

Certified Workforce Development Professional Newsletter

Volume 3; Issue 2

July 2004

Changes to CWDP Competency Areas

To become a Certified Workforce Development Professional (CWDP), all applicants must use the newest version of the CWDP application, Version 5.0. The application can be found on the NAWDP website (www.nawdp.org).

The major change between Version 5.0 and all previous versions of the application is the number of competency areas. Version 5.0 only has 10

Continued on Page 6

Letter from the Certification Chair

Dear CWDPs:

The Certified Workforce Development Professional system has undergone a number of changes over the last six months, which should update it and make it more relevant to our expanding profession.

Continued on Page 2

Endorsements for CWDPs

The CWDP program is now offering three Endorsements to the certification credential in the following areas: Business and Employer Services, Job Seeker Services, and Management Services.

Each Endorsement is considered an additional credential to the CWDP, therefore anyone applying for an Endorsement must already have a current CWDP credential.

The Business and Employer Service Endorsement is designed for people who have knowledge and skills that focus on helping businesses and other employing organizations access and retain a skilled workforce.

The Job Seeker Services Endorsement recognizes CWDPs who are able to assist individuals with identifying, preparing for, attaining, and maintaining employment and self-sufficiency.

Finally, the Management Services Endorsement is for people with knowledge related to planning, operating, directing, and improving quality of

workforce development programs.

All CWDPs can apply one, two, or all three Endorsements, however a separate application must be completed for each Endorsement, as there are different competency areas for all three Endorsements. This also means that separate Reference Forms must also be completed for each Endorsement.

The Endorsement application requires the following to be completed:

- contact information
- certification number (which can be found on one's CWDP certificate or on the NAWDP website: www.nawdp.org/certification.htm)
- a new Competency Rating Form with detailed description on how and where the knowledge for each competency area was attained by the applicant
- two Reference Forms (Remember, one of the references must be a supervisor!)
- \$50 application fee for each En-

Continued on Page 2

Contents:

Page 1:

- Changes to Certification Competency Areas
- Endorsements for CWDPs
- Letter from Certification Committee Chair

Page 3:

- Certification Structure
- Professional Development Opportunity

Page 3 continued:

- Impact of Competency Changes for Renewals

Page 4:

- New CWDPs February and May 2004

Page 7:

- CWDP Continuing Professional Development Log

Page 8:

- CWDP Information

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.

Endorsements Continued
from Page 1

dorsement application being reviewed.

The Endorsement applications also follow the same review schedule as the core: February, May, August, and November.

After the application is completed, it is subjected to the same peer-review that the original core CWDP applications went through, meaning that two reviewers will review the Endorsement application and then the application will be approved by the Certification Review Committee during its quarterly conference calls.

The Endorsement is aligned with the applicant's CWDP and must be renewed at the same time as the core is renewed.

For example, if a person's CWDP expires November 30, 2004 and she

applies for the Business and Employer Services Endorsement during the August 2004 review and is accepted, her Endorsement would only be valid until November 30, 2004. At that time she would need to renew both her core certification credential and her Endorsement.

Therefore, when applying for Endorsements keep in mind that they will expire the same date as your core CWDP (if you are unsure of when your certification expires, check the NAWDP website where that information is listed).

To renew the Endorsement at least 20 hours of the 60 hours required for core certification renewal must be related to the Endorsement's competency areas. If you have more than one Endorsement, you will be required to document at least 20 hours of continuing professional

development for each Endorsement. There is also a \$25 fee to renew each Endorsement.

The Endorsement applications can be found on the NAWDP website. They are Microsoft Word documents so that you can type directly into the Endorsement application, however you will still need to print the application and mail it NAWDP, as original signatures are necessary.

Below are the competency areas for the three different Endorsement areas, for the individual definition of each competency area visit the NAWDP website.

Job Seeker Services

- J1. General Helping Skills
- J2. Job Preparation Skills
- J3. Job Search Skills
- J4. Job Retention Skills
- J5. Job Advancement Skills
- J6. Case Management

Business and Employer Services

- B1. Business Communications
- B2. Development of Business Relationships
- B3. Knowledge of Economic Development
- B4. Job/Career Development Skills
- B5. Human Resources Services
- B6. Information Services
- B7. Customized Services

Management Services

- M1. Planning and Design
- M2. Identification and Development of Resources
- M3. Performance Management
- M4. System Capacity Building
- M5. Strategic Direction
- M6. Quality Improvement
- M7. Presentation Skills ♦

Chair Letter Continued from Page 1

First, the competencies required for the CWDP have been changed, going from twelve to ten, reducing the focus on the job seeker services aspect of the profession, and adding a business and employer services requirement. In addition, three Endorsements have been created.

Individuals who have obtained a CWDP can now apply for an Endorsement demonstrating their expertise in one of three areas: 1) Job Seeker Services, 2) Business and Employer Services, and 3) Management Services. In the last round of certification application reviews, 13 people were awarded a total of 24 Endorsements.

Over the next six months, the Certification Committee will continue to review and improve our certification system. We plan to examine the education and experience requirements for the CWDP and for the Endorsements, as well as the methodology for measuring competency attainment for both the CWDP and the Endorsements. We have already conducted focus groups and surveys on these issues, and will study how other certification systems handle them before making any final decisions.

Our overriding goal is to strengthen the CWDP system and build the certification's value for all of you. And the system is getting stronger. 148 indi-

viduals were certified in the last round of reviews, bringing the total number of CWDPs to 1183.

I hope you will check out the new Endorsement applications on the National Association of Workforce Development Professionals website (www.nawdp.org). One or more of these might be the right next step for building your professional credentials.

Sincerely,



Terri Bergman, CWDP
Certification Committee Chair ♦

Impact of Competency Changes on Renewals

How will the new 10 competency areas impact your certification renewal?

CWDPs renewing their credential through May 2005 will continue using the original 12 competency areas from the first four versions of the CWDP application for their renewals.

However CWDPs whose credential expire beginning August 2005 will renew their certification based on the new 10 competency areas from Version 5.0 (see Page 6 for a list of competency areas and the definitions).

This means that all core applications renewed as of August 2005 will be required to provide documentation of at least 60 hours of continuing professional development from the 10 new competency areas, not the original 12 areas.

Renewal Date	Competencies for Renewing
August 2004	Ver 4.0-12 Areas
November 2004	Ver 4.0-12 Areas
February 2005	Ver 4.0-12 Areas
May 2005	Ver 4.0-12 Areas
August 2005	Ver 5.0-10 Areas
November 2005	Ver 5.0-10 Areas
February 2006	Ver 5.0-10 Areas
May 2006	Ver 5.0-10 Areas
After May 06	Ver 5.0-10 Areas

CWDPs who have already renewed or will be renewing by May 2005, should also remember that they will be subjected to the 10 competency areas when they must renew their certification for a third three years.

The new competency areas were approved by the NAWDP Board of Directors during their February 2004 board meeting. ♦

Professional Development Opportunity

Have you been looking for continuing professional development opportunities within the diversity competency area for your CWDP renewal?

Or did you want to learn more about disabilities and serving customers with disabilities?

The “At Your Service: Welcoming Customers with Disabilities” website offers a free course that you can take to learn more about disabilities. (www.wiawebcourse.org) The site is broken down into different course sections and then has case studies at

the end for you to apply the knowledge you just learned.

All of the time that you spend improving your professional development can be counted toward your recertification. The hours would be listed under the diversity competency area on your log (see Page 7 for a copy).

Remember that an hour of learning equals an hour of professional development on your log.

If you have any other training suggestions for CWDPs email them to nawdp@aol.com. ♦

Certification Program Structure

The certification program is now restructured from the one CWDP credential to the core CWDP with three additional Endorsements that can be layered on the CWDP credential.

Now there are a total of 30 competency areas: 10 for the core CWDP; 7 for Business and Employer Services Endorsement; 6 for Job Seeker Services Endorsement; and 7 for Management Services Endorsement. The original certification structure had a total of 12 competency areas for the core CWDP.

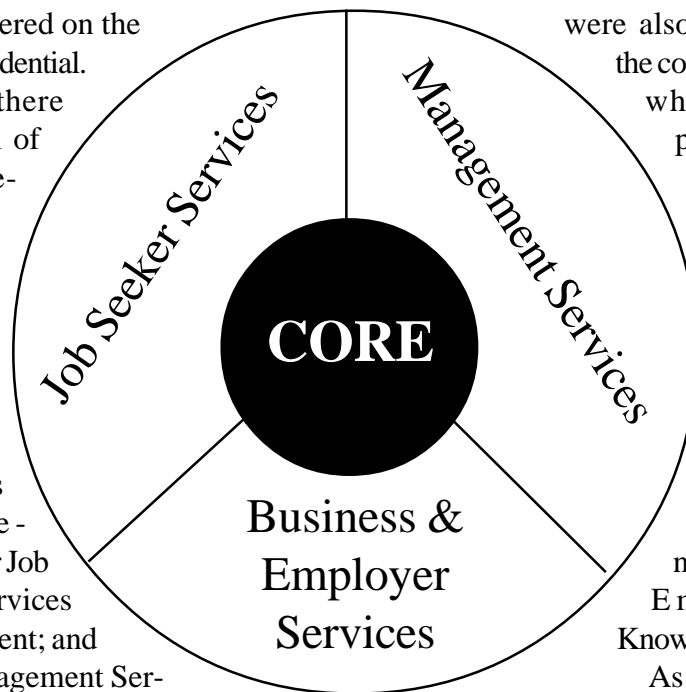
CWDPs familiar with the old 12 competency areas will notice that sev-

eral areas from the original 12 became competencies within the different Endorsements.

Also three new areas were also added to the core program which were previously not there: Communication, Collaboration and Problem Solving, and Business and Employer Knowledge.

As the profession changes,

NAWDP’s Certification Committee will continue to work with focus groups and current CWDPs to make sure that the certification program is meeting the needs of the profession. ♦



CWDPs Accepted February

Arkansas

Donna Fern Carney, CWDP
Harrison
Ann Rackley, CWDP
Harrison
Betty Sue Ragland, CWDP
Harrison
Susan J. Sangren, CWDP
Harrison
Brenda J. Still, CWDP
Harrison

Arizona

Dr. Peggy L. Allen, CWDP
Phoenix
Violetta B. Ardoin, CWDP
Avondale
Louis D. Austin, CWDP
Chandler
Sharlet M. Barnett, CWDP
Phoenix
Kathryn E. Bogar, CWDP
El Mirage
Ehlimana Durica, CWDP
Phoenix
Kimberly S. Faust, CWDP
Mesa
Marcia A. Giannotti, CWDP
Gilbert
Mary E. Helmer, CWDP
Glendale
Kathy R. Lang, CWDP
Peoria
Janet E. Lilly, CWDP
Scottsdale
David W. Lopez, CWDP
Mesa
Gloria V. Madril, CWDP
Mesa
Miles E. Notz, Jr., CWDP
Phoenix
Laurie P. Ontiveros, CWDP
Gilbert
Addie C. Payton, CWDP
Gilbert
Renee Raimondi Lee, CWDP
Gilbert
Curtis E. Shaw, CWDP
Peoria
Diana M. Shepherd, CWDP
Phoenix
Melanie A. Smith, CWDP
Mesa
Sandra C. Woodward, CWDP
Lake Havasu City

California

Ruth K. Medlin, CWDP
Visalia

David B. Shea, CWDP
San Diego

District of Columbia

Patricia E. Taylor, CWDP
Washington

Florida

Diane K. Christianson, CWDP
Bonita Springs
Anika A. Coney, CWDP
Tampa
Tazra L. Cuspard, CWDP
Ocala
Jacqueline N. Gamble, CWDP
Ocala
Otto H. Kittel, Jr., CWDP
Homosassa
La-Von J. Landis, CWDP
Ocala
Dana H. Laney, CWDP
Lakeland
Faron D. Miles, CWDP
Orange Park
Roberta L. Null, CWDP
Ocala
Shela Stewart-Lucas, CWDP
Lakeland
Yolanda Torres, CWDP
Ocala
Belneb J. Williams, CWDP
Ocala

Hawaii

Roberto Katekaru, CWDP
Kaneohe

Illinois

Marlo L. Britton, CWDP
Champaign
Alfreda Glover, CWDP
Chicago
Jeffery D. Hefty, CWDP
Rockford
Richard E. Krandel, CWDP
Champaign
Kassandra E. McGhee, CWDP
Rockford
John W. Scott, CWDP
Chicago
Linda D. Smith, CWDP
Rockford

Indiana

Gregg Keesling, CWDP
Indianapolis

Iowa

Penny M. Rudshagen, CWDP
Fort Dodge

Kansas

Shane A. Neal, CWDP
Valley Center

Massachusetts

Phylene Farrell, CWDP
Pittsfield
Denise M. Johns, CWDP
Pittsfield
William D. Mulholland, CWDP
Pittsfield

Maryland

Regina R. Brown, CWDP
Havre de Grace
Mary R. Nagle, CWDP
Frederick
Annette G. Richards, CWDP
Rockville
Natasha Shamone-Gilmore CWDP
Hyattsville
Jeffrey M. Swilley, CWDP
Hyattsville

Maine

Casey A. McGraw, CWDP
Ellsworth
Carol A. Shoreborn, CWDP
Dexter

Michigan

Barbara A. Arbuckle, CWDP
Livonia
Kathleen E. Atkins, CWDP
Detroit
Shannon L. Becker, CWDP
Ypsilanti
Jennifer S. Borden, CWDP
Livonia
Noelle Bronis, CWDP
Livonia
Jody A. Buchholz, CWDP
Howell
Deborah L. Coleman, CWDP
Grand Rapids
Triandis Crim, CWDP
Detroit
Paul W. Eggebrecht, CWDP
Detroit
Jerome Fisher, CWDP
Detroit
Patricia A. Gresock, CWDP
Livonia
Rodney D. Harden, CWDP
Detroit
Tracey L. Helms, CWDP
Detroit
Donna L. Jones, CWDP
Detroit

Laura M. Krist, CWDP
Grand Rapids
Veda C. Lambert, CWDP
Grand Rapids
LeDene Lewis, CWDP
Livonia
Deborah S. Lyzenga, CWDP
Hudsonville
David Markowitz, CWDP
Detroit
Joseph Martin, Jr., CWDP
Detroit
Alonza R. Matthews, CWDP
Detroit
Jacque R. Noe, CWDP
Detroit
Cheryl A. Radtke, CWDP
Detroit
Brad J. Speck, CWDP
Livonia
Alan C. Spiller, CWDP
Detroit
Doris A. Spratt, CWDP
Detroit
Malindia Westbrook, CWDP
Detroit
Camilla Y. Williams, CWDP
Romulus
Kenya L. Williams, CWDP
Detroit
Sharon S. Wollman, CWDP
Grand Rapids
Patsy A. Womack, CWDP
Detroit
Tasha L. Zaske, CWDP
Grand Rapids

Minnesota

Joan B. Danielson, CWDP
Buffalo
Claudette H. Munson, CWDP
Saint Paul

Missouri

Susan E. McGee, CWDP
Columbia

North Carolina

Carmen M. Carroll, CWDP
Raleigh
Lisa C. Cozart, CWDP
Raleigh
Rebecca L. McLain, CWDP
Waxhaw
Timothy C. Moore, CWDP
Willow Spring
Jane P. Sterner, CWDP
Cary

and May 2004

Jennifer L. Wheeler, CWDP
Raleigh

Anthony P. Zarcone, CWDP
Cary

Nebraska

Heather J. Carrico, CWDP
Omaha

Linda J. Kizzier, CWDP
Omaha

New Jersey

Bernice Dena Smith, CWDP
Clementon

Marilyn Williamson, CWDP
Toms River

New Mexico

Evangelene M. Chavez, CWDP
Las Vegas

Dawn Ann Garcia, CWDP
Gallup

Phillip J. Gurule, CWDP
Santa Fe

Maggie M. Lujan, CWDP
Santa Fe

Carmela I. Martinez, CWDP
Los Alamos

Diane M. Moore, CWDP
Las Vegas

Herman L. Padilla, CWDP
Santa Fe

Patricia A. Romero, CWDP
Las Vegas

Michelle D. Trujillo, CWDP
Raton

Louise M. Williams, CWDP
Santa Fe

New York

Robert S. Walters, CWDP
New York

Ohio

Janis L. Humphrey, CWDP
Copley

Ralph M. Sinistro, CWDP
Akron

Oklahoma

Charlotte A. Jacks, CWDP
Durant

Oregon

Heather N. Aho, CWDP
Astoria

Carol A. Brandt, CWDP
Saint Helens

Patricia M. Carty, CWDP
Medford

Ardi Chapman, CWDP
Astoria

Matthew Cox, CWDP
The Dalles

Jeanne T. Curle, CWDP
Grants Pass

Robin K. Fisher, CWDP
Portland

Rob K. Hegeman, CWDP
Central Point

Christina M. Kelso, CWDP
Astoria

Patricia Kay Lopez, CWDP
Portland

Nicholas J. McLain, CWDP
Portland

Karin L. Miller, CWDP
Saint Helens

Lisa A. Nyberg, CWDP
Astoria

Lisa N. Ortiz, CWDP
Medford

Janet M. Owen, CWDP
The Dalles

Betsy J. Pfannenstiel, CWDP
Portland

Cynthia J. Ragsdale, CWDP
Medford

James Sargent, CWDP
Grants Pass

Rebecca Washington, CWDP
Portland

Pennsylvania

Dana Dehoff Bond, CWDP
York

Sandra L. Johnson, CWDP
Altoona

Catherine C. Long, CWDP
Lancaster

Cheryl J. McInroy, CWDP
Johnstown

Elaine B. Ricotta, CWDP
Johnstown

Ann Torledsky, CWDP
Johnstown

Crystal M. Ware, CWDP
Pittsburgh

Tennessee

Deborah U. Miller, CWDP
Harriman

Texas

Jessica Aranda-Hinojosa CWDP
Corpus Christi

Patricia S. Baggio, CWDP
Beeville

Juan S. Bautista, CWDP
Corpus Christi

Lewis R. Boren, CWDP
Killeen

Ayde R. Carrion, CWDP
Robstown

Maria J. Castanon, CWDP
Corpus Christi

Melissa M. Chabot, CWDP
Corpus Christi

Rebecca Darden, CWDP
Sundown

Emma Dogan-Tippen, CWDP
Corpus Christi

C. Gail Dowell, CWDP
Robstown

Sally E. Franco-Perez, CWDP
Beeville

Blanca M. Garza, CWDP
Corpus Christi

Sara P. Garza, CWDP
Corpus Christi

Karen W. Givens, CWDP
Corpus Christi

De bora L. Gommert, CWDP
Temple

Maricela R. Gonzalez, CWDP
Falfurrias

Melinda L. Gonzalez, CWDP
Alice

Julie A. Guerra, CWDP
Corpus Christi

Jacque Guerra-DeLeon, CWDP
Corpus Christi

Alma J. Gutierrez, CWDP
Corpus Christi

Jerry W. Haisler, CWDP
Killeen

Elroy Dale Hawn, CWDP
Houston

Susan Kamas, CWDP
Belton

Karen S. Martin, CWDP
Beeville

Charles J. McBride, CWDP
Houston

Carrie G. Meeks, CWDP
Lubbock

Earnest C. Merritt, CWDP
Lubbock

Irene M. Mesquias, CWDP
Levelland

Gloria G. Murillo, CWDP
Levelland

Cynthia A. Nesmith, CWDP
Corpus Christi

Alberto Ortiz, CWDP
Corpus Christi

Terri G. Patterson, CWDP
Lubbock

Enedina P. Salazar, CWDP
Corpus Christi

Vicki Rene Stonum, CWDP
Corpus Christi

Maria D. Vega-Lugo, CWDP
Corpus Christi

Deborah M. Warren, CWDP
Corpus Christi

Elva H. Ybarra, CWDP
Corpus Christi

Virginia

Willie F. Blanton, CWDP
Mechanicsville

Jane E. Brill, CWDP
Fairfax

Alice Grossman, CWDP
Falls Church

Barbara S. Haydt, CWDP
Falls Church

Shelby Jerome Holley, CWDP
Stafford

Suzette L. McCarthy, CWDP
Harrisonburg

Lorraine M. Obuchon, CWDP
Falls Church

Gail P. Robinson, CWDP
Richmond

Maureen N. Simmons, CWDP
Alexandria

Lisa M. Vivian, CWDP
Fairfax

Washington

Candice R. Bluechel, CWDP
Kennewick

Robert S. Pack, CWDP
Redmond

West Virginia

Sharon L. Adams, CWDP
Charleston

Joseph A. Bartlett, CWDP
Summersville

Jeri S. Bowles, CWDP
Beckley

Kimberly A. Donahue, CWDP
Charleston

Linda S. Lugar, CWDP
Beckley

Laura J. Martin, CWDP
Princeton

Joy L. Mason, CWDP
Charleston

Jerry A. Massie, CWDP
Beckley

Teresa A. Meadows, CWDP
Princeton

Stephanie H. Plybon, CWDP
Ronceverte

Palma G. Stafford, CWDP
Beckley

Mrs. Tina M. White, CWDP
Beckley

*Competency Changes
from Page 1*

competency areas, whereas all other versions of the application consisted of 12 competency areas.

Many of the 10 competency areas will seem familiar in name, however their definitions have been tweaked and additional clarifying information has been added.

For instance, History and Structure of the Workforce Development System now discusses understanding current laws, the structure to deliver appropriate services, and also how the applicant's own work impacts the system's goals.

In addition to the familiar competency areas, from the original core CWDP, there are three new areas: Communication; Collaboration and Problem Solving; and Business and Employer Knowledge.

These three new competencies were identified as areas in which Workforce Development Professionals should also be knowledgeable. This information was based on input from focus groups, which were conducted around the nation by the Certification Committee.

The 10 new core CWDP competency areas and their definitions are listed below.

1. History and Structure of the Workforce Development System: Understands the history and structure of the nation's multiple

workforce development programs and how this impacts the current system. Is able to relate public workforce development policy, initiatives, and funding sources with the current system. Is able to interpret current laws and structure to deliver appropriate services, and understands how their own work impacts the system's goals.

2. Career Development Process: Understands the process by which individuals 1) define their career goals; 2) prepare for, search for, and retain employment; and 3) build skills, advance, and change employment. Is able to identify the kinds of information individuals need, including assessment, in order to make realistic career decisions, and where that information can be found. Knows what skills are needed to search for, obtain, retain, and change employment.

3. Labor Market Information (LMI): Understands the kinds of labor market information available and the uses of such information. Is able to access,

analyze, and use local, state, and national electronic and non-electronic LMI delivery systems.

4. Diversity: Understands the special employment needs of diverse groups. Is able to adapt materials and services

to address these needs.

5. Customer Service: Understands who are the principal customers of the workforce development system. Is able to identify their needs and expectations and what constitutes positive customer satisfaction. Places appropriate emphasis on "excellence" and "speed of response" in work performance.

6. Program Management: Understands how programs are designed to use appropriate service strategies to meet program goals. Understands how budgets are developed

and costs are tracked for individual programs. Is able to use indicators and established instruments to document program performance and outcomes.

7. Communication: Has good listening skills and is able to write clearly, including writing a good memo. Is able to speak to single individuals or large groups, in order to teach, inform, or persuade

8. Technology: Understands basic computer technology used in workforce development. Is able to demonstrate proficiency or understanding of various computer software applications and the Internet.

9. Collaboration and Problem Solving: Understands the basic principles of teamwork. Is able to deal with customers, colleagues, agencies, and partner associates in a positive, professional manner. Is knowledgeable about the range of services in the community, and develops and maintains relationships with partners to deliver a comprehensive array of services to customers.

10. Business and Employer Knowledge: Understands business and employer needs, how the private economy works, the concepts of profit and loss and return on investment (ROI), recruitment and retention of workers, and the role of workforce development in economic development.

**Ten Core CWDP
Competency Areas**

1. History and Structure of the Workforce Development System
2. Career Development Process
3. Labor Market Information
4. Diversity
5. Customer Service
6. Program Management
7. Communication
8. Technology
9. Collaboration and Problem Solving
10. Business and Employer Knowledge

Business Card Holder

Many CWDPs took advantage of mailing in their business cards with CWDP written on them for their free CWDP business card holder.

If you have not sent your card in yet, with CWDP printed on it, mail it to NAWDP Business Card Holder: 810 First Street, NE Ste 525, Washington, DC.

Wonderful Volunteers

Thanks to the Certification Review Committee for all of their hard work during the May 2004 review. This review ended up being the largest in NAWDP history,

CWDP Info

with a total of 148 people being accepted as new CWDPs.

New CWDP Reviewers

Congratulations to Cheryl Cameron CWDP, Tim Roff CWDP, Chuck Sundberg CWDP, and Faye Wise CWDP. They recently became the newest CWDP Reviewers.

CWDP on Website

Rich Davis at Re-ACT Consulting emailed the fol-

lowing to the NAWDP office... "Just want to give you a heads up. I have been proud to use my CWDP credentials on my business card for many years. Being certified has built my credibility in the business community as a consultant. I have also included my CWDP credentials in my bio on my website. Then, I realized that not everyone knows what a Certified Workforce Development Professional is. That's when I had the idea to put

the definition that you provided in the newsletter on my website."

Check out Davis' website at www.reactconsulting.com/aboutus.htm.

Focus Group Input

Certification Committee conducted focus groups on education and experience requirements for certification.

The second group discussed methodologies for measuring competency attainment by the applicant.

If you would like to add your comments or input email nawdp@aol.com.

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

Copyright 2004 by the National Association of Workforce Development Professionals, Inc.

ADDRESS SERVICE REQUESTED

National Association
of Workforce Development
Professionals
810 First Street, NE, Suite 525
Washington, DC 20002

