

Certified Workforce Development Professional Newsletter

Volume 3; Issue 1

January 2004

Certification Chair Letter

Dear CWDPs:

The past six months have been busy for the Certification Committee, as we have been developing a proposal to restructure the CWDP and the entire certification process.

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Conference Info

NAWDP believes that it is important to put on a conference that offers professional development opportunities, which is why the association continues to create the best conference in workforce development year after year.

This year's conference will be no different as there will be 80 workshops, 2 pre-conferences, 1 post-conference, an awards breakfast, and 3 different plenaries.

The conference draws around 1,000 people, which affords attendees great networking opportunities.

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Importance of Certification

As a Certified Workforce Development Professional you understand the significance of becoming certified, but do you have difficulty explaining to your supervisor or your co-workers the reason why certification is important?

Here some information and examples are provided to assist you in explaining why you became certified and to encourage others as to why they should apply for certification.

What is a Professional?

A good starting point is explaining the criteria of being a professional as opposed to working in an occupation.

First, as a professional, you have a commitment to the advancement of knowledge, which means that there are minimum standards of education and experience you need. In order to obtain the CWDP credential, you met the profession's standards for education and experience.

The advancement of knowledge also means that professionals have to be continuously educating themselves. As a CWDP you are tracking and recording all your hours of professional development for when you need to document at least 60 hours for re-certification.

The next criterion of a professional is recognizing that there is an organized and systematic body of knowledge for this profession. For the CWDP program, the body of knowledge is the 12 competency areas. The community realizes that these competency areas are not general knowledge and not possessed by main stream society, but only understood by trained professionals. The average person would not be able to assist a person through the process of preparing for, obtaining, and maintaining his employment and self-sufficiency, whereas a Workforce Development Profes-

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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.

Certification Importance from Page 1

sional is able to assist him.

As a CWDP, you attained knowledge through your job experience, training, and self-directed studies. You rated yourself in the various competency areas and stated where and how you attained the knowledge for each competency. Your references also rated you in each area based on their experiences with your work. This information was weighed as part of your application to become a CWDP by the reviewers.

Another part of being a profession is having standards of excellence, which consists of peer developed standards and review through a credentialing program and a code of ethics. The peer developed standards and review means that each person who is accepted by the CWDP program has met a specific level of standards (for their education and experience, professional affiliation, competencies, and references) as created and defined by their peers. Certified peers review all the application and accept or deny each applicant individually.

The CWDP program is overseen by NAWDP's Certification Committee, which consists of peers who are CWDPs. Any changes to the program goes through the Certification Committee, which in turn conducts focus groups and talks with peers around the nation for input into the program and any potential changes.

The standards of excellence also require that a professional follows the code of ethics and as a CWDP you agreed to abide by the Code of Professional Ethics and Practices. The code of ethics also follows the standards as it was created by peers consisting of Workforce Development Professionals and then approved by the NAWDP Board of Directors, a peer elected board.

“Professional” means the following criteria:

1. A Commitment to the Advancement of Knowledge
2. An Organized and Systematic Body of Knowledge
3. Standards of Excellence
4. A “Higher Purpose” or Public Interest
5. Responsibility of Practitioner to the Profession and the Customer

The fourth criterion for a profession is serving a higher purpose or public interest. Professionals work for job seekers and businesses soliciting jobs. You work for these groups because your job is to serve your constituents whose needs are your central concerns.

Finally, professionals have a responsibility to both their customers and the profession. As a professional you have more invested in this field than the demands of a daily job, you have the responsibility to your customers. Your job is to assist the customers and help them to succeed.

The profession is dependent on the people in the field making it successful and recognized by everyone throughout society. This is done through promoting the profession and the good works of the professionals in the field.

What is a Workforce Development Professional?

Once a person has an under-

standing of what it means to be a professional, he needs to understand what a Workforce Development Professional is. Here you can insert the definition for your explanation:

Workforce Development Professionals have as their primary responsibility the facilitation of processes by which individuals identify, prepare for, obtain and maintain employment, careers and self-sufficiency; and by which business, other employing organization and communities develop, access and retain a workforce that enables them to maintain and improve their economic competitiveness.

They work at a professional level either in directly providing services to their customers or in planning, evaluating and managing organization that do so.

Benefits of being a CWDP

Next you can discuss all the benefits of becoming a CWDP, now that you have clarified what it means to be a professional and a Workforce Development Professional.

First, the CWDP credential is a national recognized certification, so it is portable and transferable to any place. This is convenient if you change jobs or move, as it is not affiliated with any state or program, but instead it is tied to the profession.

Secondly, being certified will have a positive impact on your customer service as your customers will see your certificate on the wall and know that they are in the hands of a qualified professional. The certificate will help your customers to be more confident in your abilities as they realize you have been certified by a national organization.

Also other organization recog-

NAWDP Conference Registration Form

15th Annual Portland, Oregon – May 23-26, 2004



Registration Information: (Please print or type)

First Name (as it should appear on your badge): _____

Last Name: _____

Title: _____ Organization: _____

Address: _____ City/State/Zip: _____

Phone : _____ Email: _____

Special Needs: Mobility Visual Hearing Dietary Other _____

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

Early Bird Registration:

(Until January 30)

Member \$395

New Member \$445*

Renewing Member \$445*

New Member (NAWDP & OETA) \$485 **

Non-Member \$495

Regular Registration:

(Jan 31 to April 21)

Member \$475

New Member \$525*

Renewing Member \$525*

New Member (NAWDP/ OETA) \$485

Non-Member \$575

Late Registration:

(After April 21)

Member \$495

New Member \$545*

Renewing Member \$545*

New Member (NAWDP/ OETA) \$485

Non-Member \$595

*Membership is individual, non-transferable, and non-refundable. *Includes 1 Year NAWDP Membership ** Includes 1 year in Oregon Employment & Training Assoc.*

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

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

Pre and Post Conferences Registration: Note: The Pre-Conferences are at the same time, so select only one. This is an additional registration and the cost for members and non-members is \$125 for each session.

Pre-Conference Registration: Half-Day “Deliberate Success” with Eric Allenbaugh, PhD; May 23, 8-Noon; \$125

Pre-Conference Registration: Half-Day “Psychology of Hope” with Terri Houde; May 23, 8-Noon; \$125

Post-Conference Registration: Half-Day “Legislative Update” with David Bradley; May 26 1-5pm; \$125

Hotel Information: Hilton Portland and Executive Tower: Rates: Single/Double \$139.00 Triple/Quad \$159.00

Contact the hotel for reservations: Hotel Direct Reservation Line: (503) 226-1611

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

The discounted conference room rates are good between May 21 and May 26

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 Time on April 21, 2004 except for documented cases of medical or family emergency. After April 21, 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>

CWDPs Accepted during the August

Alaska

Shirley F. Morgan, CWDP
Wasilla

Arizona

Susie Barlow, CWDP
Peoria
Carin H. Brauer, CWDP
Phoenix
Angelita V. Castro, CWDP
Phoenix
Timothy D. Cohoe, CWDP
Phoenix
Frances P. Enriquez, CWDP
Avondale
Connie C. Garcia, CWDP
Avondale
Deborah K. Goalby, CWDP
Tucson
Zaida Guadarrama, CWDP
Phoenix
Judy D. Johnson, CWDP
Phoenix
Yolanda Valencia, CWDP
Surprise
Jose J. Vaquera, CWDP
Phoenix
Sandra M. Villa-Enriquez,
CWDP
Phoenix
Philip N. Wigtil, CWDP
Tucson

California

Kermien Burkhart, CWDP
Oceanside

Florida

Stacy Campbell-Domineck,
CWDP
Bartow
Brian Erickson, CWDP
Port Saint Lucie
Sandra Simpson, CWDP
Dunnellon
Linda H. South, CWDP
Rockledge
David Straka, CWDP
Deland

Lisa D. Taylor, CWDP
Lecanto
Jonathan R. Wade, Sr.,
CWDP
Clearwater

Idaho

Trudy A. Arellano, CWDP
Boise
Diana R. Campos-Anaya,
CWDP
Nampa
Barry C. Frank, CWDP
Meridian
Eric A. Geyer, CWDP
Boise
Joan M. Hesp, CWDP
Boise
DeAnn M. Slaughter,
CWDP
Boise
Patrick H. Smart, CWDP
Boise
Patty L. Urbach, CWDP
Boise

Illinois

Joseph S. Caronna, CWDP
Rockford
Kathleen K. Day, CWDP
Moline
Mary Ann Howell, CWDP
Rockford
Michael C. Johnson, CWDP
Rockford
Dianna L. Schuler, CWDP
Ottawa
Willa L. Seiler, CWDP
Olney
Mark F. Spain, CWDP
Rockford
Ruth A. Trowbridge, CWDP
Flora
Daniel R. White, CWDP
Rockford

Indiana

Juan A. Manigault, CWDP
South Bend

Thomas A. Orr, CWDP
Morristown

Kansas

Daniel M. Gray, CWDP
Wichita

Michigan

Kenneth R. Belton, CWDP
Detroit
Shawn M. Brenner, CWDP
Saint Clair
Clarence Burton, CWDP
Detroit
Denise M. Carroll, CWDP
Detroit
Aimee B. Davis, CWDP
Detroit
Lynn A. Fournier, CWDP
Madison Heights
Kafi J. Howard, CWDP
Detroit
Sharon L. Jamal, CWDP
Detroit
Sherry L. Kerns, CWDP
Harrison
Brenda Motley-Aikens
CWDP
Detroit
David E. Parkhill, CWDP
Portage
Nancy A. Percival, CWDP
Colon
Dolly Roselip, CWDP
Kalamazoo
Thomas M. Rueber, CWDP
Kalamazoo
Denise J. Shepard, CWDP
Battle Creek
Cynthia F. Sullivan, CWDP
Kalamazoo
Kathryn A. Tuck, CWDP
Howell
Robert C. Wallis, CWDP
Benton Harbor
Helen M. Welsh, CWDP
Kalamazoo
Reno D. Wright, CWDP
Detroit

Robert A. Straits, CWDP
Kalamazoo

Minnesota

Elizabeth Scheller, CWDP
Saint Paul

Missouri

Jeanette M. Murphy, CWDP
Saint Peters
Timothy R. Pensel, CWDP
Cape Girardeau
Linda N. Wise, CWDP
Saint Joseph

New Jersey

Antonio Cardona, CWDP
Fords
Patricia K. Fletcher, CWDP
Sewell
Janice A. McDevitt, CWDP
Egg Harbor City

New York

Terry L. Aloian, CWDP
Buffalo
Eileen G. Hamilton, CWDP
Jamaica
David M. Hoock, CWDP
Buffalo

Oklahoma

Deborah K. Holtzclaw,
CWDP
Oklahoma City
Ryna Jarboe-McGehee,
CWDP
Oklahoma City
Zenobia Napoleon, CWDP
Oklahoma City

Oregon

Beverly M. Collins, CWDP
Grants Pass
Diann M. Ferreira, CWDP
Medford
Stacy D'Ann Fountain,
CWDP
Ashland

and November 2003 Reviews

Kimberly A. Haney, CWDP
Wilderville
Geri L. Lane, CWDP
Medford

Pennsylvania

Keith A. Baker, CWDP
Lewistown
Diane H. Bubb, CWDP
Hughesville
Barbara C. Fish, CWDP
Hughesville
Carlene Hamilton, CWDP
Williamsport
Mark L. Hauck, CWDP
Bloomsburg
Penny J. Hess, CWDP
Bloomsburg
Claudia M. Hunold, CWDP
Lock Haven
Bruce A. Jones, CWDP
Williamsport
Joyce L. Jones, CWDP
South Williamsport
Holly K. McAnall, CWDP
Bloomsburg
Daniel L. Merk, CWDP
Williamsport
Brenda L. Ohl, CWDP
Bloomsburg
Donita R. Ramin, CWDP
Williamsport
Timothy C. Roff, CWDP
Bradford
Jane Roqueplot, CWDP
Sharon
Robert A. Schweppenheiser,
CWDP
Williamsport
Ellen J. Struble, CWDP
State College
Edward P. Tartaglia, CWDP
Williamsport
Sandra J. Wood, CWDP
Williamsport

Tennessee

James W. Wampler, CWDP
Collegedale

Texas

Hortencia Acosta, CWDP
Taft
Diana Alcocer, CWDP
San Antonio
Jeff D. Bell, CWDP
Converse
Deborah Branstetter, CWDP
Kingsville
Rudolfo H. Bustos, CWDP
San Antonio
Jeanie S. Callicott, CWDP
Texarkana
Roger Cardenas, CWDP
Lubbock
Fay L. Crider, CWDP
Corpus Christi
Norma M. Davila, CWDP
San Antonio
Melissa De La Cruz, CWDP
Seguin
Eva De La Garza, CWDP
Corpus Christi
Diana De Los Santos CWDP
Dilley
Pearl Dominguez, CWDP
Kingsville
Joseph Enderle, CWDP
San Antonio
Rebecca E. Enis, CWDP
Slaton
Linda Escobar, CWDP
Corpus Christi
Marisela Flores, CWDP
San Antonio
Elizabeth Fontenot, CWDP
Corpus Christi
Nora E. Franke, CWDP
Pawnee
Ilse F. Galvan, CWDP
Alice
Vicki N. Garza, CWDP
Corpus Christi
Gloria Gomez, CWDP
Floresville
Roberto Gonzales, CWDP
Corpus Christi
Elvia E. Gonzalez, CWDP
Kingsville

Mickey Hammond, CWDP
Houston
Theresa Hernandez, CWDP
San Antonio
Jane A. Hibdon, CWDP
Jourdanton
Donald R. Hill, CWDP
Plainview
Debra M. Houston, CWDP
Kingsville
Sharon J. Judd, CWDP
Lubbock
Baimba Shek Kamara,
CWDP
Houston
Javier D. Lara, CWDP
San Antonio
Maria A. Longoria, CWDP
Robstown
Omero P. Luna, CWDP
Corpus Christi
Chrystal Madewell, CWDP
Levelland
Coy K. Martin, CWDP
Lubbock
Robert McKinney, CWDP
George West
Janie Mireles, CWDP
San Antonio
Rachel R. Moreno, CWDP
Lubbock
Stacey M. Olivares, CWDP
New Braunfels
Liza R. Pena, CWDP
Corpus Christi
Veronica A. Perez, CWDP
Corpus Christi
Judi W. Poindexter, CWDP
Lubbock
Armand Poney, Jr., CWDP
San Antonio
Herlinda Ramirez, CWDP
San Antonio
Linda R. Roberts, CWDP
San Antonio
Joel Saucedo, CWDP
Lubbock
Alba N. Silvas, CWDP
Corpus Christi

Hilda M. Simpson, CWDP
Sinton
Betty J. Snader, CWDP
San Antonio
Rita L. Soto, CWDP
Corpus Christi
Gwendolyn Titus, CWDP
Lubbock
Rosie D. Trevino, CWDP
Kingsville
Carlos H. Valdez, CWDP
Corpus Christi
Pedro Vidaurri, Jr., CWDP
San Antonio
Gail M. Welch, CWDP
San Antonio
Louise Wilson, CWDP
Lubbock

Virginia

Deborah P. Berry, CWDP
Harrisonburg
Mohamed Khasse, CWDP
Woodbridge
Marilyn J. Stroud, CWDP
Harrisonburg

Wisconsin

Glenda W. Key, CWDP
Beloit

West Virginia

Lisa L. Crigger, CWDP
Princeton
Nancy Daugherty, CWDP
Charleston
Tiffany Ellis-Williams,
CWDP
Charleston
Pamela S. Ford, CWDP
Shady Spring
Lisa Hatcher, CWDP
Beckley
William J. Loope, CWDP
Beckley
Sally L. Miller, CWDP
Charlton Heights
Robin A. Morgan, CWDP
Beckley

Importance of Certification from Page 2

nized the importance of the CWDP credential. The Department of Labor requests CWDPs for participation in various focus groups. The Substance Abuse Subtle Screening Inventory (SASSI) validated their test with the assistance of CWDPs. A RFP from New York Department of Education stated that the CWDP credential could be substituted for the Project Director's qualifications. Different states modeled their state certification after the CWDP program as they felt the program met the standards they needed.

Staff and supervisors alike can find use for the CWDP credential. A staff member can show her supervisor that she is going above and beyond by receiving her certification credential. Employers can use the certification as an evaluation tool for staff performance reviews.

Writing "CWDP" behind your name signifies to co-workers and employers that you have taken the time, the effort, and the commitment to the profession by submitting your application to a peer review. Your acceptance shows that you have been reviewed by an independent professional organization and found to possess current competency in the field of workforce development.

Hopefully you realize the importance to the profession and your own personal development of obtaining your certification and will encourage others to also apply to earn their CWDP credential.

Dr. Tom Irwin, CWDP provided information for this article.

The NAWDP Board adopted the definition of a Workforce Development Professional March 2003.

Business Card Holder Promotion

Remembering to write CWDP after your name is a great way to let others know that you are certified and have successfully completed the application process.

Another way to receive recognition is by listing CWDP on your business cards.

NAWDP will be rewarding any CWDPs who mail in their business card showing that they have the CWDP designation listed after their name with a pocket size business card holder.

You will need to mail your business card to the following address: NAWDP, 810 First Street, NE, Suite 525, Washington, DC 20002 ATTN: Business Card Holder.

The business card holder will provide you with yet another way to promote your status as a CWDP.

Certification Chair Letter from Page 1

Recently, we conducted focus groups throughout the country to gain input from Workforce Development Professionals on the proposed new structure and the competency areas that would be required. Gathering input from a broad base of professionals is critical to ensuring that the CWDP program represents the skill requirements of all Workforce Development Professionals.

The committee has created a work plan that will lead to the creation of a core CWDP appropriate for all Workforce Development Professionals, and several specialty certifications in key workforce areas. Current CWDPs' credentials will still be recognized after the changes are instituted. However many current

CWDPs may want to pursue certification in one of the specialty areas.

While the entire restructuring effort will not be completed until spring 2005, we hope to introduce some changes in the application package due out in the spring of 2004. All changes proposed by the committee will be presented to the NAWDP Board of Directors for approval before they are implemented.

I am excited about the changes we will be proposing. I think that once you see them, you will be excited too.

Sincerely,



Terri Bergman, CWDP
Chair of Certification Committee

Conference from Page 1

The conference also gives CWDPs a chance to earn hours for their re-certification. Remember that as a CWDP it is necessary to document at least 60 hours of professional development over a 3 year period. By attending the workshops

at the conference, one can earn 12 hours, plus another 8 hours for the pre-conference and post-conference. Going to the conference in Portland, Oregon would be enough professional development for 1 year.

For a list of tentative workshops visit the NAWDP website.

CWDP Reminders

CWDP Record:

The November 2003 review accepted 100 new CWDPs, with their acceptance over 1,000 people are currently certified.

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.

Reviewer Correction:

Jill Elkins, CWDP was not listed as a reviewer in the last newsletter, this was an oversight as she is an active reviewer.

Applications:

As of February 1 all applications that are received must be the Version 4 of the CWDP Application. A person can check to see if he is using that application as it states Version 4.0 at the bottom of each page of the application.

Top Ten States with the Most CWDPs

1. Florida
2. Texas
3. Pennsylvania
4. California
5. Oregon
6. New York
7. Michigan and Missouri
9. Illinois and Virginia

Missing CWDPs

Here is a list of people who are currently certified however their mail has been returned and the NAWDP office has not been able to

contact them via mail, phone, or email. If you know any of these people please contact the NAWDP office (202) 589-1790 or nawdp@aol.com.

John Gaskin, Sr.

Okeechobee, FL

Louie Harrell

Oldsmar, FL

Victoria Hoganson

Ocala, FL

Noe Vizcarra

Imperial Beach, CA

Catherine Williams

Oakland, CA

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: Terri Bergman, CWDP; President: C. Paul Mendez; Manager of Certification: Shannon Faherty

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