held a Community Blood Drive.

Flyers were passed out to all of the offices in the indus-

trial park, and the entire neighborhood of employees was encouraged to stop by and donate at the Bloodmobile from the Blood Bank of San Bernardino and Riverside Counties.

For each person donating, three people would benefit, since a pint of blood is usually separated into three primary components: red blood cells, plasma and platelets. Red blood cells carry oxygen to the body's organs and tissues, and are needed for accident victims and surgery patients. Plasma, which is 90% water, constitutes 55 percent of blood volume and is needed for organ, burn, and shock victims. Plasma can be stored in a frozen state for up to one year. Platelets help blood to clot, and give those with leukemia and other cancers a chance to live. Platelets can be stored at room temperature, but for only five days.

The Blood Drive happened to fall on the last day of the National Customer Service Week being celebrated at CUISC-South, so several of the staff members decided to give the ultimate gift of excellence in customer service by donating blood.

Cathy Scott, long time employee at the CUISC office, said that she had given blood at least 20-25 times prior, and she remembered times when her own family members had benefited from blood donations. Christy Magdziasz donated blood for the first time, and commented that she would surely do it again. Others from the Employment Development Department (EDD) that stood in the donation line were: Georgia Borden, Mamadou Diallo, Manny Rangel, Antonio Yanas, Maria Haussan-Wallace, Tawyna Swauncy, Belinda Torres from 040, and Roseanne Ramos.

Thank you, EDD staff members for your supreme effort of customer service!

Veterans Book Drive

BY MARINA ROJAS, INLAND EMPIRE CHAPTER

The Inland Empire Chapter saw a coordinated effort with the local field offices that included the San Bernardino and Redlands Job Service offices, the San Bernardino PAC, the CUISC-South office, the Riverside Call Center, and the Riverside Disability office when the call went out for a Veterans Day Magazine and Book Drive for the Jerry L Pettis Memorial Veterans Hospital.

For the month of October and the first part of November the offices collected magazines, books, puzzles, and



Inland Empire members wait their turn to donate blood.

games that were taken to the Veterans' Hospital Volunteer service office in honor of Veterans Day.

The representatives at the Volunteer service office were very happy to get the dozen boxes full of items and several shopping bags full of things as well. As the magazines and books were brought in one of the volunteers were heard to say, "At least six bags of books! This is so great!" And another one responded, "These things go so fast, we always need these!" It was great to know that the effort was really appreciated.

As we took the books to the hospital, it was amazing to see the many faces of the men that had served our country. Some were sitting in wheelchairs, while others were sitting talking and laughing with each other. Every single one of them were ready in an instant to tell you which branch of the military they had served in and tell you a little story of where they had served.

A close look into their faces showed you who they were, and although age may have slowed them down, their eyes still reflected the young man who had given his utmost for his country's freedom. It was an awesome feeling to be around such unsung heroes. While the magazines and other items were appreciated by the volunteer services offices, we were unable to come up with any words that could properly express our appreciation for the service the Veterans had given to our country for all of us.

Los Angeles Chapter Adopts 9th Street Elementary School

BY SHEILA MITCHELL, PRESIDENT, LOS ANGELES CHAPTER

The Los Angeles Chapter of the International Association of Workforce Professionals (IAWP) along with the Los Angeles Primary Adjudication Center (PAC) is adopting the 9th Street Elementary School for Christmas. Donations will be accepted November 15, 2006 to December 15, 2006. According to the school principal, Pamela Hughes, more than one half of the students are

Cruisin' Through Training

BY MARINA ROJAS

It was the beginning night of the 16th Annual Stater Brothers Route 66 Rendezvous, and there were about a half a million spectators rolling into San Bernardino the evening of Thursday, September 14.

You might have thought the whole crowd had gathered to "oooh" and "aaah" over the classic cars, hot rods and custom creations that were cruising through the cordoned off city streets. Many were there for the close examination of those beautiful old steel and chrome masterpieces, but... right in the middle of the cruisin' cars, there was a special group of people who had fought their way through the festivities and heavy traffic to participate in a different type of examination and study; because that night was also the beginning night of the Inland Empire Chapter's training in Excel courses.

The San Bernardino Primary Adjudication Center (PAC) graciously played host to the first International Association of Workforce Professionals' (IAWP) session of Microsoft Excel for Beginners. While a large home town faction of the PACers attended, there were those as far away as Indio who showed up to hear the night's presentation by Jose Gutierrez, Employment Development Administrator (EDA) of the Orange County Call Center.

Although Mr. Gutierrez may have had second

thoughts about winding his way to the PAC through all the traffic tie ups, he made it through the asphalt jungle without detouring towards those great old cars at the Rendezvous. While class was in session, the sometimes robust music of Jerry Lee Lewis and revving engines in the surrounding streets broke through the sound barrier. But those distractions only played second fiddle to his Excel class instructions since his audience proved to be engrossed in the beginning intricacies of the Excel program. Mr Gutierrez even found ways to make his students laugh, which showed everyone was really enjoying this meeting.

There were two Excel assistants available at the training also, Shellyanne Tande, San Bernardino PAC and Erica Looney, Riverside PCC. Their help with the packets and classroom displays were greatly appreciated.

Member Dave Schaffner from the San Bernardino PAC said the Excel training "Was informative without becoming too deep into the subject to let it get boring. It was nice to meet some of our fellow EDD folks; I intend to attend any and all future classes."

Zina Bates, also from the San Bernardino PAC found out that the training helped her not only for career development, but added that the class "was an exciting and easy way to get introduced to the Excel program. The Excel training directed me in organizing even my personal bills, and I learned how to put my expenses in a format that is easy and fun to work with."

Since the Excel training turned out to be such a hot topic for the almost 50 people who were present the Inland Empire Chapter, in being responsive to our members' suggestions, is looking forward to holding other sessions at various locations soon.

classified as homeless under the federal "McKinney Homeless Act."

The Los Angeles Chapter IAWP and the Los Angeles PAC is asking for your help with donations this Christmas to help make this the best Christmas ever for the children who attend the 9th Street Elementary School. For those of you in the Los Angeles area the donations may be dropped off at the Los Angeles PAC or arrange-

ments may be make for pick up by contacting Sheila Mitchell at (213) 744-2297, Sunni Alonzo at (213) 744-2554 or Danuta Lopuszynska at (213) 744-345. Cash donations may be sent to Sheila Mitchell at 1405 S. Broadway, Los Angeles, CA 90015. Make checks payable to the 9th Street Elementary School. All donations are tax deductible.

President

Continued from page 1

touch it, see it and hear it. It starts as a low crescendo on Thanksgiving and builds to a bright climax on Christmas day.

Thanksgiving brings families and friends together for the sharing of love and fine food. Everyone shows up, even if they didn't feel all-that well. Their symptoms seem to disappear as the family continues to arrive. Close your eyes and you can remember the times when everyone in the family was around grandmas dinning room table. If you really try hard you can even smell her prize-winning pumpkin or apple pie. The talk after dinner was usually about the next holiday and whose house everyone was going to get together at, as well as what the kids wanted for Christmas.

Out we would go the next day with thoughts of that perfect gift for mom and dad, sisters and brothers, and an extra special gift for that very special person in your life. You browse all the ads to make sure you get the best price for you gift. The stores are deco-

rated extra special with shiny and bright decorations. No matter what your spirits are when you start you cannot resist the upbeat tempo of the season. Music is playing everywhere and everyone says hello, happy holidays and thank you. Everyone is coming to your house so you need to clean and decorate. The special trip that must be made to purchase the perfect Christmas tree that only you know how to pick. No expense is too great and it usually does cost more than you had planned, but what the heck Christmas comes but once a year.

Why does that happy spirit come but once a year? Why does it have to end after New Year's Day? Why couldn't the spirit of the Holidays last all year long? Would that be so bad?

I truly pray that this holiday season finds each and every one of you in good health and may the spirit of the Holidays be with you all year long.

Happy Holidays from my family to yours.

M*G*B*

Conference

Continued from page 1

Patrick Henning, Director of the Employment Development Department (EDD), gave his thoughts on the future of the Department. He expressed strong concerns about EDD continuing to receive support to allow workers to provide the level of service expected by customers. Mr. Henning concluded his remarks by signing a Joint Proclamation by the State of California Employment Development Department and the California Chapter of the Interantional Association of Workforce Professionals (IAWP) declaring that both parties to the Proclamation shall publicize the agreement to EDD employees, to avail themselves of IAWP's programs, subject to normal operational and budgetary concerns.

Edith Hodges, Exam Analyst from the Human Resources Service Division (HRS), spoke about the next generation of EDD testing. The major change for the Employment Program Manager exams is that the manager's input has been eliminated from the Promotional Readiness Report in the exam process.

Richard Devylder, Deputy Director Department of Rehabilitation (DOR), gave a rousing presentation on overcoming obstacles. Richard showed an amazing video "A Day in the Life of Richard" which illustrated the obstacles he faces every day because he was born without arms and legs. He is dedicated to working toward improving the quality of life for persons with disabilities. As the Deputy Director for Independent Living and External Affairs at the DOR Richard is responsible for all of the Independent Living programs in California with an estimated funding of \$20 million. He

also directs all aspects of public and media relations.

Ric Giardina returned with a very energetic and interesting presentation on change, followed by a discussion of the differences between Managers and Leaders. He publishes a free electronic newsletter at www.spiritemployed.com that you can access. Ric Giardina and the Spirit Employed Company received the "Keeping America Strong" Award from William Shatner's "Heartbeat of America" television program earlier this year for efforts in bringing spirit back into the workplace.

During the conference, Val Moeller, International District XV Director, presented an award from the 2006 International Conference for Specialized Customer Services to Dr. Douglas Gordy from the Northern Media Access Office. Dr. Gordy was unable to attend the conference in Louisville but was able to come to the conference in San Jose to be honored by the California Chapter.

Participants were energized and felt that the day was well spent.

Henning—

Continued from page 1

He supports cross-training and ladders for career advancement for employees.

Mr. Henning signed a Joint Proclamation on October 20 with the IAWP California Chapter forging an alliance to augment existing training programs for interested department staff.

Goings On Around the State

Silicon Valley

Continued from page 6

thought provoking information that was given by two very knowledgeable presenters.

The first workshop, "What's Your Credit Worth," was very informative and answered questions concerning the purpose of credit bureaus, what's in our credit reports and how this information is obtained. These are especially important if any one as attempted to buy a house or just make a big purchase in general where cash on hand is not available and therefore rely on credit to obtain or purchase these particular items. One of the particular topics of note in this workshop that seemed to be of particular interest to attendees was the understanding ones credit report. The speakers were able to give the audience a comprehensive understanding of the information that is contained in these reports in very easy to understand language behind all the numbers and codes that are contained in these reports. What if our credit reports aren't what we like them to be? Ways in which our credit scores can be improved upon were touched on, such as paying off debt while not transferring balances and financial reviews.

The second workshop touched upon identity theft, a very common phenomena that unfortunately happens much too often and is a crime that is growing at a very rapid rate than we would like to believe. Identity theft is simply described as the unlawful taking of personal information for ones own personal gain. This workshop focused on how to not become a victim of identity theft by taking steps not to be a victim and of course what to do if something like this should happen. It was interesting to find out exactly how identity thieves actually get access to our information and how this information is used by such thieves. If identity theft should happen to you, it was advised that one should not panic, but rather develop a comprehensive action plan to take the necessary steps to remedy the situation, including filing a police report and contacting national credit reporting agencies.

All in all, these workshops were very insightful and above all useful and practical. Attendees of the workshops were very appreciative of the speakers for their time and expert responses to the many questions that were asked regarding these topics. The Silicon Valley Chapter hopes to invite the speakers again sometime in the future.

Veterans' Day Parade

BY JAMES THOMAS,
STATE CHAPTER FIRST VICE PRRSIDENT

The Silicon Valley Chapter proudly honored our nation's veterans in the annual San Jose Veterans' Day Parade. Participants in the parade were BJ Sims, Tom Sims and James Thomas. The Veterans' Parade had 81 entries and was sponsored by the United Veterans Council of Santa Clara County.

The Silicon Valley Chapter designed a patriotic van complete with banners and flags. Many on lookers questioned what "IAWP" stood for and we proudly explained what The International Association of Workforce Professionals represented. The Silicon Valley Chapter has participated in the Veterans' Day Parade for three years.

The Silicon Valley Chapter had the pleasure to be positioned with the Fremont American High School Band, Korean Veterans and antique cars. The high school music was magical and they were stepping to the beat. We are looking forward to next year's parade. It is always an exciting event.



B.J. Sims, Tom Sims and James Thomas represent the Silicon Valley Chapter at the Annual Veterans Day Parade in San Jose.

Orange Empire

Continued from page 6

resources. Parents are reminded to set boundaries about the places children may go, people they see and things they may do. It is OK to say no, tell your children to trust their instincts and for parents to get involved. Know where your children are, have them check in with you and there is no substitute for your attention and supervision.

Membership campaign
PREPARED BY NANETTE BOWMAN

Orange Empire offers \$100 prize to any of our own local chapter members recruiting 10 or more members before April 1, 2007. New members must join Orange Empire and transfers don't count. All members were gifted with a key chain squeeze light complete with logo to extend appreciation for loyal commitment.

Revised Exam Process Training was hosted by the local chapter on November 15 at the Anaheim Job Service office as part of the quarterly general membership meeting. Christ

Gist was complimented for his "touch of class" by wearing an IAWP shirt. The thirty attendees were made up of staff from Job Service, Unemployment Insurance and Disability Insurance. The presentation started at 6 p.m. and ended at 8 p.m.

Award Nominations are due to President Jorge Perez by December 12. The Orange Empire Awards Dinner will take place on March 16 at a location yet to be determined.

Orange Empire is coordinating a Pirate's Dinner at the theater in Buena Park on Saturday, December 16. Members get a discount for bringing Campbell Soup labels for St Jude's Ranch. Past contributions of labels have resulted in more than 6 new Dodge Caravan Mini-vans for St. Jude's Ranch campuses. Having fun for a good cause!

The chapter continues to collect pop tabs for the Ronald McDonald Charities and toiletries for the EDD/CDC Job Specialist in Anaheim.