

2017 NINAETC / P.L. 102-477 AWARD RECIPIENTS



WIOA SECTION 166 OUTSTANDING PARTICIPANTS

Vania Garcia

California Indian Manpower Consortium, Inc.



Vania Garcia is a tribal member from the Mesa Grande Band of Mission Indians who has struggled to survive away from her reservation but has never given up on pursuing her dream to start up a new business, Va-Nia's Visions. As an emerging Native business woman, she received inspiration from lessons learned from California Indian Manpower Consortium, Inc.'s Leadership Training for Entrepreneurs, a training program to help her develop her cosmetology business; she plans to open her own hair studio in the near future. With the support from a TANF program, she earned a high school diploma and followed up with completing cosmetology training to become a licensed cosmetologist in March 2012. She sought help when she needed it but continued to do what was necessary to get by even when she experienced negativity from employers. Because she believed in herself, Vania was able to keep reaching for her goal. As a master hair stylist, she brings a unique element to the industry by educating on culture and community. Vania, a mother of two children, is active in the Native community, including a women's circle, Native community ceremonies, and parenting circles. Vania also has a dream to open a non-profit to provide a safe space that empowers those around her, including youth and women. In addition, she hopes to raise money for Native youth who want to attend college, utilizing youth art shows and hair fashion shows. Through determination and the help she received, Vania has blossomed into a woman who has learned how to use her story as a source of empowerment. She has been able to use her barriers and experiences for motivation, understanding and encouragement for herself, other women, and her community. Vania has demonstrated resiliency in being able to share parts of her story that she never imagined sharing. Despite various obstacles, she has found her way to continue her healing journey. Vania says that this is not just a job but a passion; helping others is a mission and using talents the Creator gives can bring good. She is thankful for all helping resources in the Native community.

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WIOA SECTION 166 OUTSTANDING PARTICIPANTS continued



Rae Young

Yankton Sioux Tribe

Rae Young is a member of the Oglala Lakota Sioux Tribe; and is currently working full time as an EMT-B for the Wagner-Lake Andes Ambulance District and a part time job as a Clinical Hemodialysis Technician (CHT) for New Hope Dialysis unit. She has worked in dialysis for over four years where she has enjoyed working in this field of medicine to gain a lot of knowledge over the years about how dialysis works and the pros and cons of chronic kidney dialysis. A Yankton Sioux WIOA staff member approached Rae with an idea to

become an Emergency Medical Technician B (EMT-B). She was hesitant at first, already working one full time job and one part time job in addition to managing to find time for family on top of a busy schedule. The barriers Rae faced while attending the four month EMT program were minor but at times felt like a mountain of stop signs. Timewise, she felt there just wasn't enough hours in the day to work and study. Working twelve hour days and then attending a four hour class in the evening was at times overwhelming. The WIOA program coached Rae through the barriers of study time, time management and skill labs to complete the EMT course plus pass the course and national exams. The WIOA program assisted with gas, meals and on a couple of occasions a hotel room in case of bad weather to travel to Sioux Falls, SD one Saturday a month for a full day of class. The WIOA program impacted not just her life but the lives of her children in a positive way – to further a career in the medical field. Rae is finding this field to be very rewarding, to learn more and more about patient care, assessment and everyday 911 calls; to learn new exciting techniques and skills she never thought she would do and provide assistance. Rae Young is looking forward to attending Paramedic School to advance her skills in Emergency Medical Services. The WIOA program has impacted her life in more ways than one; and without WIOA, she would not be where she is today.

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P.L. 102-477 OUTSTANDING PARTICIPANTS

Christey Treat

Citizen Potawatomi Nation



Prior to being placed on work placement with the Citizen Potawatomi Nation, Christey was struggling with bills, food, diapers, etc.; and not able to find full time employment with "normal hours". Despite her efforts, she was forced to work forty hours over a three day weekend which meant leaving her children for three consecutive twenty four hour shifts. Christey was working a tiring, minimum wage job with little benefits although she loved the work; caring for people with disabilities. She was struggling to make ends meet to provide for her family. Her youngest son recently diagnosed with severe autism in need of extra attention, creating difficulty to leave him over the weekends. With the help of the Citizen Potawatomi Nation's Work Placement program, Christey started a housekeeping position during a normal work week earning \$10.00 an hour. This opportunity helped her get a foot in the door to receive training to demonstrate to her supervisor to be a dedicated, hardworking employee. The program assisted her with utility and rent bills while searching for a higher paying job. Without the help of the tribal program, she doesn't know where she would be today as the family's breadwinner. Christey Treat is thankful to the Citizen Potawatomi Nation Employment and Training Program for giving her the opportunity to show that she is an asset to the Nation.



Teola Fish

Blackfeet Tribe

Teola Fish is an enrolled member of the Blackfeet Tribe; born and raised on the Blackfeet reservation. In the summer of 2007, she became a single mother and unemployed; went to Blackfeet Manpower to seek employment when she was directed to the WIOA program. WIOA assisted Teola with a job placement with Blackfeet Tribal Employment Rights Office (TERO) where she began a professional career at TERO as a Receptionist. WIOA assisted Teola with professional clothing, fuel cards and an oil change for the commute to and from work. After completing (500) hours, TERO hired Teola permanently; the TERO Director encouraged her to return to college; and completed an Associate of Applied Science (A.A.S.) in Small Business Management in 2009. WIOA assisted Teola with purchasing books for the first term of the degree program. After her degree completion, TERO promoted her to an Administrative Assistant, then in October of 2010 another promotion to become a TERO Compliance Officer. Teola returned to college to earn and complete a degree in 2015 with an Associate of Science (A.S.) in Business Administration. Eight years of experience and education earned Teola with another promotion where she now serves as the Director of TERO and Transportation Programs for the Blackfeet Tribe. Teola Fish is honored to be recognized as a WIOA success story and outstanding participant to promote WIOA to clients in her community and across Indian country.

2017 NINAETC / P.L. 102-477 AWARD RECIPIENTS CONTINUED



WIOA SECTION 166 OUTSTANDING EMPLOYER

Mesa Grande Band of Mission Indians California Indian Manpower Consortium, Inc.



The Mesa Grande Band of Mission Indians partnered with GRID Alternatives, administrator of California's Single-family Affordable Solar Homes (SASH), the state's low-income solar program, to build a Tribally-owned solar company, Tekamuk Energy. Tekamuk translates to "protected place in the sun." This solar energy company created employment opportunities and workforce training for Tribal members and others in the community. In 2015, a grant from the Department of Interior provided funding to lay the groundwork for the Tekamuk Energy. In September 2016, the Mesa Grande Tribe teamed up with neighboring tribes to secure a U.S. Department of Energy cost-share grant to expand solar energy installation. Mesa Grande Tribal leaders hope Tekamuk, the tribe's broader renewable energy goals, and its collaboration with other tribes will encourage Native Americans everywhere to embrace solar as an opportunity for bringing clean energy to their reservations and creating employment and training opportunities for their members. The California Indian Manpower Consortium, Inc. (CIMC) Escondido Field Office provided Job Skills Training, supplemented Occupational Skills Training and provided On-the-Job Training (OJT) services to eleven eligible participants from Mesa Grande and other tribes in the area. The Mesa Grande Tribe hired and retained all CIMC's OJT participants to create the solar installation workforce for this newly established energy company. The vision of the Mesa Grande Tribe proved to empower the Tribe, individual Tribal members and other community members through planning, implementation and successful establishment of their own solar energy company. Employment opportunities for Tribal members and other Native American individuals were brought to an area with little to no available jobs, greatly increasing the livelihood of these families, whom can now support their families and create a better life for generations. The Tribe's commitment and insight earns them a place to be recognized and acknowledged for their dedication to advance Native self-sufficiency.

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P.L. 102-477 OUTSTANDING EMPLOYER

Rosebud Economic Development Corporation (REDCO)
Rosebud Sioux Tribe



Native American employees have successfully contributed to REDCO by giving back to the community in the form of job accomplishment. Without these services, we as the Rosebud Economic Development Corporation would not be able to develop our reservation economically. Economic development is our main goal and to have workers who can do the jobs quickly and efficiently, allows the company to grow. This means every worker within REDCO can grow personally as well as professionally and be able to look at other career paths and opportunities within the tribe as well as beyond. Professional training and growth are important within REDCO and allowing employees to get a firm foot on the starting line are what REDCO works to see. Utilizing REDCO as a stepping stone to advance in a career or making REDCO a career is what we are here for.

HOWARD YACKUS MEMORIAL AWARD



Kayla Mike
Cook Inlet Tribal Council

Kayla Mike has lived her entire life of twenty eight years in Anchorage, Alaska, the place she calls home. She is an Alaska Native Yupik Descent from Central Alaska. She is currently a student at the University of Alaska pursuing a Bachelor's degree in Human Services. She will complete an Associate's degree in the Fall after finishing a second practicum with the Brother Francis Shelter. The shelter is for male and female adults of all ages and races who experience many life difficulties, which can include mental health and life trauma related to issues that also strongly coincide with drug and alcohol abuse. Kayla chose the Brother Francis Shelter as a field practicum because of personal experiences with drug and alcohol being a huge part of her family dynamics and system. Uncle Boo is a reason for choosing the path she is on; his death was unexpected and untimely. His addiction contributed to his homelessness and mental health for many years. Kayla wants to help those like him in the community; to find solutions to this specific populations' issues. Cook Inlet Tribal Council (CITC) helped Kayla reach goals she never thought attainable. As a TANF recipient, she earned a GED, took job prep courses, and was provided with child care assistance for a job search. A CITC job placement program "Career Ready" was introduced for a short term activity to learn how to work in a professional field with the Cook Inlet Housing Authority. When the subsidized program ended, the housing authority offered a temporary data job, and later in a year, placed her into a senior administrative position then into a housing intake specialist. Kayla took a two year leave of absence to focus on school but in May 2016 she returned to work as a Housing Intake Specialist then promoted to a Compliance Specialist. Kayla's personal and professional growth is due to the help of CITC.

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ALICE BIGPOND ROACH MEMORIAL AWARD



Monique Bourgeau
Colville Tribe

Monique Bourgeau is a member of the Colville Confederated Tribes. Her ancestors on her mother's side come from the Okanogan Band. Her name is sw'lick, water that never freezes. Monique has lived a long life in a short amount of years, experiencing life on levels that have left her speechless and sometimes in the dark. She took her first drink at age 12, becoming a functioning alcoholic as she grew older. At 21, she lost the love of her life, boyfriend Eric, to a tragic auto accident leaving her broken, lifeless and lost.

At age 28, Monique chose the walk of sobriety when she knew in her heart a higher power was guiding her to a chain of life changing events of people and places. First, Monique became a learner of the Salish language working at the Language House where she felt the connection of the Language to the Land, the words flowed out of her body, and literally felt herself flying over the river admiring each mountain and tree as if one with the land. The language a divine intervention led Monique to start college at Wenatchee Valley College to begin a new battle to "Save the World" to protect the natural resources of land, water and animals with study to become a lawyer. In January 2017, The Washington State Association of College Trustees awarded Monique Bourgeau with a "Transforming Lives Award," one of five community college students. As a college student, Monique is involved with the campus organization, Red Road Association, ceremonial events, and speaks at conferences to advocate the importance of indigenous identity, culture and the land. Ms. Bourgeau is a licensed cosmetologist working as an independent hair stylist with the New Image Salon in Omak, Washington.

RECOGNITION OF NOMINEES FOR NINAETC / P.L. 102-477 AWARDS

OUTSTANDING PARTICIPANT – Public Law 102-477

Kateri Kills in Water	Rosebud Sioux Tribe
Johni Bill	Reno Sparks Indian Colony

OUTSTANDING EMPLOYER – WIOA Section 166

Mashpee Wampanoag Tribe	Mashpee Wampanoag Tribe
Yankton Sioux Tribe	Yankton Sioux Tribe

OUTSTANDING EMPLOYER – Public Law 102-477

Blackfeet One Stop Center	Blackfeet Tribe
City of Sallisaw	Cherokee Nation

HOWARD YACKUS MEMORIAL SCHOLARSHIP

Kesley A. Espinosa	Sicangu Nation Employment/Training Program
Kevin Hale	Southern California Indian Center, Inc.
Leland Thomas	Blackfeet Tribe
Vivianna Vega	Ya-Ka-Ma Indian Education and Development
Crystal Harjo	Reno Sparks Indian Colony
Branden White	Citizen Potawatomi Nation

ALICE BIGPOND ROACH MEMORIAL SCHOLARSHIP

Malorie Rose Arrow	Rosebud Sioux Tribe
Wayne Higgins	Blackfeet Tribe
Brian Yazzie	Minneapolis American Indian Center