

# Certified Workforce Development Professional Newsletter

Volume 4; Issue 1

January 2005

## Certification Chair Letter

Dear CWDPs:

In the last six months the Certification Committee has continued to grapple with difficult competency measurement issues and education and experience requirements. While we expect to see some changes in these critical certification areas, decisions are still pending, and it would be premature to present them now.

While these discussions are going on, though, we are about to launch a marketing effort to build the ranks of the CWDPs, a step that is critical to increasing the value of the certificate for all CWDPs. We have developed two brochures, one for the core CWDP, and one for the new Endorsements.

The core CWDP brochure is targeted at NAWDP members and other workforce professionals who

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## CWDP Endorsement Designations

Congratulations to the CWDPs who have enhanced their CWDP credential by applying for one or more of the three Endorsements in the following areas: Business and Employer Services, Job Seeker Services, and Management Services.

Several of the endorsed CWDPs requested guidance as to the official way they should write their endorsement credential on their business cards.

The Certification Committee decided during their November 2004 meeting how the designations should be listed by endorsed professionals so that the workforce development community can recognize the Endorsement credential.

Currently, certified people list CWDP after their name on their business cards to signify core certification. However, it became more complicated to designate their new

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## 16th Annual NAWDP Conference

National Association of Workforce Development Professionals (NAWDP) hosts its 16<sup>th</sup> Annual Conference in Miami Beach, Florida May 1-4, 2005.

This conference offers CWDPs a chance to earn hours of professional development which can be used toward renewing their certification, by attending some of

the 80 different workshops and several plenary sessions for people to attend throughout the conference.

The conference is even geared for certified people because each workshop lists the different competency areas which are covered during the workshop. Participants also receive a log sheet so that they

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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.

# CWDPs with Endorsements from 2004 Reviews

Congratulations to the first group of CWDPs who were accepted for an Endorsement to their certification credential. These application were peer-reviewed and met the qualifications set forth by NAWDP.

The Endorsement applications are reviewed quarterly (February, May, August, and November)

with the deadline for the next review being January 31, 2005. You can get an application on the NAWDP website: [www.nawdp.org/certification.htm](http://www.nawdp.org/certification.htm)

The Endorsement will be aligned with your core CWDP, so when your core certification expires, you will also need to renew your Endorsement.

## **Business and Employer Services**

### **California**

Craig L. Palmquist, CWDP  
Fair Oaks

### **Florida**

Margaret Amaya, CWDP  
Miami Springs  
Anthony Haley, CWDP  
Pinellas Park

### **Idaho**

Toni Acarregui-Gable, CWDP  
Boise

Ginger D. Chinn, CWDP  
Boise

Susan S. Choate, CWDP  
Boise

Barry C. Frank, CWDP  
Boise

Betty Wilson, CWDP  
Boise

### **Illinois**

John W. Scott, CWDP  
Chicago

### **Indiana**

Sheila R. Hess, CWDP  
Vincennes

### **Massachusetts**

Patricia McPartland, CWDP  
Marion

### **Michigan**

Susan D. Corey, CWDP  
Taylor

Kafi J. Howard, CWDP  
Detroit

Christine L. Quinn, CWDP  
Hillsdale

Donna Stangis, CWDP  
Southgate

### **Missouri**

Ann E. Merrifield, CWDP  
Columbia

### **Texas**

Sal Adamski, CWDP  
Fort Worth

### **Virginia**

Elizabeth Montalvo, CWDP  
Saluda

### **West Virginia**

Julie M. Norman, CWDP  
Charleston

## **Job Seeker Services**

### **California**

Craig L. Palmquist, CWDP  
Fair Oaks

### **Florida**

Charlotte A. Hearn, CWDP  
Ocala

### **Idaho**

Toni Acarregui-Gable, CWDP  
Boise

Ginger D. Chinn, CWDP  
Boise

Susan S. Choate, CWDP  
Boise

Denyse Field, CWDP  
Payette

Barry C. Frank, CWDP  
Boise

Mary Beth Johnson, CWDP  
Boise

DeAnn Slaughter, CWDP  
Boise

Patrick H. Smart, CWDP  
Nampa

Susan A. Whitlach, CWDP  
Boise

Betty Wilson, CWDP  
Boise

### **Indiana**

Sheila R. Hess, CWDP  
Vincennes

### **Massachusetts**

Patricia McPartland, CWDP  
Marion

Kafi J. Howard, CWDP  
Detroit

Reno D. Wright, CWDP  
Detroit

### **Pennsylvania**

Timothy C. Roff, CWDP  
Bradford

### **South Carolina**

Tom J. Irwin, CWDP  
Aiken

### **Virginia**

Elizabeth Montalvo, CWDP  
Saluda

## **Management Services**

### **Arkansas**

Susan J. Sangren, CWDP  
Harrison

### **California**

Terri L. Bergman, CWDP  
San Diego

Craig L. Palmquist, CWDP  
Fair Oaks

### **Florida**

Margaret Amaya, CWDP  
Miami Springs

Charlotte A. Hearn, CWDP  
Ocala

Karen Willis, CWDP  
Orlando

### **Georgia**

Billy Wooten, CWDP  
Richmond Hill

### **Idaho**

Toni Acarregui-Gable, CWDP  
Boise

Ginger D. Chinn, CWDP  
Boise

Susan S. Choate, CWDP  
Boise

Barry C. Frank, CWDP  
Boise

Betty Wilson, CWDP  
Boise

### **Indiana**

Sheila R. Hess, CWDP  
Vincennes

### **Massachusetts**

Patricia McPartland, CWDP  
Marion

### **Michigan**

Susan D. Corey, CWDP  
Taylor

Aimee B. Davis, CWDP  
Detroit

Lynn A. Fournier, CWDP  
Madison Heights

Kafi J. Howard, CWDP  
Detroit

Christine L. Quinn, CWDP  
Hillsdale

Reno D. Wright, CWDP  
Detroit

### **Texas**

Sal Adamski, CWDP  
Fort Worth

Linda Angel, CWDP  
Belton

Lewis R. Boren, CWDP  
Killeen

Charles J. McBride, CWDP  
Houston

### **Virginia**

Elizabeth Montalvo, CWDP  
Saluda

### **West Virginia**

Julie M. Norman, CWDP  
Charleston

# NAWDP Conference Registration Form

## 16<sup>th</sup> Annual Miami Beach, Florida – May 1-4, 2005

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 21)

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

### Regular Registration:

(Jan 21 to April 1)

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

### Late Registration:

(After April 1)

- 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:** This is an additional registration and the cost for members and non-members is \$125.

Don't Take No For an Answer: You Can Win Over the Resistant Business Customer! with Larry Robbin  
May 1, 8am-Noon; \$125

**Hotel Information:** Fontainebleau Hilton

4441 Collins Ave  
Miami Beach, FL 33140

**Rates:** Single/Double \$165.00 (plus tax) Standard Room

Single/Double \$175.00 (plus tax) Bay View

Single/Double \$185.00 (plus tax) Ocean View

Contact the hotel for reservations: Hotel Direct Reservation Line: (305) 538-2000

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

The discounted conference room rates are good between April 30 and May 7

*Note: The Fontainebleau Hilton requires a first-night's non-refundable deposit for the room reservation.*

**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 1, 2005 except for documented cases of medical or family emergency. After April 1, 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. Cancellation or substitution must be mailed or faxed to NAWDP and will not be accepted over the phone. 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>**

*Designations from Page 1* had more than one Endorsements after their name, especially if they had more than one Endorsement. The following table gives the different types of Endorsements and how they should be listed after one's name.

Credential(s) Awarded	Designation
Certified Workforce Development Professional	Jane Smith, CWDP
CWDP and Business and Employer Services Endorsement	Jane Smith, CWDP: BES;
CWDP and Job Seeker Services Endorsement	Jane Smith, CWDP: JSS;
CWDP and Management Services Endorsement	Jane Smith, CWDP: MS;
CWDP, Business and Employer Services Endorsement, and Job Seeker Services Endorsement	Jane Smith, CWDP: BES, JSS;
CWDP, Business and Employer Services Endorsement, and Management Services Endorsement	Jane Smith, CWDP: BES, MS;
CWDP, Job Seeker Services Endorsement and Management Services Endorsement	Jane Smith, CWDP: JSS, MS;
CWDP, Business and Employer Services Endorsement, Job Seeker Services Endorsement, and Management Services Endorsement	Jane Smith, CWDP: BES, JSS, MS;

*Certification Chair Letter from Page 1* have not yet sought certification. It touts the benefits of being a CWDP and describes both what the CWDP is and what is required to earn the CWDP.

The Endorsement brochure is targeted at professionals who have already been certified, in other words, all of you. This brochure provides information on all three new Endorsements – Job Seeker Services, Business and Employer Services, and Management Services. It lays out the whys, whats, and hows of the new Endorsements, and should pique your interest in this new professional opportunity

*Conference from Page 1* can write down the sessions which they attended and the competency areas which were covered during the conference.

More conference information can be found

at the following website: [www.nawdp.org/conference.htm](http://www.nawdp.org/conference.htm).

At this website you can find various links such as a list of the workshops and presenters for the conference, conference sched-

available to you.

The brochures will be finalized at the next Certification Committee meeting in February, and should be out on the streets in the spring. In the meantime, you might want to visit the NAWDP website ([www.nawdp.org](http://www.nawdp.org)) and learn more about the endorsements there.

Sincerely,



Terri Bergman, CWDP  
Certification Committee Chair

ule, online registration for the conference, and hotel information.

The conference is a great opportunity because renewing their credential requires 60 hours of professional development.

# CWDPs

## California

- Terri L. Bergman, CWDP  
San Diego
- Stephen Chappell, CWDP  
Chula Vista
- Ronald E. Mazone, CWDP  
Carlsbad
- Kristine Wunder-Myers, CWDP  
Chula Vista
- Keith A. Young, CWDP  
Millbrae

## Florida

- Caryn M. Barbeau, CWDP,  
Port Saint Lucie
- Grace J. Bynum, CWDP  
Ocala
- Jorge W. Caban, CWDP  
Fort Myers
- Lisa Connolly, CWDP  
Ocala
- Deborah D. Davis, CWDP  
Port Saint Lucie
- Carol D. Franker, CWDP  
Inverness
- Marlene Grabbe, CWDP  
Ocala
- Sheryl L. Graham, CWDP  
Ocala
- Susan Grimes, CWDP  
Marianna
- Anthony Haley, CWDP  
Pinellas Park
- Susan T. Heller, CWDP  
Ocala
- Donna E. Hollingsworth  
Doubleday, CWDP  
Sebring
- Mason C. Jackson, CWDP  
Lauderhill
- Walter Jackson, CWDP  
Fort Myers
- Donna L. Kijawski, CWDP  
Citrus Springs
- Jeanette Mandia, CWDP  
Crystal River
- Brenda B. Martin, CWDP  
Gainesville
- JoAnna McHugh, CWDP  
Port Saint Lucie

# Renewed during 2004

Lucienne Mochel, CWDP  
Riverview

Iris A. Pozo, CWDP  
Ocala

Deborah Roberts, CWDP  
Ocala

Marilyn Sandoz, CWDP  
Maitland

Donna Stapleton, CWDP  
Ocala

Mary Stokes, CWDP  
Crystal River

Harley Taylor, CWDP  
Ocala

Mary P. Terrell, CWDP  
Ocala

Bonny B. Tilson, CWDP  
Ocala

Cynthia Williams, CWDP  
Ocala

Karen Willis, CWDP  
Orlando

## **Idaho**

Susan R. Baca, CWDP  
Twin Falls

Sylvia Ann Bradshaw, CWDP  
Kimberly

Robert D. Fletcher, CWDP  
Hailey

Kent M. Mallory, CWDP  
Twin Falls

## **Kansas**

Carolyn Hathaway, CWDP  
Derby

Mark D. Turnbull, CWDP  
Pittsburg

Brian Fox, CWDP  
Bowling Green

## **Kentucky**

Sallie Jo Nickell, CWDP  
West Liberty

## **Massachusetts**

Edward Hill, CWDP  
Swansea

## **Maine**

Margaret Beckman, CWDP  
Bangor

Denise Costello, CWDP  
Bangor

Judy C. Holt, CWDP  
Bangor

David Klein, CWDP  
Bangor

Theresa Mudgett, CWDP  
Bangor

Evelyn Vanidestine, CWDP  
Bangor

## **Michigan**

Eileen Beckett, CWDP  
Southfield

Marilyn Beste, CWDP  
Carleton

Linda J. Gierlack, CWDP  
Trenton

Lisa M. Kurtzhals, CWDP  
Southgate

Christine L. Quinn, CWDP  
Hillsdale

Donna Stangis, CWDP  
Southgate

## **Missouri**

Tammy Beeman, CWDP  
Springfield

Jeffrey G. Cartnal, CWDP  
Saint Louis

Kathy L. Wright, CWDP  
Kansas City

## **New Jersey**

James Kneubuehl II, CWDP  
Woodbury

Paul A. Porter, CWDP  
Mount Holly

## **New York**

Chris Brown, CWDP  
Waterloo

Freddie S. Cheek, CWDP  
Buffalo

Cecilia A. Coulter, CWDP  
Rochester

Yelena Gurevich, CWDP  
Brooklyn

CoraMae Jarrett, CWDP  
Waterloo

Lee S. Koslow, CWDP  
Brockport

Deborah McGrimley,  
CWDP

Waterloo

Barbara Rosowski, CWDP  
Elma

Deborah M. Selke, CWDP  
North Chili

Dale D. Wagner, CWDP  
Waterloo

## **Oklahoma**

Brenda Fitzgerald, CWDP  
Muskogee

Eva G. Garrett, CWDP  
El Reno

Barbara J. Hudson, CWDP  
Chandler

Dennis R. Milton, CWDP  
Oklahoma City

## **Oregon**

Patti Busse, CWDP  
Ashland

Susan Cronin, CWDP  
Medford

Sandra Flaherty, CWDP  
Roseburg

Gerald Glenn, CWDP  
Central Point

Mary C. Kinsch, CWDP  
Pendleton

Dawn L. Loomis, CWDP  
Sandy

Heather M. Lynch, CWDP  
Bend

Cynthia Manning, CWDP  
Medford

Margie Paulson, CWDP  
Salem

Larry Slessler, CWDP  
Medford

Gina M. Tapp, CWDP  
Yachats

Jill Wilson, CWDP  
Medford

## **Pennsylvania**

Theresa Campbell, CWDP  
Saltsburg

Elizabeth P. Coley, CWDP  
Media

Marjorie D. Eby, CWDP  
Lewistown

Elizabeth Jedrzejewski,  
CWDP

Pittsburgh

Daniel W. Paul, CWDP  
Jackson Center

Nancy Peck, CWDP  
Johnstown

Leslie L. Pitzer, CWDP  
Lewistown

Peter T. Stroup, CWDP  
Media

## **Rhode Island**

Paul F. Correia, CWDP  
Tiverton

## **South Dakota**

Donald E. Reese, CWDP  
Sioux Falls

## **Texas**

Cheri Butler, CWDP  
Bedford

Nikki A. Duncan, CWDP  
Houston

Adriana Giraldo, CWDP  
Arlington

DeeJaye Kohrs-Greer, CWDP  
Graham

Elisa Ruelas, CWDP  
San Antonio

## **Virginia**

Liz Montalvo, CWDP  
Saluda

## **Washington**

Lucia Faithfull, CWDP  
Federal Way

Lee J. Forshey, CWDP  
Seattle

Danielle M. Gay, CWDP  
Seattle

Yannick D. Harris, CWDP  
Seattle

Sherril Koagel, CWDP  
Seattle

Anna Moffitt, CWDP  
Seattle

Renee L. Taylor, CWDP  
Seattle

Veronica Wade, CWDP  
Renton

# CWDPs Accepted during the August and November 2004 Reviews

**Arkansas**  
 Karen S. Henry, CWDP  
 Harrison

**Arizona**  
 Richard Atencio, CWDP  
 Gilbert  
 John J. Richer, CWDP  
 Tucson

**California**  
 Christina Bowdan, CWDP  
 San Diego  
 Alberto Capati, CWDP  
 San Diego  
 Stephen Confer, CWDP  
 San Diego  
 Silvia De La Mora, CWDP  
 San Diego

Beverly Garcia, CWDP  
 San Diego  
 Jessica K. Luu, CWDP  
 San Diego  
 Stephanie Murphy, CWDP  
 San Diego

Charles Patmon, CWDP  
 San Diego  
 Joseph V. Piluso, CWDP  
 San Diego  
 Antonieta Ramirez, CWDP  
 San Diego

Jack Yang, CWDP  
 San Diego

**Colorado**  
 Amy E. Stevens, CWDP  
 Colorado Springs

**Florida**  
 Brenda Chrisman, CWDP  
 Okahumpka  
 Nancy Clifton, CWDP  
 Palm Coast

Jerry L. Flanders, CWDP  
 Bronson  
 Maria Martinez, CWDP  
 Lakeland  
 William Wilson, CWDP  
 Winter Haven

**Georgia**  
 Ruby Hamb-Holmes,  
 CWDP  
 Bonaire

**Hawaii**  
 Stacy H. Inouye, CWDP  
 Mililani  
 Teri L. Pang, CWDP  
 Honolulu  
 James E. Seatrix, CWDP  
 Honolulu

**Illinois**  
 Beverly Powell, CWDP  
 Decatur

**Maryland**  
 Nancy Trimble-Oliver,  
 CWDP  
 Owings Mills

**Michigan**  
 Delores Jackson, CWDP  
 Detroit  
 Delores G. Pleasance,  
 CWDP  
 Detroit  
 Lavonda I. Reid, CWDP  
 Detroit  
 Lorenda Wesley-King,  
 CWDP

Detroit  
 Jennifer Yeakey, CWDP  
 Livonia

**Missouri**  
 Donna J. Cole, CWDP  
 Springfield  
 John R. Peine, CWDP  
 Springfield

**North Carolina**  
 Willie Gibson, CWDP  
 Durham

**Nebraska**  
 Justin Dougherty, CWDP  
 Omaha  
 Brandy Huggins, CWDP  
 Omaha

**New Mexico**  
 Jackquelyn Allen, CWDP  
 Farmington

**Oregon**  
 Ken Heindsmann, CWDP  
 Medford  
 Zora Marcroft-George, CWDP  
 Eugene

**Pennsylvania**  
 Debra R. Giglio, CWDP  
 Aliquippa  
 Carole E. Pearce, CWDP  
 State College  
 Janice Pepperday, CWDP  
 Philipsburg  
 Lisa D. Urban, CWDP  
 Lewistown  
 Maria J. Walker, CWDP  
 Philadelphia

**Tennessee**  
 Emily Hatfield, CWDP  
 Knoxville

**Texas**  
 Jessica Adams, CWDP  
 Lubbock

Heidi A. Foss, CWDP  
 Corpus Christi  
 Michele C. Huth, CWDP  
 San Antonio  
 Mary Leal, CWDP  
 Corpus Christi  
 Lelani Mercado, CWDP  
 San Antonio  
 Lillian C. Puente, CWDP  
 San Antonio

**Virginia**  
 Sharon Johnson, CWDP  
 Waynesboro  
 Lourdes Ximena Rada,  
 CWDP  
 Falls Church  
 Shanee A. Smith, CWDP  
 Richmond  
 Sherry P. Talbott, CWDP  
 Staunton

**Washington**  
 Rose Marie Nauta, CWDP  
 Spokane  
 Gary Van Allen, CWDP  
 Vancouver

**Wisconsin**  
 Sara Gonnering, CWDP  
 Seymour  
 Keri A. Harke, CWDP  
 Oshkosh  
 Signa A. Meyers, CWDP  
 Oshkosh  
 Katherine Palmer, CWDP  
 Neenah  
 Carol J. Waranius, CWDP  
 Fond Du Lac

**West Virginia**  
 Robin L. Asbury, CWDP  
 Clarksburg



# CWDP Reminders

## **New Version:**

Remember, the current core certification application is Version 5.0 and it expires April 30, 2005. It can be used for the last time during the May 2005 CWDP review.

If you know any co-workers who are not yet certified, please remind them of the deadline for Version 5.0. The newest application will be posted on the NAWDP website for people to download.

The Endorsement Applications Version 1.0 will also expire April 30, 2005, so all current CWDPs who have not yet applied for an Endorsement have enough time to get their application in before the May review.

## **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](http://www.nawdp.org/certification.htm). You can also find other CWDPs from your state there.

## **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](mailto:nawdp@aol.com).

Robert E. Brooks, CWDP  
Abilene, TX  
Jacob Scott Collins, CWDP  
San Diego, CA  
Lorraine J. George, CWDP  
San Diego, CA  
Dana Greer, CWDP  
El Cajon, CA  
Louie Harrell, CWDP  
Oldsmar, FL  
Lucretia Hertzock, CWDP  
San Antonio, TX  
Travis Lackey, Jr., CWDP  
San Antonio, TX  
Catherine Williams, CWDP  
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 15<sup>th</sup> 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](mailto:nawdp@aol.com).

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

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**NAWDP**