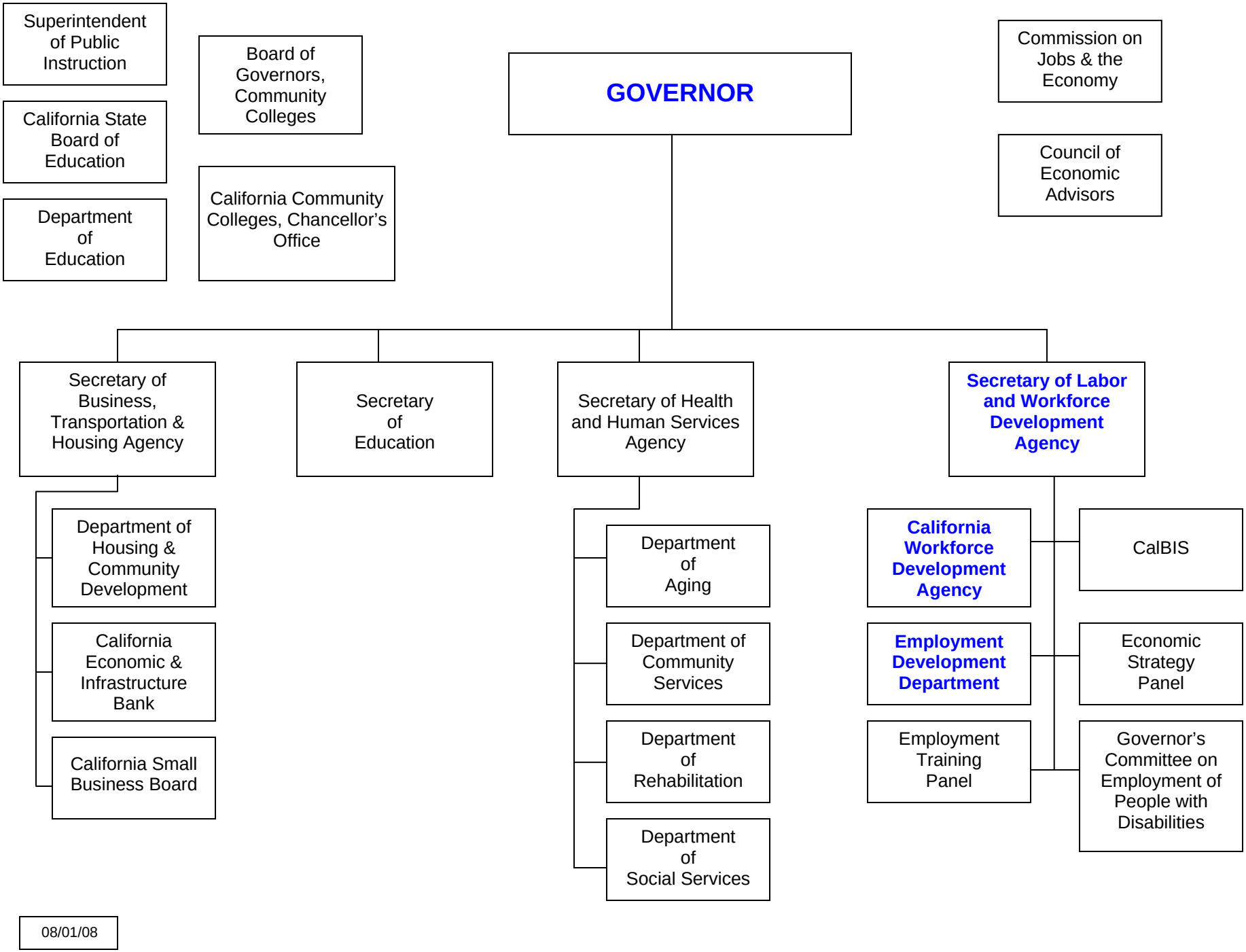CALIFORNIA'S WORKFORCE INVESTMENT STRUCTURE