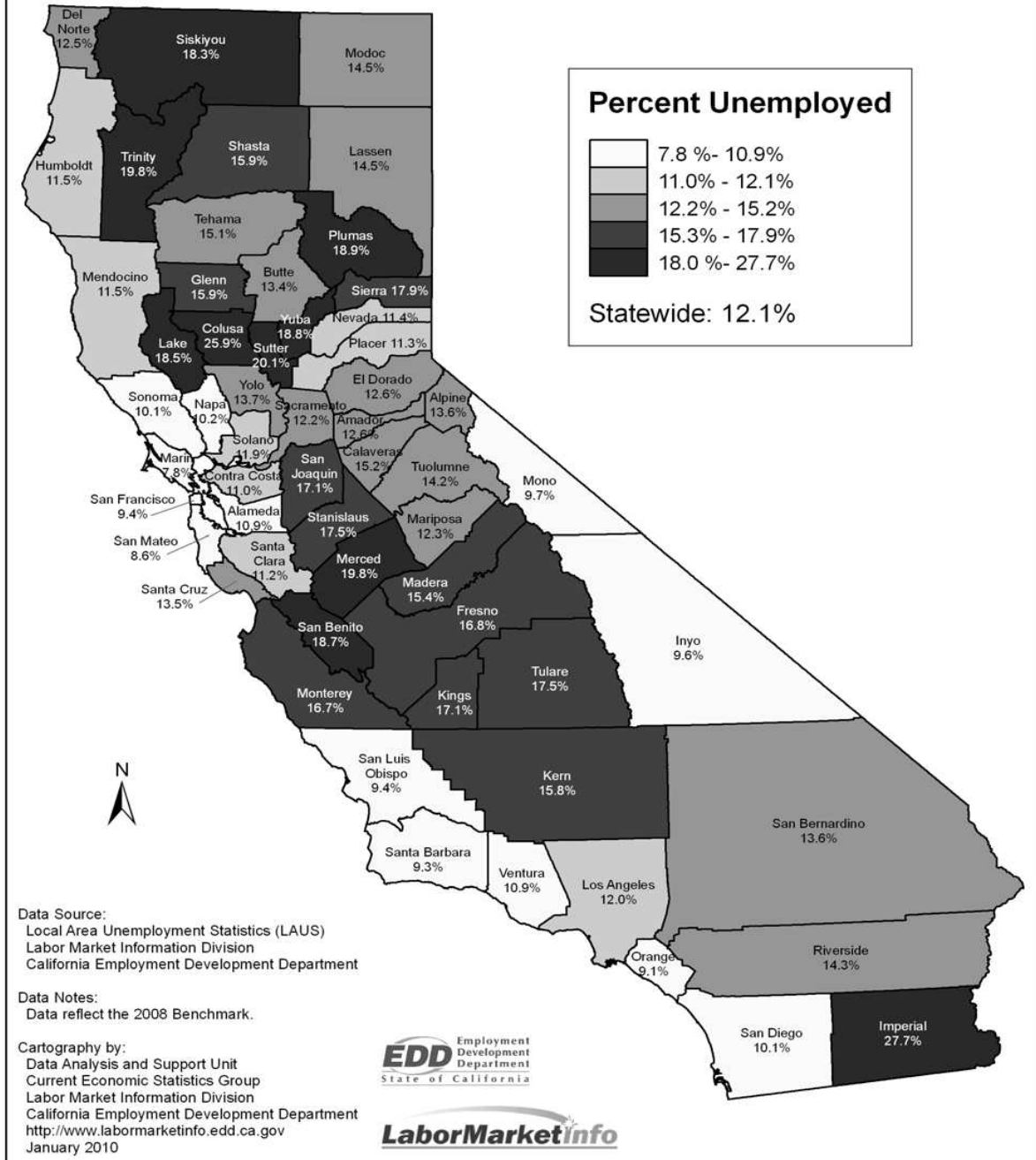


Part of the network of 282 WTCs throughout the world, California houses 10 WTCs. These organizations are intended to promote international trade and business relations and provide a range of services, including research and information, educational programs, and business networking opportunities. The WTCs serve as a “one-stop shopping center” for international business. California's WTCs are in the following areas: Bay Area, Baja California/Greater Tijuana, Long Beach, Los Angeles, Orange County, Oxnard, Palm Springs, Sacramento, San Diego, and San Francisco. More information can be found at: world.wtca.org.

Appendix E

County Unemployment Rates

December 2009 (Not Seasonally Adjusted)



Appendix F

California Economic Strategy Panel Regions



Appendix G

Veteran Job Preferences

Most veterans are eligible for some type of veteran job preference when applying for federal jobs, state and local government jobs. These preferences are also extended to military spouses and widows of deceased veterans in certain circumstances. The current federal veterans' preferences comes from the Veterans Preference Act of 1944, as amended, and now codified in Title 5, United States Code, which states, "by law, veterans who are disabled or who served on active duty in the U.S. armed forces during certain specified time periods or in military campaigns are entitled to preference over others when hiring from competitive lists of eligible candidates."

In general, there are two types of preference points given. Under the first system, a veteran receives an additional five points on a passing examination score or rating, if the veteran has served in any one of the following:

- During a war;
- During the period April 28, 1952 through July 1, 1955;
- For more than 180 consecutive days, other than for training, any part of which occurred after January 31, 1955, and before October 15, 1976;
- During the Gulf War from August 2, 1990, through January 2, 1992;
- For more than 180 consecutive days, other than for training, any part of which occurred during the period beginning September 11, 2001, and ending on the date prescribed by Presidential proclamation or by law as the last day of Operation Iraqi Freedom; or
- In a campaign or expedition for which a campaign medal has been authorized. Any Armed Forces Expeditionary medal or campaign badge, including El Salvador, Lebanon, Grenada, Panama, Southwest Asia, Somalia, and Haiti, qualifies for preference.

Under the second system, 10 points are added to the passing examination score of:

- A veteran who served any time and who (1) has a present service-connected disability or (2) is receiving compensation, disability retirement benefits, or pension from the military or the Department of Veterans Affairs. Individuals who received a Purple Heart qualify as disabled veterans.
- An unmarried spouse of certain deceased veterans, a spouse of a veteran unable to work because of a service-connected disability, or

- A mother of a veteran who died in service or who is permanently and totally disabled.

In addition to the requirements above, the veteran must meet these three additional requirements before receiving a veteran hiring preference:

- A veteran must be discharged under honorable conditions.
- Recent changes in Title 5 clarify veterans' preference eligibility criteria for National Guard and Reserve service members, i.e., "Veterans eligible for preference include National Guard and Reserve service members who served on active duty (as defined by Title 38) at any time in the armed forces for a period of more than 180 consecutive days, any part of which occurred during the period beginning on September 11, 2001, and ending on the date prescribed by Presidential proclamation or by law as the last date of Operation Iraqi Freedom (OIF)."
- Any Armed Forces Expeditionary Medal or Campaign Badge qualifies for preference." However, medal holders must have served continuously for 24 months or the full period called or ordered to active duty. As of December 2005, veterans who received the Global War on Terrorism Expeditionary Medal are entitled to veteran's preference if otherwise eligible.

Appendix H

The Texas Veterans Commission: One States Response to Poor Program Performance

California, Texas and Florida have the highest veteran population in the U.S. While California has struggled to serve its veterans, Florida and Texas have developed programs that help veterans access more federal benefits and obtain jobs. This appendix provides background on the Texas reforms of 2006.

Texas Responds to Poor Performance

In 2005, the Texas veteran workforce program ranked 32nd in the nation in veteran employment and retention. The following year, legislation was passed to transfer the program from the Texas Workforce Commission (TWC) to the Texas Veterans Commission (TVC). Today, Texas is considered to have one of the strongest veteran workforce and job training programs in the nation ranking 86% in veteran employment retention, according to the DOL-VET's, "Performance Outcomes by State" quarterly report ending June 30, 2009.

Texas' prior poor performance was attributed to a lack focus and limited ability to provide direct assistance to unemployed veterans. The veteran representatives at the Texas One Stops served a variety of client groups including veterans. Once the workforce programs were transferred, the TVC convened a veteran stakeholder focus group to develop clear performance standards and reporting requirements to help guide the program. In addition, the veteran representatives at the One Stops were directed to exclusively serve veterans as guided by the newly established standards.

Outcomes

By the End of 2007 Texas' rankings in the Veteran Employment Retention report had risen from 32% to 86%, 11th best state program in the nation.

In 2007 Texas had increased the percentage of veterans receiving benefits to 16.1%, as compared to the 12.3% of California veterans who receive benefits. There are approximately 1.7 million Texas veterans, of those 273,852 were receiving compensation or pensions, as opposed to California with 2.1 million veterans and only 258,923 receiving compensation or pensions. Below is a chart that gives a more comprehensive comparison of benefits from the top seven most veteran populated states.

States with Highest Veteran Populations Expenditures for Compensation and Benefits					
	States	Veteran Population	Receiving Compensation or Benefits	Average Compensation or Benefit Payment	Compensation & Pension Recipients per 1000Veterans

1	Texas	1,797,365	273,852	\$1,883	\$160.39
2	Florida	1,746,539	248,905	\$1,578	\$142.51
3	California	2,131,939	258,923	\$1,327	\$121.45
4	New York	1,065,749	119,373	\$1,178	\$112.01
5	Pennsylvania	1,057,073	107,516	\$1,104	\$101.71
6	Ohio	957,889	102,775	\$1,075	\$107.29
7	Illinois	841,679	74,821	\$875	\$88.89
Source: US Department of Veterans Affairs: Veterans Benefits Administration Office of Performance Analysis and Integrity.					

History

Local veterans groups (American Legion and Veterans of Foreign Wars) were unhappy with the low percentage of services veterans were receiving. In 2005, a veteran sponsored House Bill 2604 (Guillen) was introduced to require the transfer of the DVOP/LVER programs to the Texas Veterans Commission (TVC) from the Texas Workforce Commission (TWC) by October 1, 2006.

In requiring the transfer of the program, the bill also required the establishment of a transition team to help guide the process. Members of the transition team included representatives from state agencies and local veteran organizations. The details of the transfer were negotiated between the TWC and the TVC and documented through a memorandum of understanding including the process for transferring of all powers, duties, obligations, rights, contracts, leases, records, employees, real or personal property, and unspent and un-obligated funds that were necessary to the transfer of the veterans programs. HR 2604 was signed on June 18, 2005.

Following enactment of the legislation, the TVC petitioned for approval of the new administrative structure from the federal Department of Labor – Veterans Employment Training (DOL-VET) program. After months of negotiations the DOL-VET program approved the transfer under two conditions:

1. The Local Veterans’ Employment Representative (LVER) must continue to provide quarterly reports to One Stop Career Center managers; and
2. Disabled Veteran Outreach Program (DVOP) and LVER staff must remain integrated as part of the One-Stop Career Center system.

The TWC and TVC agreed to the conditions and a transition team set a target date of April 1, 2006 for the transfer.

The core DVOP/LVER performance standards were developed by the TVC in consultation with a specially established focus group comprised of DVOP/LVER staff. The performance standards included reporting and tracking the number of veterans who entered employment, monthly updates on individual veterans case management, job development activities and outreach.

By the End of 2007 Texas' rankings in the Veteran Employment Retention report had risen from X% to 86%, 11th best state program in the nation. Texas made this impressive improvements in its veteran workforce development services with 190 DVOP/LVER staff in 90 One Stops.

Glossary of Terms

Abbreviations

AG: Adjutant General

BTH: Business Transportation and Housing Agency

BRAC: Base Realignment and Closure

CACVSO: California Association of County Veterans Service Officers, Inc.

CAEZ: California Association of Enterprise Zones

CalBIS: California Business Investment Services

CalED: California Association for Local Economic Development

CALGOLD: California Government Online to Desktops

CalOHI: California Office of HIPPA Implementation

CALWORKS: The California Work Opportunity and Responsibility to Kids Program

CCMH: California State Military Museum

CDFI: Community Development Financial Institution

CDVA: California Department of Veterans Affairs

CEDP: California Economic Development Partnership

CVB: California Veterans Board

CVSO: County Veterans Service Officers

DGS: Department of General Services

DVBE: Disabled Veteran Owned Business Enterprise

DVBE Advisory Council: Disabled Veteran Owned Business Enterprise Advisory
Council

EDC: Economic Development Corporation

EDD: Employment Development Department

EDM: Emerging Domestic Markets

ETP: Employment Training Panel

EZ: Enterprise Zone

FDI: Foreign Direct Investment

G-TEDA: Geographically-Targeted Economic Development Area

HCD: Department of Housing and Community Development

HIPPA: Health Insurance Portability and Accountability Act of 1996

I-BANK: Infrastructure and Economic Development Bank

JEDE: Jobs, Economic Development and the Economy Committee

JTPA: Job Training Partnership Act

LAMBRA: Local Agency Military Base Recovery Area

MASA: Military and Aerospace Support Act

MEA: Manufacturing Enhancement Area

MOU: Memorandum of Understanding

OES: Office of Emergency Services

OHS: California Office of Homeland Security

OSBA: Office of Small Business Administration

ROI: Return on Investment

SBE: Small Business Enterprise

SBLGP: Small Business Loan Guarantee Program

S/C: Service-connected (disabled or deceased)

TEA: Targeted Employment Area

TTA: Targeted Tax Area

UCMJ: Uniform Code of Military Justice

USDVA: United States Department of Veteran's Affairs

VAB: Veteran's Advisory Board

VA: United States Department of Veteran's Affairs

WIA: Workforce Investment Act

WIB: Workforce Investment Board

Definitions:

ADJUTANT GENERAL (AG): The AG serves as Director of the State of California's Military Department and leads the largest National Guard force in the United States, with an authorized strength of 18,000 Army National Guard and 4,900 Air National Guard members. Brigadier General Mary J. Kight is the 45th Adjutant General for the California National Guard, appointed by Governor Arnold Schwarzenegger on February 2, 2010.

BASE REALIGNMENT AND CLOSURE (BRAC): Between 1988 and 1995 the federal Base Realignment and Closure Commission closed nearly a hundred bases and realigned over three hundred others, affecting not only soldiers but the communities which housed these bases. US military base closure is governed by a highly regularized process called BRAC.

BUSINESS TRANSPORTATION AND HOUSING AGENCY (BTH): BTH oversees the activities of 13 departments consisting of more than 42,000 employees, a budget greater than \$11 billion, plus several economic development programs and commissions. Its operations address financial services, transportation, affordable housing, real estate, managed health care plans and public safety.

CALIFORNIA ASSOCIATION OF ENTERPRISE ZONES (CAEZ): Non-profit organization that lobbies on behalf of Enterprise Zones and works to foster economic development within those zones.

COUNTY VETERANS SERVICE OFFICERS, INC. (CVSO): CACVSO is a nonprofit educational and professional organization for California's Veterans Service Officers. CACVSO works cooperatively with organizations serving veterans and offering social service benefits, including the U.S. Department of Veterans Affairs, the

California Department of Veterans Affairs, USDVA Medical Facilities, the California Employment Development Department, County and State Mental Health Departments, County Social Services Department and the Small Business Administration.

CALIFORNIA BUSINESS INVESTMENT SERVICES (CalBIS): Housed in the Labor and Workforce Development Agency, CalBIS serves employers, corporate real estate executives, and site location consultants considering California for new business investment and expansion.

CALIFORNIA ASSOCIATION FOR LOCAL ECONOMIC DEVELOPMENT (CalED): CALED is a statewide professional economic development organization dedicated to advancing its members' ability to achieve excellence in delivering economic development services to their communities and business clients. CALED's membership consists of public and private organizations and individuals involved in economic development.

CALIFORNIA DEPARTMENT OF VETERAN'S AFFAIRS (CDVA): The mission of the CDVA is to serve these veterans and their families, and it generally organizes its efforts into three divisions—the Veterans Homes division (Veterans Homes), the CalVet Home Loan program (CalVet program), and the Veterans Services division (Veterans Services). The department receives funding from various sources, including the State's General Fund, federal funds, and special funds, and spends approximately 98 percent of the funding that it receives on its Veterans Homes and CalVet program.

CALIFORNIA GOVERNMENT ONLINE TO DESKTOPS (CalGOLD): The CalGOLD database provides links and contact information that direct businesses to agencies that administer and issue business permits, licenses and registration requirements from all levels of government. The CalGold listings include descriptions of the requirements, the names, addresses, and telephone numbers of the agencies that administer those requirements and issue the permits and licenses, and in most cases a direct link to the agencies' Internet web pages.

CALIFORNIA OFFICE OF HIPPA IMPLEMENTATION (CalOHI): CalOHI is the state office that oversees the implementation of HIPPA, the federal standards that govern the operation of federally reimbursed health care systems.

CALIFORNIA OFFICE OF HOMELAND SECURITY (OHS): The OHS is part of the California Emergency Management Agency. OHS is comprised of four divisions: the Office of Infrastructure Protections; the Homeland Security Training Branch; Information Analysis, Watch and Warning Division; and the Grants Division.

CALIFORNIA STATE MILITARY MUSEUM (CCMH): Authorized by the Legislature in 1981, established in 1983, and received tax-exempt status in 1988. Located in Old Sacramento, the museum was dedicated to preserving and promoting all facets of California's military history. The museum is certified by the United states

Army Center for Military History and is taking steps to affiliate with the Air Force Museum system, as well as with other branches of the Armed Forces.

CALIFORNIA VETERANS BOARD (CVB): The CVB serves as an advocate for veterans by identifying their needs to the California Department of Veterans Affairs. The CVB further advocates on issues relating to the enhancement and protection of the rights and benefits of California Veterans and their dependents. The Board consists of seven members appointed by the Governor, subject to the confirmation of the State Senate. All CVB members are required to be veterans. The Board annually reports to the Legislature. Beyond its role as an advocate, the CVB hears benefits appeals brought by veterans, including the appeals relating to the denial of a home loan, student waiver, or admission to a veterans home.

CALIFORNIA WORK OPPORTUNITY AND RESPONSIBILITY TO KIDS PROGRAM (CALWORKS): Provides temporary financial assistance and employment focused services to families with minor children who have income and property below State maximum limits for their family size. Most able-bodied aided parents are also required to participate in the CalWORKs GAIN employment services program.

CALIFORNIA ECONOMIC DEVELOPMENT PARTNERSHIP (CEDP): The CEDP was formed by Governor Schwarzenegger in 2005 as an interagency team to coordinate state government economic development activities. It seeks seamless coordination between the state, regional/local economic development organizations, and public/private resources for the retention, expansion and attraction of jobs in California.

COMMUNITY DEVELOPMENT FINANCIAL INSTITUTION (CDFI): Nationwide, over 1000 CDFIs serve economically distressed communities by providing credit, capital and financial services that are often unavailable from mainstream financial institutions. CDFIs have loaned and invested in distressed communities. Their loans and investments have leveraged billions more dollars from the private sector for development activities in low wealth communities across the nation. California offers tax credits for investments in CDFIs under the Insurance Tax Law, as well as under the Personal and Corporate Income Tax Laws.

COUNTY VETERANS SERVICE OFFICERS (CVSO): The CVSO is professional veteran advocate, who often serves as the initial contact for veteran services within a community. The CVSO assists both veterans and their families.

DEPARTMENT OF GENERAL SERVICES (DGS): The department consists of six divisions, 23 operational offices, 4,000 employees and a budget in excess of half a billion dollars. Its functions include e-commerce and telecommunications; siting, acquisition, development, leasing, disposal and management of state properties; architectural approval of local schools and other state-responsibility buildings; printing services provided by the second largest government printing plant in the U.S.; procurement of supplies needed by other state agencies; and maintenance of the vast fleet of state vehicles. The director serves on half a dozen state boards and commissions.

DEPARTMENT OF HOUSING AND COMMUNITY DEVELOPMENT (HCD): HCD is one of 13 departments within BTH. As California's principal housing agency, the mission of HCD is to provide leadership, policies and programs to expand and preserve safe and affordable housing opportunities and promote strong communities for all Californians. HCD is responsible for oversight of California's G-TEDA programs.

DISABLED VETERAN OWNED BUSINESS ENTERPRISE (DVBE): Certified DVBEs that meet eligibility requirements are eligible to receive bid preferences on state contracts.

DISABLED VETERAN BUSINESS ENTERPRISE ADVISORY COUNCIL (DVBE ADVISORY COUNCIL): The purpose of the DVBE Advisory Council, sponsored through the California Department of Veterans Affairs, is to establish a forum for the DVBE community to provide advice, recommendations, and feedback on state policies and practices that affect disabled veteran business utilization and participation in state agency contracting. The role of the Council is advisory only.

ECONOMIC DEVELOPMENT CORPORATION (EDC): Locally based corporations whose mission is to promote investment and economic growth in their region.

ECONOMIC STRATEGY PANEL: The Economic Strategy Panel was established in 1993 to develop an overall economic vision and strategy to guide public policy. The Panel engages in an objective and collaborative biennial planning process that examines economic regions, industry clusters, and cross-regional economic issues. The California Regional Economies Project is currently the lead mechanism for these efforts.

EMPLOYMENT DEVELOPMENT DEPARTMENT (EDD): EDD offers a wide variety of services under the Job Service, Unemployment Insurance, Disability Insurance, Workforce Investment, and Labor Market Information programs. As California's largest tax collection agency, EDD also handles the audit and collection of payroll taxes and maintains employment records for more than 17 million California workers.

EMERGING DOMESTIC MARKETS (EDM): The term "emerging domestic markets" refers to people, places, or businesses with growth potential, which have historically faced systemic capital constraints. The demographics of emerging domestic markets include ethnic- and women-owned firms, urban and rural communities, companies which serve low- to moderate-income populations, and other small- and medium-sized businesses.

EMPLOYMENT TRAINING PANEL (ETP): ETP is a California State agency established in 1983 and is designed to fund training that meets the needs of employers for skilled workers and the need of workers for long-term jobs. The program funds the retraining of incumbent, frontline workers in companies challenged by out-of-state competition. ETP also funds training for unemployed workers, and prioritizes small

businesses, and employers and workers in high unemployment areas of the State. ETP is funded by a tax on business.

ENTERPRISE ZONE (EZ): Geographically-based economic incentive areas in California that provide regulatory or tax benefits to businesses. There are 42 Enterprise Zones in California.

GEOGRAPHICALLY TARGETED ECONOMIC DEVELOPMENT AREA (G-TEDA): A generic term for all geographically-based economic incentive areas in California, including TTAs, LAMBRAs, EZs, and MEAs.

HEALTH INSURANCE PORTABILITY AND ACCOUNTABILITY ACT OF 1996 (HIPPA): Signed into federal law in 1996 (Public Law 104-191), HIPPA is intended to improve the efficiency and effectiveness of the health care system through the establishment of standards and requires for the electronic transmission of certain health information by combating fraud, waste, and abuse and by establishing security and privacy standards.

INFRASTRUCTURE AND ECONOMIC DEVELOPMENT BANK (I-BANK): The I-Bank is a state financing authority that provides low-cost financing to public agencies, manufacturing companies, nonprofit organizations and other entities eligible for tax-exempt financing. Since January 1, 1999, the I-Bank has financed more than \$6.5 billion in tax-exempt bonds and loans for economic development and public infrastructure projects throughout the state.

JOB TRAINING PARTNERSHIP ACT (JTPA): JTPA is a federal law that authorizes and funds a number of employment and training programs in California. JTPA's primary purpose is to establish programs to provide job training services for economically disadvantaged adults and youth, dislocated workers and others who face significant employment barriers. These programs help prepare individuals in California for participation in the state's workforce, increasing their employment and earnings potential, improving their educational and occupational skills and reducing their dependency on welfare.

LOCAL AGENCY MILITARY BASE RECOVERY AREA (LAMBRA): A LAMBRA is an area located in California that is designated as such by the Business, Transportation and Housing Agency. LAMBRAs are established to stimulate growth and development in areas that experience military base closures. Taxpayers investing, operating, or located within a LAMBRA may qualify for special tax incentives. There are currently eight LAMBRAs: Southern California International Airport, Castle Air Force Base, Mare Island Naval Base, San Bernardino International Airport and Trade Center, Alameda Naval Air Station, Mather Field/McClellan Park, Liberty Station, and Tustin Marine Corps Air Station.

MANUFACTURING ENHANCEMENT AREA (MEA): Incentives available to businesses located in an MEA are streamlining local regulatory controls, reduced local

permitting fees and eligibility to earn \$29,234 or more in state tax credits for each qualified employee hired. All manufacturing businesses that are engaged in those lines of business described in Codes 2011 to 3999, inclusive, of the Standard Industrial Classification (SIC) and are located in the MEA are eligible for program benefits. There are 2 MEAs located in California. They are the Cities of Brawley and Calexico, Both communities are located in Imperial County. An MEA designation expires on December 31, 2012.

MICROBUSINESS: A business that was started with less than \$35,000 in equity, and has fewer than five employees.

MILITARY AND AEROSPACE SUPPORT ACT (MASA): Established the Office of Military and Aerospace Support, located in the Business, Transportation and Housing Agency, which has numerous duties of which the main focus is development and implementation of a strategic plan to keep military bases in the state. The office is also charged with assisting communities with the conversion of military bases closed or realigned during prior or recent BRAC rounds. Authority for the Office, but not the MASA, sunsetted on January 1, 2009.

NORTH AMERICAN INDUSTRY CLASSIFICATION SYSTEM (NAICS): The North American Industry Classification System (NAICS) has replaced the U.S. Standard Industrial Classification (SIC) system. NAICS was developed jointly by the U.S., Canada, and Mexico to provide new comparability in statistics about business activity across North America. The NAICS and SIC manuals provide code numbers for every industry. These codes are frequently used in legislation to identify industries, especially those benefiting from certain tax legislation like the Manufacturers Investment Credit (MIC).

OFFICE OF EMERGENCY SERVICES (OES): The Governor's Office of Emergency Services coordinates overall state agency response to major disasters in support of local government. The office is responsible for assuring the state's readiness to respond to and recover from natural, manmade, and war-caused emergencies, and for assisting local governments in their emergency preparedness, response and recovery efforts.

OFFICE OF SMALL BUSINESS ADMINISTRATION (OSBA): Since its founding on July 30, 1953, the U.S. Small Business Administration has delivered about 20 million loans, loan guarantees, contracts, counseling sessions and other forms of assistance to small businesses.

SMALL BUSINESS ENTERPRISE (SBE): A business with 100 or fewer employees, and an average annual gross receipts of \$10 million or less over the previous three tax years, or a manufacturer with 100 or fewer employees. SBEs are eligible to receive a 5% bid preference on state contracts.

SMALL BUSINESS LOAN GUARANTEE PROGRAM (SBLGP): The state Small Business Loan Guarantee Program (SBLGP) provides guarantees on bank loans to small businesses that would otherwise not be made. A network of 11 Small Business Financial Development Corporations - working closely with small business borrowers and local community banks - issues the guarantees on behalf of the state. The guarantees are backed by a trust fund that can be leveraged four times. The state currently guarantees more than \$276 million in outstanding loans.

SPECIAL FUND FOR ECONOMIC UNCERTAINTIES: A fund in the General Fund (a similar reserve is included in each special fund) authorized to be established by statutes and Budget Act control sections to provide for emergency situations. (GC 16418)

TARGETED EMPLOYMENT AREA (TEA): One of many options to voucher an employee, TEAs allow residents of certain designated low-income areas to qualify Enterprise Zone employers for substantial hiring credits.

TARGETED TAX AREA (TTA): The Tulare TTA is a program very similar to Enterprise Zones. TTA offers incentives that are only available to companies located in the Tulare TTA and engaged in a trade or business within certain Standard Industrial Codes. State incentives include tax credits for sales and use taxes paid on certain machinery, machinery parts, and equipment; tax credits for hiring qualified employees; and a fifteen year net operating loss carry-forward.

UNITED STATES DEPARTMENT OF VETERANS' AFFAIRS (USDVA): The USDVA, also known as the VA, is the United States government's second largest department, after the United States Department of Defense, whose primary mission is to administer the military veteran benefit system. With a total 2009 budget of about \$87.6 billion, VA employs nearly 280,000 people at hundreds of Veterans Affairs medical facilities, clinics, and benefits offices and is responsible for administering programs of veterans' benefits for veterans, their families, and survivors. The benefits provided include disability compensation, pension, education, home loans, life insurance, vocational rehabilitation, survivors' benefits, medical benefits and burial benefits.

UNIFORM CODE OF MILITARY JUSTICE (UCMJ): A comprehensive federal statute enacted by Congress in May 1950 to establish procedures, policies, and penalties for the military justice system. The UCMJ replaced the traditional system known as the Articles of War, which governed the conduct of military personnel from 1775 to the UCMJ's passage in 1950. The UCMJ more closely aligned military justice procedure with civilian federal procedure, though it delegated to the president the authority to modify rules of evidence and other procedures. In 1951, President Harry Truman issued his *Manual for Courts-Martial*, which directs military courts on the implementation of the UCMJ. In many of its aspects, the UCMJ is significantly more restrictive than civilian law. For example, the UCMJ restricts the First Amendment right of free speech and more closely regulates the sexual behavior of military members.

WORKFORCE INVESTMENT ACT (WIA): The federal WIA, which superseded the Job Training Partnership Act, offers a comprehensive range of workforce development activities through statewide and local organizations. Available workforce development activities provided in local communities can benefit job seekers, laid off workers, youth, incumbent workers, new entrants to the workforce, veterans, persons with disabilities, and employers. The purpose of these activities is to promote an increase in the employment, job retention, earnings, and occupational skills improvement by participants. California will receive approximately \$454 million from the federal government FY 2009/10 to provide services for adults, laid-off workers, and youth.

WORKFORCE INVESTMENT BOARD (WIB): The Governor has appointed a State WIB consisting primarily of representatives from businesses, labor organizations, educational institutions, and community organizations. The State WIB assists the Governor in designing a statewide plan and establishing appropriate program policy.

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