

Join CWC
The Professional
Association
For Workforce
Professionals

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Membership Form

MESSAGE FROM THE CALIFORNIA WORKFORCE CONNECTION **PRESIDENT**

By *Melissa Lauritzen, President*
"If you aren't in over your head, how do you know how tall you are?"
-T.S. Eliot

Dear California Workforce Connection (CWC) members,
 Challenges are everywhere in our lives, both personal and professional, but how we handle challenges is what defines us as leaders. As T.S. Eliot has mentioned, dealing

with challenges is how we grow as a person and as a leader. So don't be afraid to take on additional project, responsibility, and/or task to learn something new.

If you're looking for leadership opportunities outside of your employment, keep CWC in mind, there's always leadership prospects from the local chapter level all the way up to the organizational level where you



PRESIDENT MELISSA LAURITZEN
 can have actionable leadership experience to add to your Statement of Qualifications, application, or interview questions!


SAVE THE DATE!



CALIFORNIA WORKFORCE CONNECTION

Annual EDUCATION Conference

May 13, 2022 • 8am to 5pm



AYRES HOTEL

COSTA MESA / NEWPORT BEACH
325 BRISTOL STREET

Room reservations are \$120 plus taxes or prevailing government rate for single/double

Call 1-800-322-9992 before April 26-2022 and ask for California Workforce Connection

Free shuttle from Orange County Airport and free self-parking

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DADISI ELLIOTT

District IV Director
RAY CABRERA



Our association is dedicated to bringing education, opportunity, and innovation to all individuals with a common interest in workforce development

MEMBERSHIP CORNER

By *Walter Ko, East Bay Chapter*

The COVID-19 pandemic outbreak in America ran amok since March 2020. The United States government issues guidelines to stop the virus. The State of California issued shelter-in-place lockdowns to curtail the infection. Suddenly, businesses, hotels, restaurants, schools, and other non-essential establishments shut down. People rushed to stores to stock up on food, household necessities, and hand sanitizers. Face masks and plastic gloves became hot items. The situation was critical. It was frightening.

Overnight, the sudden and immense pandemic was unprecedented. The state lockdown resulted in a tsunami of applications for the Employment Development Department (EDD). There was also an increased need for extra language services. Employment Program Manager I Catherine Yuhui Chen of the Buena Park Unemployment Insurance (UI) Center and Employment Program Representative Walter Ko of the Oakland UI Center were tasked with translating three YouTube videos with Chinese captions for Cantonese-speaking clients. Catherine Yuhui Chen and I have worked together before as a team to translate brochures and guidebooks.



WALTER KO

Since Cantonese-speaking and written texts are different, two versions had to be completed. I received a computer mic for the recording part and reserved the training room to use as a recording studio for privacy. However, there were some challenges. About ten minutes into the first recording, the lights went out. Turns out that the room lighting system is motion detected. It was frustrating and stressful to program the voice while continuously moving. I did finish and sent the product to Catherine for review. She noticed different sound levels and hiccups in the presentation. The slides in question were redone.

Catherine went to the training office for the female voice recording. It was a well-equipped studio which made it much easier to record professionally. Thanks to Manuel Ramos for his technical support. He merged the separate recordings into the final product for the EDD video library.

Catherine and I take pride in the responsibility given to us for this important project to serve the Chinese-speaking clients of California.

Building a Personal Brand

By *B.J. Sims, Marketing Chair*

"You are your brand, so brand yourself beautifully"

—Dawn Davis

You can make a brand that will set you apart, build trust and reflect who you are. One that makes you noticed by supervisors, employers, friends, and customers. In today's economy, where trusted spokespersons sell ideas, services, or a product it is important to have a brand that will promote you and help bosses decide if they want to depend on you for special assignments and tasks. If your brand is effective, managers will feel confident you can get the job done and you become an asset to your management team.

You already have a brand but is it the one you want to keep? Your unique brand cannot be taken away, but you may have to live with it for a very long time. It is not too late to re-brand if you define what you want your brand to be. You just need to be willing to make changes and be consistent with your actions.

What does it take to build your powerful brand?

- **Know who you are, your values, and your skills.** Do a personal inventory about your best and worst attributes. Decide what you want to highlight or want to change.

- **Be truthful about what you can do.** Don't lie about your skills and attributes but emphasize what you do best.

- **Decide what you want**

your brand to be and what is important to you. None of us are perfect so be realistic and consistently put your best attributes forward. Try to reduce your bad habits which detract from your brand.

- **What do you want your reputation to be?**

1. Do you follow orders or follow your music?

2. Do you consider all opinions, or are you by the book?

3. Can you get along well with co-workers, or do you like to do things your way?

4. Can you be relied on to get a task done correctly and on time or are you often late getting things done?

- **Develop a consistent message and act accordingly.**

CONTINUED ON PAGE 6

RETIREE MESSAGE

By Nanette Bowman, Orange Empire Chapter

A few retirees and one wannabe gathered at the Blue Agave Restaurant in Yorba Linda on August 19, to say goodbye to Judy Peterson. She and her husband are moving to Colorado to be closer to family. Even though I did not work with many of these folks, we were all part of the EDD family and knew each other by name. It was so much fun to share stories of the best of times or worst of times. We took a picture that I will ask to be published without names so you can try to identify them. Call or email me if you are curious. Since that get-together, I pulled out some of those albums that I have mentioned before and was able to share a photo from circa 1984. I do not consider myself a hoarder but somehow the archives seem to wind up at my house. I did have *Cal-Liope* newsletters from the beginning of our incorporation that I handed over to Mary Navarro-Aldana. I understand they may be housed in one of the offices that were under her supervision. I am

willing to hand over all the photo binders to any volunteer. PLEASE!

I found an EDD Scene dated June 1987, with an article by the late Mark Sanders who was Deputy Director of Operations Branch. The title is "Putting It Together – Then and Now" describing the implementation of automation. We have come a long way. In the 1990s when I had my first office desktop at work, I was disappointed that no one was sending me any emails. Careful what you wish for! I saved that issue because it listed the retirement of my previous late husband, Byron Cardamenis. That was the last "Golden Handshake" offered so there are about 200 names listed.

You are so welcome to send me ideas for articles or share what you are up to – you know my email: nanettebowman@cox.net.

Stay well and stay in touch.



NANETTE BOWMAN



MID-YEAR 2021 California Labor Law Updates

By Dinah White, Legislative Chair
and Los Angeles Chapter President

As we get ready for a potential post-COVID 19 "return to work" scenario, California employers will face new employment laws and issues in getting back to the new NORMAL. These are just a few of the recent employment litigations, potential state and federal regulations, and new employment laws that are necessitating change for California employers.

- COVID-19 Supplemental Paid Sick Leave (SB 95): Impacts employers with more than 25 employees. The bill would entitle a covered employee to 80 hours of COVID-19 supplemental paid sick leave if that employee either works full time or was scheduled to work, on average, at least 40 hours per week for the employer in the 2 weeks preceding the date the covered employee took COVID-19 supplemental paid sick leave

- Right to Recall Requirements (SB 93): Pertains to specific industries and in certain geographic locations. On April 16, 2021, California Governor Gavin Newsom signed Senate Bill (SB) 93 into law, a rehiring and retention law that requires employers in certain industries to make written job offers to employees who were laid off because of the impact of COVID-19. The law takes immediate effect and will remain in effect until December 31, 2024. Previously, some California cities adopted their versions of local ordinances providing for a right to be recalled, including Carlsbad, Long Beach, Los Angeles, Oakland, Pasadena, San Diego, San Francisco, and Santa Clara. The current secretary, Nan Bowman is ready to receive emails of interest and can explain the needs of the chapter better. She can be reached at: nanettebowman@gmail.com.

Thank you in advance for your interest in the CWC organization and the Orange Empire local chapter specifically.



Toll Trust Award Seeks Nominations

By Verletta Moeller, Cabrillo Del Rio member

The Toll Trust award was established to present an award to a California member whose activities and accomplishments contribute most to advancement of the CWC and are exclusive of job performance. Some of these accomplishments considered include: Level of

commitment, Years of service, Sustained efforts, Professionalism, Promotion of membership, Local chapter mentoring, and Volunteerism.

Nominations can be mailed or emailed to:

Verletta Moeller
15648 Harvest Ave.
Norwalk, Ca. 90650
email retire2k07@aol.com

Get Ready for State Award Nominations!

By Arlene Bautista,
State Second Vice President,
East Bay Chapter member

The California Workforce Connection (CWC) State Chapter Annual Awards Program provides an opportunity for Employment Development Department (EDD) management and staff to nominate staff, peers, workforce partners, employers and community organizations for outstanding efforts, innovation, and service in workforce development. Recognize those who go above and beyond the norm by nominating an amazing manager or staff member for a CWC State Chapter award this year! Awards recognize both members and non-members for their hard work and dedication to excellence. It is not too early. Anyone can write a nomination!

All award nomination entries must be postmarked or emailed by March 1, 2022.

The following are the California (CA) Chapter state award categories:

Award of Distinction – *Eligibility: Member or Non-member – individual and group.*

Recognizes outstanding contributions to the CA Chapter or to workforce development programs. The recipient(s) must be from the private sector or a non-governmental, non-profit organization and not employed by a workforce development entity.

Meritorious Award – *Eligibility: Member – individual and group.* Recognizes outstanding service or achievement beyond normal expectations or job requirements that benefit the CA Chapter and the workforce development field. Nominees demonstrate individual

HOW TO SUBMIT YOUR NOMINATION:

The nomination must be typed, double-spaced, 11 or 12 size fonts, on 8½ x 11-inch paper. The nomination should consist of the following:

- > **Standard Nomination Form**
- > **Narrative.** This concise, precise and descriptive narrative must focus on the details/ examples of the actual accomplishment and include any necessary background information that explains why the accomplishment was exceptional to the association or agency. Give information based on the criteria listed on the judging sheet (found on the website in the Local Chapter Handbook), as this will assist the judges in properly and efficiently scoring the nominations.
- > **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, endorsements, recommendations, testimonials, or original and/ or digital photographs with a brief description of what each photograph is intended to show.

The nomination form and more information on the awards can be found on our website: www.californiaworkforceconnection.org/awards/nomination-forms

> **State award nominations can be submitted either by mail or email:**

Retiree: Nanette Bowman – nanettebowman@cox.net; 2006 Port Albans Circle, Newport Beach, CA 92660

Toll Trust: Verletta (VAL) Moeller – retiree2k07@aol.com; 15648 Harvest Ave., Norwalk, CA 90650

All other award nominations: Arlene Bautista, ajosebautista@gmail.com; 4312 Rilea Way, Apt 1, Oakland, CA 93031

initiative and creativity outside of their job responsibilities.

Services to Veterans Award – *Eligibility: Member or Non-member – individual and group.* Recognizes those who have done the most to assist veterans and promote interest in their rights in the workplace. In addition, it recognizes an outstanding, innovative program or awareness and promotion of veterans' interests and rights in the workforce.

Retiree Award – *Eligibility: Member – individual.*

Recognizes a retiree who has shown continued outstanding commitment to the association's objectives

following retirement. Nominees should have demonstrated exceptional accomplishments in advancing CA Chapter objectives, e.g. leadership on a board, committee or initiative group, etc.

Employee Performance Award (EDD & Partner) – *Eligibility: Member – individual and group.* Recognizes an individual or group who has gone above and beyond their assigned duties to provide outstanding service to the public through excellent performance. The Nominee must have demonstrated exceptional achievements that contributed

to the smooth performance of operations through positive attitude, accuracy, representing the agency with the public, handling workload under unusual conditions, adaptability, initiative and dependability.

Customer Service – *Eligibility: Member or Non-Member – individual and group.* Recognizes exceptional service to customers served throughout the workforce system including, but not limited to work with job seekers, UI claimants, businesses, schools, and vocational rehabilitation, people with disabilities, former felons, youths, welfare recipients and job training participants.

Fostering Partnerships Award – *Eligibility: Member or Non-Member – individual and group.* Recognizes an individual or group who has demonstrated diligent efforts to partner with the EDD and/or CA Chapter while collaboratively delivering valuable and innovative services to meet the evolving needs of members, employers, workers, and job seekers. Partner organizations such as the Department of Rehabilitation, Workforce Partners, Small Business Administration, Employment Advisory Councils, Chambers of Commerce, governmental agencies, etc.

If you need help writing an award nomination look at awards on the CWC website. For those award categories where a non-member could win, the nomination must be written by a member. For those awards that are only given to CA Chapter Members, CA Chapter membership is required in both the year during which the activity occurred (2021) and the year in which the nomination was submitted (2022).

September is National Suicide Prevention month

By Ray Cabrera/CWC District IV Director

Suicide affects all of us, not just those who die by suicide. Families, friends, and communities as a whole are devastated by the premature loss of loved ones. It is our personal and professional responsibility in the Veterans Services Division (VSD) at the California Department of Veterans Affairs (CalVet) to do our part to bring awareness to the matter of veteran suicide and provide prevention and early intervention resources to the veteran community.

The California Transition Assistance Program (CalTAP) will collaborate with the Los Angeles Suicide Prevention Network and U.S. Vets to host the 11th Annual Los Angeles County Suicide Prevention Conference-Suicide Prevention for the Veteran Community.

Although we have declared September Suicide Awareness month, we understand that curbing this pressing public health issue requires a year-round, culturally competent effort with a coordinated federal, state, and community-based approach. CalVet is committed to continuing to work closely with our partners to address this tragedy.

Resources:

- **Veterans Crisis Hotline**
Connect with the Veterans Crisis Line to reach caring, qualified responders with the Department of Veterans Affairs. Many of them are veterans themselves.
(800) 273-8255; Veterans press 1
- **California Department of Veterans Affairs (CalVet)**
The CalVet works to serve California veterans and their families. With nearly 1.6 million veterans living in the State, CalVet strives to ensure that its veterans of every era and their families get the state and federal benefits and services they have earned and deserve as a result of selfless and honorable military service.
(877) 741-8532, and (800) 952-5626
- **National Suicide Prevention Lifeline**
Hours: Available 24 hours. Languages: English, Spanish.
800-273-8255

INVENTING YOUR LIFE

“The Crooked Path”

By Rob Claudio, Orange Empire member

A couple of weeks ago I was talking to someone whose wisdom I admire in every sense and has lived a much longer life than I. During our discussion, he was explaining his view about his life, as it has taken some interesting twists and turns to get to where he is at today. First, he reminded me about having great intentions to do your own will and how those well-intended plans can sometimes surprise us as they unravel before our eyes. He gave me a great personal quote that will stay with me forever when he stated, “God writes with a crooked hand”. I knew exactly what he was saying, and it made me laugh and smile at the thought of how the meaning behind those words related to my own life.

Many of us make great plans for our lives and then the reality of what happens as we go about our journey can change, impacting our destination of where we were headed. It is even more interesting when you think about the people that have shown up in our lives and how they contributed to our growth, outlook, or served as an example of what we do not want to be like. There is a lesson in everything that crosses our path if you are paying close enough attention.

When I came home that night, I ended catching a rerun of one of my favorite films, “The Matrix”. As I quickly immersed myself in the story of Neo and him finding out if he was the person that everyone had been waiting for, I received a separate reminder about my earlier discussion. There is a part in the film when the main character Neo goes to see a lady known as the Oracle. She is supposed to be all-knowing and capable of identifying this person who is supposed to be their savior of sorts. She tells him he is not the one, but he must keep this information to himself as his peers do not want to know what was said to him. Neo’s inner circle of peers simply believes that he is the one. As a result, his immediate confusion is met with his self-

doubt, and yet he ends up living up to his peer’s expectations. His crooked path was impacted by someone telling him they did not believe in him and through the power of believing in other people’s expectations, he ends up surpassing his own.

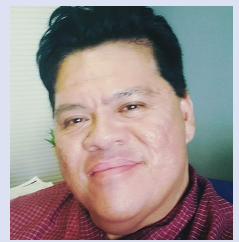
In my journey what I have also learned is that you must have fun and enjoy the crookedness of the path that you happen to be on, as it continues to materialize before your eyes. The things that I have experienced and the people that made an impact in my life are as varied as the ingredients of a complex dish that takes hours to perfect. Whether it is a splash of this or a sprinkle of that, we are constantly updating our recipe for life. Also, my appreciation continues for how different everything can be as quickly as the next day arrives. Finally, I also learned to embrace how this celestial hand continues to write out a story for me with continued twists and turns, that like an enjoyable book, I want to keep reading to see what happens next.

Life would be a bit boring if things remained the same as always and one would never be able to appreciate the beauty that was created by the uneven and crooked journey. My advice to you is to embrace and enjoy all the things that are part of your wonderful path. Although not all pieces of it may be pleasant, learn from it all. In the end, you will get the opportunity to share your words of wisdom with someone who will cross your path one day. Your story can be another example for someone to realize that their apprehension about life is a common dilemma and some people will help you navigate it if you are paying attention and willing to listen to them.

“Pursue some path, however narrow and crooked, in which you can walk with love and reverence.”

– Henry David Thoreau

Remember to follow the blog at:
www.inventingyourlife.blogspot.com



ROBERT CLAUDIO

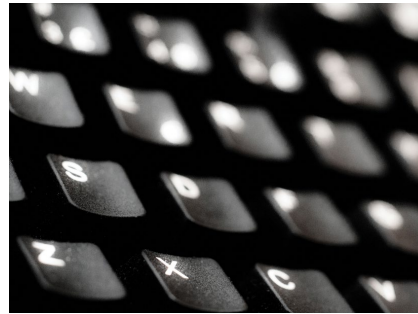
Teleworking, Where Do We Go From Here?

By Maritza Marroquin-Sanders,
Puerto Del Sol Chapter Member

“Elevating your Teleworking Presence” at the California Workforce Connection Annual Educational Conference and Convention on June 12, 2021, delivered a substantial perspective about teleworking and beyond. Teleworking, telecommuting, and remote working are not the same. Conference speakers helped break down the distinction. Telecommuting offers the choice of going into the office or not going into the office, while teleworking is a flexible arrangement under which an employee performs the duties from an approved location. However, teleworking is contingent upon the employer authorizing the worksite. Remote work is a type of flexible working arrangement that allows an employee to work from a remote location outside of corporate offices.

Conference speakers offered insight about telework’s impact on specific populations like Veterans and Military families. “We have some very unique circumstances around the veterans as they were returned home, but I think those unique circumstances also talk to some revised creative ways to look at what the pandemic and what teleworking has created for us as an environment across the board,” said Michael Dolphin, US Army Vietnam War Veteran, Former EDD Division Chief Workforce Services, and Chairperson of Veterans and Military Families Advisory Committee during his presentation with Stephanie Stone at the conference.

“We are in the middle of one of the largest social experiments in the history of modern workforce,



there has never been anything like this before, says Rebecca Eusey in her Conference presentation “Returning to Work Outside the Home.” CWC member Rebecca Eusey, MHR, Workforce Trainer, and Certified Anger Management Coach, offered a compelling look at change management and HALT coping strategies. “Focus on what you can control,” references Eusey and explains, “HALT is an acronym, Hungry, Lonely, Angry, Tired. HALT comes to us from the world of addiction recovery and its foundations in self-care and self-awareness. By taking care of ourselves and recognizing some of these early triggers, we can prevent escalation at work, at home, in our professional relationships, in our customer service, in our relationships with the adults we live with, and the children that we

live with. We can address these points before they flare.”

“Good relationships are the key to getting things done and are essential when your success is dependent on others,” is a highlighted soft skill in the [Centers of Excellence for Labor Market Research Report on 21st Century Employability Skills](#). In his conference presentation, “Thrive Under Stress,” Motivational Speaker Andy Core shared that one of three key “thrivers” is to develop a collaboration orientation, connectedness, and relatedness to support optimal performance in telework.

Employers are flexing agility and adaptability, and honing in on how to best measure performance. “How can organizations measure productivity with remote and hybrid teams?” ([Gallup](#)) “As leaders analyze where employees need to be, for what and when most CHROs report capturing employee sentiment with pulse surveys, focus groups, and the like so that decisions are made with an eye toward workers’ opinions, needs, and experiences.” ([Gallup](#))

“How will our client base change?” asks Jennifer Lucy, EDS II with ARU 917. Chief and regional economists offer that “the pandemic has shifted people’s work environment from their offices to their homes. Work is still being done; it has just undergone a locational shift.” ([Department of Workforce Services Utah](#)) At the Conference, EDD WSB Deputy Director, Javier Romero, spoke on the Workforce Services Branch, “Services have been provided during this time, it’s been done in a new way and that new way will influence how we keep moving forward.”

KNOW YOUR BRAND FROM PAGE 2

Remember the phrase “Do as I say not as I do” may not be the best brand. People will pay attention to you if you “Walk the Talk.”

• **Be authentic to yourself.** “*Be yourself; everyone else is already taken*” – Oscar Wilde

• **Figure out how you will promote**

your brand. Most people promote their brand by daily interaction with coworkers and friends, but also you can gain a broader audience through social media and by participating with professional organizations like CWC.

• **Know who will be watching you and assessing your brand.** Consider

yourself on stage with the light on you even when no one is in the room with you. Your brand is on display in email messages, over the phone, and in correspondence. Courtesy and kindness are always appreciated by everyone plus it is great to include in a brand!

By Raymond Cabrera
District IV Director

A CWC member is someone that is part of a group. An active member is the glue that holds a successful organization together. Why do you need to be active in our organization? It can help you develop skills and talents. It can give you a way to help others. You can make new friends, meet fellow members from other offices, and more!

What are the benefits you can get by involving yourself in CWC activities? Volunteering provides benefits to both mental and physical health.

- Volunteering increases self-confidence and can provide a healthy boost to your self-confidence, self-esteem, and life satisfaction.
- Volunteering gives you a chance to teach and share your talents.
- Volunteering combats depression.
- Volunteering helps you stay physically healthy.

How do you become an active member? Below are ways you can get involved in our organization:

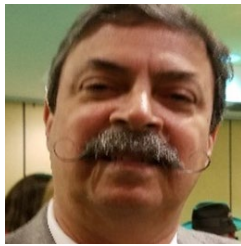
1. Look for Local Chapter events announced in *The Cal-Liope*, the CWC website, Local Chapter and District communications, and EDD Blast emails.
2. Volunteer your time.
3. Join a Chapter near you.
4. Support your Local Chapter teams.

What is the purpose of joining? People choose to join for a variety of reasons. For some individuals, it offers the chance to give something back to the group. For others, it provides an opportunity to develop new skills or build on existing experience and knowledge. Membership gives you the health benefits of kindness. Helping the organization makes you feel good. It creates a sense of belonging and reduces isolation. The more you do for others, the more you do for yourself.

I have spent over 20 years in this organization. I am proud of all the work I have contributed to CWC. I have met members all over this state and look forward to working with all the new members to make this organization the best that we can.

If you are not a member, now is the time to join. Build a plan to enhance your career, learn to work with others as you build relationships through networking, obtain training, and gain experience through your professional association.

I invite each of you to join and see what we are all about and how you can improve the organization. Logon to our website: <http://www.californiaworkforceconnection.org> review the site and select "Join Now" to see what we are all about.



DADISI R ELLIOTT
DISTRICT III DIRECTOR
SAN GABRIEL VALLEY
CHAPTER PRESIDENT

DISTRICT I

By Tanya Davidson,
District I Director



TANYA DAVIDSON
DISTRICT I DIRECTOR

This notice is to inform the members of the California Workforce Connection Joaquin Local Chapter of the intent to revoke the Joaquin Chapter Charter. The reason/s for revocation is due to one or more of the following:

- **Inactivity of the local chapter: there has been no activity or new officers for more than five years;**
- **No chapter funds: the chapter bank account has been closed and funds remitted to CWC Treasurer; and**
- **Any other good cause as determined by the membership at the Annual State Conference.**

Good cause has been determined by the members of the California State Board of Directors that the existing members of the Joaquin Chapter have not received proper representation. Joaquin Chapter members may transfer their membership to any chapter, however, the surrounding chapters within the same district are Fresno and Sacramento; both chapters are currently active. See the organization's website for a complete list of local chapters [click here](#).

Should members of Joaquin wish to continue as the Joaquin chapter, the following must take place within the next 60 days:

- officers need to be identified, elected, and installed;
- a new bank account to manage chapter finances needs to be established under the direction and supervision of the CWC Treasurer; and
- chapter activities to benefit members' professional education and growth need to be planned and advertised to members.

Questions, comments, and chapter transfer choices can be directed to me at cwc.district1director@gmail.com. Thank you for your continued support of the California Workforce Connection.



How To Recruit New Members To CWC:

Organize a Zoom or other video conferencing luncheon or happy hour as a fun activity to recruit new members. Invite as many prospective members and their spouse or significant other as possible. While having fun with the video conference and socializing safely, include some educational benefits and invite them to join your chapter of CWC.

DISTRICT III

By *Dadisi Elliott,*
District III Director

On Wednesday, September 7, 2021, District III members of the California Workforce Connection (CWC) were presented with Certificates of Congressional Recognition from the Office of California Congresswoman Nanette Diaz Barragan of the 44th District. The awardees from District III were lauded with speeches and treated to light refreshments and cupcakes during Happy Hour at the El Torito Mexican Restaurant in Long Beach, CA.

The ceremony was hosted by Community Activist and Businesswoman Caroline Christian Hines who submitted the names of the nominees to Congresswoman Barragan for recognition. Ms. Hines made several speeches acknowledging the extraordinary efforts of all Employment Development Department (EDD) staff in providing quality employment and unemployment services to the citizens of California during the pandemic. As a businesswoman, she stated that she experienced first-hand the valuable can-do spirit, grit, and professionalism of EDD employees in assisting the public to obtain their benefits as well as assistance to businesses, such as hers. Ms. Hines read the names of each of the awardees as she read the inscription on their Certificate: "Certificate of Congressional Recognition presented to Dinah White in recognition of your many years of service with the Compton-South Los Angeles AJCC and your tireless work on behalf of the members of our community. Throughout the COVID-19 pandemic, your sacrifices and commitment to our community's most vulnerable residents have been inspiring. On behalf of everyone in the 44th District, thank you."

The award ceremony, originally planned for April 2021, had been postponed due to the health restrictions imposed during the height of the COVID-19 pandemic and therefore came as quite a surprise to District III. Please reach out to congratulate the Congressional Certificate recipients: Dinah White,



CAROLINE HINES PRESENTS CONGRESSIONAL CERTIFICATES TO ALEXIS CARTER...



... DADISI ELLIOTT...



... DINAH WHITE...



... AND PRINCEJAMES REED-WILLIAMS.

PrinceJames Reed-Williams, Alexis Carter, Alma Diaz, Tammie Lee, Madelyn McQueen-Whaley, Stephanie Dickerson, H.W. Joiner, Deedra DeCoster, Vincent Lawrence, and Dadisi Elliott.



DISTRICT IV

MY VISION FOR THE COMING YEAR

By *Ray Cabrera CWC District IV Director*

A year ago, we did not know how things were going to resolve themselves. The pandemic was the constant subject of the day. Unemployment skyrocketed and work was total mayhem. From working an 8-hour day to 12-hour days and working overtime constantly, including weekends. Things seemed to improve with the hiring of extra help and working from home (teleworking). Complaints of major fraud in the issuance of unemployment awards did not help the morale of the workers.

CWC had a goal to continue having our annual Educational Conference and Convention despite all that was going on, but how were we going to do that with the availability of our members working constantly. We had to be creative and produce a new and progressive, yet positive event that our members could attend and enjoy.

Our team came together, and we created what I think ended up being a fantastic demonstration of what we do best. We took what our Mission and Vision Statements stood for, and we acknowledged those with the identical frame of mind. The Directorate speakers gave us a better understanding of what has transpired and how we are going to come out the other side. The motivational speakers showed us that the future might not be the same as when this all started, but that we have learned many things, especially how to make things better both for the members and staff but as well as for the public.

The awards presentation rewarded members that needed to be recognized for their excellent work during this horrific time in our life. Instead of hearing the constant statistical horror of those that were dying due to the pandemic, we celebrated the good things that our hard EDD employees and members did to try and make a tough situation better.

The nominations were a testament to all the hard work done by our staff and members during the past year. We would have liked an in-person celebration, but we had to adapt our event to a covid safe presentation considering the overtime schedules of everyone which took working outside the box and created a fantastic PowerPoint presentation that received rave reviews. If you missed it and want to see it, go to our CWC website, www.californiaworkforceconnection.org, and review the presentation.

CWC is starting to make plans for our next educational conference and convention in 2022. The plan is for an in-person conference at the Ayres Hotel in Costa Mesa, CA set for May 13, 2022. We are looking forward to seeing you in person next year. If you have any suggestions or ideas for the conference, please send them to our CWC President, Melissa at Ldrinfo@yahoo.com.

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SPOTLIGHT ON CLAUDIO

By Raymond Cabrera, District IV Director

I have known Rob Claudio for years. During all that time I do not know of any time that he has not been a positive, inspiring, motivational spirit. If you ever have time to check his blog, do so. You will come away with good feelings about yourself and life in general. His blog is dedicated to all who desire to change or reinvent themselves at any given time (<https://inventingyourlife.blogspot.com>). He also authors articles for the CWC *Cal-Liope* newsletter, which you can find on our website.

Rob is a graduate of San Diego State University with a bachelor's degree in Sociology and a minor in Management, Public Relations & Advertising. He is currently employed as Employment Development Department (EDD) Deputy Division Chief. He oversees the EDD workforce development staff and management in all of Orange County. He ensures that all federal funds associated with workforce programs are leveraged among required Workforce Innovation Opportunity Act partners along with community stakeholders. As a mandatory partner of America's Job Centers of California, he serves on the three Workforce Development Boards in Orange County: City of Anaheim, City of Santa Ana, and County of Orange.

Rob is responsible for goals associated with staff capacity building, employer engagement, change management, and continued customer focus on product service and delivery. He has extensive administrative experience with maintaining budget expenditures, personnel transactions, and program performance. He collaborates, fosters, and develops relationships with various workforce stakeholders including federal, state, county, and various non-profit entities. He has experience in working with various institutions of higher learning, such as community colleges, universities, and private institutions with common goals related to training and employment preparation of unemployed or underemployed job seekers. In addition to serving on several boards in an advisory capacity, he is also a prior steering committee member of the Orange County Veterans and Military Families Collaborative.

Rob has also been a copy writer for St. Martin De Porres Catholic Church in Yorba Linda for the past six years. He provides copywriting, editing, and suggestions on correspondence and marketing materials. He provides ongoing support to the Communications Team of the parish to ensure all written published materials meet the standards for the parish.

"As the author of your life, you get an interesting choice in that you may have not selected the type of beginning your life had, however, you certainly get to map out how you want the rest of your life to play out. In writing our own personal growth chapters, I also firmly believe that we need to ensure to learn from our mistakes and be careful not to repeat any of the things which did not serve us well previously." –Rob Claudio

**LOS ANGELES CHAPTER****CALVET HOME LOANS**

By Dana Burks, LA Chapter,
Disabled Veteran Outreach Program Specialist

Veterans living in California may feel like owning a home is an unattainable dream, but with the CalVet Home Loan benefit, it can be a dream come true. Created in 1921, the CalVet Home Loan Program is a benefit that can be advantageous for veterans and active duty military members looking to purchase a home. This loan is different than the Veterans Affairs (VA) Home loan, and can only be used in California.

How it Works - CalVet mortgages are obtained using contracts of sale, or, in other words, CalVet purchases an eligible veteran's or military member's desired property, and then sells it to the eligible client using a contract of sale (also known as a land contract). CalVet holds the legal title to the home, while the eligible client holds the equitable title, which is the right to obtain full ownership of the home.

Who's Eligible? Any veteran purchasing an owner-occupied home in California is eligible. Here are the specific requirements: Veteran or active duty military member must have served on active duty for a minimum of 90 days (whether wartime or peaceful). Veteran must have been honorably discharged. National Guard or reservists who have been ordered to active duty, including Active Guard/Reserve (AGR), are also eligible.

Also, veterans and active duty military that have used their CalVet benefit already can use it again, as long as they do not currently have a CalVet Home loan on the portfolio. There is no limit to the amount of times one can apply and receive this benefit.

What are the Pros and Cons? Some advantages of the CalVet benefit include increased loan limit and leniency on the review of eligible clients' credit profiles. Some disadvantages of the CalVet benefit include CalVet not having the ability to offset closing costs, stringent debt-to-income ratio requirements, higher home loan interest rates, and not owning the legal title to the property.

Need more information? Visit the [CalVet Home Loan Webpage](#).

**STRATEGIC THINKING TRAINING FOR
EDD PROFESSIONALS ZOOM PRESENTATION**

By Dinah White, LA Chapter President

The CWC LA Chapter hosted the **District III: Strategic Thinking Training for EDD Professionals ZOOM Presentation** on Saturday, September 18, 2021. The presentation was part of our continual Leadership Development Workshop Series for our members. The ZOOM presentation was facilitated by the phenomenal Army SGT and Employment Program Manager I, PrinceJames Reed-Williams, and had eighteen attendees.

This interactive presentation included discussion topics such as: Who Are You, What is the Plan, Identify Your Goal(s), Align Your Actions with Your Goal(s), Identify Conflicting Actions,

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and Evaluate/Adjust Your Plan. Attendees were encouraged to identify their location on the Employment Development Department (EDD) organization chart to learn how their work contributes to the Department's Strategic Plan. They were provided a copy of the EDD Strategic Plan (ESP). The ESP describes: Who We Are, Our Plan. Core Values, Strategy Map, Vision, Mission, Strategic Goals. Daily Operations & Project Portfolio.

In addition, attendees were provided a copy of the EDD Balanced Scorecard that described the Department's Strategic Goals, Objectives, Measures, and Priorities. Goal 1: Fiscal Stewardship, Goal 2: Skilled Workforce, Goal 3: Sustainable Business operations, Goal 4: Technological Innovation, and Goal 5: Responsible Service. Prince asked attendees, "Where do you fit in the Plan? And where do you want to go." Then, he provided each attendee a Strategic Thinking for Your Future Excel Spreadsheet that allowed them to list the activities that they contribute to their office and to write a description of said activities that meet each of the Department's Strategic Goals that they can use in promotional interviews. He encouraged them to write down their plans and goals and post them on the wall to help them remember their objectives.

Some of the feedback from the workshop includes the following comments: "This was an award-winning presentation. I feel more empowered to move forward, upward, and more importantly confident to stretch my potential" and "THANK YOU, PRINCE! Very informative!"

For me, I believe every employee of the Department would benefit tremendously to have an opportunity to participate in the presentation!



SAN GABRIEL CHAPTER

STATEMENT OF QUALIFICATIONS WORKSHOP

By *Dadisi Elliott, San Gabriel Valley Chapter President*

The California Workforce Connection affiliate chapters continue providing value-added workshops to address workforce and professional development issues. Many members have indicated their desire to advance within the California state service. Recently, the Employment Development Department (EDD) Human Resources emailed numerous announcements advertising various promotional opportunities. In response to this perfect storm, District III decided to sponsor several workshops to meet the training and educational needs of local chapter members.

The San Gabriel Valley Chapter hosted the Statement of Qualifications (SOQ) workshop via Zoom on Wednesday, August 11, 2021. The workshop was facilitated by Val Moeller, a retired EPM III with over 30 years of experience assisting, coaching, and preparing employees to successfully promote within EDD. Val stated the purpose of the SOQ is a powerful instrument to highlight one's qualifications for the advertised position. She shared an overview of specific 'DO'S and DON'TS' and emphasized important tips for writing an effective statement to effectively present relevant skills and abilities. Val provided detailed instructions to complete the SOQ process and answered questions posed by attendees.

The SOQ workshop was well-attended with a total of 28 participants. The San Gabriel Valley Chapter would like to thank the 23 members that attended as well as the five new members that joined CWC because of the workshop.

Thank you, Val Moeller, for an excellent workshop on the Statement of Qualifications.

SAVE THE DATE!



CALIFORNIA WORKFORCE CONNECTION

Annual Education Conference

May 13, 2022
8am to 5pm


AYRES HOTEL

COSTA MESA / NEWPORT BEACH
325 Bristol Street

Room reservations are \$120 plus taxes
or prevailing government rate
for single/double
Call 1-800-322-9992
before 4-26-2022 and ask for
California Workforce Connection
Free shuttle from
Orange County Airport and free
self-parking

SAVE THE DATE!

Membership Application

New
 Update
 Renewal
 Date: _____

*Mail form (and payment) to: **CWC**, Membership Coordinator, PO Box 7858, Oxnard, CA 93031*

Name: _____

Last name First Name: MI

Local Chapter: _____ **Telephone Number:** _____

Home email: _____

Address: _____

Number and Street Address City State Zip Code

Employer: _____ **City:** _____

Job Title: _____ **ARU:** _____ **Bargaining Unit:** _____

(If applicable) (If applicable)

Type of Member & Association Annual Dues Amount

Partner/Non-State Employee: \$98.00
 Cash/Check payable to CWC: I hereby agree to be sent an annual invoice for renewal of dues.

Retiree: \$36.00
 Cash/Check payable to CWC: I hereby agree to be sent an annual invoice for renewal of dues.

EDD State Supervisor/Exempt Employee: \$0.00

I agree to provide my full social security number, which will be kept confidential. **SSN #** _____

EDD State Employee Bargaining Unit 1 or 4: \$48.00

I agree to provide my full social security number, which will be kept confidential. **SSN #** _____

Automatic Deduction: By checking this box, I hereby authorize the State Controller's Office (SCO) to automatically deduct **\$4.00** from my salary each month and transmit, as designated, an amount for membership dues to the CWC. I certify that I am now a member of the CWC and allow the organization to establish, change and/or cancel my deduction. This authorization will remain in effect until I submit a written request to the SCO to cancel this deduction and termination of membership will cancel all deductions made under this authorization. I understand that processing may take 2-3 pay periods.

-OR- **Cash/Check Payment payable to CWC:** I hereby agree to be sent an annual invoice for renewal of dues.

Other State Employee (Non-EDD): \$98.00 – Refer to your Bargaining Unit Contract for possible reimbursement.

I agree to provide my full social security number, which will be kept confidential. **SSN #** _____

Automatic Deduction: By checking this box, I hereby authorize the State Controller's Office (SCO) to automatically deduct **\$8.17** from my salary each month and transmit, as designated, an amount for membership dues to the CWC. I certify that I am now a member of the CWC and allow the organization to establish, change and/or cancel my deduction. This authorization will remain in effect until I submit a written request to the SCO to cancel this deduction and termination of membership will cancel all deductions made under this authorization. I understand that processing may take 2-3 pay periods.

-OR- **Cash/Check Payment payable to CWC:** I hereby agree to be sent an annual invoice for renewal of dues.

I understand that the processing of this form/payment may take 1-3 months and that the California Workforce Connection (CWC) organization does not issue refunds.

Member Signature: _____ **Date:** _____

Recruiter's Name: _____ **Local Chapter:** _____