

Workshop Descriptions

101 EXCUSES FOR GETTING THE WORK DONE - A time management, communication and motivational presentation that illustrates the reasons things don't get done at work, skills to improve time management and motivational concepts to ensure the employee stays focused, concentrated, energized and motivated to complete job assignments, meet time demands and other challenges impeding the completion of the work, goals and objectives. - *Rich Weschrob, Gila River Indian Community*

A TRIBAL WORKFORCE INVESTMENT AREA & TRIBAL WORKFORCE INVESTMENT BOARD: ARE YOU SERIOUS? - Presentation will include a history of the Nineteen Tribal Nations Workforce Investment Area/Board (NTNWIA/NTNWIB) in Arizona. This is the only Native WIB in the country. Presentation will include information about the origin and composition of the NTNWB. We will discuss challenges and struggles of the NTNWB with 13 different Administrative entities within the area currently operating WIA Programs. Information will be presented on funding, contracts and reporting. We will also talk about our ongoing efforts to help State and local officials/leaders understand the importance of the NTNWB and the unique/different challenges we encounter that are different than those faced by non-Tribal areas. We will talk about our "push" to have a seat/voice on the Governor's Council on Workforce Policy as a further means to try to generate a better understanding of the NTNWB and why it is so important. Finally, we will discuss our interaction with the Arizona Tribal Leaders through the Inter-Tribal Council of Arizona, the support they provide to the NTNWB, and how the NTNWB is beneficial for Tribes. - *Ron Trusley, Patrick H. Andrews, Fred Ferreira, Jr., Mimi Hurtado, Cody Juan, and Collette Lewis - Nineteen Tribal Nations Workforce Investment Area/Board*

AMERICORPS* VISTA NATIVE AMERICANS TO WORK PROJECT - Native Americans to Work Project (NAWP), a project of California Indian Manpower Consortium, Inc., places VISTA members with workforce development programs / employment and training programs within Indian Country. VISTA's are full-time volunteers that are placed to create and expand programs that ultimately bring low-income individuals and communities out of poverty. The NAWP service area currently consists of ten states - Arizona, Arkansas, California, Colorado, Kansas, Louisiana, Missouri, New Mexico, Oklahoma and Texas. This workshop will focus on how VISTA members can benefit your organization through the NAWP, the goals and objectives of the NAWP, requirements to receive a VISTA, the history and background of VISTA and give a brief introduction on all national community service programs that your staff or clients can access. - *Nicky Lambert, California Indian Manpower Consortium, Inc.*

BALANCING A TWO-WORLD PERSPECTIVE - This presentation will discuss the importance of WIA staff to empower Native American clients to balance themselves within a two-world perspective. The two-world view of Native Americans and mainstream ideology will be presented. This session will briefly examine Native American perspective from the past to the present, discuss Western Society

and expectations when seeking employment, training, job readiness and marketability on paper, and work interactively to seek and present ways to resolve barriers and issues of staff and clients. - *Jessica James-Grant, Indian Center, Inc., and Dr. LaNada War Jack.*

BEARTRACKS BASIC OVERVIEW - This session will provide a basic overview of the U.S. Department of Labor's Indian and Native American WIA data collection system. Attendees will learn how to add and edit clients, view alerts, and access custom reports to more effectively manage and report client data. The functionality available from the Admin Menu will also be reviewed to provide a better understanding for adding and editing users, modifying edit lookup data, backing up data, and submitting reports. - *Terrence "Terry" Clark, Florida Governor's Council on Indian Affairs, Inc.*

BEARTRACKS TROUBLESHOOTING - This session will provide answers to any questions (adult/youth) relating to data collection and reporting for the Native American Workforce Investment Act Reporting System BearTracks. Attendees are encouraged to ask questions by completing an index card available at the registration desk. All questions will be reviewed and answered during this workshop session. - *Jennifer Whitmore, California Indian Manpower Consortium, Inc.*

BUILDING A FINANCIAL EDUCATION PROGRAM - This workshop will provide an overview & resources to building a financial education program in your community. Financial education provides the ability to control money with understanding and confidence. - *Diana Blair, Sage Capital Advisors, LLC*

BUILDING THE POWERFUL ORGANIZATION - The same qualities we admire in accomplished people are those that describe what empowers the capable organization: a strong sense of purpose, wise decisions made in a timely manner, excellent communication skills, a reputation for reliability and follow-through, sound ethics, a willingness to learn, resilience in the face of crisis. Participate in this workshop and go home with practical ways your organization can strengthen each of these core capabilities. - *Sylvia WynnLindeman, Practical Management Network*

CAREER PATHWAYS: RESERVATION MODEL - Gila River Indian Community (GRIC) will present information on their participation in the Department of Labor Career Pathways Technical Assistance Initiative. Career Pathways is a systematic approach that connects training, education and employment systems. This innovative approach supports the development of a comprehensive career pathway program designed around the needs of today's learners and will focus on strengthening training and educational opportunities to low-skilled adults. The program is intended to engage employers in the program design and curriculum development, while allowing participants an easier means to access by modularized curricula into smaller, portable stackable units which will increase credential attainment. GRIC will share how they have approached this opportunity, how they selected and gathered their teams, and what

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breakthroughs they have had in developing their respective Strategic Plan. Come join us to hear about the reservation-based model developed by Gila River Indian Community. - *Lana Chanda, Gila River Indian Community*

CASE MANAGEMENT FOR ROOKIES - This workshop will provide an introduction and overview of the different levels of case management while exploring the processes that make up an effective case management system. - *Gary Rickard, Mt. Shasta Native American Employment and Training*

CHOICES - The program provides general information for Native families on the cycle of dependency from the use of various types of illegal street drugs. It provides direct and practical information to the audience as to the choices they have and how the continued use of various street drugs impacts their ability to make proper ones. The program challenges youth to look at their habit and use patterns and offers other options they may have not known. Also it provides information on methamphetamine, as well as oxycodone; as spotlighted drugs. - *Reynold Nejo, Arizona Department of Gaming*

COMPREHENSIVE SERVICES PLAN - This session will provide guidelines and instructions to Indian and Native American Workforce Investment Act grantees on the development of the PY2011 one-year plan for the Comprehensive Services Program (CSP) and Supplemental Youth Services Program (SYSP) Plans. - *Guy Suetopka, Jr. and Evangeline Campbell, U.S. Department of Labor, ETA, INAP*

CONDUCTING FEDERALLY MANDATED BACKGROUND AND CHARACTER INVESTIGATIONS FOR TRIBAL ORGANIZATIONS - How confident are you with your organization's hiring practices? Will they detect potential "problem employees" and safeguard your enterprise from dishonest individuals who could destroy your organization's credibility and integrity? How do you determine who might lie, cheat, steal, or worse? Background investigations, in fact, are mandated by federal law for some positions. For example, the Indian Child Protection and Family Violence Prevention Act (P.L. 101-630) requires that a character investigation be conducted on anyone in a position that involves contact with children. Likewise, the Indian Gaming Regulatory Act (IGRA) specifies requirements for tribal gaming operations. In this class, an experienced investigator will guide you through the interviewing and background check processes. The session will help you master the skills needed to detect deception and other behaviors that could imperil your operation. The tools that you'll gain from the course will help ensure that your organization is protected. - *Richard Phelps, Falmouth Institute*

CREATIVE WAYS TO EMPLOY, TRAIN, DEVELOP AND RETAIN TRIBAL MEMBERS - Many tribal programs have run into many obstacles when employing, training, developing, and retaining tribal members. This workshop will give specific examples on two programs: SOAR (Succeed in Overcoming to Achieve Recognition) and UP (Upward Progression) in which Yakama Nation Legends Casino has developed to employ, train, develop, and retain Tribal members. They have increased their tribal member hiring percentage to 60%. Their projected goal is 80%. - *June Hicks, Yakama Nation Legends Casino Human Resources Department*

CRYSTAL FIRE CHILD - A survey of traditional Native teaching focused upon the promise that each person is a "Crystal Fire Child" and

that when one embodies this premise fully, one will see that each circumstance(s) and/or situation(s) has a minimum of 12 perspectives/angles from which to look at the matter at hand. Creating a personal "mastermind circle" of people will also be discussed to assist and guide participants in their quest for self-sufficiency. - *Steven A. Darden*

CULTURAL TRANSITIONING PARTICIPANTS RECENTLY RELEASED FROM PRISON - This workshop will address the difficulty of transitioning from the culture of Native Americans in the prison system to the cultural practices of Native communities. Program strategies are presented to assist Workforce Investment Act Section 166 case managers operating within the scope of services of the Section 166 Program. Participants are encouraged to share best practice ideas and provide feedback. - *Michael Alexander, Spotted Eagle, Inc.*

CULTURALLY RELEVANT CAREER DEVELOPMENT TRAINING - This workshop will provide attendees with a series of modules designed to assist youth and adults make successful transitions into the workplace. Each module will be described and selected activities from each module will be shared. The curriculum was designed from a culturally-relevant perspective so that clients truly benefit from each module. - *Dirk Soma, Kulia Career Development Services*

CYBER MIS-USE - Cell phones, internet & motor vehicles are all great tools that can do wondrous things but each one can be abused. Have you ever answered that cell phone while driving? Or worse, read or sent a text while driving? Taken a "sexy" photo and sent to your "honey"? Remember school yard bullying? Today's bullies use technology such as internet and cell phones to perpetuate their bullying. This workshop will provide counselors with eye-opening examples of just what can occur and the possible consequences. Materials will be provided for counselors to impact their participants (or their own) cyber use decisions. - *Cindy Anderson, Citizen Potawatomi Nation, and R. Lynn Heath*

DESIGN, PRINT, SHOOT, FILM, EDIT PRESENTATION BY EDIT BOX PRODUCTIONS OF GILA RIVER INDIAN COMMUNITY - We cannot escape technology. Media is everywhere, television, internet, cell phones and social networking. Join us to discover what Edit Box Productions is doing for its community through the use of technology and culture. By keeping up to pace with the ever-changing media technologies of today, we are able to provide our youth with the most up to date training. Explore the benefits of having a media department with training capabilities at your facility. Come watch videos produced professionally for community departments by Edit Box which are to be aired and played all over the country. Find out about how you could construct a Film 101 Summer Program and see videos created by our summer Workforce Investment Act (WIA) Intern participants. You will hear previous Edit Box WIA Interns give testimony on what they have learned from being part of the Media Department Training Program. Every community has a story to tell... Tell yours with the power and impact that only video can provide! - *Reuben M. Ringlero, Gila River Employment and Training*

DOCUMENTING YOUR SUCCESS STORIES DIGITALLY - With funding always in jeopardy of being cut, it's more important than ever for grantees to get the word out about the successes of their Workforce Investment Act Section 166 programs. This workshop will offer rela-

tively low-cost and low-tech solutions for recording your organization's history, services and positive impact in the community on digital media, as well as brief tutorials on camera, sound, lighting, editing and interview techniques. - *James Lujan, Southern California Indian Center, Inc.*

EFFECTIVE POLICY AND PROCEDURES: EMPLOYMENT AND TRAINING FOCUSED POLICY DEVELOPMENT - Too often the Tribal codes, policies and procedures neglect training and employment elements. This workshop will take a checklist approach to affirm current policy or assess policy for possible improvement. We will focus on pre-employment, selection, development and evaluation policies and procedures. - *Tal D. Moore, National Native American Human Resources Association*

EMPLOYMENT LAW FOR TRIBES AND TRIBAL ORGANIZATIONS - Understanding employment law is fundamental to human resources, but knowing how these laws apply to your tribal organization is crucial. This program, hands-on class will take you through every aspect of employment law, from tribal recruiting policies to disciplinary actions. After providing you with an overview of the laws, renowned instructor will present strategies that will assist you in meeting your legal requirements, developing laws and creating policies and procedures that make sense for your organization. During individual and group exercises, you'll review and revise your important employment documents to effectively meet the needs of your organization. You'll leave with a plan of action and be ready to immediately implement what was learned in this class. - *Richard Phelps, Falmouth Institute*

ENTREPRENEURSHIP IN INDIAN COUNTRY - An overview of the California Indian Manpower Consortium's Native Entrepreneur Training and Business Development programs including international trade and an emerging Community Development Financial Institution. - *PaPai X. Thomas, MPA, California Indian Manpower Consortium, Inc.*

ESTABLISHING REGIONAL WORKFORCE INVESTMENT ACT PARTNERSHIPS - Participants will review important workforce system partner programs that are part of the one stop delivery system. Participants will develop an understanding of why partnerships are important; learn how to develop a Memorandum of Understanding or a Memorandum of Agreement. Practical examples and advice will be provided from a grantee perspective. - *Darren Kroenke and Ed Werstein, Spotted Eagle, Inc.*

FINANCIAL REPORTING - This workshop will inform grantees of the reporting requirements and responsibilities for the submission of the quarterly expenditures to the U.S. Department of Labor. Topics include reporting, monitoring, procurement, indirect costs, audit requirements and other financial and administrative topics. - *Guy Suetopka, Jr., U.S. Department of Labor, ETA, INAP*

GOAL SETTING AND THE ART OF DELEGATION - Goal setting and delegating are important components of a successful work environment and vital to both those leading and those being led. When done well, goal setting and delegation allow for outcomes in which responsibilities can be fixed or fluid, based on individual/group needs and change in the type of work or skill sets required. This session will focus on defining goals and delegating in ways that help ensure

individual and group success. Common personnel issues are discussed, as are ways to utilize goal setting and delegation to approach those issues. - *Dr. Jan Austin, University of Arkansas at Little Rock*

HELP! I NEED A JOB! - Based on Katreena's bestselling book, attendees will learn valuable and effective strategies to get a job including: how to get a job interview, how to build, use and manage a professional network, how to appropriately integrate social networking in a successful job search, how to make a great first impression, how to ace the interview, and how to follow up after an interview. - *Katreena Hayes-Wood, Strive for Students*

HORSE ASSISTED TRAINING FOR SUCCESS (HATS) - This workshop shares information on the journey of the Three Affiliated Tribes Employment and Training Department's "Healing Horse Program" and using horses for leadership, learning, and wellness with classroom and outside horse sessions. - *Leo Cummings, Three Affiliated Tribes*

HOW TO RESTORE BALANCE FOR OPTIMAL HEALTH AND HARMONY - Most of us juggle multiple roles from mom, dad, sole provider, caregiver, community member or leader, and employee and more. Each role comes with many responsibilities that can lead to excess stress, overwhelm, guilt, and self-neglect. This session is for those who want less stress and more energy and focus on what matters. Participants will pinpoint what is out of balance and identify specific and manageable steps they can take to restore a more balanced, fulfilling and harmonious life. - *Grace Marks, Native Empowerment: Solutions for Health and Harmony*

INDIAN NATIONS YOUTH CAMP - 10TH ANNIVERSARY - Join us for an energetic presentation on this unique youth camp designed to promote Native pride. Learn the history of how this camp was developed by the Nineteen Tribal Nations Youth Advisory Council. Discover the key elements of what makes an average camp an unforgettable camp. This is our 10th Anniversary year and for the first time in our history we are opening the camp to other Tribes - first come, first served. Hear from camp directors, advisors, counselors and the campers themselves. - *Lana Chanda, Andy Miritello, Elisia Manuel, Gila River Indian Community, and JR Ramirez, SEACAP*

INDIAN PREFERENCE: WHAT TRIBAL GOVERNMENTS AND ENTERPRISES NEED TO KNOW - Understand the complete legal framework surrounding Indian preference - from Supreme Court rulings to Equal Employment Opportunity opinions - and learn to develop legally sound policies and procedures. - *Richard Phelps, Falmouth Institute*

JOB RETENTION STRATEGIES - This workshop will provide case managers with a variety of tools and techniques to assist clients with sustaining long-term employment. The session will discuss the key programmatic challenges in the design consideration for providing case management services for clients an pre-employment, immediate, post-employment, and for post-employment stabilization. We will explore methods that will provide case managers with the skills and knowledge to develop a successful job retention strategy for their case management system. - *Gary Rickard, Mt. Shasta Native American Employment and Training*

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NINAETC Workshop Descriptions (continued)

KAHV'YOO SPIRIT YEAR 3 - The KAHV'YOO Spirit Year 3 PowerPoint and video presentation of this highly successful Tribal Equine Program reviews the how and why's of a culturally based life skills program for youth utilizing horses. The presentation is followed by an actual outdoor activity utilizing horses and group participation. - *Andy Miritello, Gila River Indian Community, Shawn Rodriguez and Mary Sims-Gerdes, N40 Equine Services, LLC*

MANAGEMENT INFORMATION SYSTEMS (MIS) TRAINING - This session will provide attendees information on Workforce Investment Act regulatory requirements for the Comprehensive Services Program. Topics will include: participant eligibility, allowable program services, record maintenance, data collection and reporting. - *Jennifer Whitmore, California Indian Manpower Consortium, Inc.*

NATIVE AMERICAN GANGS / TRENDS - This presentation provides general information on local Native American gangs' trends. It provides the methods used by gang members to support their gang activities and illegal drug sales. The presentation provides options for youth not to join a gang. - *Gilbert Cervantes and Juan Garcia, Gila River Police Department*

NATIVE AMERICANS WITH DISABILITIES IN THE WORKFORCE AND THE AMERICAN INDIAN VOCATIONAL REHABILITATION PROGRAM - With reservation unemployment rates averaging 35% to 45%, the need for employment and employment skills are at an ever increasing high. This two-part, informative presentation will familiarize the audience with funding opportunities for tribes to proactively participate in the successful employment of Native American individuals with disabilities, and the services these programs can offer to enhance employment. The Department of Education, through the Office of Special Education and Rehabilitative Services, Rehabilitation Services Administration, invites Indian Tribes located on Federal and State reservations to apply for funding opportunities each year. The Vocational Rehabilitation Services Projects for American Indians with Disabilities grant is an opportunity for tribes to assist those seeking employment and employment skills necessary to be successfully employed. A general overview of the specific grant opportunity, the process and services available to successfully complete the grant application will be provided. The services by a successful program on the Hopi Reservation will be exemplified. - *Deeda Williams, Northern Arizona University, and Eva Sekayumptewa, Hopi Vocational Rehabilitation Program*

OPTIMIZE YOUR PEOPLE POWER - STRATEGIES TO HELP YOUR TEAM ACHIEVE GREATNESS - According to Jim Collins in his book *Good to Great*, if you don't have the right people positioned in the right jobs organizations cannot sustain "greatness." In this workshop, managers will learn what it takes to shift ordinary staffers to help them become extraordinary! Attendees will learn how to define key accountabilities for key positions and then reposition or recruit the right people to obtain optimal workplace performance and achievement. - *Katreena Hayes-Wood, Strive for Students*

OREGON'S CAREER PATHWAYS INITIATIVE - This Career Pathways model offers an effective approach to help students and workers gain industry-recognized and academic credentials. Pathways are designed around the needs of "nontraditional" or working adults who increasingly make up the majority of individuals receiving training. Learn what you need to know to create these systems that offer a

meaningful road to credentials and employment. - *Camille Preus, State of Oregon Department of Community Colleges and Workforce Development*

ORGANIZATION DEVELOPMENT IN INDIAN COUNTRY - Most of us agree that for an organization to prosper in the face of uncertainty and shrinking resources, it needs inspiring leaders, motivated staff, clear goals and an infrastructure that fosters creativity and timely communication. "Great," you say! But how do we get from "here" to that idealized "there" when we're already spread too thin and working as hard as we can? The burgeoning field of Organization Development (OD) may offer you some solutions. Once the esoteric step child born of Human Resource and Strategic Leadership practices, OD has matured into a pragmatic professional discipline focused on preparing human systems to be the best they can be, no matter what. Attend this interactive workshop and learn more about OD, how its underlying values are compatible with Native America's, what conditions must exist for an OD effort to succeed and how to identify a practitioner to help your organization fashion its own right path. - *Sylvia WynnLindeman, Practical Management Network*

PREPARING STUDENTS FOR THE WORKPLACE AND BEYOND - What if you could design the ultimate program to prepare your students for the workplace of today and tomorrow? Teaching the skills that students need for today's jobs is an important goal for all adult education programs. This workshop will provide strategies and hands-on activities in the areas of reading, math, and workplace skills to assist students in successfully obtaining the Workplace Readiness Credential and more importantly the skills for success in the workplace and beyond. Learn how to use WorkSkills in your classroom to help students connect what they are learning to the workplace. It's all about contextualizing instruction and helping our students succeed. It is indeed time for providing new directions in adult education as we build classrooms that effectively prepare our students for the workplace and beyond. - *Bonnie Goonen and Susan Pittman-Shetler, Education and Learning Connections*

PUBLIC LAW 102-477 BEST PRACTICES - This workshop will provide an overview of the advantages of delivering employment & training services using PL 102-477. Veteran directors and Tribal Workgroup leaders will be in attendance for comments and discussion. - *James West, Division of Workforce Development, Office of Indian Energy and Economic Development, AS-IA, U.S. Department of Interior*

PUBLIC LAW 102-477 FOR NEW MANAGERS AND TRIBAL LEADERS - This session will provide a review of the Law, discussions regarding a One-Stop Service Center as it applies to PL 102-477, programs eligible for inclusion in 477, reporting requirements, application review, and who is eligible to apply for 477 participation. - *Francis Dunne, Division of Workforce Development Office of Indian Energy and Economic Development, AS-IA, U.S. Department of Interior*

PUBLIC LAW 93-638 AS AMENDED AND THE IMPLEMENTING REGULATIONS (25 CFR, CHAPTER V. PART 900, SUBPARTS A-P) - This presentation will cover sections 2-9, and Title I of Public Law 93-638, as Amended, and the implementing regulations (25 CFR Part 900). This is a course for newly delegated agency representatives, agency program staff, and anyone interested in obtaining Self De-

Today's Challenges + A Stronger Native Workforce = Stronger Communities Tomorrow



termination Contracts with the Secretary of Interior. - *Frank Bitonti, Bureau of Indian Affairs, U.S. Department of Interior*

ROUNDTABLE DISCUSSION WITH INA PROGRAM MANAGER - This session will provide attendees an opportunity to participate in a Question and Answer session with the Indian and Native American Program Manager. - *Evangeline Campbell, Indian and Native American Program, ETA, U.S. Department of Labor*

SERVICES TO VETERANS - This workshop will provide grantees with an overview of what services are available to Native American veterans and how to apply for those services. - *Rhea Cichocki - American Indian Veterans Association*

SOCIAL NETWORKING FOR NATIVE PROGRAMS - An overview of Twitter and Facebook and the various methods by which employment and training programs can utilize social networking sites to engage clients, conduct outreach and network with potential employers. - *Hai-Na-Nu Saulque, California Indian Manpower Consortium, Inc.*

SOCIAL SECURITY - EVERYTHING YOU NEED TO KNOW - Presenter will provide an update and overview on Social Security's benefits and program Information, including disability, survivor's and retirement benefits, and how to use your statement as a financial planning tool, which every worker starts receiving at the age of 25. - *Kimberly Yellow Robe, Social Security Administration*

SUCCESSCIRCLES - USING COLLABORATIVE ACHIEVEMENT FOR ORGANIZATIONAL EXCELLENCE - Attendees will learn to use the dynamics of SuccessCircles for organizational success. Based on Katreena's book, *Dream Circles, How to Make Your Dreams Come True Through the Power of Sharing*, learn the SuccessCircles format, how to use the necessary tools and what it takes to inspire teams to work together to achieve more and sustain successful results. - *Katreena Hayes-Wood, Strive for Students*

SUPERVISION AND MANAGEMENT SKILLS - LEADERSHIP IN THE TRIBAL WORKPLACE - If you're a manager or supervisor, ask yourself: What will motivate my staff? How can I get people to accomplish their duties quickly and productively? How can I instill cooperation and teamwork in my staff? How do I get a difficult employee to become a good employee? How can I continue to keep my employees energized and resourceful? This course will enable you to expand on personal and on-the-job experiences by applying newly-acquired skills and techniques used by leading management experts. We'll walk you through practical, hands-on exercises, including problem-solving and workplace scenarios. - *Richard, Phelps, Falmouth Institute*

THE POWER TO CHANGE FROM THE INSIDE OUT - TO SERVE OUR NATIVE COMMUNITIES - In this workshop participants will learn techniques to create positive change from within, and out to community by refocusing, setting intention, and using an ancient Hawaiian practice, Ho'o Pono Pono. Find out the three top secrets of giving service, how words and music can affect your energy, and powerful motivational tips that help you stay "on top of your game" to make positive changes that can impact the Native Community. - *Denise Alley*

THE SEVEN P'S OF SUCCESS - Prior, Previous, Planning, Prevents, Pathetically, Poor, Performance. - *Donna Anderson, Anthem Education Group*

TRIBAL TANF LIFE SKILLS - Workshop will share information on Life Skills classes for Temporary Assistance for Needy Families (TANF)

participants which is presented in a module classroom experience. Participants are given knowledge, skills and abilities materials to assist them in real work situations of life. The modules are varied depending on the participants attending and all information or help from other authors are recognized. This program also invites reading and writing into the classroom, and teaches the participant the value of knowing themselves and recognizing their own personal barriers. - *Terri LaFountain, Torres Martinez Tribal TANF Program*

TRUE COLORS - This workshop is designed to assist you in understanding your personality type as well as others. Did you ever ask yourself "Why does he/she act that way?" Understanding key concepts will assist you in communicating more effectively both in the workplace and in your personal life. True Colors is international and is used in the workplace, with sports teams, in schools and with couples just to mention a few. Its philosophy is that differences in people can be identified using colors as metaphors. Come join us for a fun experience and engaging activities to discover your true colors as well as those of others that have previously mystified you. No more! You will come away with a deeper appreciation of who you are as well as a new appreciation for the differences of others. (Class size is limited, 35-40 participants) - *Lana Chanda, Gila River Indian Community*

TUCSON INDIAN CENTER'S CAREER PATHWAYS INITIATIVE - This workshop will provide information on the Tucson Indian Center's participation in the DOL Career Pathways Technical Assistance Initiative, which supports the development of comprehensive Career Pathway Programs for adult and dislocated workers. Tucson Indian Center's focus on strengthening training and educational opportunities to low skilled adults and on increasing credentials attainment through better program design and policy alignment in the fields of behavioral health, hospitality, and green industries. - *Veronica Boone, Tucson Indian Center, and Evangeline Campbell, Indian and Native American Program, ETA, U.S. Department of Labor*

VETERANS ROUNDTABLE - A forum to discuss in-depth, all opportunities for veterans. - *Rhea Cichocki, American Indian Veterans Association*

YOUR COMMUNITY WEBSITE: NEWS, TOOLS, AND TRAINING RESOURCES FOR INAP WORKFORCE PROFESSIONALS - Your community website is dedicated to providing news, tools, and training materials for workforce professionals of the Indian and Native American WIA Programs. Learn how to post questions, comments, and promising practices to the site. Most importantly, you'll learn how to subscribe so that you'll receive notification every time the website is updated with new resources. Check out the site! (<http://ina.workforce3one.org/>) - *Laura Aron, Social Policy Research Associates, and Guy Suetopka, Jr., Indian and Native American Program, ETA, U.S. Department of Labor*

YOUTH SUICIDE PREVENTION -- MYTHS AND FACTS - Participants will learn about youth suicide prevention, understanding both the myths about suicide as well as statistics and facts about suicides in the State of Arizona. In addition, participants will understand the warning signs of suicide and how to intervene if a young person is exhibiting depressive symptoms. - *Michael Rhinehart, La Frontera EMPACT-SPC*



NINAETC Workshop Presenters

Michael Alexander (Grand Traverse Band of Ottawa and Chippewa Indians of Michigan) is an Employment and Training Consultant for Spotted Eagle, Inc. a WIA Section 166 Indian and Native American Program. He has presented workshops on a regional and national level.

Denise Alley (Cherokee, Shawnee, Otoe) B.A. is a professional speaker, author, workshop trainer and performer and has served in Indian Country for the last 20 years working with tribal programs, departments, and conference events. Her Native American insight, reverence for life, heartfelt love, sense of humor, and spirit make her a dynamic speaker. She annually performs with Willie Nelson's Farm Aid and Neil Young's Bridge School benefit concerts. Denise is the author of her new book, *Native Heart* and resides in Arizona. Her website is www.denisealley.com.

Cindy Anderson, Citizen Potawatomi Nation Employment and Training. Co Presenter: **R. Lynn Heath**, Citizen Potawatomi Nation Employment and Training.

Donna Anderson, Anthem Education Group.

Laura Aron is a Technical Assistance and Training Specialist for Social Policy Research Associates (SPR), Oakland, California and has provided technical assistance to the WIA Section 166 program for many years.

Jan Austin, Ed.D. is the director of the Office of Campus Life at the University of Arkansas at Little Rock (UALR) and serves as an adjunct faculty member for the College of Education's graduate program in Educational Leadership. Austin has 36 years of experience in higher education. She presents session topics including time management, workplace writing, conflict resolution and mediation, program planning, leadership development, sexual harassment issues in the workplace, and goal setting and delegation. Courses taught include first-year experience, college writing, introduction to student affairs, student development theory, and leadership theories. Austin holds a master's degree in technical and expository writing. Her doctorate is in higher education administration.

Frank Bitonti has been employed as a Self-Determination Specialist in the Bureau of Indian Affairs since June 2002. Frank is a Level II Awarding official. Frank has worked in the Alaska Regional Office in Juneau, Alaska, the Northwest Regional Office in Portland, Oregon and presently works out of the Central Office West, Office of Indian Services in Albuquerque, New Mexico. Frank has a Bachelor of Arts Degree in Elementary Education and a Masters Degree in Education and Professional Development from Heritage University in Toppenish, Washington.

Diana Blair has been in the financial services industry since 1994, providing financial guidance and management to affluent individuals, institutions, tribal entities and nonprofit organizations. Diana was a Vice President at a national bank in the Private Client Group prior to starting Sage Capital Advisors, LLC in 2005. As President and Chief Compliance Officer, Diana works with her clients to ensure their investments are managed according to their investment guidelines and policy, providing them access to her extensive

knowledge and resources in managing their finances and goals. Diana developed a financial literacy curriculum and for the past ten years has taught financial literacy focusing on the Native American community to assist in the economic development and advancement of the community. Diana has a passion for the nonprofit community and has worked with several nonprofit start ups, and is involved in her community as an active member of several organizations.

Veronica Boone has been the Social Services Director for the Tucson Indian Center for the past five years. She has a Bachelor's of Science Degree, and a Masters Degree in Social Work from Arizona State University.

Evangeline "Angie" Campbell, MSW (Narragansett) is the Program Manager for the WIA Section 166 Indian and Native American Program, U.S. Department of Labor. Ms. Campbell served as the Acting Division Chief during her previous employment with the Bureau of Indian Affairs, Office of Indian Services. She is a graduate of the University of California, Los Angeles with a Masters Degree in Social Work. She is also an inactive Commissioned Officer in the United States Army Reserves.

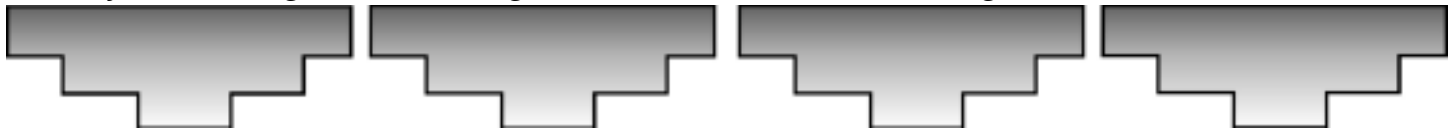
Gilbert R. Cervantes has been employed with the Gila River Police Department for 11 years and has been assigned to the Gila River Strategic Enforcement Unit Squad for 6 years. His primary duties in the special unit consist of narcotics investigations, gang and high risk warrants apprehension. Co Presenter: **Officer Juan Garcia** is also assigned with the Gila River Strategic Enforcement Unit. He has been a police officer for 9 years with the department and has extensive knowledge with the youth of the community.

Lana Chanda is the Director of Employment & Training, Gila River Indian Community, Sacaton, Arizona. Co Presenters: **JR Ramirez**, SEACAP; **Andy Miritello**, Gila River Indian Community; **Elisia Manuel**, Gila River Indian Community

Terrence "Terry" Clark has been the Training Coordinator for the Florida Governor's Council on Indian Affairs since 1994. He holds a Bachelors Degree in Political Science. Terry has been involved with the conference computer lab since 1995, which has included diagnosing computer problems and teaching internet skills to conference participants.

Leo Cummings is the 477 Administrator for the Three Affiliated Tribes of northwest North Dakota. Leo has devoted his entire career of over 36 years with the Tribe as an employment training professional. The Tribe is one of the four original 477 Tribes and with that has developed many new innovative types of services to meet the people's needs such as the Healing Horse Program.

Steven A. Darden (Dine, Cheyenne) is a successful leader, business owner, executive, trainer, and public speaker. He has over 31 years experience in tribal, educational, nonprofit human services, municipal leadership, and administration. He is a former Magistrate and Councilman with the city of Flagstaff, Arizona and a former Adjunct Faculty of the Dine College (Navajo Nation). Steven is a student of cutting edge leadership, excellence in organization and personal wellness. He provides motivational public speaking,



counseling, and behavioral change training and is experienced in teaching culturally diverse environments and organizations.

Francis Dunne has 35 years experience with the Employment and Training discipline. His responsibilities have included that of Director of Personnel in the private sector, Manager of Field Operations for a large tribe, BIA Branch Chief for a Regional Office, BIA Agency Superintendent, Deputy Chief and Currently Acting Chief for the Division of Workforce Development, Washington, D.C. He is a Viet Nam Veteran having served in the US Air Force with an Honorable Discharge and is authorized to wear several campaign ribbons.

Bonnie Goonen is a well-known educational consultant, speaker, author, researcher, and developer of educational materials. During her tenure in the Osceola County Public Schools in Florida, Bonnie moved from the classroom to administration, but never left the classroom far behind. Since establishing her own consulting firm, Bonnie has developed and delivered high-quality and highly interactive trainings in over 27 states for teachers and administrators in adult, alternative, correctional, and vocational education programs, as well as the national trainings for the 2002 Series GED Tests Train the Trainer and the 2006 National GED Mathematics Training. In addition to training, Bonnie designs and develops instructional materials and has authored numerous texts. Co Presenter:

Susan Pittman-Shetler is an experienced adult educator. Susan worked as both a teacher and administrator in the Palm Beach County Public Schools in Florida. Since establishing her own consulting firm, Susan has developed and delivered high-quality and highly interactive trainings in over 27 states for teachers and administrators in adult, alternative, correctional, and vocational education programs as well as the national trainings for the 2002 Series GED Tests Train the Trainer and the 2006 National GED Mathematics Training. In addition to training, Susan designs and develops instructional materials and has authored numerous texts.

Katreena Hayes-Wood has a career that spans over 25 years as career development specialist, professional speaker and bestselling author. She has helped hundreds to discover career and life success through her workshops and seminars, including her newest seminar, "Find Your JOY," plus her other popular workshops including, "The DreamBuilder Workshop," "Positive People – Positive Results," "Using SuccessCircles for Organizational Success," and "The Gift, Defining the Purpose of Your Life." Most recently Katreena was honored as one of the Top 10 National Business Women Award by the American Business Women's Association, which is their most prestigious award. She was also named Arizona Career and Technical Education Association's Make-a-Difference Award Recipient. Katreena's personal mission is "to touch lives in positive way, every day."

June Hicks (Yakama) is the Training and Development Specialist for the Yakama Nation Legends Casino Human Resources Department. She is especially proud of the SOAR (Succeed in Overcoming to Achieve Recognition) Program and the UP (Upward Progression) Program that the Yakama Legends Casino Human Resources Department has successfully developed and imple-

mented that specifically assists Yakama Tribal members in job placements within the casino. June has worked in the HR field for the past four years, but has worked in many different capacities in the areas of social work, victim advocacy, mental health, school counseling, and administration while employed with various tribal organizations; she also serves on the NNAHRA Board. She has an Associates Degree from Haskell Indian Junior College, Bachelors Degree in Social Work from The College of Santa Fe, and a Masters Degree in Social Work from Highlands University. June is currently enrolled in the University of Phoenix and pursuing her Doctorate Degree in Educational Leadership and Curriculum Development and Instruction.

Jessica James-Grant (Pyramid Lake Paiute Tribe) was raised on the Shoshone-Bannock reservation in Fort Hall, Idaho. Jessica obtained an Associate of Arts degree in Liberal Arts and a Bachelor's of Arts degree in American Indian Studies from Haskell Indian Nations University in Lawrence, Kansas. She also obtained a Masters Degree in Indigenous Nations Studies with emphasis in Cultural Preservation Management and Indigenous Museum Studies from the University of Kansas in Lawrence, Kansas. Currently, Jessica is working for the Indian Center, Inc. located in Lincoln, Nebraska as the WIA Program Director and Youth Program Director. She also serves on the national Native American Employment and Training Council, Greater Nebraska Workforce Board and the Greater Lincoln Workforce Investment Board, and is a member of the Lincoln Chamber of Commerce- Young Professionals Group. Jessica mentors and advises youth and adults on multiple levels of education and empowers them to become educated leaders through encouraging cultural values and achieving academic and employment success. Co Presenter: **Dr. LaNada War Jack** (Shoshone Bannock Tribes) attended the University of California at Berkeley and graduated with honors in an independent major of Native American Law & Politics. LaNada is a founding member of the Native American Rights Fund. She has served as an elected councilwoman for her Tribe and completed her graduate work at Idaho State University with a Masters in Public Administration and a doctorate of Arts Degree in Political Science. She served as the Executive Director for the Shoshone Bannock Tribes for three years and is currently the President and CEO of Indigenous Visions Network. LaNada is an appointed Tribal Judge in the Shoshone Bannock Tribal Courts.

Darren Kroenke (Brothertown Indian Nation) is the Executive Director of Spotted Eagle, Inc., a nonprofit community based organization serving the off-reservation Native American Population residing in Southeast Wisconsin. Mr. Kroenke is a graduate of Michigan State University where he attended the James Madison College of Political Science and Public Policy and received a specialization in American Indian Studies. His professional experience has been in working with Native American public policy issues, specifically in the areas of workforce development, education, tribal sovereignty/

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NINAETC Workshop Presenters (continued)

government and tribal justice systems. Co Presenter: **Ed Werstein**, CWDP (Certified Workforce Development Professional), is an Employment and Training Specialist and works on regional outreach issues for Spotted Eagle, Inc. He has been working in workforce development since 1995 after spending 22 years in manufacturing. Mr. Werstein has worked at job centers in Milwaukee and in the surrounding counties. His experience includes dislocated worker case management, rapid response to mass layoffs and plant closings, managing DOL/ETA funded training programs, and advancing regional workforce development cooperation.

Terri LaFountain has been the Torres Martinez Tribal TANF Career Guidance Counselor for the past three years with a joint position held with the education department as and Education Counselor for two years. She has worked for the Los Angeles County Union High School District for over 25 years with youth and adults in probation, correctional, group and special education areas of study. She has been a contracted Job Developer/Employability Specialist and Tutor for the Department of Rehabilitation and The City of Beverly Hills. Ms. LaFountain has been employed as a Case Manager to work with street outreach for the County of Los Angeles Mental Health and with Sheriff and LA Police Departments. Her experiences have given her knowledge and understanding of the benefits of singular, specific assessments and training helps for youth and adults 'lost' in systems of education.

Nicky Lambert is the AmeriCorps* Volunteer in Service to America (VISTA) Project Supervisor for the California Indian Manpower Consortium, Inc. (CIMC). She has been volunteering and working within Indian Country for over eight years. In 2004, Nicky began working with CIMC as a National Society for American Indian Elderly VISTA member assisting with grant writing, Elder activities and sustainability. Nicky was hired by CIMC in 2004 for the Intergenerational Culture Preservation (ICP) Project, a grant from the Corporation for National Community Service (CNCS). Nicky recruited, supervised and assisted VISTA members and Site Supervisors placed with tribes and tribal organizations in California. The ICP Project focused on bridging the generation gap by mentoring youth while providing socialization opportunities for Elders. Nicky is currently coordinating CIMC's Native Americans to Work Project, another grant opportunity from CNCS. Nicky is originally from New York and currently lives in Sacramento, CA. Nicky received a Bachelors Degree in Theatre Arts and Film from the State University of New York at Purchase in 1999 and worked in the film and television industry prior to her VISTA service.

James Lujan is the program director of InterTribal Entertainment, an innovative multimedia initiative established by the Southern California Indian Center, Inc. With twenty years of experience as a filmmaker, James launched the initiative's Creative Spirit program in 2006 to provide workforce employment and training opportunities for American Indians seeking careers in the film industry, and to encourage more Tribes to tell their stories.

Grace Marks is a health educator, trainer, certified life coach, certified stress management instructor, and owner of Native Empowerment: Solutions for Health and Harmony. Grace has been customizing training experiences, from customer services to self-

care, for tribal businesses and organizations for over 20 years. She also specializes in empowering women who are in transition to reconnect with their inner strengths to make a fresh start. Grace's *Five-Step S.O.S. Program for Starting over Successfully* takes Native women on an inner journey to reconnect with their values and regain their health and balance.


Andy Miritello, who lives in Queen Creek, Arizona, is the Certified EAGALA Equine Specialist. His combination of 25 years of horse experience and 20 years with at-risk youth, and the past 14 years with youth in the Native American Community provides him with this unique background. This relationship has drawn him to Partner in Equine Spirit: Equine Assisted Growth and Learning Adventure. Co Presenters: **Mary Sims Gerdes** is a licensed Professional Counselor with a private practice in Tempe, Arizona. She also Partners in Equine Spirit. She is the Certified EAGALA Mental Health Professional. Her specialties include: corporate leadership, teambuilding, counseling individuals and couples, and Equine Assisted Psychotherapy. Her experience includes accomplishments as a businesswoman, speaker, facilitator, mediator and therapist.

Shawn Rodrigues is a professional Counselor licensed by the State of Arizona and founder of The Heart of the Matter, PLLC. This unique private practice utilizes Equine Assisted Psychotherapy and Learning as well as traditional in-office therapy. With 20 years of experience coaching athletes, from the beginner to elite level, Shawn possesses a strong background in team building, leadership, and communication. These abilities injected into her therapy allow for a no-nonsense, concise approach to both everyday difficulties as well as issues that may present due to life stressors and/or mental illness.

Tal D. Moore currently serves as the member elected President of the National Native American Human Resource Association. He also has served in a variety of roles or otherwise presented to numerous Native American associations including: The Native American Finance Officers Association, National Congress of American Indians, National Center of American Indian Economic Development, and the Southwest Indian Gaming Association, and served as Strategic Planner for the National Johnson O'Malley Board. Tal serves Navajo Nation's Fort Defiance Indian Hospital as the Performance Improvement and Quality Assessment Director. He has taught at the university level for over ten years as well as serving Indian Country as an Organizational Development and Human Resources Trainer and consultant for over 15 years. Tal resides in Placitas, NM and is a descendant of one of the Southwest Pueblos.

Reynold Nejo, Arizona Department of Gaming

Richard Phelps, the CEO of the Falmouth Institute, has conducted hundreds of workshops for Alaska Native and American Indian Tribal governments. His areas of expertise include self-determination contracting, indirect cost issues, budgeting, finance and acquisition. In addition to his numerous training assignments, he provides technical assistance to tribal organizations on matters such as business development and financial management. Prior to founding the Falmouth Institute, Richard was a senior trainer at Sterling Institute. He holds a Bachelors Degree in Accounting and a degree in Management.



Dr. Camille "Cam" Preus is the Commissioner of the Department of Community Colleges and Workforce Development (CCWD). CCWD provides leadership and advocacy with the Governor, the legislature, and other statewide stakeholders for Oregon's 17 community colleges, seven workforce investment areas, and many community based organizations. Prior to her appointment as Commissioner, Cam held leadership roles in workforce development at the local and state levels. Cam speaks frequently at national forums about education and workforce development topics where she focuses on her philosophy of state and local partnership for improved service delivery and results for people. Prior to her government service, she held positions as a chemist and quality control manager with United States Steel. Cam graduated from Cumberland Junior College, Middle Tennessee State University, earned a MSBA from Indiana University and received her doctorate in Community College Leadership from Oregon State University.

Reuben M. Ringlero was born and raised on the Gila River Indian Community where he currently serves as the Graphics/Web Designer for the Employment and Training Department and has a degree in Media Arts. He is excited to work for Employment and Training because he is working as a community member for his community. There is nothing more satisfying than giving back to his community the best way he knows how and that is through the art of media production. Media is his passion and when he is not working on the next media project, Reuben spends his time with his wife Diana and their two sons.

Gary Rickard (Wintu), owner of Mt. Shasta Native American Employment and Training, has worked in the field of employment and training for the past 26 years. His experience includes work at the federal, state, tribal and county levels and with a wide variety of programs. Gary has developed many innovative practices in the area of preparing the "hard-to-serve" for entry into employment. He currently serves as the Board Secretary for California Indian Manpower Consortium, Inc. Board of Directors.

Michael Rhinehart has worked as a Prevention Specialist for La Frontera-EMPACT Suicide Prevention Center for the past 3 years. Michael works in the area of suicide prevention, conducting life skills classes for youth as well as conducting community suicide prevention presentations. In addition, he is a Master Trainer for LivingWorks, using the ASIST (Applied Suicide Intervention Skills Training) model. Also, he is a member of the Tribal Youth Council for Arizona.

Hai-Na-Nu Saulque (Utu Utu Gwaitu Paiute) has been an employee of the California Indian Manpower Consortium, Inc. (CIMC) for the past 8 years and is the Census Information Center Coordinator. Hai-Na-Nu is also responsible for providing Graphic Design and Web Design services to CIMC. He has extensive experience with various social networking tools such as Facebook, Twitter, YouTube, and Blogger. He has previously presented on Social Media to the United States Census Bureau during their 2010 annual conference.

Dirk N. Soma is the founder of Kulia Career Development Services (KCDS) and DNS Consultants. KCDS provides individual and

group education and career planning services within the Hawaiian community across the State of Hawaii, while DNS Consultants focuses on economic development projects within the Hawaiian community. Born in Waimea, Kaua'i and raised in Aliamanu, O'ahu, Dirk now resides within the Kalawahine Streamside Hawaiian Homestead with his wife, Rachel and his two children, Noel and Cole. Dirk is a graduate of the Kamehameha Schools and received a BBA in Travel Industry Management and a Master's of Professional Studies in TIM from the University of Hawaii – Manoa.

Guy Suetopka, Jr., is a Federal Project Officer with DOL's Indian and Native American Programs outstationed at the Pacific Region Office in San Francisco, CA. Prior to joining DOL, he administered and managed employment and training programs for the Hopi Tribe, Inter-Tribal Council of Nevada and Pascua Yaqui Tribe. Mr. Suetopka's experience working at the grantee level has been a valuable asset in his current position.

Ron Trusley is the Executive Staff Assistant for the Nineteen Tribal Nations Workforce Investment Board (NTNWIB) - a position he has held since 2007. During his previous employment with the Arizona State Employment Service which later became the Arizona Department of Economic Security, Ron held positions as Policy Writer, Training Coordinator, Interviewer, Manager, and several others. In 1990, he became a member of the Arizona Tribal Private Industry Council, part of JTPA, the predecessor to WIA. After the transition to WIA, he continued as a board member on the Nineteen Tribal Nations Workforce Investment Board (NTNWIB). Co Presenters:

Patrick H. Andrews is the Executive Director of the Tohono O'odham Nation Education Department – a position he has held since July 2005. He is also Chairman of the NTNWIB and serves as a member of the national Native American Employment and Training Council. Patrick attained a BA-History degree in 1996 from the College of Liberal Arts & Sciences at Arizona State University. He served in the United States Marine Corps and earned the Navy Achievement Medal and Joint Service Achievement Medal. He worked as Literacy Coordinator at the United States Penitentiary in Lompoc, California. **Fred Ferreira, Jr.** is the Peridot District Councilman for the San Carlos Apache Tribe. He was the previous San Carlos Apache Tribe Education Director for 13 years where he oversaw programs of higher education, adult education, Johnson O'Malley, job placement & training, head start, and Apache kid childcare. Prior to that, he was the JTPA/CETA Director for 18 years. Fred is currently the NTNWIB Vice Chairman, and serves on several other committees and boards such as the San Carlos Unified School District Board, Tribal Employee Benefits Committee, San Carlos Library Board, San Carlos Transportation Committee, Health & Welfare Committee, Peridot Shopping Center Board, Peridot District Economic Enterprises, and the Tribe's Strategic Plan Steering Committee. Fred holds a Bachelor's Degree in Behavioral Science from Grand Canyon College. He also attended the American Management Association in New York from 1978-79.

Mimi Hurtado is the Performance Consultant for the NTNWIB and works to improve program operations and performance. She started her career in Employment and Training as the Director of

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NINAETC Workshop Presenters (continued)

the Apache County JTPA Program in 1984. She moved on to Navajo, Mohave and Yavapai Counties, and in 2002 she joined the Arizona Department of Economic Security (DES) WIA Administration in field operations. She managed the DES WIA Field Operations Unit, overseeing program monitoring and technical assistance to Arizona's 14 local areas until she retired in 2008.

Cody Juan is the One-Stop Division Manager with the Tohono O'odham Nation Education Department. He joined the One-Stop Division in 2007, working to change the way services are provided while achieving program success and increasing enrollments for the Tohono O'odham Nation's members. Previously, Cody worked as a Training Coordinator for the Tohono O'odham Gaming Coordinator. Prior to that, he worked for the Tohono O'odham Nation Police Department, holding positions as a Corrections Officer, High Risk Stops Instructor, Field Training Officer, and General Instructor. He attained a Business Management degree and a Master's degree in Organizational Management from the University of Phoenix. **Collette Lewis** (Fort Mojave Indian Tribe) has been a member of the NTNWB for 14 years and currently serves as Board Secretary. Also, she is currently the Behavioral Health Director for the Fort Mojave Indian Tribe. Previously, she was the Director for the Fort Mojave Indian Tribe WIA Program. She has work experience in the Tribal education field and has also worked in the Tribal business sector with the Fort Mojave Telecommunications, Inc. Collette holds a Bachelor of Science degree in Psychology and a Master of Counseling degree from Arizona State University.

PaPai X. Thomas, MPA (Miwok-EI Dorado Rancheria / Ponca) is the Business Services Coordinator for California Indian Manpower Consortium, Inc. (CIMC) and has worked for CIMC for the past 14 years. In her current position, she oversees the USDA Rural Business Enterprise Grants which provides business development services and introducing Indian owned businesses to international trade and the Community Development Financial Institute (CDFI) California Native Entrepreneur Opportunity Fund which provides micro business loans. PaPai also works with CIMC's Green Jobs Initiative and CIMC's for-profit subsidiary Tribal Business Services. She received her Bachelors of Science from U.C. Davis and has a Master of Public Administration from the University of Southern California.

Jennifer Whitmore (Tohono O'odham) oversees the Management Information Systems (MIS) Department for the California Indian Manpower Consortium, Inc. (CIMC). She has been employed with CIMC for over seven years and is a member of the Native American Employment and Training Council's Information Technology and Reporting Performance Measures Work Group. Jennifer provides technical assistance to WIA Section 166 Indian and Native American grantees with their management information systems to enhance program quality and performance results. Co Presenter: **Tara Andrade** (Pomo) is the MIS Policy Performance Specialist at California Indian Manpower Consortium, Inc.

Deeda Williams (Mississippi Band of Choctaw) is the Project Associate for the Capacity Building for American Indian Projects housed at the Institute for Human Development at Northern Arizona University. Deeda has a rich background working with Native Americans

and individuals with disabilities, and in the research field for Native Americans with disabilities for over a decade. She lives with her family in Flagstaff, Arizona. Co Presenter: **Eva Sekayumtewa**, MA (Hopi - Rabbit/Tobacco clan) She has a Bachelors and a Masters Degree in Social Work, and has recently been accepted to the PetAir graduate program. She has 20 years combined work experience in the human services field, direct practice and administration in the areas of social services, child welfare, child protective Services, elderly services, mental health, education, employment and training, and services to individuals and families with disabilities. As the Director of the Office of Special Needs, she provides direction to seven programs, including the Hopi VR Program and the Hopi Early Intervention Program.

Richard Weschrob, Gila River Indian Community, Human Resources. Co Presenter: **Phil Morris**, Gila River Indian Community Human Resources

Sylvia WynnLindeman (Seminole) has provided leadership and organization development services to businesses, government and nonprofit agencies located in the greater San Francisco Bay Area for more than 30 years. In addition to earning the title of Senior Adjunct Professor, Leadership and Strategy, for her 20 years in the classroom at a well known San Francisco university, Sylvia also wrote columns and articles for various business periodicals and volunteered for community, educational and animal welfare nonprofit agencies. Now located in Sonoma County in California where she became involved with Native American issues by helping Ya-Ka-Ama Indian Education and Development rebuild their workforce investment program, Sylvia travels to assist her clients and is pursuing ongoing graduate level studies in pursuit of her doctorate. Enthusiastic and engaging, Sylvia began presenting at NINAETC three years ago and has won high praise for her useful workshops in the human dynamics of organizational life. To honor her ancestors, she offers special consulting rates to First American governments and enterprises.

Kimberly Yellow Robe (Rosebud, Sioux) Social Security Administration, San Francisco Region, American Indian Public Affairs Specialist. Working with the Social Security Administration engages Kimberly with issues specific to Indian Country while incorporating traditional concepts and understandings. Her advocacy and efforts have contributed to the formation of American Indian Disability Summits in Arizona, Nevada as well as national training conferences. Kimberly has worked within the American Indian disability community for more than twenty years.

James West is Workforce Development Specialist for the Division of Workforce Development, Office of Indian Energy and Economic Development, AS-IA, U.S. Department of Interior. He has 16 years experience working within the field of employment and training. He has worked for the University of New Mexico and New Mexico State as a Senior Advisor. He has served in Indian Country for the past 13 years working with education and 477 programs. Jim considers his specialty to be working with youth and developing programs that will produce future leaders. He is a father, a Gulf War Veteran (Marine Corps), and owns a private marketing business.