



Orange Peal News

OCT - DEC 2024



WWW.CALIFORNIAWORKFORCECONNECTION.ORG

Orange Empire Awards

Deadline for Orange Empire nominations is **January 16, 2025**. The Orange Empire Chapter Awards Committee will review the nominations and submit appropriate selections to the State Awards Chairs.

The Orange Empire Chapter awards will be presented at a dinner on Friday, **February 21, 2025** at the **Embassy Suites Hotel**, 3100 E. Frontera St., Anaheim, CA 92806. We are excited to offer this opportunity to gather and celebrate our winners. Please contact me to assist with planning the program, decorations, etc. See flyer on page 7.

The **State Awards** will be presented at the annual California Workforce Connection convention on May 2, 2025 at the Ontario Airport Hotel giving Orange Empire another opportunity to honor staff, partners, and customers.

The written nomination format has been simplified by the California Workforce Connection and the Orange Empire Chapter. Each nomination will now consist of the Nomination Form and the Narrative (no Statement of Accomplishment). This concise, precise, and descriptive narrative must focus on the details of the actual accomplishment and include any necessary background information explaining why the accomplishment was exceptional to the association or agency. The Orange Empire awards committee asks you to focus on **description and details** of accomplishments in the **2024 calendar year**. **ANYONE** can make a nomination.

Nomination forms sent to you as a separate document.

Submit nominations by email to nanetteybowman@gmail.com. Contact me if you have any questions.

Nanette Bowman, Secretary
Orange Empire Chapter
714-269-0612

Send articles and comments to the Editor Nanette Bowman: cwcsecretary2023@gmail.com

CATEGORIES AND CRITERIA

Employee Performance Awards (Individual or group)

The individual or group must have demonstrated outstanding conscientious service rendered through excellence in, and the diligent dependable and trustworthy performance *above and beyond* assigned duties. Consider **work related** assignment factors which demonstrate outstanding achievement that contribute significantly to the smooth performance of operations. The award is relevant to the job description. Perhaps refer to the items listed on Individual Development Plans or quality and quantity standards.

Customer Service Award (Individual and group)

To recognize exceptional service to customers served throughout the workforce system including, but not limited to work with job seekers, UI claimants, businesses, schools, vocational rehabilitation clients, veterans, people with disabilities, former felons, co-workers, youths, welfare recipients, and job training participants. The difference from the Employee Performance is that this award is more specialized requiring unique talents and creativity on the part of the staff.

Services to Veterans (Individual and group)

This award is to recognize those who have done the most to assist veterans and promote interest in their rights in the workplace and to recognize an outstanding, innovative program of awareness and promotion of veterans' interests and rights in the workforce. This includes successful placement of veterans and assisting them with gaining stability and independence. Arranging a Job Fair and participating in a Stand Down are good examples for a nomination.

Meritorious Award (Member – individual and group)

This award should be a nominee or group with accomplishments that are a combination of or went beyond the Employee Performance and Customer Service criteria by demonstrated accomplishments that resulted in advancing the objectives of THE CHAPTER. Accomplishments may be demonstrated by the results the individual or group achieved in the leadership role and/or positions (not restricted to chapters) such as board members, committees, forums, teams, special projects and initiatives. The accomplishments should be above and beyond the normal expected duties and accomplishments of the leadership position held. In addition to CHAPTER benefits the nominee(s) also provided achievements in their work positions with promoted workforce development programs and initiatives. The results of the nominee's efforts to enhance the awareness, knowledge, skills, and/or performance of workforce development professionals (e.g., increased productivity; impact on performance; impact on research, development; advancement of workforce development theories; cost savings; etc.).

Fostering Partnership Award (Individual and group)

This award will be given to a person or group who has demonstrated diligent efforts to partner with the Employment Development Department (EDD) and/or the 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 Investment Act Partners, the Small Business Administration, Employment Advisory Councils, Chambers of Commerce, Businesses, governmental agencies, etc. all play an important role in the workforce system and employment security, so the Chapter would like to acknowledge them accordingly – whether they are members or non-members.

Award of Distinction

(Individual and group)

The Award of Distinction is one of the highest honors presented to individuals or groups who **contribute** to workforce development who are **not** employed by a workforce development entity. It recognizes those who made outstanding contributions to the association or to the workforce development programs. **The nominees, however, must be from a private sector or non-governmental nonprofit organization.** Often a major employer, as an example some past winners are: Revolution Pest Solutions for group, Malcolm Johnson with Men's Empowerment & Good Cause for individual, For the Love of Veterans for Group, Mike Marinoff for individual, and RWM Fiber Optics for group.

ADDITIONAL INFORMATION AND SUGGESTIONS:

Nominations such as EDD "Making a Difference" awards or other recognition programs can be a foundation for a CWC nomination.

Invite the nominees and co-workers to assist in the write-up.

Start with the accomplishment or the end result and work backward to fill in who, what, when, where, and why.

Most offices have the "stars" who are almost always the over-achievers and can be nominated every year. Consider looking beyond for perhaps most improved or a staff who works harder and is extremely dependable.

Include a specific example of accomplishments and why it was so effective.

Orange Empire Chapter

EXECUTIVE BOARD ZOOM MEETINGS

Monday, November 11 & December 9, 2024

6:00 p.m. to 7:00 p.m.

ALL MEMBERS WELCOME

REQUEST ZOOM LOG IN FROM

NANETTE BOWMAN, SECRETARY

714-269-0612

cwcsecretary2023@gmail.com



Orange Empire Donates Labels for Education

As easy as downloading the APP and scanning receipt www.boxtops4education.com

Inventing Your Life by Rob Claudio

“Who Are You Becoming?”

I was working on a different column several days ago, when I received an update from Instagram from a renowned speaker who is an educator that I follow. I got to see him first hand as a keynote speaker at a national educator’s convention a few months ago. His name is George Couros and although I had never heard of him prior to attending his session, he was a very compelling speaker and his personal story was equally motivational too. The social media post had a quote attached to it, “Your attention needs to be on who you are becoming, rather than who you have been”, by Gary John Bishop. After seeing this, I decided I needed to write a new column and the old one will be finished at a later time. This quote made me think for a couple of days about those words and it took me on a trip through memory lane of my own life. When I began to think about the who I have been before, I can vividly see different versions of myself. My younger self was always focused on me and as youth always dictates many of the things I found to be important, were rather superficial as I look back today. I remember high school as an uncomfortable time due to the many things that a teenager goes through and feeling that I did not fit in. Interesting how this feeling is still alive and well today in the lives of youth, so I guess some things don’t change as much universally. My college self, was also very me oriented, however, it showed me a world that was so different outside of where I was born, along with many interesting people that came from a variety of backgrounds than mine. I learned to appreciate all of the differences that could exist in others and yet in this one educational institution, we could all be the same. When I started my career after college, it was all work and absorbing everything I could learn in order to be more competitive as I strived to enter into the world of leadership and my constant question to myself was, “how could I make this team even better?”. The answer to this has and always will be that I have to be better myself, in order for my team to want to follow me. Learning new philosophies about leadership and looking for capacity building opportunities are also never ending. Hence, here we are as I looked through some stages of my past self and still, I struggle with the answer to who am I becoming. Well, I can honestly say that I am still a work in progress, however, wisdom has allowed me to make more calculated decisions about the next version of myself. My priorities have definitely changed and what has impacted them have been my ability to see others around me grow and become better versions of themselves, that I aspire to further professional growth too. The fact that age shows us how important health and peace of mind are for instance can create a great source of personal joy with lasting benefits. Also, the enjoyment of simple things such as a get together with close friends that you haven’t seen in a while, while laughing so hard that you begin to run out of breath, are among my favorite past times in my world today. I will leave you with this open-ended question, as you can mull over the answer that is best for you. In it, I hope you find not only some nostalgic memories of who you once were, in addition, I hope you too are finding that the most important things that matter in your life, you still can have an impact on. I am here to remind you that it is never too late to change, have a different perspective and most importantly find everyday joy when striving to live a purposeful life. You are the captain of your own ship and you can determine when to set new sails for a different direction, if you find that it is needed. Keep challenging yourself to be that better version of you, while giving yourself some grace for any shortcomings that existed in your past. None of us are perfect, so we all continue to make mistakes periodically. The key now is to make sure the same mistakes are not repeated and that you continue your due diligence in carving out the path you want to travel, while paying no mind to anyone who disagrees with your plans. Ultimately, we are responsible for our life’s choices and how we proceed as a result, is for us to contend with. I wish you much success as you peel the next layer of who you are becoming and may it bring you much fulfillment in knowing that it will be a great next version of you.

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

The Power of Consistency Part 2 of 3 by Michael Kane

The power of consistency is about discipline. Discipline is our gateway for consistency in work and life. Discipline is the key to a life well lived, goals and hopes realized. In terms of relationships, it pertains to being surrounded by people you can count on. For example, somebody that's reliable, someone you can rely on, your ride or die buddy, that is there for you and you're there for them, reciprocity for sure. That's the power of consistency. This power I speak of is desirable indeed. The opposite is true as well, it's undesirable if you don't have it. Those without it, you might call them lazy bums. You might call those people without vision, mission or purpose, floating with the wind, not disciplined or other unkind pejoratives.

Not to be preachy, instead of being too harsh with our words and ideology let's be a beacon of light and comfort for those that require inspiration and a push to live on purpose, intentionality and acquire that thing called discipline. I think every human being on the planet from time to time, may need a dose of inspiration to achieve those elements for success. You know there's no guarantee for absolute success with consistency or not. We just increase our odds of winning the big game of life by harnessing our discipline and power of consistency.

How about consistency in the workplace? A little bit about myself, I've been on both ends of the employment spectrum, an entry level employee, mid-level manager and senior level manager. I have even operated businesses as an owner. I have experienced many opportunities and severe challenges in both private and public sectors. I managed employees, hourly and salaried, independent contractors, skilled and unskilled workers. In hiring them I looked for consistency in their application, experience, background checks and references. During my tenure, this consistency would entail job longevity, attendance records, work ethic, teamwork, good character and a whole host of desirable qualities. My point in expressing my experience, the common denominator in achieving a successful outcome, regardless of business or organization or role I played was simply consistencies in hiring, policies, procedures, personnel management, training, investment ideology, service delivery, quality of products, application of law, accounting, health and safety issues and so forth.

In terms of consistent quality and productivity, it was highly important how we trained employees to do the job we hired them to do. How we delivered the training was important as well. That said, the trainers had to be trained in a consistent manner in order to produce the same high-quality results without any deviation. Even a slight deviation could cause ripple effects in the product outcome and relationship with customers. Quality and reputation would be sacrificed if you had several employees assigned the same work that resulted in various unwanted degrees of end-product quality. If something wasn't right or met the pre-designated product outcome, we had to redo the work all over again or work-around the issues.

Let's look at the classic example of McDonald's and its powerful marriage with consistency. The Quarter Pounder in Los Angeles is the same Quarter Pounder in Texas. The same argument is essentially the same on a global perspective i.e., Germany, Italy etc. The same could be said about the training of their employees and managers. They train their folks, their employees, their franchisees, to cook, clean and serve in a consistent manner, in a pre-made format. It's high quality, consistency around the world. Something can be said for sure of the power of consistency.

Please follow me at: Katalyst.beehiiv.com

THANK YOU TO CONTRIBUTORS ROB CLAUDIO AND MICHAEL KANE

Orange Empire Calendar 2024-2025

October	November	December
Quarterly treasurer & activity reports due 14 Local Board Meeting 20 Orange Peel Articles due	11 Veterans Day Holiday 11 Local Board Meeting 15 Cal-Liope Articles due 16 NAMI Walks 23 State Board Meeting 28/29 Holidays	7 District IV Meeting 9 Local Board Meeting Spark of Love Toy Drive 25 Holiday
January	February	March
Quarterly treasurer & activity reports due 1 Holiday 13 Local Board Meeting 15 Cal-Liope Articles due 16 OE Award nominations due 20 Holiday 20 Orange Peel Articles due	10 Local Board Meeting 17 Holiday 21 Awards Dinner 22 State Board Meeting	10 Local Board Meeting 15 Cal-Liope Articles due 31 Holiday
April	May	June
Quarterly treasurer & activity reports due 14 Local Board Meeting and officer election 20 Orange Peel Articles due	1 State Board Mtg 9 a.m. 2 State Conference 11 Mother's Day 12 Local Board Meeting 15 Cal-Liope Articles due 26 Holiday	9 Local Board Meeting and officer installation 15 Father's Day

Orange Empire Membership Recruitment Contest

*\$50 for recruiting 3 new members**

ENDS MAY 1, 2025

*Only Orange Empire members are eligible to win

*New member must join Orange Empire Chapter

*Transfers do not count

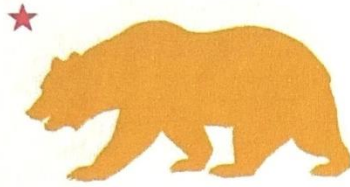
Save the Date

CWC EDUCATIONAL CONFERENCE on Friday, May 2, 2025

EDD Director Nancy Farias attending

Master of Ceremonies WSB Deputy Division Chief Ken Gomez

Ontario Airport Hotel, 700 N. Haven Ave., Ontario, CA 91764



California Workforce Connection

EDUCATION ★ INNOVATION ★ OPPORTUNITY

Orange Empire Chapter Awards Dinner And

General Membership meeting

Friday, February 21, 2025



Embassy Suites
3100 E. Frontera St.
Anaheim, CA 92806
657-439-0060

Saturday, November 16, 2024 (Rain or Shine)

5:30 - 6:00 P.M. Networking & welcome
6:00 - 7:30 P.M. Buffet Dinner
7:00 - 8:00 P.M. Presentation of Awards
8:00 - 8:15 P.M. Closing Remarks



Comp Orange Empire Chapter Member
\$30.00 Other Chapter Member
\$60.00 Non-Member

Email registration form to nanetteybowman@gmail.com
Payments accepted via Zelle to 714-269-0612 or
By check payable to CWC Orange Empire Chapter and sent to
Nanette Bowman, 2006 Port Albans Circle, Newport Beach, CA 92660
Questions call or text Nanette Bowman at 714-269-0612

RESERVATION IS REQUIRED - CUTOFF DATE Friday, February 7, 2025

Name: _____

Job Title _____

Office _____ Phone _____

Guest name: _____

Guest name: _____



Angel Stadium; 2000 E. Gene Autry Way; Anaheim, CA 92806

Orange Empire Chapter Supports

The Orange County Fire Authority

2024 Spark of Love TOY DRIVE

HELP DONATE TOYS FOR CHILDREN IN NEED AND TO
GIVE THEM A CHRISTMAS TO REMEMBER!



Drop off your new unwrapped toys at your closest OCFA Fire Station
Donations accepted through

DECEMBER 13TH

To find your closest fire station, scan the QR Code:

Orange Empire matching donations up to \$200



For questions or to make a monetary donation go to:

<https://www.ocfa.org/toydrive>





**Orange Empire Chapter
Supports**



5K WALK

**Give your all
for Mental Health for All.**

SATURDAY, NOVEMBER 16
at Angel Stadium

*Event Time:
7 a.m. to 1 p.m.*

3.1 Miles, 2 Laps

To join our team or to donate visit:

www.namiwalks.org/team/CWCOrangeEmpire



Membership Application

New Update Renewal Date: _____

Mail form (and payment) to: Nanette Bowman, 2006 Port Albans Circle, Newport Beach, CA 92660

Name:

Last name

First Name:

MI

Local Chapter: Orange Empire

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 Payment: I hereby agree to be sent an annual invoice for renewal of dues.

Retiree: \$36.00 Cash/Check Payment: 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:** 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:** 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: Nanette Bowman

Local Chapter: Orange Empire