

California's 'Limitless' Workforce: The "Just Ask Why" CalHR CalLearns September 2025 Cohort Summary Report

Esteemed Leadership... What if our state's greatest untapped asset isn't a new technology, but the 'whole' life experience of our 240,000 employees? And what if our greatest liability is the very system that forces them to check that experience at the door?

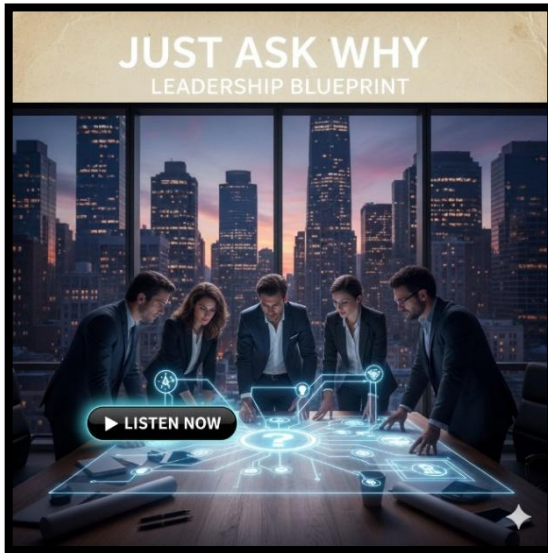
The “**Just Ask Why**” [video overview](#) (2026) and the [accompanying summary report](#) (2025) are the definitive proof from the CalHR CalLearns "Just Ask Why" cohort that this liability transforms into our most powerful engine for productivity and innovation. This is not a report about another training program; it is the blueprint for a new, human-centric operating system: California "**WholeOcracy.**"

The cohort's data story proves, with measurable evidence, that the resilience, empathy, and integrity forged in our employees' personal lives are the exact skills we need to build an agile and limitless workforce. From our past cohorts, our own state leadership developed model ("[Process to Purpose](#)") and the “Just Ask Why” Cohort 2025, developed the tool (the "Digital Compass" prototype) to activate this potential at scale.



“Just Ask Why California” an Anthem to a Limitless California

Forget outdated hierarchies. “Just Ask Why California” isn't just an anthem; it's a defiant call to ignite the untapped genius within every individual. By daring to 'Just Ask Why,' we're shattering the old walls, unleashing a tidal wave of purpose, passion, and collective power. This is the **Anthem** of a truly limitless California, where every voice is a catalyst, every mission is unified, and technology amplifies our shared destiny. Prepare for an unstoppable future where the best of who we are is finally set free.

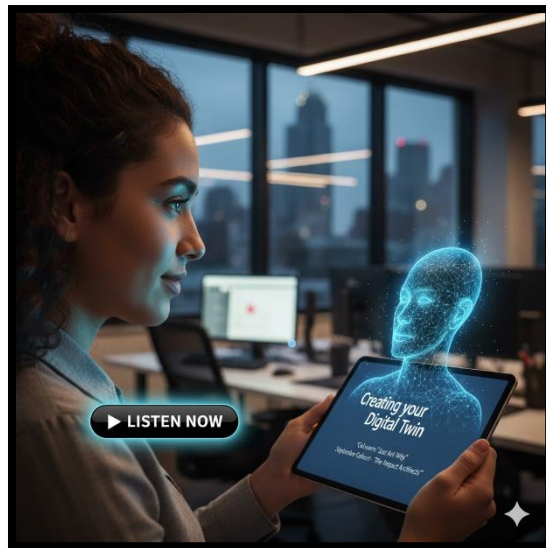


CalHR CalLearns “Just Ask Why” Leadership Blueprint

Join us at KollaborNation YouTube as we explore the essential elements of effective leadership in the “[Leadership Blueprint](#)”, developed and shared by this cohort. This blueprint offers a foundational plan for developing and honing strong leadership skills. This video is a proud representation of the work and insights from the CalHR CalLearns "Just Ask Why" Cohort.

Thank you for watching! Don't forget to like, share, and subscribe to KollaborNation for more content focused on igniting a global community.

#LeadershipBlueprint #CalHR #CalLearns #JustAskWhy #Leadership #KollaborNation #LeadershipSkills#Innovation



Your Resume is Dead. Meet Your Digital Twin

Your resume is a relic. In a 3D world, that flat document fails to show the real you. Introducing the [Digital Twin](#) (DMV Digital Resume, aka, “the Digital Compass”)—a game-changing innovation for California State Service.

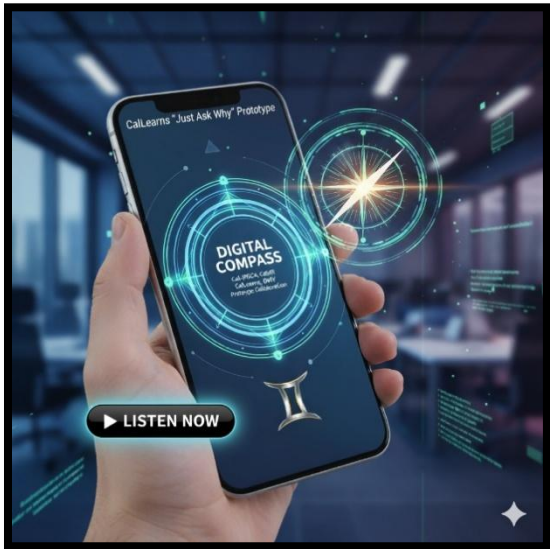
Born from "Just Ask Why" and human-centric design, this isn't just a profile; it's a dynamic reflection of your **purpose, skills, and profound impact**.

In this video, discover:

- **Why your "Why" is your ultimate professional anchor.**
- **How to prove your skills with compelling stories, not just lists.**
- **The "layered" digital design that respects your time AND reveals your depth.**

This is the future of professional identity. This is the **Digital Twin**.

Cal-IPGCA, CalHR, CalLearns, DMV Prototype Collaboration

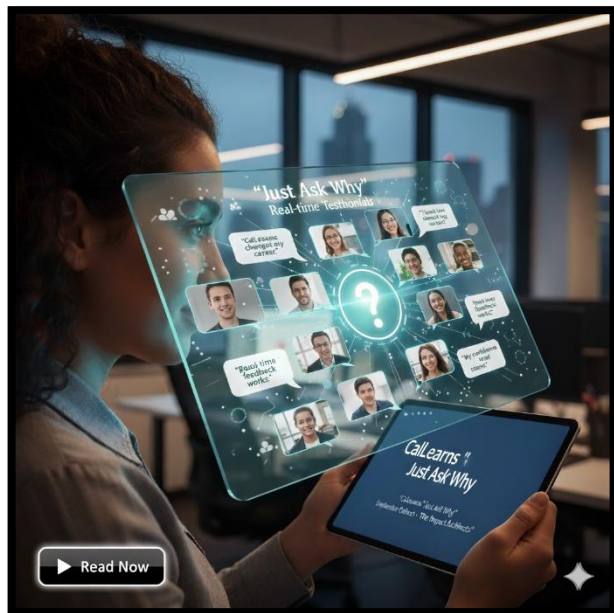


In a collaborative educational program, Cal IPGCA and CalHR are developing a prototype process to issue and manage digital **Badges** for courses completed by California State workers under CalLearns. This initiative, however, goes significantly beyond a simple repository for credentials.

Building on the human-centric "whole person" outcomes from the "**Just Ask Why**" cohort, this system is the foundation for the "**Digital Compass**" prototype. Designed for integration with the DMV's Digital Wallet, this tool will allow state workers to share not only their *qualifications* (the badges and courses) but also their *purpose*—their authentic "Why," core values, and passions.

This creates a revolutionary, human-centric marketplace where employees can be seen for their full capabilities, and leadership can deploy talent based on the "whole person," not just their job classification.

This short Digital Compass video, linked above, features the current status of the design. This prototype represents the iterated design of Cal-IPGCA "State Agency Collaboration Network" – "SacNet Skills Bank". In this 16-minute video, we present the "Leadership Blueprint," a special presentation from the 2025 CalHR CalLearns "Just Ask Why" Cohort.



Testimonials...Our Trainee Success Stories

The **testimonials** presented below were **retrieved organically** from chat feedback received by CalLearns "Just Ask Why" Trainees on the final day of training where each participant presented their own unique "**Why**" **Use Case**. These quotes emerged spontaneously from a space of trust and authentic connection, capturing the **real-time, powerful impact** of the "Just Ask Why" curriculum.