

2011 Alice BigPond Roach Memorial Award

Steven Herman, Sr.

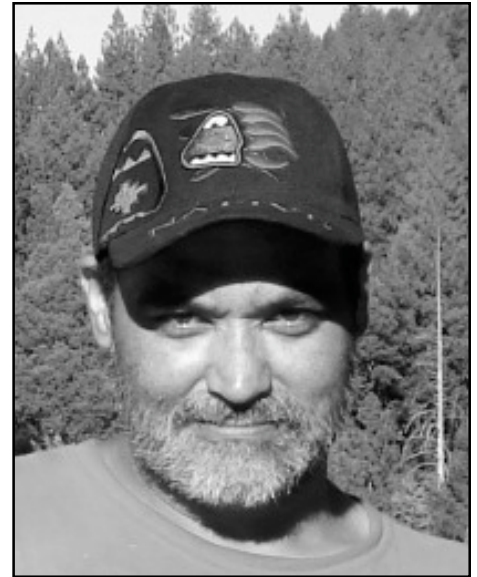
*California Indian Manpower Consortium, Inc.
Sacramento, California*

Steven Herman's outstanding leadership qualities have proven to be a valuable asset to his community and his employer, Calaveras Healthy Impact Solutions (CHIPS), through his vision to attain long-term environmental, economic, and social well-being. His efforts have been recognized by the local County Board of Supervisors, and the Amador-Calaveras Consensus Group, a community-based collaborative of 30 nonprofit organizations, towns, and county/state/federal partnerships.

Besides recruiting local Native Americans to apply for employment with CHIPS, he regularly attends community meetings, advocates to bring more jobs to the community, and encourages his co-workers to continually obtain more work related information and training. Steven, a member of the Wilton Miwok Tribe, was instrumental in the creation of the

Native Crew, which consists of several Native men. This group works to preserve watersheds and critical wildlife habitat, restore the forest to its natural state, and protect the communities from catastrophic fire. Several former CIMC participants have now been hired for full-time employment. Steven also assists CHIPS with its efforts for the local Community Food Bank by falling trees, chopping cords of wood, and delivering the wood to low-income families.

CIMC is very proud of Steven because of his resilience and exemplary leadership in maintaining the productivity level of the Native Crew, and his personal commitment to help others better themselves by encouraging them to participate in relevant, useful training opportunities. His son is especially proud of his father's accomplishments and states that he wants to be just like his dad.



2011 Howard Yackus Memorial Scholarship Award

Frank D. Waln

*Sicangu Nation Employment and Training Program
Rosebud, South Dakota*

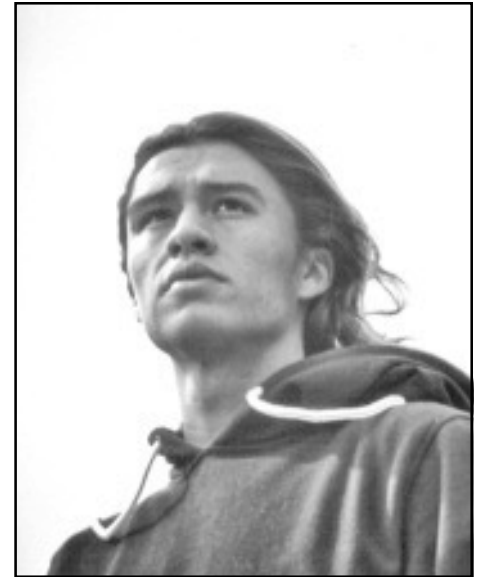
Frank D. Waln's exceptional academic and professional accomplishments have allowed him to give back to his local community and Indian Country at large. Mr. Waln is currently attending Full Sail University in Orlando, Florida, in the Recording Arts program. He previously maintained his standing on the Dean's List for four consecutive semesters at Creighton University in Omaha, Nebraska, in the Exercise Science program's premed track. He's the recipient of a Gates Millennium Scholarship, which has funded his academic career at both educational institutions. Mr. Waln is the founder of FDW Entertainment LLC, the manager/producer/engineer/promoter of hip-hop group *Nake Nula Waun*, the winner of the Best Producer award at the 2010 Native American Music Awards, and featured speaker at the 2011 SAMHSA (Substance Abuse and Mental Health Services Administration) State and Tribal Suicide Prevention Conference.

Mr. Waln credits his success to the Sicangu Nation Employment and Training Program (SNETP), which provided him with his first job as an elementary school's janitorial assistant when he was in the 8th grade. He learned about the value of hard manual labor, the pride in

getting the job done right, and the importance of showing up on time. He saved up his minimum wages for his dream, a basic home studio set up, which he bought piece by piece—first a music production program, followed by a keyboard, mic, and high end vocal recording program. He uses this same home studio to produce his albums today.

For his summer vacations at home from Creighton University, SNETP placed him in the physical therapy department at the local Indian Health Services agency as a Physical Therapist Assistant. He worked directly with patients (assisting them with their workouts) and conducted administrative duties. He eventually decided that working in a hospital was not what he wanted to do.

Mr. Waln is now attending Full Sail University, making music, performing at concerts, and managing his entertainment business. He plans to use his Recording Arts degree and network of contacts at the university to help further his musical group and build a successful entertainment business that provides opportunities to musicians and artists in areas that are normally overlooked, such as the reservation.



2011 Outstanding Participant Awards



Trestine McMurry

*Phoenix Indian Center, Inc.
Phoenix, Arizona*

Network and became a Recovery Support Specialist in June 2010. She helps people struggling with alcohol and drug abuse by facilitating and co-facilitating group sessions and classes, assisting others in achieving and maintaining wellness (including healing from trauma), and supporting group members in proactive planning to avoid crisis.

Trestine also volunteers as a Support Assistant with City in the Desert Metro Church where she assists the homeless with personal services and provides individual support.

She has overcome a life history of homelessness, alcohol/drug abuse, psychological trauma, a felony record, and unemployment. Trestine seeks to “inspire some women who are or were addicted to drugs or alcohol who, at some point in their life, can identify with the shame of choosing drugs or alcohol over their children and abandoning their role as mother and took to the streets and lost all hope of seeing their children. To these women, know that they have an opportunity to regain the trust of their children and renew the relationship as a healthier, clean, and sober mother.”

Trestine McMurry, of The Hopi Tribe, attended Job Readiness Training for two months and successfully completed five modules. She also completed training through Recovery Empowerment

Bernita Norton

*The Navajo Nation
Window Rock, Arizona*

Bernita has overcome the sudden loss of her husband, which resulted in extreme emotional despair along with unexpected financial burdens. She is providing for her family and taking the right steps toward stable employment.

Bernita Norton became a certified Dental Assistant on April 1, 2011, and she plans to return to her former worksite where she had been enrolled in the Navajo Nation WIA Work Experience Program as a Dental Assistant at Montezuma Creek, Utah, with the Utah Navajo Health Systems.



Frankie Tinkle

*California Indian Manpower Consortium, Inc.
Sacramento, California*

Frankie Tinkle is a clean and sober, self-sufficient individual who is currently employed by the Tuolumne Me-Wuk Tribal Council as Clerical Support and Janitor after successfully completing her Work Experience activity through California Indian Manpower Consortium, Inc. (CIMC) and 13-week First Offender Program with the Department of Motor Vehicles to obtain her valid California Driver's License.

With the support of her extended family and CIMC, Frankie has overcome years of homelessness, substance/alcohol abuse, domestic abuse, and chronic unemployment. She is currently working toward re-unification with her children. She also actively helps her community with educational outreach activities that warn youth about the dangers of alcohol abuse and how it can negatively affect individuals and families.



2011 Outstanding Employer Award

*U.S. PHS Indian Health Service
Phoenix Indian Medical Center*

*Phoenix Indian Center, Inc.
Phoenix, Arizona*



During the past four-year period, the Phoenix Indian Medical Center (PIMC) provided training opportunities through the Work Experience activity for 45 WIA customers, of which 19 individuals were hired—nine individuals became permanent employees after their Work Experience activity, and ten secured other employment with the skills acquired during their Work Experience activity. Also, as a direct result of skills gained and/or enhanced during Work Experience at PIMC, 12 other individuals secured employment elsewhere in the community. Overall, the long-term partnership between PIMC and Phoenix Indian Center, Inc. – Native Workforce Services has resulted in 31 individuals entering unsubsidized employment.

Individuals entering employment with PIMC have the opportunity to move into higher positions within a department or a related department within the facility—upward mobility. PIMC provides staff development and training opportunities to keep skills current and assure that employees and trainees can deliver the best quality of care to patients. This skill building also helps individuals compete for higher level positions within the Indian Health Service (IHS) system. As individuals move up their career ladder, they also benefit by moving up the Federal GS or WG pay scale. Also, they may apply for comparable or higher level po-

sitions in other IHS service areas, which allows for transfers to home reservations or other areas/states where Indian Health care is provided.

Areas of subsidized activity include: maintenance, utility systems, security, billing and coding, housekeeping, engineering, outpatient surgery, medical lab, dental clinic, medical records, human resources, patient business, surgery, warehouse, switchboard, pharmacy, and food service. Training involves development of entry-level skills in a particular occupation as well as skill upgrading for individuals returning to a career or using transitional skills. In addition to acquiring technical skills specific to a particular job, customers enhance soft skills such as team building, following directions, time management, prioritizing tasks, showing initiative, and other elements that contribute to successful outcomes in a department.

PIMC staff members provide ongoing support during the training activity and are advocates for individuals as they apply for permanent employment within the organization or elsewhere. As a full service IHS facility, the Medical Center also maintains a community presence hosting health and information fairs, health education, prevention seminars, and pow-wows and other community gatherings.

2011 Outstanding Participant Award - Honorable Mention

Dakota Trout

Citizen Potawatomi Nation, Shawnee, Oklahoma

