

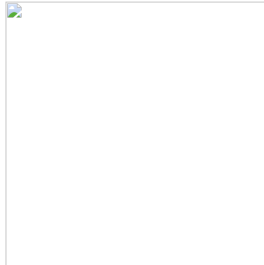


Issue #2022-2023, Q1

September 15, 2022

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## CHAPTER NEWSLETTER



**April C. Harvey, President**

### President's Message

Thank you for the opportunity to serve as the incoming Chapter 1 President. I look forward to representing the Chapter, working with the elected officers on the Board and interacting with chapter members.

First and foremost, I would like to thank Craig Justesen for his outstanding leadership and for the upcoming support he provides to me and the chapter as we navigate this new role together. I feel honored, encouraged and grateful for the service of the Board members – the incoming Board and those staying on. It's a humbling experience to work with talented and knowledgeable professionals who make a difference in our industry. Check out the Board and Committee members on the Chapter 1 website.

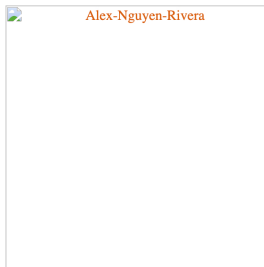
At the recent IRWA Education Conference, Chapter 1 was well represented in the education sessions, leadership forums and luncheons. Some initiatives to start moving forward on – boosting member retention, and focus on support of Chapter members by maintaining our website, participation in the Annual Conference, to promote more networking and increase IRWA credentialing for members.

The demand for IRWA Courses and Certifications has been accelerating and because of the career path opportunities, hundreds of members were inspired to get their credentials. To keep the momentum going, please reach out to the Chapters Education and Professional Development chairs located on the Chapter 1 website.

Let's all do our best to stay connected by email, phone, or in person visits. We of the board cannot do this alone, but with your help, we can make an impact together this year.

Please feel free to reach out to me or any of the Board members at any time if you have any questions or would like to volunteer. We all look forward to working with you and getting to know everyone better. Thank you again for the opportunity to be of service.

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### President Elect's Message

Alexandra Nguyen Rivera, SR/WA, R/W-NAC

"And I just quit my job (oh) I'm gonna find new drive/ Damn, they work me so damn hard (oh)/ Work by nine, then off past five/ And they work my nerve/ That's why I cannot sleep at night/ I'm lookin' for motivation/ I'm lookin' for a new foundation, yeah/ And I'm on that new vibration/ I'm buildin' my own foundation, yeah"

Beyonce's latest single, Break My Soul, is almost like a power anthem for what's going on in the workplace as millions of Americans have left their jobs over the past year looking for better opportunities. Despite fears of a recession, in April, 4.4 million workers quit their jobs according to the Labor Department's Job Openings and Labor Turnover Survey (JOLTS). The JOLTS report has become one of the key markers of the tightness of the U.S. labor market and often referenced by the Federal Reserve. As policy makers are aiming to reduce demand for labor, the elevated number of vacancies show labor demand remains strong with about 1.9 jobs for every unemployed person in April, down slightly from March. However, people are not leaving the labor force but switching their occupation or field of work seeking more fulfilling roles. LinkedIn CEO Ryan Roslansky has said that "People are switching jobs at a higher rate than ever before as they figure out not only how and where they work, but why they work."

There are many reasons people are choosing to "reshuffle", in addition to financial and material stability. These include happiness and satisfaction, mental and physical health, meaning and purpose, character and virtue, and close social relationships. All this reshuffling potentially spells trouble for leaders who are focusing only on filling open roles rather than reevaluating what will keep employees engaged and productive. At least while unemployment remains at or near historical lows, there's not much stopping these employees from moving again. This means retention is one of the single biggest issues for organizations.

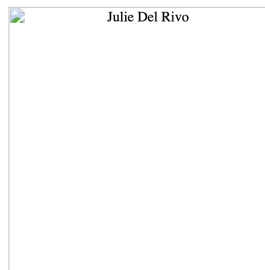
Roslansky noted "What's fascinating to look at is the fact that the Great Reshuffle has played out differently among generations. According to Roslansky, Baby boomers, those born between 1946 and 1964, were the most loyal to their roles, well before COVID and straight through the pandemic and recovery. Gen Xers [1965–1980] followed pretty much an identical path until post-COVID, where their tendency to move ticked up a bit. Millennials [1981–1996] follow a similar pattern, but when things started to ease in the spring of 2021, they moved at record pace—transitions tipped past the 100% year-over-year mark. However, this is all in contrast to what we see with Gen Z [1997–2012], who not only were the biggest movers during and post pandemic but were also the most active movers even before the pandemic struck.

Generation Z and millennials may seem like oddities, but they're far from the stereotype most often portrayed. Previous generations worked hard and listened to their bosses, which meant they were less inclined to point out when their bosses were making mistakes however, today's employees engage and challenge their bosses, ask tough questions, and sometimes even inform those more senior when they could be walking into disaster. More vocal employees bring new perspectives and positive results and organizations are recognizing that. Leaders want and need to hear the truth, which has not always happened with past generations. To stand out during the Great Resignation, agencies are now reinventing rules as employees seek remote work, flexible hours, four-day workweeks, better compensation and life beyond work, to attract talent.

Increased compensation used to be the primary factor but key tactics during the Great Reshuffle include giving employees a clear picture of their career progression and offering them development opportunities and mentors who can help them along the way. By creating the kind of workplaces where the culture and the work environment is satisfying and stimulating and where efforts are appreciated, and where there are opportunities to grow, talent won't be so tempted to leave. They'll know you have their best professional and personal interests at heart, and they will want to stay.

How are you or your agency responding to this movement? Share your thoughts with me at [alnguyen@pw.lacounty.gov](mailto:alnguyen@pw.lacounty.gov)

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Julie Del Rivo

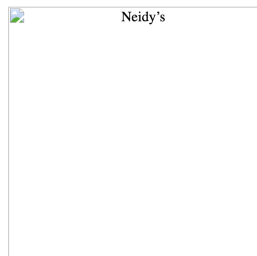
**Julie Del Rivo, Secretary**

### Oslo, Norway. Barcelona, Spain. Eagle Rock, California? Is the future really car free?

In August 2022, Los Angeles City Councilman Kevin de León proposed a pilot program that would expand open space in residential neighborhoods in his district and convert more streets into car-free zones. Across the world people living in these car free communities become healthier, happier, and not surprisingly safer. In 2019, Oslo achieved zero traffic fatalities, something Los Angeles still holds only as a visionary goal.

[Read more](#)

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Neidy's

### Great News! Announcing the Chapter 1 Educational Scholarship Program for the 2020-21 Fiscal Year!

This is a wonderful opportunity for Chapter 1 members! Please see the timeline and application in this newsletter!

BY: Neidy Pinuelas, Professional Development Committee Chair

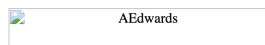
#### **ALL MEMBERS IRWA CHAPTER 1 -- 2022-23 EDUCATIONAL SCHOLARSHIPS**

Chapter 1 is sponsoring educational scholarships for Chapter 1 members.

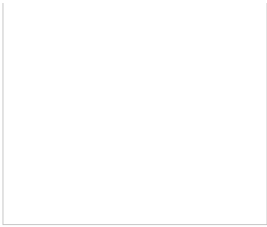
The 2022-23 Chapter 1 Scholarship Awards consist of a maximum 10-day IRWA class equivalent. Classes can be taken online, virtual, or in person Chapter 1 sponsored classes. Successful scholarship recipients will have until June 30, 2023, to complete their 10 classes.

[Read more](#)

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AEdwards



## Education Chair

By: Alana Edwards

Hello Chapter 1 members! I am excited to be your new Education Chair.

As a Chapter 1 Member You are Eligible to take up to two FREE Two-Day Chapter 1 IRWA Class! This is a wonderful opportunity for all Chapter 1 members to help fulfill your IRWA educational requirements for certifications

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## Environmental Committee

IRWA Chapter 1 Newsletter – Environmental Subcommittee

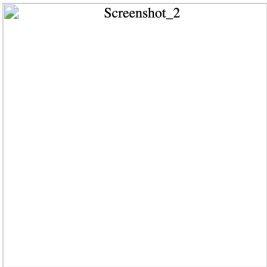
### BROWNFIELDS AND UPCOMING CALIFORNIA LAND RECYCLING CONFERENCE

In 2021, California Governor Gavin Newsom signed legislation for the Cleanups in Vulnerable Communities Initiative (CVCI), which allocates \$500 million to facilitate remedy and reuse of potentially contaminated properties, with focus on sites in historically vulnerable or disadvantaged communities. Consequently, the Department of Toxic Substances Control (DTSC) is offering more than \$200 million in grants through their Equitable Community Revitalization Grant (ECRG) Program.

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## Ann Kulikoff, Board Member

### Our Time Shared

Looking for those opportunities to volunteer and do more for others has a positive benefit to all.

Taking the time to volunteer provides an avenue to teach what we have learned and to pass that knowledge to others. It is difficult to carve out time in such a busy and hectic life. But being aware and available to others when you see a need can be quite rewarding. Through the teacher and mentor's own experience there is what I would call a wider lens, simply a metaphor for a person's broad/wide experience. That wide lens provides an opportunity to see how we can best help others.

[Read more](#)



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