

Certified Workforce Development Professional Newsletter

Volume 1; Issue 2

August 2002

Certification Committee Letter From the Co-Chairs

Congratulations! On behalf of the NAWDP Certification Committee, we commend you for your efforts and encourage you to continue as a role model for excellence in the workforce development profession.

You are among a select group of exemplary workforce development professionals who have attained certification through NAWDP.

In the four years since NAWDP certification began, the program has certified over 800 outstanding workforce development professionals with many already completing their third-year renewal requirements.

As part of your commitment to the workforce development profession and your continued education, we encourage you to begin tracking the education and training activities you attend now so that you will have the required 60 hours of professional development documented prior to your renewal date.

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Goal of 1000 CWDPs

The goal of 1000 CWDPs by the end of 2002 is still within reach. During the last review cycle in May, the review committee accepted 112 new CWDPs. There are currently 810 CWDPs nationwide. If every CWDP recruited just one more person to apply to become certified in the November review we could easily attain the goal of 1000 CWDPs.

The CWDP application can be found on the NAWDP website (www.nawdp.org). If you call the NAWDP office (202-589-1790) we can email the application to you or another person as a PDF which can be printed off and completed, or an application can be mailed to the person.

The next deadline to submit applications (received in the office, not postmarked) is October 31, so they can be reviewed in November. November is the final review cycle for this year and our last chance to reach 1000 CWDPs. Encourage people to apply for this review and help attain the goal of 1000 CWDPs.

Remember the NAWDP office moved, so be sure and mail the application and references to the new address of: NAWDP Attn: Certification; 810 First Street, NE, Suite 525, Washington, DC 20002-4227.

Remind any one you know who is applying of the move to insure that their application and references are not mailed to the old address. □

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NAWDP

National Association of Workforce Development Professionals

The National Association of Workforce Development Professionals is a national association for individual practitioners in workforce development programs. Its mission is to be the national voice for the profession and to meet the individual professional development needs of the membership.

Thanks to Reviewers

Thanks to CWDP Reviewers Lana McClain, CWDP, Sydelle Norris, CWDP, and Mark Sorensen, CWDP for co-presenting at the workshop *Becoming a CWDP* at the 13th Annual NAWDP Conference in San Juan, Puerto Rico.

Their knowledge as reviewers was helpful to the audience since they could answer questions about the application process and give insight into what reviewers are looking for on the different sections of the CWDP applications.

Remember, if you know someone applying and he or she has any questions about the application process, have the person call or email the NAWDP office and the staff will be glad to assist the person.

Another "thanks" to the Certification Reviewers in May: Susan Corey, CWDP, Andre Hawkins, CWDP, Charlotte Hearn, CWDP, Randy Meyer, CWDP, Penny Shenk, CWDP, and Mark Sorensen, CWDP reviewed over 125 CWDP applications.

This volume of applications is more than was ever reviewed before, however we hope that it becomes the trend for all future reviews. □

Continued from Page 1

Another benefit of the Certified Workforce Development Professional program is the start of a newsletter specifically targeted to CWDPs. We plan to publish and distribute the newsletter on a semi-annual basis, so please be sure to keep your contact information up to date with NAWDP. We also encourage you to take an active role in the production of the newsletter. Your articles may help other workforce professionals who are looking for best practices or information about professional development activities such as workshops, conferences, classes, or self-directed studies that relate to the NAWDP competencies.

Again, congratulations. We appreciate your initiative in accepting responsibility for advancing workforce development as a profession. We are confident that you will continue to accept the challenges of the profession as we continue the important work of building America's workforce.

Sincerely,



Linda Angel, CWDP
Co-Chair Certification Committee



Robert Simpson, CWDP
Co-Chair Certification Committee

NAWDP Certification Committee Update

Linda Angel, CWDP from Texas and Bob Simpson, CWDP from Missouri -- both active NAWDP board members -- became Co-Chairs of the Certification Committee at the beginning of this year.

Recently the Certification Committee held a conference call and one of the interests of the committee is to collect even more information about other certification or credentialing programs around the country. The committee hopes to gather details on the various state and regional groups who are working on programs or already have established programs.

If you would like to contribute information about a program you know of, email NAWDP (nawdp@aol.com) with the information and it will be shared with the Certification Committee.

The committee is looking for the following information about the programs: name of program, contact person and his or her contact information, and what the program specializes in. You can include any other information you feel is relevant for the Certification Committee.

If you have other suggestions or comments for the Certification Committee, submit them to NAWDP.

CWDPs on Website

Look at NAWDP's website (www.nawdp.org) for a listing of all the current CWDPs. The website lists all the certified people, their city and state, when they expire, and their certification number.

Certified individuals are listed in alphabetical order, by certification number, and by state. Just follow the Certification link to find all three lists.

You can also find out when your certification expires by locating yourself on any of the 3 links, as expiration dates can be found on all of the lists. The CWDP information is updated on the website after each review cycle.

Look up other people you work with or know from around the state or other parts of the country to see if they are certified. If they are not CWDPs, urge them to apply, the more people certified the stronger the program.

Also be sure and encourage your employer to visit the NAWDP website and take a look at all the certified people. Point yourself out, as this will emphasize to your employer that you are certified and show your dedication and commitment to the profession.

Your employer will also see all the information which was necessary to become certified and the process you undertook to become a CWDP.

Remember that when your employer finds your certification beneficial it only makes the certification of more value for you. □

CWDP Recertification

CWDP Recertification applications continue to be processed for CWDPs expiring August or November 2002. Remember that you have until the end of the month in which you expire to complete your renewal application. Make sure that you do not allow your certification to lapse as you will have to reapply from the beginning if you do not renew in time.

If your CWDP expires in February 2003, be on the lookout for your recertification application packet. It will be mailed to you during August. Make sure that you return the postcard acknowledging receipt of the package as soon as you get it. Also be sure and contact the NAWDP office (Phone: (202) 589-1790 or Email: nawdp@aol.com) if your address has changed or you want your renewal application to be mailed to a place other than where the CWDP newsletter was mailed.

People who expired in May 2002 and did not renew will need to reapply and be reviewed again by the certification review committee in order to be recertified, as the 30-day grace period to recertify has ended. NAWDP is requesting all new documentation and new references, as the review committee will need current information on your job. Call the NAWDP office for a new CWDP application. □

CWDP Ribbons Available

Various CWDPs have requested ribbons showing that they are CWDPs when they attend conferences and workshops. Enclosed with your newsletter you will find a CWDP ribbon to wear to conferences or workshops showing that you are a CWDP.

Do not forget to wear your CWDP lapel pin. If you lost your pin or want a few extras for your different suits, call the NAWDP office and order more. They are \$5 each.

Remember to write CWDP after your name on all your business correspondence.

And does your business card say CWDP? If it does not, it should because you earned the right to use CWDP, so make sure to include it on your card. □

NAWDP Membership

Remember that if you are not receiving the *Advantage*, the monthly newsletter by NAWDP, you are certified but are not currently a member of NAWDP.

Be sure and join NAWDP so that you can find out what is happening in the emerging field of workforce development. The membership also provides you with other benefits, such as discounts on books offered by NAWDP and discounts on the annual conference and other workshops put on by NAWDP, all for \$50 annually.

NAWDP only offers individual memberships, however there is a new group discount for employers so they can add multiple new members at once, contact the NAWDP office for more details. □

CWDPs for January - July 2002

Toni Acarregui-Gable, CWDP Boise, ID	George N. Copadis, CWDP Manchester, NH	MaryLouise L. Garza, CWDP San Antonio, TX
Maria S. Almestica, CWDP West Palm Beach, FL	Dan C. Cozby, CWDP Converse, TX	Nyla J. Gaylord, CWDP Rochester, NY
Tammie L. Alston-Finch, CWDP Wilson, NC	Ruth Crosman, CWDP Nashua, NH	Melanie D. Geddes, CWDP Fort Lauderdale, FL
John T. Anderson, CWDP Chiefland, FL	SaWanna L. Cunningham, CWDP San Antonio, TX	Ester Geffre, CWDP Converse, TX
Judy A. Anderson, CWDP North Sioux City, SD	Nita R. D'Agostino, CWDP West Chester, PA	Lawrence Goldsmith, CWDP Clearwater, FL
Phyllis J. Asbill, CWDP Sallisaw, OK	Paul F. Dahlgren, CWDP San Antonio, TX	Humberto C. Gonzales, CWDP Fremont, OH
Tracey Barnard, CWDP Fort Worth, TX	Gay Davis, CWDP Pendleton, OR	Sally Gonzales, CWDP San Antonio, TX
Alfreda B. Barnett, CWDP Raleigh, NC	Rick Alan Deady, CWDP Helena, MT	Elvin A. Gonzalez, CWDP Reading, PA
Joyce Bentley, CWDP Bartow, FL	Grafton C. Dean, Jr., CWDP San Antonio, TX	Carole A. Gray, CWDP San Antonio, TX
Hugh Charles Berger, CWDP Port Saint Lucie, FL	Joyce L. DeVaux, CWDP Port Orange, FL	Tiffany D. Grisen, CWDP Medford, OR
Daniel F. Bird, CWDP Fort Pierce, FL	Lawnedia Devlin, CWDP Medford, OR	Linda J. Grisham, CWDP Mango, FL
Frances Bishop, CWDP Rye, NH	Ahad Diba, CWDP Safety Harbor, FL	John L. Henderson, CWDP Fremont, OH
Mary Black, CWDP Tallahassee, FL	Shelia Dixon, CWDP Sanford, FL	Humberto J. Herdocia, CWDP Okeechobee, FL
Romeo Bononcini, CWDP San Antonio, TX	Katherine L. Doumas, CWDP Boonville, MO	William Herrmann, CWDP Rockledge, FL
Ana Bostwick-Chagoya, CWDP San Antonio, TX	Gwendolyn DuBose, CWDP Moncks Corner, SC	Lucretia M. Hertzock, CWDP San Antonio, TX
Frank Boudreau, CWDP Goffstown, NH	Judith L. DuBose, CWDP San Antonio, TX	Cynthia Hills, CWDP Claremont, NH
Shirley Caban Tellez, CWDP Lutz, FL	Kathryn A. Dulanski, CWDP Sebring, FL	David Hollingsworth, CWDP Astoria, OR
Fernanda M. Casimiro, CWDP Palm Harbor, FL	Janice Dunn, CWDP Grants Pass, OR	Carmen Ibarra, CWDP San Antonio, TX
Diana Cavazos-Rivera, CWDP Lubbock, TX	Doug Elliot, CWDP San Diego, CA	Patricia Jackson, CWDP Falls Church, VA
Jenny Champagne, CWDP Port Saint Lucie, FL	Angela Ewing, CWDP Medford, OR	Joyce A. James, CWDP Aurora, CO
Alfonso Chester, CWDP Fort Pierce, FL	Julia W. Farmer, CWDP Wilson, NC	Sara C. Jasso, CWDP San Antonio, TX
Susan S. Choate, CWDP Boise, ID	Kim Faucette, CWDP Kinston, NC	Nadine K. Jean-Baptiste, CWDP Miami, FL
Alice J. Cobb, CWDP Winter Park, FL	Kenneth Frires, CWDP Medford, OR	Carrie R. Jerningan, CWDP Belle Glade, FL
Darlene A. Coleman, CWDP Checotah, OK	Sheila Q. Funderburke, CWDP Charlotte, NC	Ardwenia V. Johnson, CWDP Ocala, FL
Donna Coles, CWDP Decatur, GA	Marisel Garza, CWDP San Antonio, TX	Vivian A. Johnson, CWDP Rochester, NY

Tracy Jones, CWDP
Kennett Square, PA

Christine L. Kailipaka, CWDP
Hondo, TX

Barbara W. Keller, CWDP
San Antonio, TX

Donna R. Kepple, CWDP
Fort Pierce, FL

Stephanie Kilham, CWDP
Tallahassee, FL

John N. Kondratick, CWDP
Schertz, TX

Travis Lackey, Jr., CWDP
San Antonio, TX

Raul Landa, CWDP
Bradenton, FL

John T. Lawrence, CWDP
Chula Vista, CA

Matt S. Leachman, CWDP
Bristol, IN

Christine A. Libby, CWDP
Barrington, NH

Barbara D. Love, CWDP
Ocala, FL

Lisa A. Lowe, CWDP
Petersburg, VA

Pearl I. Lozoya, CWDP
Alliance, OH

Scott Lubinski, CWDP
Shamokin, PA

Malinda Faye Lucas, CWDP
Wilson, NC

Douglas Luffborough, CWDP
Chula Vista, CA

Jay R. Lundy, CWDP
Port Saint Lucie, FL

Carol Macht, CWDP
Laurel, MD

John L. Masella, Jr., CWDP
Peru, NY

Ronald Andrew McColley, CWDP
Vancouver, WA

Kathleen M. McKee, CWDP
Medford, OR

Patricia A. McPartland, CWDP
Marion MA

Ada Medina-Solorzano, CWDP
West Palm Beach, FL

Carmen Meza, CWDP
Dade City, FL

Elizabeth A. Milbrand, CWDP
Shamokin, PA

Eric R. Miller, CWDP
Lebanon, OR

Sherrill MitchellRobison, CWDP
Austell, GA

Charlie D. Moke, CWDP
San Antonio, TX

Alice Moore, CWDP
Winter Haven, FL

James C. Moore, CWDP
Saint Petersburg, FL

Beverly F. Moreno, CWDP
Kinston, NC

Ester Moreno, CWDP
San Antonio, TX

Patricia Morgan, CWDP
Fort Pierce, FL

Daune Neidig, CWDP
Avon Park, FL

Jean S. Nettelfield, CWDP
San Antonio, TX

Craig L. Palmquist, CWDP
Fair Oaks, CA

Zaida C. Partin, CWDP
Benson, NC

Gwendolyn Puryear, CWDP
Winchester, VA

Martin E. Ramirez, CWDP
San Antonio, TX

Greg A. Retchless, CWDP
Vancouver, WA

Deborah R. Reyes, CWDP
San Antonio, TX

Kim Rich-Milliken, CWDP
Keene, NH

David Lee Roberts, CWDP
Concord, NH

Angel L. Roman, CWDP
Brooklyn, NY

Carlos R. Saavedra, CWDP
Nokomis, FL

Virve-Leena Samuels, CWDP
Bronx, NY

Evelyn Sanchez, CWDP
Oxford, PA

Aldo Schindler, CWDP
Buena Park, CA

Cynthia A. Seals-Roper, CWDP
San Antonio, TX

Julie L. Senneville, CWDP
Manchester, NH

Celina Shands, CWDP
La Jolla, CA

Era Singer, CWDP
Havana, FL

Jessie Smith, CWDP
Aspers, PA

Lisa Holland Smith, CWDP
Port Saint Lucie, FL

Gerardo Soltero, CWDP
Fort Myers, FL

Nilda L. Soto, CWDP
Winter Haven, FL

Richard Stetson, CWDP
Port Saint Lucie, FL

Keren Stokes, CWDP
Ocala, FL

L. Diane Swift, CWDP
Indianapolis, IN

Felipe G. Tamez, CWDP
San Antonio, TX

Aneashpattie Thakur, CWDP
Sparr, FL

Gabrielle Thomas, CWDP
San Antonio, TX

Ronnie E. Thomas, CWDP
Universal City, TX

Helena Torralva, CWDP
San Antonio, TX

M. Catherine Valdez, CWDP
San Antonio, TX

Kirk T. VanGelder, CWDP
Vancouver, WA

Lee Verdin, CWDP
San Antonio, TX

Jacquelyn Wakefield, CWDP
Sorrento, FL

Robin H. Walker, CWDP
Salisbury, MD

Sally A. Walker, CWDP
Stilwell, OK

Kay Washington, CWDP
Mechanicsburg, PA

L. Darlene Williams, CWDP
Jourdanton, TX

Betty Wilson, CWDP
Boise, ID

Kathy Winstanley, CWDP
Stuart, FL

Susan H. Woods, CWDP
San Antonio, TX

Ricardo Yanez, CWDP
San Antonio, TX

Two Groups Encourage Members and Employees to Apply for CWDP Credential

The large number of CWDP applications processed during the May review can be attributed in part to two different programs which made a commitment to have as many of their members and employees apply for certification as possible.

Texas Workforce Advocates

The first group is the Texas Workforce Advocates (TWA) located in San Antonio, Texas. They mailed in over forty CWDP applications for the review.

According to Henry Rosales, Chair of TWA, "TWA decided to pursue certification for its members for several reasons. First, the credentials of being a CWDP really raises the bar for a workforce development professional by improving his or her performance because of the standard he or she needs to uphold. TWA also hopes that earning the CWDP will help the professional at his or her current job and in attaining future jobs. Hopefully, the CWDP credential after one's name will impact director's hiring and give the applicant an edge over others."

Rosales stated that TWA also encouraged their members to apply for certification to help clarify what a workforce development professional is to others, since people often assume they are just part of another profession.

"Becoming certified helps with the image of workforce development professionals, history has the idea that workforce development professionals are just social workers,

but this isn't the case, workforce development is a real profession on its own. Workforce Development Professionals are well-educated, trained for their jobs, committed to the job, and they are professionals."

TWA is a professional association which developed a workforce development training program. The training program's Learning Points are aligned with the competencies necessary for the NAWDP certification program. Workforce Development Professionals employed in various places, such as the San Antonio Housing Authority, City of San Antonio, or SER, Jobs for Progress, Inc. join TWA for the training it offers. The training program consists of two tracks: the Account Executives training and the Case Managers training. The programs take about 10 months to complete and after finishing members are encouraged to apply to become CWDPs.

Florida Farmworker Jobs and Education Program

The second group is the Florida Department of Education's Farmworker Jobs and Education Program which submitted 26 CWDP applications for review.

The program is encouraging all their frontline staff and coordinators to become certified and has agreed to pay for their certification application fee.

The Farmworker Jobs and Education Program got involved with the CWDP program after Sherry de Cuba, a program specialist, at-

tended NAWDP's 12th Annual Conference in Philadelphia where she sat in on a certification workshop. She then took the information back to Florida and gave a presentation to others in the Farmworker program about certification. This caught the attention of the program's state director, Carlos Saavedra, who agreed with de Cuba on the importance of the staff being certified.

"We feel that the certification is worth having and we are trying to have everyone in the program apply to become a Certified Workforce Development Professional," states de Cuba.

De Cuba personally has benefited from her certification.

"One of the big benefits of certification for me is the networking aspect. It has really opened doors and has people sharing information with other. We are not having to reinvent the wheel because someone else has already done it and we can share the information. Also, just helping everyone getting their applications together and answering questions for them has been beneficial for me because I got to have contact with many people in the program that I usually only talk with once or twice a year. Working with them on their certification applications lead to better communication even within our program."

If you have information about a group that you would like to see featured in an upcoming CWDP newsletter, contact Shannon Faherty at NAWDP. □

Code of Professional Ethics and Practices

NAWDP recently elaborated on the original Code of Professional Ethics and Practices found in the CWDP application. The expanded version goes into greater detail about the Standards of Practice such as the Responsibilities to the Customers, Profession, and Employer to name a few. This Code of Ethics revision was adopted by the NAWDP Board of Directors at a recent board meeting.

Remember that as a CWDP you signed the Code of Ethics and agreed to abide by the code as part of your certification. If you are interested in receiving a copy of the revised Code of Professional Ethics and Practices, email NAWDP and we would be glad to send you a copy. □

Congrats!

Congratulations to all the new people accepted for certification in May 2002! This was the largest group of CWDPs ever reviewed and approved by the certification program.

May's review saw 112 professionals become Certified Workforce Development Professionals. See pages 4-5 for a list of all the people from February and May reviews who were accepted by the review committee.

Missing CWDPs

Thanks to all the people who contacted the NAWDP office, we were able to locate several missing CWDPs.

Unfortunately we are still unable to contact several CWDPs.

Listed below are the 8 people who are still missing. If you know any of them, please contact us with their information.

California

Noe G. Vizcarra, CWDP

Colorado

Cheryl Lynn Jones, CWDP

Missouri

Anne M. Sproat, CWDP

Montana

Charney Gonnerman, CWDP

Pennsylvania

Heather Rosales, CWDP

South Carolina

David Leslie, CWDP

Virginia

Patricia Brown, CWDP
Christopher Jones, CWDP

NAWDP Office Moved!

As of July 1, 2002 NAWDP has new contact information so be sure and update your files!

The NAWDP office is now located at:

**810 First Street, NE, Suite 525
Washington, DC 20002-4227.**

Please send all correspondence and CWDP renewal applications to this new address.

NAWDP's new phone number is **(202) 589-1790** and the fax is **(202) 589-1799**.

The email will still be **nawdp@aol.com** and **www.nawdp.org** remains as the website.

Opinions expressed are not necessarily endorsed by NAWDP or its Board of Directors. Submissions are solicited from any CWDP and may be edited as appropriate and printed depending on space available, deadline for submission is the 15th of the month before. Published twice a year by The National Association of Workforce Development Professionals, 810 First Street, NE, Suite 525, Washington, DC 20002-4227. Phone (202) 589-1790. Fax (202) 589-1799. Email: nawdp@aol.com.

Board Chair: Ann Merrifield, CWDP; Certification Co-Chairs: P. Linda Angel, CWDP and Robert Simpson, CWDP; President: C. Paul Mendez; Manager of Certification: Shannon Faherty

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