



Workforce Development Heroes

2021



NATIONAL ASSOCIATION OF
WORKFORCE DEVELOPMENT PROFESSIONALS
CONNECT, ADVANCE, INNOVATE



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NAWDP's Online Community

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LETTER FROM THE CEO



Workforce Development Heroes Make the Difference

Everyday workforce development professionals touch the lives of those seeking employment and a new life. The National Association of Workforce Development Professionals thought it was time to recognize some of these hardworking, dedicated, and skilled individuals that continue to help others in new and innovative ways.

During 2020, COVID-19 presented many challenges with businesses closing, workers losing their jobs, and new ways of doing business emerging. Many workforce development professionals stepped up to these challenges and developed innovative ways of providing the necessary services to an unprecedented demand.

Please join us in recognizing these deserving recipients of the Workforce Development Hero Award for 2021.

Melissa Robbins
CEO, NAWDP



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ABOUT US



Connect



Advance



Innovate

NATIONAL ASSOCIATION OF WORKFORCE DEVELOPMENT PROFESSIONALS

NAWDP provides the education, resources, and certification credibility to individuals seeking to thrive in the workforce development industry as thought leaders and innovators. As the leading advocate for workforce development professionals, NAWDP builds relationships and connections with other industry-leading organizations to challenge and collaborate for the advancement of the industry.

Major Initiatives

1. Leadership in Industry Certification

With a history since 1984, NAWDP provides the leading certification in the industry for workforce development professionals. The **Certified Workforce Development Professional (CWDP)** credential validates and honors the competencies and experience required for success in the industry. The CWDP designation provides a nationally recognized and portable credential accepted as a valuable measurement tool by over 80% of those making hiring, promotion, salary and bonus decisions. The Foundations of Workforce Development Certification focuses on 9 core competency areas including:

1. Labor Market Information and Intelligence
2. Collaboration, Problem Solving, and Teamwork
3. Program Implementation Principles and Strategies
4. Workforce Development Structure, Policies, and Programs
5. Principle of Communication
6. Business and Economic Development Intelligence
7. Career Development Principles
8. Diversity in Workforce Development
9. Customer Service Methodology

2. Bringing Workforce Development Professionals Together

Whether you are an experienced workforce development leader, director, manager, WDB member, or new to the industry, NAWDP can help you stay at the forefront of your profession through industry connections and resources. NAWDP is the largest organization of workforce development professionals and is committed to providing development opportunities that reflect industry demands and individual needs.

Based on a combination of best practices and professional experience NAWDP continues to provide conferences, resources and e-learning to inspire thought leadership and innovation.

3. Collaborating and Connecting with Leading Workforce Development Organizations

As the leading advocate for workforce development professionals, NAWDP has a history of building relationships and connections with other leading organizations within the workforce development industry in order to stay current on local and national government policies and communicate these changes to its membership. NAWDP also acts as a clearinghouse for RFP's and job opportunities posting within the industry.

COMMITTEES



Connect



Advance



Innovate

NAWDP's Board manages the organization using an active committee structure. In addition to the Executive Committee, current activities governed through committee work include:

The **Events Committee** is responsible for developing and recommending criteria for the oversight of all events provided by the Association, analyzing feedback from offerings, and reporting participation to the Board.

The **Membership Committee** is responsible for developing criteria for membership and developing and delivering program benefits for members.

The **Marketing Committee** is responsible for developing and recommending criteria for the oversight of all marketing of all NAWDP's activities.

The **Learning and Certification Committee** is responsible for developing and recommending criteria for the oversight of all training and credentialing provided by the Association, analyzing feedback from offerings, and reporting participation to the Board.

The **Advocacy Committee** is responsible for promoting the workforce development profession and serves as an advisory group on legislative issues that impact the workforce development industry.

The **Registered Apprenticeship Taskforce** is responsible for overseeing the workforce development professional national standards as they apply to Registered Apprenticeship and serve as an advisory group for the Registered Apprenticeship Center of Excellence.

If you are interested in participating in any of the Board Committees please complete the form by clicking [here](#).

Success Stories



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Bekki Leonard



Job Title: Grant Development & Communications Manager

Organization: Anne Arundel Workforce Development Corporation

Service Area: Anne Arundel County, Maryland

Partner Affiliation: Dislocated Worker

Challenge: Veteran from a financially struggling family seeking assistance in navigating the roadblocks to gaining substantial employment.



Success Story



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After the fellowship program, Sovang was offered a full-time position as a Cloud Networking Consultant with his first year's salary totaling \$217K.



Describe the workforce challenge your customer/program faced in your area.



Sovang has faced challenges all his life, including growing up in a rough and impoverished community. His parents are immigrants who made a combined income of \$40k a year and constantly faced financial struggles. Sovang came to AAWDC for assistance right out of the Marines, and transitioning veterans constantly face roadblocks of gaining substantial employment.

Describe the steps you took in creating a solution and why it worked.

AAWDC connected Sovang to a Corporate Fellowship opportunity based on his interests and career goals. He was placed at Amazon Web Services as a Cloud Consultant. Sovang was determined to succeed because he wanted to give his parents a better life, as well as give back to his community.

Describe the outcome/benefits on the population you serve, your participant, or employer after the steps you took to create a solution were implemented.

After the fellowship program, Sovang was offered a full-time position as a Cloud Networking Consultant with his first year's salary totaling \$217K.



Chris Rivera



Job Title: Executive Director

Organization: GuilfordWorks

Service Area: Guilford County, NC

Partner Affiliation: Adult

Challenge: During the height of the Covid-19 pandemic, unemployment reached 24% in some of the disadvantaged communities in Guilford County.



Success Story



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Despite the challenges experienced, roughly 30,000 individuals utilized the career centers via the 2020-2021 program year.



Describe the steps you took in creating a solution and why it worked.



Chris Rivera encouraged the implementation of virtual services for the impacted communities. He also, through partnership with the Eastern Triad Workforce Initiative, purchased a mobile career center. The mobile career center has since traveled and has been stationed in disadvantaged communities across Guilford County. Additionally, Rivera has enhanced experiential learning opportunities through the construction of both a virtual reality and a innovation laboratory. Lastly, Rivera has a new Emerging Workforce Center under construction for the young adults in the community, which is set to launch in October 2021. This new center is stationed in one of the hardest hit sectors of the community, in regard to unemployment. It is easily accessible for young adults, due to the close proximity to the public transit system. In summary, Chris Rivera has not only enhanced service and programmatic opportunities, but he has also increased the organizational presence within the Guilford County, NC Community.

Describe the outcome/benefits on the population you serve, your participant, or employer after the steps you took to create a solution were implemented.

Despite the challenges experienced, roughly 30,000 individuals utilized the career centers via the 2020-2021 program year. Presently, community partnerships have increased and the mobile career center has aided with leveraging partnerships. Residents within the community who lack wifi and technology accessibility are able to utilize the mobile career center in their neighborhoods to search for job and apply for services. Community Outreach initiatives have increased also due to the implementation of the Mobile Career Center.



Casey Tiefenwerth



Job Title: Career Building Initiative Program Manager for Access to Recovery

Organization: Advocates for Human Potential, Inc.

Service Area: Massachusetts

Partner Affiliation: Adult

Challenge: How do we design a computer technology training program that will not only position graduates to obtain entry-level jobs in one of the top 10 tech cities in the world, but also be appropriate for adult learners who are in early recovery from a substance use disorder—and fit that training into just 5 months?



Advocates for Human Potential, Inc.
Real World Solutions for Systems Change

Success Story



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Six participants—four men and two women—graduated from the program, each achieving or reassessing his or her own goals.



Describe the steps you took in creating a solution and why it worked.

Access to Recovery (ATR) and Benjamin Franklin Institute of Technology (BFIT) partnered this year to offer robust computer technology training to people in early recovery from substance use disorders. The training came about because we learned that JFF and Google were partnering to offer an IT Support Professional Certificate that would be achievable in a matter of weeks. When we found out that BFIT, our job training partner, had developed an expanded curriculum featuring the certificate, we jumped at the chance to offer this new training opportunity to ATR participants. The original curriculum was part of a traditional two-year associate's degree program; to make it even more useful to ATR's program participants, many of whom are eager to find employment, we condensed it to a 40-hours-a-week, 20-week time frame that would fit in the bounds of our own six-month program. In addition to allowing ATR participants to complete the program in a much shorter window, this schedule also gave them a better feel for an authentic work week.

We broke the program down into three distinct parts: Introduction to Computer Basics, which exposes participants to the fundamentals of computer technology and incorporates professional "soft skills," and Advanced Computer Technology Certificate Levels 1 and 2, which includes the Google IT Support Professional Certificate and CompTIA A+ Core 1 and 2 and Linux+ certifications. We knew that self-paced programming could be a challenge for our participants, and embedding the Google IT Support credential into a more structured course meant they were able to get the direct support they needed. We provided each participant with a laptop, WiFi hotspot, and accessories to ensure that accessibility would not be a barrier to the successful completion of the training program.

In addition, in the interest of motivating individuals and encouraging their buy-in, ATR provided work-study benefits and used contingency management, a treatment approach that reinforces and rewards positive behaviors. Peer-to-peer support played a unique role in this program. Participants with similar backgrounds and time spent in recovery held each other accountable, encouraged one another, and offered each other tutoring and or companionship while studying for final exams. Full support came from ATR's care coordinators, who act essentially as case managers in helping participants navigate our program. In the context of the computer tech training, they worked closely with BFIT staff to address any issues that arose.

Describe the outcome/benefits on the population you serve, your participant, or employer after the steps you took to create a solution were implemented.

Six participants—four men and two women—graduated from the program, each achieving or reassessing his or her own goals. Four students are either beginning or continuing coursework for an associate's degree, something that is now that much closer to reality as a result of their completing the BFIT-ATR collaborative computer technology course. Two passed all industry certifications included in the program. Some struggled with different elements of the program—one with Linux, another with Java—but nevertheless committed to learning them fully by signing up for tutoring this summer. One is taking additional summer courses to advance more quickly toward a degree, as well as reattempting the IT certifications she did not pass. Several program participants have found jobs for the summer; one is using the time to adjust to living in a sober house. One participant arrived with no college experience, and suffered several unexpected setbacks during the 20-week period, yet as a result of completing the program, he was inspired to apply to enroll in a BFIT program and has already secured a scholarship to do so through Boston's Neighborhood Jobs Trust.



Workforce Heroes for 2021

Category by Region



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REGION 1 (CT, ME, MA, NH, RI, VT)



Nicole Heimarck

Executive Director, New Hampshire Career and Technical Education Association

Concord, New Hampshire | Nominated by: Doug Cullen

Nicole's continued leadership and "we can do it!" attitude as Executive Director of NH-CTE as well as Executive Director for NH Alliance for College and Career Readiness demonstrates ALL we want in a workforce hero. Among her many accomplishments includes spearheading THE LARGEST Career and Technical Education Conference, supporting attendees from Vermont, New Hampshire in Maine, in a decade while continuing to be a watchdog on important legislative issues impacting our economy.



Lauren Goldberg

Clinical Director, Continuum of Care

New Haven, Connecticut | Nominated by: Gretchen Richardson

Lauren was working as our behaviorist until January of 2020. She was then promoted to Clinical Director and low and behold along came COVID. She is one of the hardest, most organized and effective leaders that I have seen in my 20 years at Continuum. She is kind and generous with all that she does. She works to better the lives of the residents we serve and the staff that are working for her. She is a true champion of her people

REGION 2 (NJ, NY, PR, VI)



Melinda Mack

Executive Director, New York Association for Training & Employment Professionals (NYATEP)

Albany, New York | Nominated by: Gretchen Steffan

I am new to WF Development and Melinda has been an incredible teacher, mentor, advocate and role model for WF Development in NYS. She is a remarkable person, and lives and breathes workforce and loves every minute of it! Although she's been faced with challenges over the last few months, she has continued to be an incredibly focused leader, and advocate, inspiring the 33 WDB Directors across the state to work for the greater good of our businesses/workforce.



David Genaro

Regional Director, Equus Workforce Solutions

New York, New York | Nominated by: L. Bradley Williams

David Genaro oversees workforce programming for adults and youth in NY and PA. During the early stages of COVID, David pivoted his offices from offering in-person services to a virtual platform in under a week. David and his team garnered thousands of employer commitments across NYC to meet the needs of business and job seekers affected by the pandemic. David leveraged program resources to create and deliver food boxes for the elderly and those in need in the NYC communities he serves.



Mark Yrigoven

Project Director, Equus Workforce Solutions

New York, New York | Nominated by: Rudy Racine

Mark leads a team that supports cash assistance recipients in New York City to address the social determinants of health. He is a workforce hero because his leadership has allowed his team to successfully adapt to the challenges brought on by COVID. His team has conducted 1,600+ virtual clinical interviews to identify and remediate client barriers. Despite the impact the pandemic had on employment opportunities in NYC, Mark's team has helped 125 people secure employment in 2021.



Kimberly Daniel

Project Director, Equus Workforce Solutions

Brooklyn, New York | Nominated by: Rudy Racine

Kimberly leads a team that works with cash assistance recipients in Brooklyn, NY to address the social determinants of health. She championed a shift to virtual clinical interviews to determine client barriers being faced (2,500 clinical interviews over 7 months). Those interviews allowed Kim's team to assist with scheduling appointments to stabilize medical conditions, secure food resources and provide assistance with seeking employment. The team has helped 225 people secure employment in 2021!



Miguelina Torres

Center Director, Equus Workforce Solutions

Miguelina Torres has been in Job Corps for more than 30 years and has shepherded her staff and students through the devastating hurricanes impacting Puerto Rico and the response to COVID. When asked what makes her proud, Miguelina responds, "Helping young people to develop their maximum potential and to be a good citizen in their community. When I see the students in their professional career and how they talk with you about how Job Corps changed their lives, it is an incredible feeling."



Chelta Wray

NextGen Pathways Coordinator, Hampton Roads Workforce Council

Norfolk, Virginia | Nominated by: Christina Brooks

Chelta led the charge to ensure continuity of services for non-WIOA youth through the COVID-19 shutdowns. She transitioned a highly, hands-on program into a virtual space and then coordinated with over 50 partners to create virtual work-based learning panel discussions that saw 5,000 log-ins from youth - showing them a future beyond COVID. She also advocated for and secured numerous worksites, ensuring our paid internship program was one of the only to remain operational in our region.



Kimberlee Murray

Youth Program Specialist, Hampton Roads Workforce Council

Norfolk, Virginia | Nominated by: Christina Brooks

When COVID-19 began shutting down community centers, businesses, and schools, Kim saw youth being forcibly disconnected from their support systems. She immediately began developing a robust virtual support system including video, text, calls, and emails so they could hold on to their relationship with her. Additionally, Kim hosted weekly self-care talks and even began teaching them how to homeschool their children. Kim's dedication to keeping her youth connected during the pandemic was heroic.



Valerie Hatfield

Strategic Innovation Officer, Lancaster County Workforce Development Board

Lancaster, Pennsylvania | Nominated by: Cathy Rychalsky

Valerie has worked her way from the One-Stop Site Administrator at the PA CareerLink Lancaster County to Strategic Innovation Officer at the Lancaster County Workforce Development Board. Notably, she came from a manufacturing background and dove in with passion and a work ethic like none other. With a laser focus on ensuring quality services, she has been instrumental in providing critical information and data related to labor markets and skills gap throughout the workforce system.



Denise Bourdeaux

Targeted Populations Manager, Anne Arundel Workforce Development Corporation (AAWDC)

Linthum Heights, Maryland | Nominated by: Lauri Petroy

To help our communities begin a path to recovery, Anne Arundel Workforce Development Corporation, in partnership with Anne Arundel County, has established the Excluded Worker Humanitarian Relief Funds. Denise was the manager of this program and did a spectacular job coordinating her staff for screening the applications, scheduling for distribution of the cards and so much more. This program impacted thousands of people in AA County to help them during a difficult financial time.



Marquel Jackson

Regional Manager, Eckerd Connects

Florence, South Carolina | Nominated by: Bridgette Coates

Mr. Jackson oversees operations/WIOA in 3 LWDAs in SC. He's a veteran and ensures each is prioritized in our AICs. He's devoted his career to talent development - first, as a Vet Work Study, then Trade/ES programs and now WIOA, in addition to serving as a pastor. He is personable, engaging, positive and sincere. Under his leadership, staff is valued and motivated to give excellent customer service and exceed performance. He attracts partners with his sincere contagious enthusiasm for successful living.



Alexis Echeverria

Director of Operations, CareerSource Central Florida

Orlando, Florida | Nominated by: Lesley Harris

When COVID-19 hit the Central Florida region, the CSCF Operations team, led by Alexis, transformed its career services to a fully virtual model in a span of only five days to support thousands who found themselves out of work. He worked tirelessly on this undertaking, which included creating a framework of work assignments and providing direction to 188 Operations team members as they assisted customers virtually and ensured that customers never experienced a gap in service delivery.



Carla Boyd

Job Placement Specialist, Vocational Rehabilitation Services

Henderson, North Carolina | Nominated by: Gordon Agingu

Carla has placed over 35 people with disabilities to work during the COVID-19 pandemic. She has been creative in finding ways to work with every client, putting their needs above hers. She has been a strong advocate for the individuals with disabilities and developed a great partnership with businesses in the area. She has gone above and beyond her duties working even off hours to make sure that the businesses get the right candidates and that the clients don't miss the opportunity.



Amy Jones

Business Service Coordinator, Southern Georgia Regional Commission's Workforce Development Waycross, Georgia | Nominated by: Pamela Popham

Amy goes above and beyond to help each and every individual client to overcome any barriers and be successful. She has developed a friendly working relationship within every one of the Southeast Georgia's 18 counties that she covers, to assist companies and individuals. She has extended her hand to other regions and by doing so, she developed a relationship with SOWEGA's Workforce Development, every hospital and educators in all 18 counties.

Region 4 (AL, FL, GA, KY, MS, NC, SC, TN) - continued



Kim Carpenter

Project Director, Equus Workforce Solutions

Monroe, North Carolina | Nominated by: Lisa Boyd

Kim Carpenter has dedicated more than 10 years of her career as a workforce professional. When COVID threatened the regional team's annual Day of Giving, Kim decided instead to do sessions over several months to make information available to job seekers, partners and employers on the impact of the pandemic on domestic violence. These sessions addressed how to identify potential victims of domestic violence and community resources available to assist families in unsafe living situations.



Erin Meade

Supervisor, Equus Workforce Solutions

Lexington, Kentucky | Nominated by: Debra Giordano

Erin Meade began her workforce career as a Talent Development Specialist. As a WIOA supervisor, her impact is widespread as she built an entirely new program element for the Bluegrass, KY region and touched a significantly challenged population of individuals coming out of recovery. The program has grown substantially since 2018 and has been the strongest, continued local initiative. Erin leads with integrity and is loyal to job seekers, her communities and the Bluegrass Region as a whole.

REGION 5 (IL, IN, MI, MN, OH, WI)



Dan Bates

LWIB Chairman

Palmyra, Illinois | Nominated by: Betty Scheldt

Dan Bates is the Chairman of the LWIB. Through personal experiences, Dan knows how important WIOA is to the community. He has taken time off from his job and dedicated countless hours going over by-laws, policies, procedures, etc. to assist our boards and staff to get the agency on the right track.



Marvin Martin

Manager, Center for Employment and Workforce Development, Urban League of West Michigan

Grand Rapids, Michigan | Nominated by: Brenda Moore

In a word—RESULTS. Marvin gets results for every effort expended on behalf of the client-guests we serve here at the Urban League. He is so successful that staff have bestowed upon him the title of 'GOAT'! He is credited with having accomplished many of the first in employment achievements in our city and throughout our region, e.g., the first Black/African American female hired as a driver for FedEx; and the first Black/African American female installer for Comcast, both in West MI.



Chris Casey

LWIB Vice Chair

Hillsboro, Illinois | Nominated by: Betty Scheldt

Chris Casey is the Vice Chair of our LWIB. He worked alongside Dan Bates to guide our agency in the right direction. He spent countless hours driving back and forth from Chicago to Carlinville and back to attend meetings to assist in getting the boards to work together.



Lisa Maentz

Associate Director, Business and Career Service Inc.

Wheeling, Illinois | Nominated by: Laurlean M.P. Curington

She believes in people and she believes you can find and help all those in need. She motivates the staff to work harder and find that way to help those in need. In the course of her busy day/life she finds the time to personalize the effort that she give each person. It is not unusual for her to go that extra mile because she believes in the system and the people.



Eva Locke

One Stop Operator, Lake County Workforce Development

Waukegan, Illinois | Nominated by: Laura Gergely

Innovative, compassionate, and dedicated are a few of the characteristics that best describe Eva Locke, the Lake County Job Center One Stop Operator. Eva is a leader who has unforeseen drive, commitment and creativity to move the Job Center and representing partners to the next level when it comes to integration, development, and the progressive concepts. Her vision has made the Lake County Job Center the benchmark for the Northeast region of the state of Illinois.



Michelle Wilson-Merriwether

Career Coach for PATH Program, SER-Metro

Chesterfield, Michigan | Nominated by: Tai'ge Abdullah-Raheem

Ms. Wilson-Merriwether is a Coach for the Michigan Workfirst program called PATH. Ms. Wilson-Merriwether counsels individuals whom are going through domestic violence situations, CPS Cases, homelessness and more removing barriers BEFORE she actually get them in tune with the Career Counseling needed. The zip codes of coverage are some of the lowest economically per capita in the entire state of Michigan. She goes beyond her job scope to work to end generational poverty in communities of color.



Atiba Robinson

Career Coach, SER-Metro Detroit at Work NWAC Path

Detroit, Michigan | Nominated by: Michelle Evans

Atiba Robinson is a leader. He is a great co-worker and he also is a great job source for our clients! Mr. Robinson has helped me ever since I have been an employee and he is compassionate about his work.



Wayne Williams

Sr. Director of Employer Engagement & One Stop Operator - Eastern Indiana Works, Equus Workforce Solutions Indiana

Indiana | Nominated by: Rebecca Jennings

Wayne embodies everything a workforce leader needs, he is motivated, innovative, and knows his craft! He models the drive needed to really make a difference in this world! He is always ready to try something new like making TikToks for creative service promotion or starting virtual services to seamlessly lead us through a pandemic! He is my workforce hero because he truly believes in the difference we make in workforce development! Thank you, Wayne for everything you do in our community!



Jesse Hinton

Program Supervisor - YouthBuild, Metropolitan Family Services

Chicago, IL | Nominated by: Quincy Roseborough

Jesse is the epitome of servant leader. He is never afraid to roll his sleeves up and get to work with his program participants. Jesse is a Program Supervisor, overseeing our YouthBuild program and our Pre-Construction training program. Both programs target at-risk youth. Many of the participants are at risk of dropping out of school or are gang involved. In addition to managing the programs, Jesse also serves as trainer, workshop facilitator, case manager and employment coach.



Dominic Yao

Career Coach, Metropolitan Family Services

Chicago, IL | Nominated by: Quincy Roseborough

Dominic Yao is a Career Coach with our violence prevention program, providing career advice, training, and coaching to individuals who are gang, and/or justice involved in Chicago. One of the hardest populations to serve in Chicago, Dominic goes above and beyond to build trust with the job seekers in his program. Whether visiting detention centers or meeting in participants in their neighborhoods at outreach events. Dominic is very approachable, outgoing, and always ready to serve.

REGION 5 (IL, IN, MI, MN, OH, WI) - continued



Denise Buggs

Talent Development Specialist/Career Planner, Equus Workforce Solutions

Chicago, Illinois | Nominated by: Anne Hogan

I am the Occupational Training Manager for the Chicago Cook Workforce Partnership and I work with all of our local Career Coaches, I know the good coaches because they are the ones calling and emailing all the time in order to make things work for their customers. Although it creates additional work for us, we know that they are reaching out so that their customers get the training they need. There is no one that we hear from more than Denise which is why she is my nominee.

REGION 6 (AR, LA, NM, OK, TX)



Denisse Arrieta

Business Services Manager, ManpowerGroup Government Solutions

El Paso, TX | Nominated by: Heather Leach

Denisse led her team through a new way of doing work. When the pandemic hit, she was able to pivot from in person connections with businesses and job seekers to 100% virtual delivery of services and virtual job fairs. The team continues to connect with the business community to offer services through technology and the job fairs didn't stop. Denisse ensured her team didn't become overworked or overstressed by connecting them to the right resources. Thank you, Denisse.



Hilda Huerta

Virtual Employment Center Manager, ManpowerGroup Government Solutions

El Paso, TX | Nominated by: Heather Leach

Hilda led the Employment Services team through a very difficult time. Her leadership during a very difficult year of intensive workload and working from home has solidified her as a hero in workforce. Hilda never lost her passion to help others, protect her team from being overwhelmed while always ensuring the customer was the priority. She hosted numerous drive-by celebrations with her team to keep morale up. Thank you Hilda for your dedication.

REGION 7 (IA, KS, MO, NE)



Deb Scheibler

Executive Director, Kansas WorkforceONE

Salina, KS | Nominated by: MaryAnn Lawrence & Kendra Schmidt McAlister

Deb oversees a 62-county rural area in Western Kansas. Deb's passion for helping people is embedded deep into her heart and she is always looking for ways to make the system more accessible and less confusing. She is known for challenging authority in regard to traditional thinking. Recently she sponsored 15 CWDP trainees both local and state reps to ensure everyone has the fundamentals related to the system. She tackles special projects such as with DCF to provide extra support services.

REGION 8 (CO, MT, ND, SD, UT, WY)



James Newby

Workforce Development Programs Operations Director, Colorado Department of Labor and Employment

Denver, Colorado | Nominated by: Sherman Swafford

In his role as the CDLE Workforce Development Programs Operations Director, James serves as a great example of our organization's values of Accountability, Agility, Collaboration, and Respect! Despite his heavy workload overseeing multiple state and federal grant initiatives, he always finds time to be supportive to those he heads. He can be counted on to do the right thing and takes pride in serving our partners and customers.



Ken Swiney

Workforce Specialist, City and County of Broomfield - Workforce Center

Broomfield, Colorado | Nominated by: Linda Anderson

Ken Swiney is my workforce hero because of his amazing work and how he handles himself with internal and external customers. Ken is extremely knowledgeable in the job readiness realm and helps and listens to others with tact and decency and has been an incredible asset to our team. Ken will step out of his regular role to assist in other areas as well. His gentle demeanor and down-to-earth attitude make him my workforce hero!



Kelly Folks

Workforce Director, Arapahoe/Douglas Works!

Centennial, Colorado | Nominated by: Stephanie Mufic

Kelly Folks asked herself, "how can we be innovative and partner with Chambers of Commerce in a different way than ever before?" She was able to answer that question by leading the creation of a Workforce Development Professional apprenticeship. This apprenticeship is sponsored by the State of Colorado, the employers are the Chamber of Commerce, and it is supported by Arapahoe/Douglas Works! Kelly had a vision and made it happen! We will all be better for it!

REGION 8 (CO, MT, ND, SD, UT, WY) - continued



Matt Hott PhD

Executive Director, High Plains Library District

Greeley, Colorado | Nominated by: Greg Cordova

Matt Hott is not only a champion of the High Plains Library District (HPLD), where he is the Executive Director, but also a champion of everything workforce. Matt is an appointed member of the Weld County Workforce Development Board (WCWDB) and is very active with all initiatives the WCWDB takes on. Extending volunteer opportunities to his team, he enlisted one of his staff to join the WCWDB Youth Committee.



Christina Capestany

WIOA Adult Workforce Specialist, Arapahoe/Douglas Works!

Centennial, Colorado | Nominated by: Chalesah Gonzales

Christina is someone who always goes above and beyond for her customers. She handles customers with significant barriers to employment and always manages to not only address their basic needs but is so instrumental in helping them see their self-worth. She is the ultimate teammate and is a huge reason why our agency exceeded WIOA performance. Christina makes anyone around her a better case manager and always offers her support and help.

REGION 9 (AZ, CA, GU, HI, NV)



Van Ton-Qunlivan

CEO, Futuro Health

Sacramento, California | Nominated by: Cheryl Broom

Through Van's efforts while at the California Community College Chancellor's Office, the state created the Strong Workforce Program, which prioritized and revolutionized workforce training in the nation's largest workforce development system of 115 colleges. Today, she is revolutionizing the workforce education model through her efforts at Futuro Health, which offers tuition-free education in an effort to solve the state's allied health workforce shortage. Opportunities. Access. Equity.



Lieryn Jacobs

Regional Human Resource Business Partner, SSP America

Phoenix, Arizona | Nominated by: Patrick Winters

During the pandemic one of the hardest industries to be impacted was the food service industry in Arizona. Additionally, another hard-hit industry was the tourism industry. Lieryn Jacobs works with one of the largest food service experts companies in the world. As the Regional Human Resource Business Partner, her organization was hit hard by the pandemic yet she as an individual worked hard to ensure that as many individuals as possible knew that she cared.



Meghan Medlin

Founder/Chief Executive Officer, Hub for Integration, Reentry & Employment (H.I.R.E.)

Orange, California | Nominated by: Brateil Aghasi

Meghan has been a workforce hero in our community for over 15 years. She works tirelessly (and often for free) to get people employed. She specializes in living wage employment for people with criminal backgrounds, but is known to help anyone who asks her. She runs a consulting business focused on workforce development and reentry, and then after getting calls from the community, she launched a nonprofit in 2020 to help formerly incarcerated individuals get linked to resources and employment.



Stephanie Lewis

Dean of Career and College Transitions, San Diego Community College District

San Diego, California | Nominated by: Zuri Williams

Dean Stephanie Lewis has spent her career putting people to work. She has been involved in work preparation education as well as facilitated employment for thousands of youth and adults. She currently oversees WIOA funded apprenticeship readiness and Gateway programs as well as the Promise program and the Career & College Transitions team. Her reach spans all seven campuses of the San Diego College of Continuing Education branch of the San Diego Community College District.



Joe Sharpe

Project Director, Equus Workforce Solutions

Las Vegas, NV | Nominated by: Nicole Ganier

Joe Sharpe leads a team of 100+ workforce professionals in Las Vegas. At the beginning of COVID, he led staff to transition from 15 One Stop Centers to a fully virtual service delivery model within 72 hours and provided uninterrupted services for thousands of job seekers. Joe's leadership has enhanced community partnerships in targeted occupations in healthcare, logistics and hospitality leading to an increased number of job seekers receiving training and find sustainable employment.



Sarah Sheldon

Career Navigator, Career Path Services

Lakewood, Washington | Nominated by: Nate Mazzuca

Sara is an unbelievable Career Navigator for our Bankwork\$ and BFET programs. Sara is able to balance deep care for her trainees and holds people both accountable and capable. Sara uses her keen knowledge of what banks and employers are looking for to building capacity and confidence in the job seekers she is working with. Over the past year, 90% of Sara's participants have graduated the Bankwork\$ program and enter employment in the financial sector! Sara is amazing!



Mary Nicholson

Program Manager, Career Path Services

Tumwater, Washington | Nominated by: Christina Shaffer

Mary does everything she can to help both staff and customers. She always strives to get to the "yes" for any person that needs our help. Her commitment to excellence in her work is noticeable in every aspect of her job and if I know anyone who is a workforce hero, it's her!

NAWDP's Online Community



NATIONAL ASSOCIATION OF
**WORKFORCE
DEVELOPMENT
PROFESSIONALS**
CONNECT, ADVANCE, INNOVATE



Connecting and advancing workforce development professionals inspiring thought leadership and innovative change.

NAWDP CONNECT - AN ONLINE COMMUNITY FOR MEMBERS

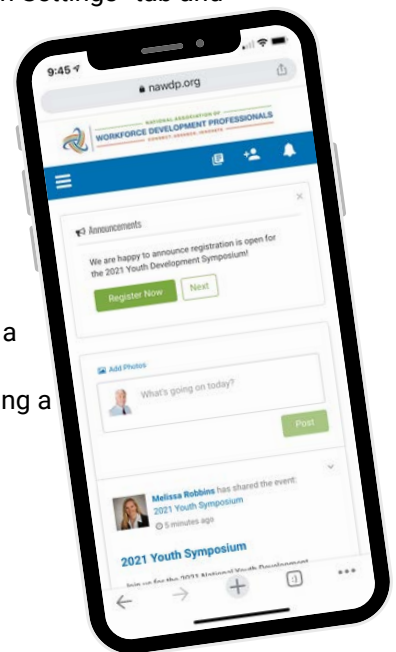
Get access to the latest Workforce Development industry news and updates now from any device allowing you to stay in the know from wherever you are. Connect with other NAWDP members on the latest topics and discussion in the industry. Stay abreast of all the latest local and national events.

Get The Most From NAWDP's CONNECT Online Community

Here are several tips and tricks to become an active member of NAWDP and receive the most benefits from the CONNECT Online community.

1. **Build your profile** – sign-in to the online community on the NAWDP website and complete your profile information. If you don't see your profile, click on your name in the top upper right of the screen and click on "Account + Settings." Complete as much information about yourself as possible so other NAWDP members can learn about you. Also make sure to place a professional headshot picture!
2. **Set Your Preferences** – once you complete your profile, go to the "Information & Settings" tab on the left menu and set your preference for when and how you wish to be notified on updates and discussions. Receiving emails when specific things happen within the community keeps you updated and engaged. Don't forget to set your time zone at the bottom of the page!
3. **Set your Forum Settings** – in the "Information and Settings" section go to the top "Forum Settings" tab and subscribe to any forums that you are interested in and want to contribute to and follow. Add your personalized forum signature so others learn about you and can connect.
4. **Refer a Colleague or another Workforce Professional you know** – in the "Information and Settings" section go to the "Referrals" tab at the top and click on "Refer a friend." You can create a personalized email. Watch for upcoming incentives and prizes for referring new members.
5. **Connect to your Social Media** - in the "Information and Settings" section go to the "Manage Connected Apps" in the top tabs and connect your Facebook and LinkedIn profiles.
6. **Request to Join Groups** – Find different groups that you wish to participate in and send a message to one of the group administrators. There are already groups for each major region so you can quickly connect with others in your area. If you are interested in starting a new group that you feel will benefit NAWDP members please let Melissa Robbins or Amanda Grigsby know.

If you are interested in getting more involved and becoming a Group Ambassador or Forum Moderator please refer to the job roles on the back. **To use the NAWDP CONNECT online community you must agree to the "Terms of Use" guidelines on the back of this page.**



Terms of Use

NAWDP's CONNECT Online Community and forum are for the benefit of NAWDP members and the workforce development community. By using this website and engaging with the discussions and forums you agree to the following:

1. You agree not to post or upload material on the forums unless it is yours, you have consent from the copyright owner, or you know the material is public domain.
2. You agree not to paste materials from other websites into the forums, especially entire webpages, tables, or charts which may contain HTML or other code from another website. This is to respect copyrights as well as prevent formatting errors within the forums.
3. You agree to not post any advertising, solicitations, trading of goods or services, or other commercial activities on the website or within any of the forums. No bulk messages, spam, chain letters, or repeat postings of the same message are permitted. You agree not to link out to commercial sites or sales pages.
4. Online discussion forums are like any other organized gathering of people; there are rules of etiquette everyone is expected to follow. We believe in free expression of a variety of viewpoints and critical discussion of all ideas. Your experience is bound only by a set of common-sense rules that ask you to be civil and show respect for others when you are online.
5. You agree not to post anything which is false, vulgar, obscene, sexually-oriented, invading someone's privacy, or otherwise in violation of ANY law. You agree not to use ethnic slurs or hate speech or any profanity.
6. NAWDP reserves the right to edit or remove objectionable or inappropriate posts. This site does not monitor all forum messages in real time or hold them for approval, so objectionable content cannot be removed until it is seen by the administrators or moderators. Violators who post objectionable content may receive a warning, or have their memberships terminated.
7. NAWDP does not warrant the accuracy, completeness, or usefulness of any information posted by members. Messages posted in the forum do not necessarily reflect the views of the management. Messages posted on this site by members express the views of the author only.

By becoming a NAWDP Member and participating in any online community you agree to abide by these policies.



Roles

Ambassadors

Ambassadors are thought-leaders within a group or overall community whose activity and content will become visible to all of your members. As an Ambassadors you will help ensure that new members and initial log ins are engaged immediately upon using the community for the first time.

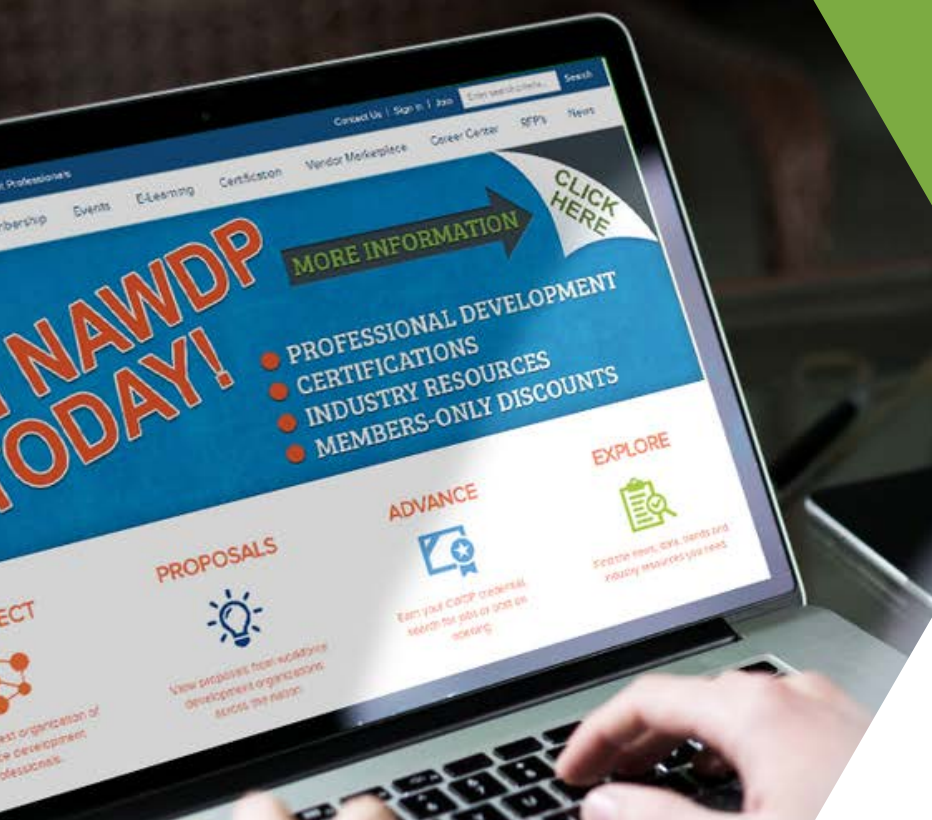
You will play a significant role in establishing an environment that encourages innovation and mind-share by creating and interacting with rich and relevant content. This role is more than just a moderator. It is for those that are thought leaders in the workforce development industry and are interested in mentoring others. The expectation for Group Ambassadors is to take a leadership role in developing content on a monthly basis and actively commenting on posts within the Group and any forums associated with the group. This includes starting new forums topics as required or suggested within the Group.

Forum Moderator

A forum moderator oversees the communication activity within a specific forum. In most cases this person is a subject matter expert in the forum topic(s) and helps both facilitate and regulate what is posted within the forum. They will monitor the interchange of contributors and make decisions regarding content and direction of threads.

If the tone of the forum becomes hostile or starts to move in a direction of personal attacks or misinformation, the forum moderator has the discretion to lock the discussion to prevent interchanges that are not within NAWDP's terms of use. They may also hide discussions that they deem are unworthy of further discussion.

The moderator's duties are as diverse as the forum topics themselves. Their role is to engage thought leading discussions for the betterment of NAWDP members and the Workforce development community.



NATIONAL ASSOCIATION OF

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National Association of Workforce Development Professionals

NAWDP provides the professional development, resources, and certification credibility to individuals seeking to thrive in the workforce development industry as thought leaders and innovators. As the leading advocate for workforce development professionals, NAWDP builds relationships and connections with other industry-leading organizations to challenge and collaborate for the advancement of the industry.



Top Ten Reasons to Become a Member

- 1 Become eligible to obtain the industry-accepted credentials of a Certified Workforce Development Professional (CWDP)
- 2 Build connections with other industry professionals through NAWDP Connect, an online member community
- 3 Gain access to industry-leading resources to thrive as a thought leader and drive advocacy within the industry
- 4 Receive discounted membership pricing on certification, professional development, conferences, and events.
- 5 Member-only access to post RFP's and industry opportunities
- 6 Ability to post and review current workforce development job opportunities
- 7 Become a part of the largest organization of workforce development professionals
- 8 Join other industry leaders at annual conferences for networking and development
- 9 Be a critical piece in inspiring innovation and change within the workforce development community.
- 10 Advance your knowledge, credibility and value in the workforce development industry





National Association of Workforce Development

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www.NAWDP.org

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