

NAWDP Advantage

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NAWDP

National Association
of Workforce
Development
Professionals

Step it Up in 2013!

By Don Scott CWDP, NAWDP Chair

2013 promises to be a challenging and exciting year for the workforce development family in general, and NAWDP specifically.

We are all blessed to be able to work in an area that is broad, deep, and ever changing. (I saw some of you roll your eyes on the “ever-changing” part). However, think about it, we work in an industry where we have the privilege to impact individuals, families, businesses, and communities with the commitment we bring to making Americans more productive each day.

We do it by helping our returning veterans and their spouses transition to employment in civilian life. We do it by helping folks gain employment and skills. More than that, our services provide dignity and pride in accomplishment. We play a role in education and training – academic and vocational. We impact the bottom line of private sector businesses both small and large. We help the public sector meet its goal, through efficient use of the public’s resource, to keep America competitive in the world. Our industry is broad and connected to every worthwhile endeavor in this great land.

To stay relevant in 2013, NAWDP and all workforce development professionals have to stay engaged in the conversation that is affecting the way we do business now and in the future. Our membership is broad and deep and, for the most part, untapped. I believe NAWDP is a sleeping giant. It is time that we awake and offer more leadership to the country and be more engaged in the conversation.

Whether you are a case manager in a welfare-to-work program or a job developer in a one-stop, it is time to get more involved in NAWDP. Whether you are a trainer for our military or a professor or administrator in our community colleges, it is time you join us in voicing our beliefs and articulating our value. Whether you own your own business and serve on public boards that oversee workforce programs or work for a local, state, or federal agency, we need you to become more engaged.

We have heard over and over again about duplicative services. We have heard that we need to consolidate. In some instances, that’s true. We need to embrace those changes and lead the conversation. We should not let the alphabet soup of all of the different funding sources and names of our programs devalue the great work that we do. We should not let the different programs that unite us all under the guise of workforce, divide us.

However, we also have a role in explaining why there are so many different programs that fall under the workforce umbrella. We need to explain that different problems require different solutions. Our programs are diverse and expansive because the folks we serve demand it and require it. Quality youth and adult employment and training programs require customization. Mothers with young children in our adult welfare-to-work programs have different challenges and opportunities than older workers who were recently let go after 20 years at the same place of employment. These dynamics that we often call “eligibility requirements” help determine the focus of our programs and aid us in designing a holistic business-based model for success.

Veterans returning from Afghanistan and transitioning from military service



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All You Ever Wanted To Know About Stress... But Were Too Tense to Ask!

Thousands of articles have been written on the dangers of living a stressful life. We will never be able to totally get rid of all stress because we are alive and breathing and living in a stressful world. What we CAN do is to learn to manage our stress and try to keep it from managing us! Drawing boundaries and resigning from “fixer of all things in the universe” are important steps in this endeavor.

If you are a workforce professional, you probably feel a unique kind of stress at times. You have chosen an admirable career, one in which you serve people, help them to get back on their feet and improve their lives. You have challenges which are specific unto your profession: dealing with crises and heavy workloads; wearing multiple hats; and keeping up with ever-changing requirements and new techniques and technologies... not to mention the special needs of the people you serve. It is important to realize that taking care of yourself is a critical part of your job. You can't give away what you don't have, and if you burn out you won't be able to help anyone.

Sadly, in our society, we have learned to equate stress with success. We wear it like a badge of honor. We dress for success and we stress for success. We look at a person who lives in a pressure cooker and we're impressed by how adept she is at running in ten different directions at once, juggling appointments, issuing orders, and working 20 hours a day. On the other hand, if a person is low key, relaxed, calm, and isn't afraid to take time for herself, we tend to assume she doesn't have many responsibilities and probably doesn't hold a very critical job. Obviously, that is not the case!



How do you know if you are stressed? You might be stressed if you wake up screaming from a terrible nightmare, only to realize that you have not yet been asleep. You might be stressed if you cannot move your fingers due to your fist being knotted so tightly, you'd need a crowbar to open it. You might be stressed if your body is so stiff; you look like a cardboard cutout. You might be stressed if people use the word “caffeinated” to describe you. You might be stressed if even your hair is tense. For instance, ask yourself these questions:

1. Am I always sure that I have the correct solutions to challenges and know the best way to accomplish something? Is it important to me to be the first to have the answers to all of the questions?

Consider this: Always needing to be right or the first to know the answer can cause your body to click into “fight mode” when your brain senses a disagreement coming on. Feeling that you always have to be in a competition can induce stress... it also can damage relationships. Part of being a successful leader is training and allowing others on your team to sometimes take the lead.

2. Is my personal theme song “Nobody Does it Better?”

Consider this: Good leadership means delegating and working as a team. Feeling as if the earth will spin out of orbit if you let someone else take a shot at something will not only cause you stress, but also leave you exhausted, angry, and resentful. Most of the time, our egos prevent us from stepping aside and sharing responsibilities. Even though we complain about the work load, we are afraid to give it up because we have defined our worth by our accomplishments. We insist on doing it all, and then when we are worn out, we feel used and abused.

3. Am I worried that I will appear selfish or be replaced if I take time for myself?

Consider this: You are a valuable commodity and hold much worth for your organization and your family. In order to continue to do what needs to be done, you have to take care of yourself. A wise person realizes and appreciates that self-care is an integral part of remaining successful. You take care of your car and make sure it is in good running condition. Why would you not do the same for your body? If you are not healthy in mind, body, and spirit, you will not be any good to anyone! Enjoy your achievements but don't allow them to become burdens of greatness!

When you feel as if you are coming apart and you have run out of glue, you might find some of these stress-busting tips to be entertaining and useful:

- Get some toys. Keep a toy basket or at least designate part of a drawer to your stress-breaking props. Make a point

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Step it Up in 2013!

face another set of challenges and opportunities. A small businesswoman looking for talent in a three person office needs a different solution than a large corporation. Workforce development professionals know and understand that.

So what do we do? In 2013, I am challenging myself and all of us to do more. I meet a number of workforce development

professionals in my job. For the most part, we are humble and we take pride in serving others. In 2013, we need to start bragging a little. We need to start letting our family and friends, clergy, and locally elected officials know the value of what we do.

In 2013, I envision NAWDP taking a more active role in the national dialogue about jobs, education, and training. In

Bridget Brown, our executive director, we have the knowledge and expertise to contribute and lead. I am asking all NAWDP members and friends to join me in stepping it up in 2013!

Don Scott is the Senior Vice President for KRA Corporation and represents Region 3 on the NAWDP Board. He can be reached at dscott@kra.com

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All You Ever Wanted To Know About Stress... But Were Too Tense to Ask!

to search for funny cartoons, articles, and pictures... anything to put your mind in a happy place.

- Dig up your sense of humor. The very word humor means “fluid” and it keeps you flowing over the speed bumps of life! Build a “laugh library” of funny movies, books, cartoons, pictures, and stories.

- Take time each day to meditate, pray, and calm your mind. Even if you can only squeeze in five minutes of relaxation time, every little bit helps and it becomes a habit.

- Hang up your “super-hero” cape. Learn to say that precious little word “NO,” and realize that contrary to some of your friends and family members’ beliefs, you are NOT responsible for every aspect of their lives.

- Do not expect disaster.

- Accept that you are an important person, but not indispensable. Life will go on and the earth will continue to rotate on its axis if you relinquish some of your control.

- Carry funny stuff in your car. I have a cow mask that I wear at stoplights.

- Identify hot stress buttons and try not to touch them. There is no glory in being a stress martyr!

- Don’t obsess over what is wrong but focus on what is right.

- Decide that you really want to relax, and commit to making it a priority. Believe me, it CAN be done. Nobody else can do it for you... they can only cry over you when your head explodes! Don’t wait until you are nearly dead to decide what’s important.

Remember that stress is not an event;

it’s the way you react to something that’s happening. Everything is not a crisis, so choose your battles. Most of the things over which we stress seem extremely important at the time, but are totally forgotten in a few days. The most important thing to remember is that while some stress can be motivating, most of it just erodes your body and drains your energy. Save your stress for something that really warrants it... like when the restaurant is out of your favorite dessert item

Linda Henley-Smith has spent a lifetime in the entertainment industry, performing in musical theater and operatic productions all around the world. A professional speaker who has been featured at NAWDP events, Linda can be reached at 800-325-2844 or linda@lindahenley-smith.com. Sign up for her free “But-Kickin’” Newsletter! at www.lindahenley-smith.com.

NAWDP Welcomes Two New Board Members

Two outstanding professionals have been appointed to the NAWDP Board of Directors. Both individuals are filling a partial term, which ends on June 30, 2013.

State Director: Maryland

Lynn Reed is the executive director for the Maryland governor’s Workforce Investment Board, where she leads the GWIB’s efforts to promote the governor’s Skills2Compete Maryland initiative aimed at encouraging Marylanders to pursue at least two years of post-secondary education beyond high school. Prior to joining the GWIB, Lynn served as senior director of business partnerships for LRG, Inc. Lynn has worked on numerous other national initiatives, including WIA, the Older Americans Act, Job Corps, community colleges, youth programs, and BRAC. She also worked with the Department of Labor’s Office of Youth Services, bringing together representatives from the Departments of Labor, Education, Health and Human Services, and Juvenile Justice, and other key stakeholders to create a shared vision and approach to partnerships that serve at-risk youth. Prior to Lynn’s national work, she was a manager with the Eastside Career

Center in Baltimore and served six years with Baltimore City Community College as manager of off-campus instruction. Lynn is a graduate of Morgan State University.

State Director: Massachusetts

Tim Sappington has over 35 years of executive management experience in public and private human service agencies. Tim has been the executive director for the North Central Massachusetts Workforce Investment Board, Inc., since 1998 and was a service delivery area director under the Job Training Partnership Act from 1994-1998. The local workforce board is responsible for policy and oversight of all state and federal workforce development initiatives in the North Central Region of Massachusetts. The board also is involved in school-to-career connecting activities, implementation of regional strategies to improve outcomes for vulnerable youth, MCAS support programs, adult education services, and incumbent worker training. The board also participates in and supports regional economic development activity; oversees two career centers;

and has strategic goals for advanced manufacturing, clean alternative energy, healthcare, bio-tech, and STEM. The North Central Workforce Board has been certified by the state as a high performing workforce board and been the recipient and partner in many sector initiatives. Tim holds a master of arts degree from East Tennessee State University.

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Independent Living – A Community Partner for Workforce Development

Concerned about employment rates for some of your hardest to serve customers? Looking for more community resources to help assist clients with disabilities? Find yourself stymied on what assistance you can provide because of your program's funding restrictions? Partnering with an Independent Living Center may be part of the answer.

The Independent Living philosophy emphasizes consumer control, the idea that people with disabilities are the best experts on their own needs, having crucial and valuable perspectives to contribute and deserving of equal opportunity to decide how to live, work, and take part in their communities, particularly in reference to services that powerfully affect their day-to-day lives and access to independence.

Centers for Independent Living (CIL) are community-based, cross-disability, non-profit advocacy organizations that are designed and operated by people with disabilities. CILs are unique in that they operate according to a strict philosophy of consumer control, wherein people with all types of disabilities directly govern and staff the organization. CILs are federally funded organizations, which by law are required to provide four core services: peer support, information and referral, individual and systems advocacy, and independent living skills training. Naturally, many of the

CILs are actively involved with helping their customers obtain and maintain employment.

CILs envision a society in which people with disabilities are valued equally and participate fully. In order to accomplish this vision, CILs support consumers moving out of nursing homes and into the community, and advocate for individuals facing discrimination in employment, education, housing, transportation, and healthcare to ensure equal opportunity for all Americans with disabilities.

According to data collected by the Rehabilitation Services Administration, during fiscal years 2008-2010, Centers for Independent Living provided core services to over 3.7 million individuals with disabilities; attracted almost \$1 billion through private, state, and local sources; and moved 10,711 people out of nursing homes and institutions, which saved states and the federal government nearly \$194 million. In that same period CILs provided additional services to over 764,000 individuals in their communities, including vocational and employment services, personal assistance services, housing and home modifications, transportation, assistive technology, and services to youth with disabilities. Their mission makes them ideal partners for guidance to workforce development, as well as another option for supportive services.

The ability to improve quality of life and independence, in addition to the amount of money saved by taxpayers, make Centers for Independent Living one of America's greatest resources. In 2010 alone, with the \$80 million in federal funding, CILs were able to attract an additional \$405.7 million through grants, contracts, state funds, and a variety of other creative funding sources.

There are over 700 locations providing independent living services across the United States. There are 56 Statewide Independent Living Councils (SILCs), and the national interests of CILs and SILCs are represented by the National Council on Independent Living (NCIL) in Washington, DC. NCIL is the longest-running national cross-disability, grassroots organization run by and for people with disabilities. NCIL represents thousands of organizations and individuals from every state including CILs, SILCs, individuals with disabilities, and other organizations that advocate for the human and civil rights of people with disabilities throughout the United States.

Workforce organizations and CILs can make great partners, and the best place to find your local CIL and get more information is on the NCIL website at www.ncil.org.

Attention Region 4 Members – Cast Your Ballot

The Special Election for Region 4 Director is currently underway. Elections are held online and only members from Region 4 are eligible to vote. Region 4 includes: Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina and Tennessee.

Instructions:

1. Between January 1 and January 31, go to: <https://www.associationvoting.com/nawdp>.
2. Log in using your traditional login and password. Your membership number is located on your membership card and directly above your address on this newsletter.
 - Login name: first initial of your first name, last name, membership number (example: bbrown1234)
 - Password: membership number, followed by nawdp (example: 1234nawdp)
3. Review the candidates' background.
4. Cast your vote.

Voting is easy, fast, and very important to the future of NAWDP. Please take a few minutes to cast your vote!

And the Winners of the 2013 Advancing the Profession Are...

By Cindy Perry, CWDP, 2013 Awards Chair and Region 9 Representative

The National Association of Workforce Development Professionals (NAWDP) is seeking nominations for the 2013 NAWDP Advancing the Profession award recipients who will be honored at our annual conference in Minneapolis, MN, May 19-22. The conference provides an opportunity to highlight the workforce professionals in our industry who really stand out as the best of the best. Award winners and their nominators are invited to the chairman's reception and will be recognized during the awards luncheon.

This year, we have added a new award – the Leadership Award. This new addition to our awards program is for outstanding leaders in the field of workforce development. Also new in 2013, NAWDP is pleased to provide a modest honorarium to all of our award winners.

Please share your colleagues' stories by nominating one for this year's NAWDP awards in the areas of leadership, professional development, Sar Levitan Advancing the Research

Agenda, Jodi Spiegel Enhancement of Customer Service, or Thomas Ahler Systems Building. For descriptions of each of these awards and past award winners, please visit www.nawdp.org. An electronic copy of the nomination form is also available online.

I look forward to receiving your nominations and honoring your nominee in at NAWDP's Annual Conference in Minneapolis – Workforce Development Professionals: Putting America Back to Work!

REPORTS & PUBLICATIONS

TEN 15-12: Announcement of a New Self-Employment Assistance (SEA) Technical Assistance Website and Small Business Administration (SBA) Resource Toolkit is now available at http://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=4754.

TEGL 10-12: Guidance for Work Opportunity Tax Credit (WOTC) American Recovery and Reinvestment Act of 2009 (Recovery Act) Two Expired Target Groups' Applications is now available at http://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=7922.

TEGL 20-11, Change 2: Reemployment Services (RES) and Reemployment and Eligibility Assessment (REA) Activities for Recipients of Emergency Unemployment Compensation (EUC) is now available at http://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=6111.

TEN 14-12: Receiving Ticket to Work Payments as an Employment Network is now available at http://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=4512.

The Rise of Residential Segregation by Income, by the Pew Research Center, reports that residential segregation by income has increased during the past three decades across the United States and in 27 of the nation's 30 largest major metropolitan areas. The analysis finds that 28 percent of lower-income households in 2010 were located in a majority lower-income census tract, up from 23 percent in 1980, and that 18 percent of upper-income households were located in a majority upper-income census tract, up from 9 percent in 1980. <http://bit.ly/Pm0W8F>.

The Opportunity Index uses a number of indicators to measure economic opportunity and mobility at county and state levels. Central questions that the Index focuses on are: Are there good jobs? Do most young people graduate from high school on time? Are family doctors around? How does a specific neighborhood and region affect employment, education, housing and safety? <http://opportunityindex.org/>.

Credentials for Youth: Success in the 21st Century" Tool is designed to help workforce professionals identify promising occupations for youth served by the workforce system, and the credentials that help youth attain those occupations. The tool provides a step-by-step process for helping youth attain credentials in high demand occupations. In addition to the step-by-step process, the Credentials for Youth tool also provides local examples of programs that help youth attain credentials. <https://youth.workforce3one.org/page/credentials>.

Keeping Pace with K-12 Online Learning: An Annual Review of Policy and Practice (2012) is the latest in a series of annual reports, beginning in 2004, that examine the status of K-12 online education across the country. The report provides an overview of the latest policies, practices, and trends affecting online learning programs across all 50 states. <http://kpk12.com/reports/>.

The National Dropout Prevention Center/Network has updated and modernized its model programs database. The searchable database can help users find dropout prevention programs with similar settings, demographics, and other features comparable

to their own. Users may also submit their successful programs into the database. The database aims to provide community leaders with solutions to dropout issues in their areas. <http://www.dropoutprevention.org/modelprograms>.

Guide to Leading Policies, Practices and Resources: Supporting the Employment of Veterans and Military Families is a shared resource for American employers to adopt a strategic and sustainable approach to the advancement of veterans in the civilian workforce, and serves to advance employment and economic opportunities for vets and their families. The publication is one of the most comprehensive efforts to date focused on providing actionable strategies and resources to advance the employment situation of the nation's veterans and military families. <http://vets.syr.edu/pdfs/guidetoleadingpractices.pdf>

A Better Bottom Line, Employing People with Disabilities, from the National Governors Association, will advance employment opportunities for individuals with significant disabilities by: educating both private sector and public sector employers about accommodating people with disabilities in the workplace and the benefits of doing so; supporting state governments in joining with business partners to develop blueprints to promote the hiring and retention of individuals with disabilities in integrated employment in both private and public sectors; and establishing private-public partnerships to build out those blueprints and increase employment of individuals with disabilities. <http://bit.ly/Q2MLwn>.