

Certified Workforce Development Professional Newsletter

Volume 2; Issue 1

January 2003

Summit Success; Leads to Change in Definition

On October 22, 2002 NAWDP hosted the *Summit on the Future of the Workforce Development Profession*. More than 75 people from all different segments of the field met in Washington DC for the summit to discuss where the workforce development profession was heading in the next several years and beyond and what the profession would need to do to assist its professionals in getting there.

One of the main items of discussion by the group was the definition of a workforce development professional and whether the current definition was sufficient or needed to be expanded, simplified, or clarified in any way.

The participants took NAWDP's current definition from

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Certification Renewal Tips

The renewal of CWDPs began May 2002 as the initial three years of the first group's certification expired. There is now a constant flow of CWDPs renewing their credential so they can retain their certified status.

For anyone who has not yet renewed, here are a few tips to keep in mind, many of which can be used even if you just became certified:

1. Keep a copy of the Continuing Professional Development Log sheet at your desk at work, so that as soon as you have completed a training you can fill in the log

sheet. Having the log sheet up-to-date is also a good reminder for your next performance review so that you can show your supervisor all the training you have had since your last review and what you learned from the training.

2. Try not to leave the log sheet until the last minute because it is impossible to remember all the training you have had for the past three years. Many people have had at least 60 hours of training just in one year, but having to

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Hours Provided More Than Required

Renewal of Certified Workforce Development Professionals credentials started in May 2001 for the original group of people certified in May 1999.

One of the requirements for CWDPs renewing their credential is

that they must provide documentation of 60 hours of continuing professional development in the workforce development field which they earned during the three years since their original certification.

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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.

Summit Continued

the CWDP program, which is that, "Workforce Development Professionals facilitate the process by which individuals identify, prepare for, obtain and maintain employment and self-sufficiency." The group decided that the

definition should be expanded from the original.

The actual wording of the new definition will be finalized by the NAWDP board later this year and will be presented at that time.

The new definition is positive for the certifica-

tion program as more people who are doing workforce development will qualify to apply for their Certified Workforce Development Professional credential.

This new definition will work to include the employer-customer and

the community. More details will follow in later newsletters as more details becomes available.

You can also follow the Summit happenings in more detail through the NAWDP *Advantage*, the monthly newsletter for NAWDP members.

Renewal Tips Continued

remember hundreds of different training sessions attended becomes stressful.

3. Save all the conference program and workshop brochures with circles around the sessions you attended in a file with your log, so that if you do not have a chance to immediately complete your log sheet, you will be able to complete it with ease at a later date. Remember to write on the information you are saving which of the 12 competencies were covered during the training so you do not have to figure that out later.

Information on Training Hours

In addition to suggestions for keeping your Continuing Professional Development Log, here are a couple of tips for what qualifies for your hours and ideas of where you can find out about more training.

1. The Continuing Professional Development Log is counted hour for hour. If you attend a workforce development training class for three hours, you can log three hours on your form.
2. Remember that teaching classes does not count toward your hours because the hours need to be advancing your own personal edu-

cation. However you can count the amount of time you spend researching workforce development topics for teaching your class, but the hours only count the first time that you study that information.

3. You can also do self-study if you do not have as much training offered through your work, such as taking classes at the local community college, participating in online training or classes, or reading information on workforce development or information relating to the 12 competencies. Each of these is a great way to expand your training even if you are receiving a lot of training through your work.
4. NAWDP compiled a list of members who are trainers. For the trainers' contact information and specializations check the website (www.nawdp.org). You might be able to find a trainer who is located near you or that is training in your area.
5. You can also check the website of Workforce Tools of the Trade (www.workforcetools.org) for more information. They have a list of state training institutes, which you could contact to see about training in your area. They also have a section where you

can search for training providers and resources.

6. Also check the *Advantage*, the monthly newsletter for NAWDP members, which includes a monthly Mini-Lesson, news clips on current events, reviews of field related book, and a calendar of upcoming events. This is a great way to keep up with what is happening in the field. Remember that you might be certified but not a NAWDP member, so if you are not getting the *Advantage* monthly be sure and sign up to become a member.
6. Attending the NAWDP conference is another great way to earn hours of continuing education for your recertification. The conference offers over 125 workshops, plenaries, and exhibits, so there are lots of chances learn new information. It is also a great way to network with your peers and find out what types of training they are doing. See the next page for the 14th Annual Conference registration form.

Use the Continuing Professional Development Log in this newsletter to track your training, so that you will be able to complete your recertification application with ease and continue to be certified.

NAWDP Conference Registration Form

14th Annual Conference St. Louis – May 4-7, 2003



1. Registration Information: (Please print or type)

First Name: _____ Last Name: _____

First Name as you want it to appear on your badge: _____

Title: _____

Organization: _____

Address: _____

City/State/Zip: _____

Phone : _____ Fax: _____

Email: _____

Special Needs: Mobility Visual Hearing Dietary Other _____

Are you a NAWDP member? Yes (Membership # _____) No

Early Bird Registration:

(Until January 31)

- Member \$395
- New Member \$445*
- Renewing Member \$445*
- Non-Member \$495

Regular Registration:

(Feb 1 to April 4)

- Member \$475
- New Member \$525*
- Renewing Member \$525*
- Non-Member \$575

Late Registration:

(After April 4)

- Member \$495
- New Member \$545*
- Renewing Member \$545*
- Non-Member \$595

*Membership is individual, non-transferable, and non-refundable. *Includes 1 Year NAWDP Membership*

Guest Registration: Guest First Name: _____ Last Name: _____

Full (Covers all breakfast, lunches, reception, and Tuesday Dinner/Party) \$135 Dinner/Party \$35

Pre-Conference Registration: Half-Day "Legislative Update" Pre-Conference Session with David Bradley

Member/Non-Member \$125

Hotel Information: Adam's Mark Hotel in St. Louis

Contact the hotel for reservations: Hotel Direct Reservation Line: (314) 241-7400; Toll-Free: (800) 444-2326

Room Rates: Single/Double \$139.00 Triple \$149.00 Quad \$159.00

To get discount please specify you are with the National Association of Workforce Development Professionals.

The discounted conference room rates are good between May 2 and May 8

2. Payment Information: (Check, Credit Card, or Purchase Order)

Check Enclosed (FEIN #52-1739506) Purchase Order #: _____

Credit Card (Visa/MasterCard/American Express)

Cardholder Name: _____ Signature: _____

Credit Card #: _____ Exp Date: _____

Cancellation Policy - Please Read Carefully

NAWDP will charge a \$75 cancellation fee for any registrations cancelled before 5:00pm Eastern Standard Time on April 4, 2003 except for documented cases of medical or family emergency. After April 4, full registration fee is due whether you attend or not. Substitutions may be made at any time at no cost, but non-members will be billed the difference if replacing a member. It is your responsibility to cancel your room reservation with the hotel – NAWDP will not contact the hotel on your behalf.

Send registration with payment to: NAWDP Attn: Conference Registration

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

Or fax to: (202) 589-1799; Questions: (202) 589-1790

Or Register Online at: <http://www.nawdp.org/conference.htm>

2002 New CWDPs from August and

Alaska	Berlinda Kay Shopshire, CWDP	Elsie Baker, CWDP	Dana E. Olmstead, CWDP
Marlene Abang-Bradley, CWDP	Washington	Walton	Springfield
Anchorage	Florida	Janet Ball, CWDP	Nebraska
Kari S. Colver, CWDP	Jeannette S. Acree, CWDP	New Albany	Andy D. Bradley, CWDP
Anchorage	Ocala	Carol L. Balsbaugh, CWDP	Omaha
Jill M. Nelson, CWDP	Ernestine W. Bea, CWDP	Kokomo	New Hampshire
Anchorage	Fort Pierce	Judith A. Barber, CWDP	Michael J. Brien, CWDP
Arizona	Georgina R. Camacho, CWDP	New Castle	Meredith
Michelle Gardea, CWDP	Dade City	Diana F. Conn, CWDP	Lisa Hazeltine, CWDP
Phoenix	Winifred R. Carver, CWDP	New Castle	Concord
Cynthia M. Spell, CWDP	Okeechobee	Deborah L. Cunningham, CWDP	Jennifer Savage, CWDP
Phoenix	Gale M. Craig, CWDP	Kokomo	Concord
William R. Zigler, CWDP	Fort Pierce	Suzanne J. Denmark, CWDP	New Jersey
Phoenix	Carol A. Davidyock, CWDP	Kokomo	Floralva Struck, CWDP
California	Ocala	Rusty Shade, CWDP	Iselin
Scott Collins, CWDP	Penelope A. Dekker, CWDP	Indianapolis	New York
San Diego	Ocala	Stanley J. Shoaff, CWDP	Michelle I. Atlas, CWDP
Dana Greer, CWDP	John W. Gaskin, Sr., CWDP	Kokomo	Rochester
San Diego	Vero Beach	Terri L. Simons, CWDP	Kathleen Erickson O'Brien, CWDP
Rachel G. Humphreys, CWDP	Katherine A. Grimes, CWDP	Logansport	Orchard Park
San Diego	Fort Walton Beach	Lorna Strohschein, CWDP	Steven R. Ford, CWDP
Angela L.R. Kemp, CWDP	Robert E. Guy, CWDP	Akron	Rochester
Chatsworth	Winter Haven	Robert C. Young, CWDP	Debora Maccagnano Michaux, CWDP
Alan D. Landers, CWDP	Richard W. Harrison, CWDP	Madison	Orchard Park
San Diego	Plant City	Iowa	Douglas G. Maso, CWDP
Carlette Lewis, CWDP	James C. Kennedy, CWDP	Kimberly L. Caponi, CWDP	Maybrook
San Diego	Fort Walton Beach	Mason City	Denise Raymond DiBlasi, CWDP
Joseph D. Moran, CWDP	Terry K. Light, CWDP	Maryland	Orchard Park
San Diego	Niceville	Traci M. DiMartini, CWDP	James W. Samuels, CWDP
Mark Nanzer, CWDP	Kimberly A. Moore, CWDP	Gaithersburg	Bronx
San Diego	Monticello	Stephen D. Kornblatt, CWDP	Bettye M. Smith, CWDP
Suzanne L. Potts, CWDP	James V. Parker, CWDP	Bethesda	New Rochelle
Santee	Ocala	Timothy G Washington, CWDP	Velma Smith, CWDP
Dan Radojevic, CWDP	Janet Roman, CWDP	Baltimore	Rochester
San Diego	Ocala	Massachusetts	North Carolina
Desiree Romero, CWDP	Richard F. Smith, CWDP	David A. Augustinho, CWDP	Margie S. Atkinson, CWDP
San Diego	Middleburg	Hyannis	Whiteville
Margie Rosas, CWDP	Ethel H. Williams, CWDP	Michigan	Sheila K. Canzona, CWDP
San Diego	Bradenton	John R. Hubsy, CWDP	Winston Salem
Willie E. Wallace, CWDP	Georgia	Saginaw	Leon S. Grimes, Jr., CWDP
San Diego	Ramona C. Clark, CWDP	Angie J. Mitosinka, CWDP	Dublin
Connecticut	Uvalda	Saint Johns	Sonya J. Hall, CWDP
Tanya M. Court, CWDP	Chayla D. Kendrick, CWDP	Missouri	Raleigh
Norwalk	Albany	Patricia M. Meldrum, CWDP	Patsy C. Jacobs, CWDP
District of Columbia	Idaho	La Belle	Lumberton
Claudette L. Crawford, CWDP	Amanda E. Rains, CWDP	Kimberly Mildward, CWDP	Jeffery L. Myers, CWDP
Washington	Boise	Maryville	
Shirley H. Pendergast, CWDP	Indiana		
Washington			

November Reviews

- Magnolia
- Ohio**
- Jeannine F. Caudill, CWDP
- Marion
- Jack K. Hile, CWDP
- Lisbon
- Penny A. Richardson, CWDP
- Marion
- Ted Riedel, CWDP
- Ironton
- Oklahoma**
- Linda H. Hansen, CWDP
- Oklahoma City
- Martha A. Steidley, CWDP
- Claremore
- Oregon**
- Donitta K. Booth, CWDP
- The Dalles
- Mary K. Brennan, CWDP
- Portland
- Teresa Findley-Wiggall, CWDP
- Lake Oswego
- Sherri D. Luru, CWDP
- Troutdale
- Judy Rudy, CWDP
- Grants Pass
- Pennsylvania**
- Dennis J. McCarthy, CWDP
- Jefferson Hills
- Catherine Schneider, CWDP
- Pittsburgh
- Nicole C. Scott, CWDP
- Trafford
- Puerto Rico**
- Sonia E. Rivera-Sosa, CWDP
- Aguadilla
- South Carolina**
- Theresa Carr, CWDP
- Aiken
- Texas**
- Shirley C. Brooks, CWDP
- Katy
- Mary Lou C. Cantu, CWDP
- San Antonio
- Michael G. Goeken, CWDP
- San Antonio
- Hubert H. Griffin, CWDP
- San Antonio

- Sheila W. Meadows, CWDP
- San Antonio
- Georgetta Marie Mitchell, CWDP
- Stafford
- Michael L. Pugh, CWDP
- Houston
- Henry J. Rosales, CWDP
- San Antonio
- Christine Ruiz-Altamirano, CWDP
- San Antonio
- Connie R. Santos, CWDP
- San Antonio
- Kenneth J. Wogstad, CWDP
- San Antonio
- Virginia**
- Cecily Rodriguez, CWDP
- Richmond
- Matthew D. Vaughan, CWDP
- Alexandria
- Lon R. Walker, CWDP
- Alexandria
- Washington**
- Linda J. Barnard, CWDP
- Vancouver
- Philip B. Baus, CWDP
- Vancouver
- Jolyn H. Collie, CWDP
- Vancouver
- William H. Draper, CWDP
- Vancouver
- Karene S. Duffy, CWDP
- Vancouver
- Joseph F. Hirtler, CWDP
- Vancouver
- Charles L. Sundberg, CWDP
- Hoquiam
- Barbara E. Weaver, CWDP
- Vancouver
- Thomas Whittingham, CWDP
- Vancouver
- Wisconsin**
- Lynn Krause, CWDP
- Elkhorn
- Wyoming**
- William T. Custer, CWDP
- Cheyenne

Hours Continued

Initially there was concern that this would be a difficult amount of training for individuals to achieve over the three years of certification, however there is strong evidence to the contrary when the renewal applications which have been completed so far were studied.

In fact, the

141-160
5%

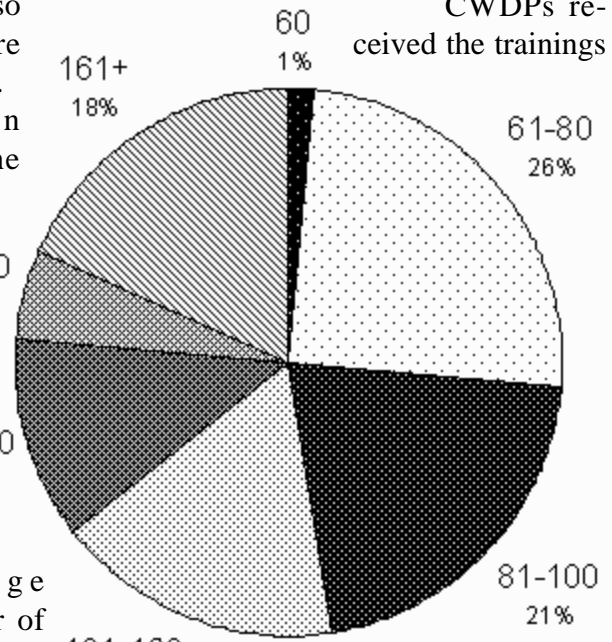
121-140
12%

average number of hours for people who have renewed their credential is double the necessary 60 hours, at 120 hours of continuing professional development.

Looking at the pie chart above showing the number of hours of continuing training people submitted and only 1% of the renewal applications had exactly 60 hours. All the others applications had more hours documented than what was necessary to satisfy the requirement for

renewing certification. One recertifying individual even documented over 350 hours of continuing education, while writing on her Professional Development Log that she could provide even more hours, since she constantly received training from work.

CWDPs received the trainings



Hours of Professional Development from CWDP Renewal Applications

from all types of sources from the NAWDP conference to sessions by independent trainers through work.

It now appears that the most difficult part for many CWDPs is not getting the training but remembering to record their training on their log.

2002 CWDP Renewals

Arkansas

A.T. Barnes, CWDP
El Dorado

Arizona

Rosemary R. Smith, CWDP
Tucson

Colorado

Guy Pfalzgraff, CWDP
Montrose

Jennifer Stenuis, CWDP
Denver

District of Columbia

Grant E. Collins, CWDP
Washington

Florida

Anne Amerman, CWDP
Fort Pierce

Shiela D. Edgar, CWDP
Port Saint Lucie

Pete E. Kaiser, CWDP
Merritt Island

John Krackowski, CWDP
Port Saint Lucie

Lana K. McClain, CWDP
Fort Pierce

Anne M. Pearl, CWDP
Port Saint Lucie

Debra S. Raneri, CWDP
Fort Pierce

Barbara Smith-Fischer, CWDP
Atlantic Beach

Mary B. Sylvester, CWDP
Fort Pierce

Gwenda L. Thompson, CWDP
Port Saint Lucie

Georgia

Billy Wooten, CWDP
Jesup

Illinois

Brenda S. Crimmins, CWDP
Mattoon

Mike H. Hemmett, CWDP
Mattoon

Peggy L. Jausel, CWDP
Olney

Carol A. Kirby, CWDP
Mattoon

Janna Overstreet, CWDP
Effingham

Nancy A. Terry, CWDP
Elgin

Lisa A. Weiler, CWDP

Olney

Indiana

Sheila R. Hess, CWDP
Vincennes

Linda Thompson, CWDP
Vincennes

Louisiana

Bertha C. Dent, CWDP
Baton Rouge

Massachusetts

Julie E. Crance, CWDP
Worcester

Minnesota

Dennis E. Gilbertson, CWDP
Minneapolis

Missouri

June L. Dillard, CWDP
Springfield

S. Gay Larsen, CWDP
Springfield

Jaydean L. Miller, CWDP
Springfield

Patricia M. Pendleton, CWDP
Springfield

Kathy R. Shatto, CWDP
Springfield

Jackie Soptic, CWDP
Trenton

Wilda J. Taylor, CWDP
Springfield

Nancy Weems, CWDP
Springfield

Florene K. Williams, CWDP
Springfield

New Hampshire

Ronald P. Giroux, CWDP
Manchester

Virginia Haley-Tilton, CWDP
Manchester

Judith A. Koester, CWDP
Claremont

Mary H. McGhee, CWDP
Manchester

James H. Nelson, CWDP
Littleton

Bonnie St. Jean, CWDP
Manchester

Kristine E. Yannone, CWDP
Keene

New Jersey

Joyce E. Deems, CWDP
Trenton

Sydelle Norris, CWDP
Trenton

New York

Moira L. Barclift, CWDP
New York

Michael E. Flinton, CWDP
Johnstown

Richard C. Holcomb, CWDP
New York

North Carolina

Monica L. Davis, CWDP
Smithfield

Sheila A. Earp, CWDP
Hudson

Jeff Nardo, CWDP
Jacksonville

Laura S. Payne, CWDP
Jacksonville

Brenda S. Savage, CWDP
Raleigh

Oregon

Marilyn K. Dalton, CWDP
Joseph

Jill L. Elkins, CWDP
Astoria

Lorraine J. George, CWDP
Newport

Marque Haeg, CWDP
Salem

Brent R. Jacobsen, CWDP
Salem

Pennsylvania

Michelle Bisbing, CWDP
Stroudsburg

Deborah D. Callahan, CWDP
Broomall

John A. Casella, CWDP
Tannersville

Edward J. McCann, CWDP
Reading

Joyce J. Sivell, CWDP
Allentown

Esther W. Wenck, CWDP
Lehigh Valley

Linda A. Whidden, CWDP
Tannersville

South Carolina

Tom J. Irwin, CWDP
Aiken

James O. Love, CWDP
Columbia

Tennessee

Arvilee Grant, CWDP
Knoxville

Texas

Sal Adamski, CWDP
Fort Worth

Alvin Rex McGee, CWDP
Austin

Limous Walker, CWDP
Fort Worth

Virginia

Birdena Jo Cabbage, CWDP
Luray

Janet N. Hamilton, CWDP
Luray

Harry S. Hogshead, CWDP
Staunton

Florhline A. Painter, CWDP
Luray

Sherry S. Pearson, CWDP
Saluda

Deborah S. Santrock, CWDP
Saluda

Washington

Shawn Bates, CWDP
Connell

Wisconsin

Jane Batha, CWDP
Pewaukee

Anthony M. Dziejdzic, CWDP
Waukesha

Sheri L. Eisch, CWDP
Racine

Patricia L. Kaiser, CWDP
Waukesha

Randall K. Meyer, CWDP
Waukesha

Timothy P. Morgan, CWDP
Waukesha

Rene V. O'Connor, CWDP
Racine

Anita Jean Ostergard, CWDP
Madison

Marilyn K. Putz, CWDP
Elkhorn

West Virginia

Julie M. Norman, CWDP
Charleston

Wyoming

Margaret Auker, CWDP
Cheyenne

CWDP Reminders

New CWDP Brochure for Directors:

There is a new brochure for Directors and WIBs explaining the CWDP program and the advantages of having your staff certified.

The information can be downloaded from the following link: <http://www.nawdp.org/certification.htm>

Print off the brochure for your supervisor and help educate him or her on the importance of professionals being certified.

Upcoming CWDP Review Session:

The next CWDP application review will be held in February. If you know someone who wants to apply for their CWDP, make sure they get their application to the NAWDP office by January 31, 2003.

Office Moved:

NAWDP office moved to:
810 1st Street, NE,
Suite 525
Washington, DC 20002
(202) 589-1790

February Renewals:

If your certification expires in February 2003 you need to get your renewal application in so that you do not have to reapply from the beginning for your CWDP credential.

August Renewals:

If you originally received your certification in August 2000, you will be receiving your CWDP renewal packet in the upcoming month.

If you have moved

make sure that you changed your address so you get your renewal packet. The address on file is where your newsletter was mailed.

Website:

If you cannot remember your certification expiration date or your certificate number, look it up on the NAWDP website, <http://www.nawdp.org/certification.htm>. You can also find other CWDPs from your state there.

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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