

# 30TH ANNIVERSARY

TRIBUTE TO THE PAST,  
EMPOWERING THE PRESENT,  
CONTINUING THE LEGACY



NATIONAL INDIAN AND NATIVE AMERICAN  
EMPLOYMENT AND TRAINING CONFERENCE

MAY 2009 - SACRAMENTO, CALIFORNIA

*Tribute to the Past, Empowering the Present, Continuing the Legacy*



# National Indian and Native American Employment and Training Conference

807 Broad Street, Providence, Rhode Island 02907 - (401) 781-1098 - [www.ninaetc.net](http://www.ninaetc.net)



May 18, 2009

Dear Colleagues:

During your visit this week, take the time to better understand your Workforce Investment Act Program. Now is the time to ask questions, meet new colleagues, compare thoughts, and get to know your Federal Project Officers. The NINAETC Executive Committee and all the planning committee want this thirtieth anniversary employment and training conference to be one you will always remember. We have a new President of the United States and a new Secretary of Labor; this is very exciting and new opportunities may be just around the corner. We need to embrace change and look for opportunities within that change.

“Tribute to the Past, Empowering the Present, Continuing the Legacy” is this year’s theme. The words within the theme represent thirty years of work in our communities. The 2009 NINAETC Executive Committee and Planning Committee hope you have a very positive learning experience. It is always a powerful and wonderful feeling when we all come together working to serve our people better.

Sincerely Yours,



Darrell Waldron  
Chairman

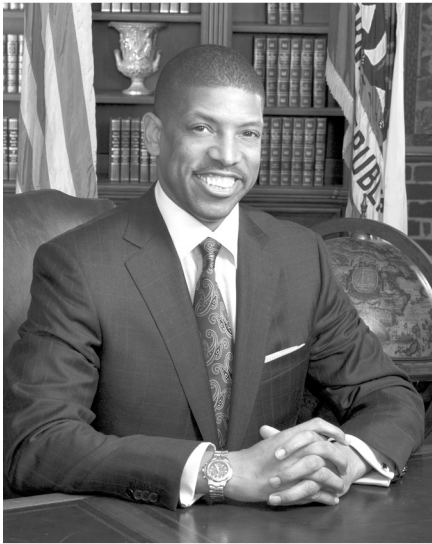
## 2009 NINAETC EXECUTIVE COMMITTEE

**Darrell Waldron**  
Chairman

**Jeff Foster**  
Vice-Chairman

**Roselyn Shirley**  
Secretary

**Lorenda T. Sanchez**  
Treasurer



CITY OF SACRAMENTO  
CALIFORNIA

OFFICE OF THE MAYOR

KEVIN JOHNSON  
MAYOR

CITY HALL  
915 I STREET, Fifth Floor  
SACRAMENTO, CA  
95814-2672

PH 916-808-5407  
FAX 916-264-7680  
[mayor@cityofsacramento.org](mailto:mayor@cityofsacramento.org)

May 17, 2009

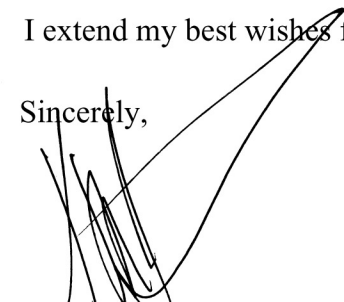
Greetings!

As Mayor of the City of Sacramento, it is an honor and a privilege to host the 30<sup>th</sup> National Indian and Native American Employment and Training Conference. The NINAETC is a wonderful opportunity for professionals and community leaders to participate in an exchange of ideas with a focus on improving and increasing the Native American workforce.

I would like to commend all the sponsors, organizers, and attendees who make this conference possible. Your hard work and dedication has helped put together an extraordinary affair. Thank you for your commitment to Indian and Native American employment. I am confident that this conference will provide an excellent and positive impact on Native Americans in Sacramento and throughout the United States.

I extend my best wishes for a successful event. Welcome to Sacramento.

Sincerely,



Kevin Johnson  
MAYOR



## 2009 Executive Committee

### Chairman

***Darrell Waldron***

*Rhode Island Indian Council, Inc.  
Providence, Rhode Island*

### Vice-Chairman

***Jeff Foster***

*Four Tribes Consortium of Oklahoma  
Anadarko, Oklahoma*

### Secretary

***Roselyn Shirley***

*Navajo Nation  
Department of Workforce Development  
Window Rock, Arizona*

### Treasurer

***Lorenda T. Sanchez***

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



### *In Appreciation to the 2009 NINAETC Planning Committee*

*The 2009 Executive Committee wishes to express sincere appreciation to each individual who served with dedication and diligence on the following committees during the planning process and during the conference.*

*Awards Luncheon*

*Banquet*

*Conference Program Booklet*

*Drawing*

*Election/Site Selection*

*Evaluations*

*Exhibitors/Vendors*

*Facilities*

*Fundraising*

*Memorial*

*Public Relations*

*Registration*

*Resolutions*

*Social Activities*

*Sponsorships*

*Workshop Presenters & Scheduling*

*Wellness Activities*

*Workshop Facilitators*

## Native American Employment and Training Advisory Council



### Region I Representatives

***Ms. Janice Falcone***

*North American Indian Center of  
Boston, Inc.  
Jamaica Plain, Massachusetts*

***Mr. Darrell Waldron***

*Rhode Island Indian Council  
Providence, Rhode Island*

### Region II Representative

***Ms. Anne Richardson***

*Mattaponi, Pamunkey, Monacan  
Consortium  
Indian Neck, Virginia*

### Region III Representatives

***Ms. Kimlyn Lambert***

*Eastern Band of Cherokee Indians  
Cherokee, North Carolina*

***Mr. Elkton Richardson***

*North Carolina Commission  
of Indian Affairs  
Raleigh, North Carolina*

### Region IV Representatives

***Ms. Kim Carroll***

*Cherokee Nation  
Tahlequah, Oklahoma*

***Dr. Rodney Stapp, M.D.***

*Urban Inter-Tribal Center of Texas  
Dallas, Texas*

### Region V Representatives

***Ms. Christine Molle***

*American Indian Council  
Employment and Training  
North Kansas City, Missouri*

### Region VI Representatives

***Ms. Julia Davis-Wheeler***

*Chairperson, Nez Perce Tribe  
Lapwai, Idaho*

***Ms. Lorenda T. Sanchez***

*(Council Chair)  
California Indian Manpower  
Consortium, Inc.  
Sacramento, California*

### Hawaii Representative

***Ms. Winona Whitman***

*(Council Vice-Chair)  
Alu Like, Inc.  
Honolulu, Hawaii*

### Oklahoma Representative

***Mr. Jeff Foster***

*Four Tribes Consortium of Oklahoma  
Anadarko, Oklahoma*

### Other Discipline Members

***Mr. Leo Cummings***

*Three Affiliated Tribes  
New Town, North Dakota*

***Mr. Steven Denson***

*Southern Methodist University  
Dallas, Texas*

***Mr. Urban Giff***

*Tempe, Arizona*

***Dr. M.J. Longley, Ed.D.***

*Anchorage, Alaska*

***Ms. Charlanne Quinto, M.Ed.***

*Confederated Tribes of the Colville  
Reservation  
Nespelem, Washington*

***Ms. Victoria Wright***

*Merrill Lynch Multi-Cultural  
Marketing  
Pennington, New Jersey*

***Dr. David Yarlott, Ed.D.***

*Little Big Horn College  
Crow Agency, Montana*

## ***NINAETC Conferences***

<u>Conference Sites</u>	<u>Chairpersons</u>
I. 1980 - Washington, D.C.	S. Diane Kelley - Cherokee Nation
II. 1981 - Tulsa, OK	Evelyn Stephens - Oklahoma Tribal Assistance Program
III. 1982 - Albuquerque, NM	Kenneth P. Martinez - Pueblo of Laguna
IV. 1983 - Spokane, WA	Lonnie Racehorse - Idaho Inter-Tribal
V. 1984 - Nashville, TN	Eddie Tullis - Poarch Band of Creeks
VI. 1985 - Los Angeles, CA	John Smith - Shoshone and Arapahoe Tribes
VII. 1986 - Reno, NV	Kenneth P. Martinez - Dallas Inter-Tribal Center
VIII. 1987 - Anchorage, AK	Randy Edmonds - Indian Human Resource Center
IX. 1988 - Albuquerque, NM	Randy Edmonds - Indian Human Resource Center
X. 1989 - Milwaukee, WI	Thomas M. Dowd - Native Americans for Community Action
XI. 1990 - St. Petersburg, FL	Fred Muscavitch - Milwaukee Indian Manpower Council
XII. 1991 - Spokane, WA	Frank La Mere - Nebraska Inter-Tribal Development Corporation
XIII. 1992 - San Diego, CA	Alice Roach - Indian Center, Inc.
XIV. 1993 - Denver, CO	Wilbur Red Tomahawk - Standing Rock Sioux Tribe
XV. 1994 - Albuquerque, NM	H. Clark Hosick - North American Indian Cultural Center
XVI. 1995 - Bismarck, ND	Karen Kay - Michigan Indian Employment and Training Services, Inc.
XVII. 1996 - Providence, RI	Darrell Waldron - Rhode Island Indian Council
XVIII. 1997 - Anaheim, CA	Karen Kay - Michigan Indian Employment and Training Services, Inc.
XIX. 1998 - Spokane, WA	Jeff Foster - Four Tribes Consortium of Oklahoma
XX. 1999 - Sioux Falls, SD	Jeff Foster - Four Tribes Consortium of Oklahoma
XXI. 2000 - San Antonio, TX	Jeff Foster - Four Tribes Consortium of Oklahoma
XXII. 2001 - Reno, NV	Larry Ketcher - Cherokee Nation of Oklahoma
XXIII. 2002 - Rapid City, SD	Larry Ketcher - Cherokee Nation of Oklahoma
XXIV. 2003 - Anchorage, AK	Darrell Waldron - Rhode Island Indian Council
XXV. 2004 - Milwaukee, WI	Darrell Waldron - Rhode Island Indian Council
XXVI. 2005 - Houston, TX	Kathy Atkins - American Indian Council of Arkansas
XXVII. 2006 - Tulsa, OK	Larry Ketcher - Cherokee Nation
XXVIII. 2007 - Newport, RI	Darrell Waldron - Rhode Island Indian Council, Inc.
XXIX. 2008 - Wisconsin Dells, WI	Darrell Waldron - Rhode Island Indian Council, Inc.
XXX. 2009 - Sacramento, CA	Darrell Waldron - Rhode Island Indian Council, Inc.

## **Election of NINAETC Officers**

### **ELECTION PROCEDURES FOR 2009-2010 NINAETC OFFICERS**

1. Nominations will be accepted from the floor during the General Assembly, Tuesday, May 19, 2009. Nominations will be closed by a vote of the General Assembly body. Candidates will be introduced and given equal campaign time at the podium during the General Assembly on Wednesday, May 20, 2009.
2. The Election Committee will prepare official ballots. Ballots shall bear the names of the candidates nominated for each specific office.
3. Election Committee members shall oversee all facets of the election and will provide procedures information as needed.
4. Official ballots will be available at the polling site beginning at 10:00 AM until exactly 12:00 Noon on Wednesday, May 20, 2009.
5. **ONE VOTE PER GRANTEE SHALL BE ALLOWED.** Votes shall be cast by WIA Directors OR their designated proxy. The Director or their designated proxy **MUST** sign the voting roster to receive a ballot.
6. Proxies must be on the grantee's organizational letterhead and submitted to the Chairperson of the Election Committee prior to 10:00 AM, the start of voting on Wednesday, May 20, 2009.
7. The results of the voting will be given to the Conference Chairperson who will announce the new officers at the General Assembly on Thursday, May 21, 2009.
8. The winner for an elected term of Chairperson, Vice-Chairperson, Treasurer or Secretary shall be the candidate who receives a simple majority of the votes cast.
9. A runoff election will be held for an office or site if no candidate receives a majority of votes. If a runoff is required, it will be held on Thursday morning, May 21, 2009, from 10:00 AM to 12:00 Noon with results announced at the banquet. If a second runoff is necessary, voting will be conducted during the banquet with the results announced as soon as available. The 2008-2009 Executive Committee and Election Committee shall determine the most appropriate procedure should a subsequent runoff be necessary.
10. The Election Committee reserves the right, as granted by the Executive Committee, to initiate any procedural changes in the process, if determined necessary for reasons of fairness.

## **NINAETC Site Selection**

### **PROCEDURES FOR 2011 SITE SELECTION**

1. The WIA, Section 166 Grantee(s) must submit a signed endorsement for the identified city of designated area. The Grantee(s) will specify the commitment of local grantees and staff support for the conference.
2. There also must be the agreement to work closely with the NINAETC Executive Committee, including, but not limited to, terms and conditions of the Department of Labor contract.
3. All bids must be postmarked **NO LATER THAN MAY 4, 2009**, and sent to the Election/Site Selection Committee Chairperson. ***There will be no site nominations from the floor during the 2009 NINAETC in Sacramento, California.***
4. Conference timelines:
  - i. Grantee(s) will be given an opportunity to present information on the endorsed city/state or area during the General Assembly on Wednesday, May 20, 2009. The presentation is the responsibility of the Grantee(s) **ONLY** and should be no more than twenty (20) minutes in length, including any time required for a video.
  - ii. Each endorsed city/state or designated area will be listed on the official ballot.
  - iii. On Wednesday, May 20, 2009, voting for the site selection will be held from 10:00 AM to 12:00 Noon. **Only the WIA grantee director or a designee who has submitted an approved proxy will be eligible to vote.**
  - iv. Proxies must be on the grantee's organizational letterhead and submitted to the Chairperson of the Site Selection Committee prior to 10:00 AM, the start of voting on May 20, 2009.
  - v. The winner will be selected by a simple majority of votes. If no site receives a simple majority on the first ballot, the two sites with the most votes will be placed on a runoff ballot. If a runoff is needed, it will be held Thursday morning, May 21, 2009 from 10:00 AM to 12:00 Noon. The results will be announced that evening at the banquet.
  - vi. If there should be a tie in the runoff voting, the winner will be determined by the Conference Executive Committee.
5. The 2010-2011 NINAETC Executive Committee will coordinate conference planning with the local Grantee(s) and the designated staff of DOL/DINAP.

## *2009 Outstanding Participant Awards*



### *Susan Lynette Bennett*

*Cherokee Nation  
Tahlequah, Oklahoma*

As a single-parent raising four children, Ms. Bennett struggled to make ends meet with her \$7 per hour job, limited transportation, and no family support in the area. Even though it had been sixteen years since her high school graduation, she was determined to pursue a degree in higher education in order to change her family's circumstances.

Ms. Bennett received her Associate in Arts degree from Northeastern Oklahoma A&M College, and membership into the prestigious Phi Theta Kappa Society, an International Scholastic

Order of the Two-Year College, through tuition and textbook assistance from the Cherokee Nation's Classroom Training Program. She was also named to the Dean's Honor Roll, President's Honor Roll, and National Dean's List. She continued to work hard and took advantage of various scholarship opportunities through the Cherokee Nation's Education Services Group, and received her Bachelor of Social Work degree from Northeastern State University, and Master of Social Work degree from The University of Oklahoma.

Currently, she is the Supervisor for the Cherokee Nation Rental Assistance Program for Delaware, Mayes, and Ottawa Counties in Oklahoma. "In a way, it's almost like I have come full circle," Bennett stated. "I used to barely survive and struggled to make ends meet. Now, I am in a position to help others through kindness and encouragement shown to me."

### *Cody N. Guerin*

*American Indian Center of Arkansas, Inc.  
Little Rock, Arkansas*

Mr. Guerin was a Sergeant in the US Army, Charlie Company 1-9 Infantry, and also with Delta Company 2-19. He was deployed to Iraq in 2004 and led his team unit in their search for enemy insurgents and their leaders. Many of his men were killed during those 15 months in Iraq. Mr. Guerin was diagnosed with Post Traumatic Stress Disorder (PTSD) and received an Honorable Discharge as a disabled veteran. He experienced a long, difficult, and challenging transition to civilian life since he believed that he should not leave his unit and felt he needed to give more of himself to his country.

Unemployed, he lost his new house to the bank, moved in with his wife's parents, and was expecting a newborn. Determined to better his situation and provide for his family, he worked fulltime as

an auto mechanic, attended classes at night for a 64-week certification program at the Nashville Auto Diesel Mechanic School, and continued his counseling sessions for the PTSD through the Nashville VA Hospital.

In April 2008, Mr. Guerin received his diploma in Collision Repair and Refinishing Technology with High Performance Fabrication. He is employed in that special area and has also established himself as an outstanding custom fine airbrush artist for motorcycles.



### *Lynette Lunak*

*Blackfeet Tribal Business Council  
Browning, Montana*

Ms. Lunak's past was one of no family support (other than her grandmother who never gave up on her), domestic abuse, drug and alcohol addictions, guilt, and shame. With these many life hurdles, she was determined to create a better future for herself and her children. She participated in an Alcoholics Anonymous Program, received her Associate of Applied Science degree in Health, Wellness and Chemical Dependency Counseling from Blackfeet Community College, obtained employment as an administrative assistant, and realized, for the first time, her life was manageable.

Unfortunately, after many years of sobriety, she relapsed and

then, within three years, lost everything: her family's trust, her job, her children to Child Protective Services, and her family home. She was alone in a shelter for battered women, feeling devastated, depressed, and hopeless. She considered suicide then decided to try and take baby steps to pull herself back up.

Ms. Lunak went through 500 hours of On-the-Job training, various professional and life-skills trainings, and ongoing attentive case management and childcare support, and she slowly turned her life around.

Today, Ms. Lunak has been a successful full-time employee at Blackfeet Manpower for the past three years where she provides compassionate, professional Case Management services to clients. She has also been an active supporter and advocate for Blackfeet Domestic Violence Program and its collaborations with similar domestic violence agencies throughout the state of Montana.

## *2009 Outstanding Employer Award*

### *Sicangu Wicoti Awayankapi - Rosebud Housing Authority*

*Sicangu Nation*

*Rosebud, South Dakota*

In a collaborative effort with Sicangu Nation Employment and Training Program to create new green jobs for the community's youth and adult workforce, Sicangu Wicoti Awayankapi contributed approximately \$384,333 for solar heat panel installation training and straw bale home construction training, and \$200,000 for a homeless shelter for veterans, which was valued at \$365,000. These joint efforts have created about 30 jobs and helped provide efficient, cost-effective solar heating systems for 150 homes.

Thirty clients from the Sicangu Nation Employment and Training Program were provided with supportive services (i.e., work tools, work clothes, gas vouchers, training tuition, per diem, lodging) in order to participate in a solar heating two-hour

power point training and five-hours installation demonstration. They were also part of a two-week classroom plus on-site training, which resulted in their certification as installers and immediate employment to install these green systems. Finally, they received straw bale home construction training and, thus far, have completed a three-bedroom home using locally produced straw, and equipped with solar panels, for an elderly, handicapped woman who had lost her home to a fire.

These types of green jobs, which are easily replicated, use local resources, and teach important life skills to community members, will be in high demand as tribes learn the importance and efficiency of this industry, and redirect training dollars to these areas.

## *2009 Outstanding Participant - Honorable Mention*

- *Angela Christensen, North American Indian Center of Boston, Inc.*
- *Anthony C Downey, Citizen Potawatomi Nation*
- *Kenneth Dyer-Redner, Inter-Tribal Council of Nevada, Inc.*
- *Ruben J. Eppeler, Council of Three Rivers American Indian Center, Inc.*
- *Elizabeth Hen Hawk, The American Indian Center of Indiana, Inc.*
- *Shannon R. Riggs, The Navajo Nation*
- *Julie Rockman, Ho-Chunk Nation*
- *Diana "Anna" L. Warden, Nez Perce Tribe*
- *Karen Young, Sicangu Nation*



## *2009 Alice BigPond Roach Memorial Award*

*Myrle Thompson*

*Ho-Chunk Nation  
Black River Falls, Wisconsin*



As Airman Second Class (E3) in the US Air Force, Ms. Thompson served during the Korean War as a cryptographic operator and received the National Defense Service Medal, the Good Conduct Medal, and an Honorable Discharge. After her military service, she worked in the Neillsville School District as a Library Assistant/School Aide, then went on to pursue a degree in American Indian Studies at Mount Scenario College in Ladysmith, Wisconsin. In 1988 she received an award for "Outstanding Family in Education" from the Neillsville Education Association. Today Ms. Thompson is a Certified Literary Volunteer and Ho-Chunk Language Instructor of the Ho-Chunk Language Division of Mauston, Wisconsin. As a veteran, she belongs to American Legion Post 73 of Neillsville. When she's called on, she assists with the Ho-Chunk Legion Post.

Ms. Thompson has always supported education efforts by participating in various American Indian Awareness programs and efforts in Wisconsin: promoting diversity between tribal youth and their non-Native peers in the school district, and at events conducted by the Boy Scouts and Cub Scouts; teaching arts and crafts, language, and history for the Wisconsin Winnebago Youth

Leadership Conference; preparing exhibitions and displays for the history shows at Wisconsin's pow wows, Indian Summer in Milwaukee, and Native American Awareness Week at local school districts and universities; and making the beadwork for the old Winnebago children's home known as "Sunburst" near Neillsville, Wisconsin.

Besides her contributions to education, from 1985 through 1997, Ms. Thompson worked at the Tribal Aging Unit to deliver meals to home-bound elders and provided transportation to medical appointments. In 1993, she worked as a Tribal Courier for the Ho-Chunk Nation. From 2004 until 2006 she participated in the Great Lakes Inter-Tribal Council Senior Companion Program. To this day, Ms. Thompson works at the Puzaki Pei Cinak Headstart Center helping the children learn their language.

Ms. Thompson is an elder member of the Ho-Chunk Nation and enrolled member of the Winnebago Tribe.

## *2009 Howard Yackus Memorial Scholarship Award*



*Wayne S. Chulin*

*Inter-Tribal Council of Alabama  
Millbrook, Alabama*

For many years, Mr. Chulin worked as a welder's helper on projects that involved high-rise commercial buildings. This high-risk occupation and the experience of suffering a heart attack last year compelled Mr. Chulin to reconsider his personal and professional life options and priorities. Even while conducting research on potential alternatives, he was most concerned with how to go about supporting his family while attending school.

Through the guidance and support of the Workforce Investment act Program of Inter-Tribal Council of Alabama, he was able to design and set in motion a clear plan towards achieving an educational goal and a career goal. Mr. Chulin now attends Trenholm State Technical College and is working towards becoming a Certified Diesel Mechanic. He is confident that he will obtain gainful employment in this field with career ladder opportunities as well as retirement and health insurance benefits, which will provide much needed financial stability for his family.

Mr. Chulin is a Kenaitze Indian from Alaska.

*Celebrating Thirty Years of Service to Indian and Native American Communities*  
**30th National Indian and Native American**

Sunday		Monday, May 18, 2009	Tuesday, May 19, 2009
9:00 a.m.	Facilitator Orientation Meeting - 11 a.m. - 12:00 p.m.	<b>GENERAL ASSEMBLY</b> Grand Ballroom (9:00 a.m. - 12:00 noon) <ul style="list-style-type: none"> <li>Posting of Colors - <i>Cline Howard All Indian Veterans of Foreign Wars Post 4330</i></li> <li>Drum Group - <i>Dancing Cloud Singers, Southern California</i></li> <li>Invocation - <i>Leroy Miranda, Vice-Chairman, Pala Band of Mission Indians</i></li> <li>Tribal Presentation - <i>Bird Singers</i></li> <li>Welcome - <i>Gary Rickard, Vice-Chairman, Board of Directors, California Indian Manpower Consortium, Inc.</i></li> <li>NINAETC Chairman's Address - <i>Darrell Waldron, NINAETC Chair</i></li> <li>Roll Call - <i>Roselyn Shirley, NINAETC Secretary</i></li> <li>U.S. Department of Labor Update - <i>Evangeline "Angie" Campbell, Program Manager, Indian and Native American Programs, U.S. Department of Labor</i></li> <li>Advisory Council Update - <i>Lorenda T. Sanchez, Chair, Native American Employment and Training Council</i></li> </ul>	<b>GENERAL ASSEMBLY</b> Grand Ballroom (9:00 - 10:15 a.m.) <ul style="list-style-type: none"> <li>Invocation - <i>Matthew Franklin, Chairman, Lone Band of Miwok Indians</i></li> <li>Officer / Site Nominations</li> <li>Remembrance Presentation</li> <li>Recognition of Service Presentation</li> </ul>
10:30 a.m.		<b>WORKSHOPS</b> (10:30 a.m. - 12:00 noon) <ul style="list-style-type: none"> <li>Understanding Common Measures ..... Capitol Salon A</li> <li>The Value of Vocational Assessments (Part 1 of 2) ..... Capitol Salon B</li> <li>Counseling Skills for the Employment Counselor ..... Capitol Salon C</li> <li>"Criticism" Done Right ..... California Salon 1</li> <li>Indian Country Going Back to Green ..... California Salon 2</li> <li>Maximizing and Leveraging Native Employment and Resources for Youth ..... California Salon 3</li> <li>Goal Setting and the Art of Delegation ..... California Salon 4</li> <li>Effective Reentry Services ..... Feather River Room</li> <li>Different Pathways to Successful MOUs ..... Rubicon River Room</li> </ul>	<b>WORKSHOPS</b> (10:30 a.m. - 12:00 noon) <ul style="list-style-type: none"> <li>Understanding Common Measures ..... Capitol Salon A</li> <li>The Value of Vocational Assessments (Part 1 of 2) ..... Capitol Salon B</li> <li>Counseling Skills for the Employment Counselor ..... Capitol Salon C</li> <li>"Criticism" Done Right ..... California Salon 1</li> <li>Indian Country Going Back to Green ..... California Salon 2</li> <li>Maximizing and Leveraging Native Employment and Resources for Youth ..... California Salon 3</li> <li>Goal Setting and the Art of Delegation ..... California Salon 4</li> <li>Effective Reentry Services ..... Feather River Room</li> <li>Different Pathways to Successful MOUs ..... Rubicon River Room</li> </ul>
12 Noon		LUNCH (on own)	LUNCH (on own)
1:15 p.m.		<b>WORKSHOPS</b> (1:15 - 2:45 p.m.) <ul style="list-style-type: none"> <li>Effective Case Management: Empowering Your Clients ..... Capitol Salon A</li> <li>The Art of Managing Theater - Dealing with Workplace Drama ..... Capitol Salon B</li> <li>Project Popoho Na Pe'a - Setting the Course for a Journey of a Lifetime ..... Capital Salon C</li> <li>Youth Work Readiness Camp ..... California Salon 1</li> <li>Empowering Tribal Communities Through Digital Technology (Part 1 of 2) ..... California Salon 2</li> <li>Grievance &amp; Appeals Procedures for Human Resource Professionals in Indian Country ..... California Salon 3</li> <li>Healing Horse Program ..... California Salon 4</li> <li>Tribal Employment Rights Ordinance ..... Feather River Room</li> </ul>	<b>Regional Meetings</b> (12:00 - 1:45 p.m.)  <b>WORKSHOPS</b> (1:45 - 3:15 p.m.) <ul style="list-style-type: none"> <li>Understanding Common Measures ..... Capitol Salon A</li> <li>The Value of Vocational Assessments (Part 2 of 2) ..... Capitol Salon B</li> <li>Helping vs. Empowering ..... Capital Salon C</li> <li>Tribal Employment Rights Ordinance ..... California Salon 1</li> <li>Green Jobs &amp; Training ..... California Salon 2</li> <li>Soar Above the Crowd ..... California Salon 3</li> <li>Managing Stress ..... California Salon 4</li> <li>Bear Tracks 2: Basics ..... Bear River Room</li> <li>DOL Financial Reporting ..... Feather River Room</li> <li>Kah'yoo Adventure for WIA Youth ..... Rubicon River Room</li> <li>Innovative Partnerships to Increase Employment Opportunities for Native American Women ..... Yuba River Room</li> </ul>
3:00 p.m.	REGISTRATION - 2:00 p.m. - 6:00 p.m.	(3:00 - 4:30 p.m.) <ul style="list-style-type: none"> <li>Effective Case Management: Job Retention ..... Capitol Salon A</li> <li>SSA Employment Support / Work Incentive Programs for Individuals who Receive SSI &amp; SSD ... Capitol Salon B</li> <li>Enhancing Youth Involvement and Youth Governance ..... Capital Salon C</li> <li>Time Management and Organizational Skills ..... California Salon 1</li> <li>Empowering Tribal Communities Through Digital Technology (Part 2 of 2) ..... California Salon 2</li> <li>Supervision and Management Skills ..... California Salon 3</li> <li>Healing Horse Program ..... California Salon 4</li> <li>Careers in the IBEW ..... Feather River Room</li> </ul>	<b>Financial Management</b> (1:00 - 4:45 pm) - El Camino Room  (3:30 - 5:00 p.m.) <ul style="list-style-type: none"> <li>Youth Build: A Youth and Community Development Program ..... Capitol Salon A</li> <li>Public Law 102-477: An Effective Efficient Approach to Self-Sufficiency ..... Capitol Salon B</li> <li>Motivating the "Unmotivated" ..... Capital Salon C</li> <li>Navigating Change ..... California Salon 1</li> <li>Building Tribal Capacity for a Green Economy ..... California Salon 2</li> <li>Meeting Clients' Barriers to Employment ..... California Salon 3</li> <li>Goal Setting and the Art of Delegation ..... California Salon 4</li> <li>Bear Tracks 2: Admin Menu ..... Bear River Room</li> <li>MIS Training ..... Feather River Room</li> <li>Kah'yoo Adventure for WIA Youth ..... Rubicon River Room</li> </ul>
		<b>WELCOME Reception</b> <b>CULTURAL NIGHT RECEPTION</b> ( <i>Chumash Inter-Tribal Singers</i> )	<b>BOWLING / CASINO OUTING</b>

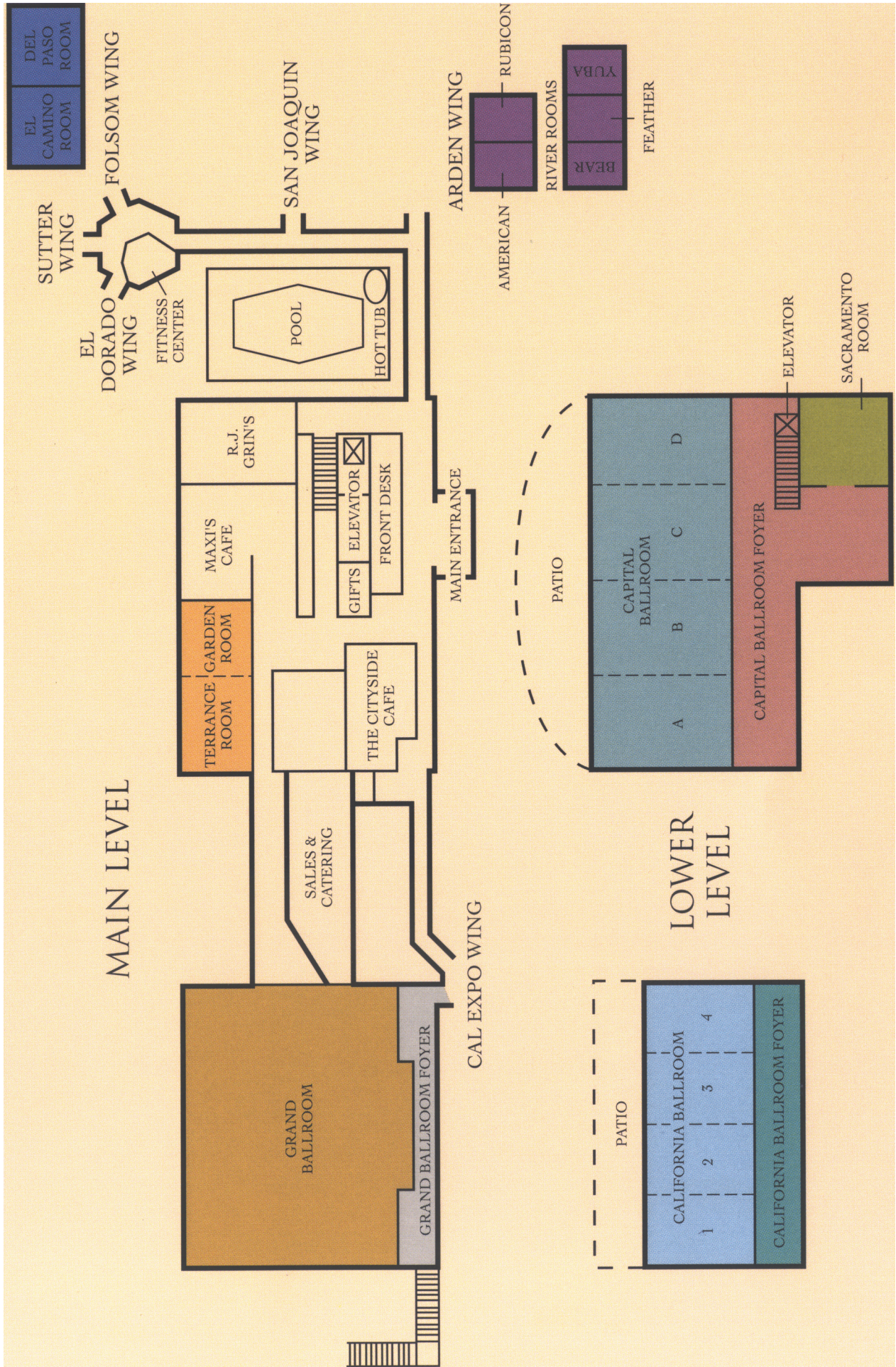
# Employment and Training Conference

Wednesday, May 20, 2009		Thursday, May 21, 2009		Friday, May 22, 2009
<b>GENERAL ASSEMBLY</b> Grand Ballroom (9:00 - 10:15 a.m.) <ul style="list-style-type: none"> <li>• Invocation - <i>Mikela Jones, Little River Band of Pomo Indians</i></li> <li>• Tribal Presentation - <i>Colusa Dance Group</i></li> <li>• 2010 Site Presentation</li> <li>• Campaign Speeches</li> </ul>		<b>GENERAL ASSEMBLY</b> Grand Ballroom (9:00 - 10:15 a.m.) <ul style="list-style-type: none"> <li>• Invocation</li> <li>• INAP Awards Breakfast</li> <li>• Resolutions Presentations</li> </ul>		<b>ADVISORY COUNCIL MEETING (cont'd)</b> (9:00 a.m. - 12:00 p.m.) Terrace Room
<b>WORKSHOPS</b> (10:30 a.m. - 12:00 noon) <ul style="list-style-type: none"> <li>• Will the Real Indian Please Stand Up? .. Capitol Salon A</li> <li>• Keep the Best, Develop the Rest: Effective Retention Strategies ..... Capitol Salon B</li> <li>• Planning and Prioritizing ..... Capitol Salon C</li> <li>• Connecting with Your Participants ..... California Salon 1</li> <li>• Transitioning from Reservation and/or Rural Areas to Urban Areas .... California Salon 2</li> <li>• Bear Tracks 2: Changes ..... Bear River Room</li> <li>• Enhancing Youth Involvement and Youth Governance ..... Feather River Room</li> <li>• Indian Country Going Back to Green ..... Rubicon River Room</li> <li>• Youth Build ..... Yuba River Room</li> </ul>		<b>ADVISORY COUNCIL MEETING</b> (10:30 a.m. - 12:00 noon) - California Salon 3/4 <b>Financial Management (cont'd)</b> (10:30-11:45 am) - El Camino Room	<b>WORKSHOPS</b> (10:30 a.m. - 12:00 noon) <ul style="list-style-type: none"> <li>• MIS Training ..... Capitol Salon A</li> <li>• Not Your Ordinary Interview: Hiring Tribal Members ..... Capitol Salon B</li> <li>• Youth Build ..... Capital Salon C</li> <li>• Dislocated Worker NEG Programs ..... California Salon 1</li> <li>• Green Jobs &amp; Training ..... California Salon 2</li> <li>• Bear Tracks 2: Basics ..... Bear River Room</li> </ul>	
<b>AWARDS LUNCHEON</b> Grand Ballroom (12:00 - 2:15 p.m.) <ul style="list-style-type: none"> <li>• Invocation</li> <li>• Presentation of Awards</li> </ul>		<b>LUNCH (on own)</b>		
<b>WORKSHOPS</b> (2:30 - 4:00 p.m.) <ul style="list-style-type: none"> <li>• Different Pathways to Successful MOUs .. Capitol Salon A</li> <li>• Four Generations at Work ..... Capitol Salon B</li> <li>• Youth Empowerment ..... Capital Salon C</li> <li>• On the Road to the 2010 Census ..... California Salon 1</li> <li>• Building Tribal Capacity for a Green Economy ..... California Salon 2</li> <li>• Bear Tracks 2: Learning Lab ..... Bear River Room</li> <li>• Nation to Nation Trade Ventures ..... Feather River Room</li> <li>• Turning Native Dreams into Entrepreneurial Reality ..... Rubicon River Room</li> <li>• Ex-Offenders ..... Yuba River Room</li> </ul>		<b>ADVISORY COUNCIL MEETING (cont'd)</b> (1:15 - 4:30 p.m.) <b>PUBLIC COMMENT</b> (2:30-4:30 p.m.) - California Salon 3/4	<b>WORKSHOPS</b> (1:15 - 3:00 p.m.) <ul style="list-style-type: none"> <li>• Financial Literacy for Native Communities ..... Capitol Salon A</li> <li>• Performance Management in Today's Tribal Organization (Part 1 of 2) ..... Capitol Salon B</li> <li>• Are We There Yet? (Part 1 of 2) ..... Capitol Salon C</li> <li>• Best Practices for Caseload Management ..... California Salon 2</li> <li>• Bear Tracks 2: Admin Menu ..... Bear River Room</li> </ul>	
			(3:30 - 4:30 p.m.) <ul style="list-style-type: none"> <li>• Performance Management in Today's Tribal Organization (Part 2 of 2) ..... Capitol Salon B</li> <li>• Are We There Yet? (Part 2 of 2) ..... Capitol Salon C</li> </ul>	
<b>BASKETBALL TOURNAMENT</b>		<b>BANQUET (6:00 p.m.)</b> Grand Ballroom		

Financial Management (cont'd) (10:15 - 11:45 am)  
PL 102-477 Tribal Work Group Mtg (10:30 am - 12 pm)  
VOTING (10:00 am - 12:00 noon)  
El Camino Room  
PL 102-477 Tribal Work Group Mtg (cont'd) (2:30 - 4:45 p.m.)  
California Salon 3/4 -- PL 102-477 Tribal Work Group Mtg (cont'd) (2:30 - 5:00 p.m.)

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## NINAETC Workshop Descriptions

**Are We There Yet!** - Would you like to be more effective in your work?

Would you like to add to your toolbox of skills? Do you wish to strengthen your communication skills with your clients and co-workers? How about seeing what you're capable of? In this session, you will build life long skills that will assist in all areas of your life from work to family to health to personal achievements. This session will be interactive, inspiring, cultural, spiritual and fun! Laughter is an important element to healing, resiliency and communicating. This 2-part session will surely leave you with a renewed spirit to continue your journey in life! Jeri Brunoe

**BearTracks 2 – Admin Menu** - This class will focus on the Administrator Menu button of Bear Tracks 2 and merging data from different field offices. Database administrators and Grantees with field offices should attend this class. Terrence "Terry" Clark

**BearTracks 2 – Basics** - This class will go through all of the basics of BearTracks 2 from entering data to submitting reports. Anybody who does data entry or reviews the data should attend this class. Terrence "Terry" Clark

**BearTracks 2 – Changes** - This class will go over the changes to BearTracks 2 and if time permits troubleshoot problems you are having with Bear Tracks. Terrence "Terry" Clark

**BearTracks 2 – Learning Lab** - This workshop is designed for BearTracks 2 users who need to become more familiar with the BearTracks 2 database. The workshop will allow users the opportunity to individually work through various scenarios at their own pace. Users will have the opportunity to troubleshoot issues with the presenter and time for general BearTracks 2 questions will be made available at the end of the workshop. It is recommended that attendees have at some point also attended the "Understanding Common Measures" and "BearTracks 2: Basics" workshops. Jennifer Whitmore, Tara Andrade

**Best Practices for Caseload Management** - "They" say life is all about balance and the same notion might be applied to the art and science of managing a (sometimes overwhelming) caseload. If you have days when you feel that you're being forced to make trade-offs between working with your participants and record keeping, between reaching out to potential employers and the larger business community and handling the constant stream of applicants, join this interactive workshop. Sylvia WynnLindeman

**Building Tribal Capacity for a Green Economy** - Session will provide definitions of "Green Economy," examples of Green Jobs for labor forces education and training in Tribal Communities, Renewable Energy Resources, and Native American Sustainability Energy Resource Center. Debby Tewa, Al Henderson

**Careers in the IBEW** - An overview of the career opportunities with the International Brotherhood of Electrical Workers will be provided. John Lloyd, Marie De La Parra, Tracy Madden-Maloon

**Connecting with your Participants** - If you've ever wondered if there was anything you might have done to keep a particular participant from dropping out of the program or what your best strategy might be for motivating another participant to step up and take responsibility for their future, this workshop is for you. Sylvia WynnLindeman

**Counseling Skills for the Employment Counselor** - Master the basic skills you need to build effective partnerships that empower

customers to work with you. Learn how to use your listening skills to build productive relationships; ask questions that encourage customers to think for themselves; confront self-defeating behaviors and engage them in working with you to solve problems that interfere with employment. Beverly O. Ford, Ph.D.

**"Criticism" Done Right** - Recent research in the field of organizational behavior shows that a poorly worded or timed critique can hurt not only a person's sense of self and direction but dampen their overall morale. Repeated incidents have been shown to permanently damage working relationships and weaken a team's capacity to overcome challenges. On the flip side, clear feedback – both supportive and constructive – regularly provided – significantly improves esprit de corps and inspires new heights of innovation and excellence. What's the secret? If something is wrong or could be done a better way, it needs to be discussed. How can you ensure that you and your team stay safe talking about what succumbing to the dangers of "criticizing" or "blaming?" And how do you keep emotions in perspective when the issue really is "personal?" Sylvia WynnLindeman

**Cultural Motivation – Identity** - In today's society, it is more important than ever to know who you are and where you stand as a Native American individual – the most important aspect of oneself is identity. Those attending this workshop will explore and gain knowledge of identity in an innovative, motivational, and culturally appropriate manner. Knowledge gained by those in attendance will be important to share with the communities they serve. Steven A. Darden

**Different Pathways to Successful MOU's** - Workshop will provide information on developing successful and mutually beneficial memorandums of agreement. Will Wagner, Tony Showa

**Dislocated Worker NEG Programs** - This workshop will lead into National Emergency Grant programs available to Section 166 Programs for dislocated worker assistance. TBD

**DOL Financial Reporting** - This workshop will review the procedures for submitting financial report ETA-9130. Duane Hall, Andrea Brown

**Effective Case Management – Empowering Your Clients** - Participants will learn how to influence change that allows the client to assume responsibility for their own problems. Case managers will leave the workshop with a new approach to assist clients with solving problems. Gary Rickard

**Effective Case Management – Job Retention Strategies** - This workshop will present job retention strategies to assist clients with sustaining long-term employment. Workshop participants will explore pre-employment preparation strategies, immediate post employment stabilization services, and long-term post employment work supports. Gary Rickard

**Effective Reentry Services** - This workshop will be interactive with audience participation, lecture and video and will offer detailed strategies to address a broad range of effective programming for ex-offender/formerly incarcerated persons including African Americans, Native Americans, Hispanic and all other cultures in transitioning from jail and/or prison back to the community. Gregory T. Williams, M.Ed., Michael Alexander

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# *Celebrating Thirty Years of Service to Indian and Native American Communities*

## NINAETC Workshop Descriptions (continued)

**Empowering Tribal Communities through Digital Technology** - This workshop will present to participants the importance of implementing the use of digital video technology to be used for training at-risk youth and adults, cultural and language preservation, historic preservation, and education that will empower tribal communities. Daniel Golding

**Enhancing Youth Involvement and Youth Governance** - Would you like more youth involvement? Do your youth want a voice? Would you like the youth to create positive change in your community? Would you like to engage your youth to participate? Would you like to see the youth create a youth council? If you said yes to any of these questions this is the workshop to be in...how to engage youth, develop leadership, understand youth choices and how to strengthen or start a youth council will be covered in this workshop. Being creative to what will work when engaging youth and to helping them find their voice. Youth advocacy and youth to youth are keys to a successful program. Jeri Brunoe

**Ex-Offenders** - This workshop will discuss the current DOL Prisoner Reentry Initiative projects and offers an "on-the-ground" experience working with the formerly incarcerated population. Sandra Waterhouse, Tressa Dorsey

**Financial Literacy for Native Communities** - This workshop will introduce the participants to the financial literacy curriculum, *Building Native Communities: Financial Skills for Families*, developed by First Nations Development Institute and the Fannie Mae Foundation. The curriculum delivers vital personal financial management skills by connecting the ways of our ancestors to our present day circumstances. Some of the topics to be briefly discussed will be: Building a Healthy Economy, Developing a Spending Plan, Working with Checking and Savings Accounts, Understanding Credit and Accessing Credit. In addition, we will work through a hands-on exercise and have some fun! Millicent Pittman

**Financial Management** - This three-day workshop will provide guidance and technical support on ETA financial and administrative requirements. Topics include financial reporting, monitoring, procurement, indirect costs, salary and bonus limitations, audit requirements and a host of other financial and administrative management topics. Nancy P. Williams, Judi Fisher

**Four Generations at Work** - You belong to one of four generations of workers -- each with distinct communication and work styles, preferences and expectations. Do you know how to work effectively with the other three generations in *your* workplace? Do they know how to work effectively with you? This highly-interactive and entertaining workshop identifies the four generations and ways to attract, recruit, retain, motivate and communicate with each generation. Jane Wood, MPA

**Goal Setting and the Art of Delegation** - This session will focus on defining goals and delegating in ways that help ensure group success. Common personnel issues are discussed, as are ways to utilize goal setting and delegation to approach those issues. Jan L. Austin, Ed.D.

**Green Jobs & Training** - A presentation on the variety of Green Jobs available, how to connect training with employment -- unique training & small business development. Cristala Allen

**Grievance and Appeals Procedures for Human Resource Professionals in Indian Country** - The purpose of the grievance and appeals process is to protect tribal employees from improper treatment or management errors, but it must ensure fairness for employees and the tribal organization. Without a doubt, managing the process is challenging for tribal employers. This class will provide human resources professionals with tools to minimize the risk of claims, and develop grievance process models and policies that are consistent and fair to all parties. During this hands-on class, we will walk you through a typical hearing and share the latest case law. Whether you're an experienced Human Resources professional or a newcomer, you'll walk away from the session better prepared to address the difficult area of grievances and appeals. Richard Phelps

**Healing Horse Program** - Psychotherapy and Equine Assisted learning introduction through Three Affiliated Tribes 477 Program's Healing Horse Program. Discussion on Fort Berthold's Community College approved native value/ Horse 101 curriculum and the Great Plains Horse Society Alliance nonprofit organization. Leo Cummings, Jennifer Lenning, Jessica WhitePlume, Marty YoungBear

**Helping vs. Empowering** - Do you often find yourself making plans, solving problems, and finding resources for participants and then become frustrated when they become dependent on you? Learn how to replace your "helping" behaviors with "Empowering" ones. Shift your strategies from doing for participants to teaching them how to do for themselves. Beverly O. Ford, Ph.D.

**Indian Country Going Back to Green** - The information presented in this workshop is regarding the Solar Heat Panel Training and Installation Project that the Rosebud Sioux Tribe is currently engaged in. The project is unique in itself that it brings together multiple tribal entities of the Rosebud Sioux Tribe and a small business which is owned and operated by a member of the Oglala Sioux Tribe. It has multiple benefits that consist of: providing training to clients, job creation, renewable/green energy, education and awareness of renewable/green energy, improving our infrastructure, and of course providing solar heat panels for elderly, veterans, handicapped, and low income residence at no cost to the individual. The overall benefit of this project will be: enhancing clientele skills in green energy, education & jobs and provide solar heat to families to assist in cutting energy costs. Information will also be presented on Straw Bale Home building which is another project we are currently engaged and is in line with green energy and jobs. This project also brings together multiple entities and focuses on energy efficiency. John Charles Arcoren, Henry Red Cloud

**Innovative Partnerships to Increase Employment Opportunities for Native American Women** - Learn how the U.S. Dept. of Labor, Women's Bureau in Regions 9 and 10 teamed with local workforce and community economic development groups to create two successful pilot programs that help women increase their employment, training and entrepreneurial opportunities both off and on the reservation. Jenny Erwin, Betty Lock

**Kahv'you Adventure for WIA Youth** - This Equine Spirit Program offers an opportunity for youth to develop healthy coping strategies, resilience and self-esteem. This is an experiential process where youth groups participate with horses in assigned ground activities utilizing the internationally known EAGALA model. Andy Miritello, Mary Sims Gerdes



## *Tribute to the Past, Empowering the Present, Continuing the Legacy*

### **Keep the Best, Develop the Rest: Effective Retention Strategies -**

In these uncertain economic times, tribal managers are faced with unique challenges unlike any experienced before. Recruitment has slowed as jobs disappear, so human resource managers look for innovative retention strategies to keep existing staff and prepare employees for other opportunities within their organization. Jane Wood, MPA

**Managing Stress** - This workshop will identify the main causes of stress. The participant will learn key strategies for dealing with stress which includes relaxation exercises. Phyllis Hutto

### **Maximizing and Leveraging Native Employment and Training**

**Resources for Youth** - Native peoples always knew it took a village to raise a child. Discover how maximizing and leveraging Native Employment and Training Resources can raise empowered and culturally-grounded Native youth. This workshop is presented by the Kako'o or Youth Interns of the Wai'anae Olelo Community Media Enrichment Program. The Student Interns will be focusing on the program's success of combining employment and work experience with cultural and traditional practices, integrated with media production technology and P.E.G. Access Television, as a means to both preserve and perpetuate Native culture from the past, in the present and for the future of Native communities. Learn of engaging multigenerational activities that strengthens family relationships, teaches civic participation, and fosters a community's well-being. Christian Naho'opi'i-Hose, Naturalee Puou, Thorne Kahele-Fontanilla, Shirley Naho'opi'i

**Meeting Clients' Barriers to Employment** - An interactive, hands on session to problem solve individual based needs to employment barriers. A Christine Molle, Kathy Atkins

**MIS Training** - Workshop attendees will receive information on WIA regulatory requirements for participant eligibility, record maintenance, reporting, and program services. Jennifer Whitmore, Tara Andrade

**Motivating the "Unmotivated"** - Motivation is any need or desire that causes us to act. Your participants bring needs and desires with them. They come to you already motivated. Find out how to listen for and identify both the positive and negative motivations that can promote work. Learn how to transform participants' complaints about their present lives into goals for the future. Develop the skills you need to tie participants' motivation to the programs' goals and to reinforce the commitment to complete training and retain employment. Beverly O. Ford, Ph.D.

**Nation to Nation Trade Ventures** - This workshop will cover the increasing trend of Nation to Nation trade, tribal joint ventures and international trade. PaPai X. Thomas, MPA

**Navigating Change** - In these turbulent times, change is almost a given. The question this workshop addresses is what you can do to facilitate the transition to the new circumstances so that the process is more conscious and less fraught with nonproductive behavior. Sylvia WynnLindeman

**Not Your Ordinary Interview: Hiring Tribal Members** - In today's tribal organizations, human resources must balance a variety of issues to select staff. Considering TERO, AA/EEO and a host of other laws, policies and procedures, hiring can also be impacted by political and economic considerations. Many tribal human resource managers grapple with how to best meet organizational needs via

traditional selection procedures but also employ community members who may have limited educational or professional experience. In this workshop, you will learn about behavioral-based interviewing as well as methods to translate life skills into professional skills so that you can recruit, select and employ tribal members within their own organizations. Jane Wood, MPA

**On the Road to the 2010 Census** - This workshop will provide an overview of the 2010 Census, history and operations, specifically pertaining to the American Indian and Alaska native (AIAN) populations. This session will also examine the available data on the American Indian and Alaska Native populations, as well as provide summary information on the AIAN advertising communication plans for the decennial census. Wayne Kei, HaiNaNu Saulque

### **Performance Management in Today's Tribal Organization -**

Performance Appraisals are an opportunity to evaluate whether individuals are meeting established standards and goals, yet they are often poorly designed, underutilized or managers are not trained to administer them effectively. This workshop equips human resources professionals with methods to improve the performance appraisal process in their own tribal organization. It addresses performance management systems and the performance appraisal process. Jane Wood, MPA

**Planning and Prioritizing** - This workshop will help participants to identify their time management concerns, strengths, and areas for improvement; clarify the link between personal values and time use; connect planning to your various roles (employee, parent, friend, home manager, etc.); and teach them to use a system for assigning tasks to categories depending on time-sensitivity and importance. Phyllis Hutto

### **Project Popoho Na Pe'a - Setting the Course for a Journey of a**

**Lifetime** - Project Popoho Na Pe'a was launched in October of 2005 in response to the need to provide Hawaiian Youth and Adults with quality, comprehensive education and career planning services. Come and hear how PPNP has empowered individuals, families, and communities to attain self-sufficiency and see how you can launch this model in your community. Dirk N. Soma

### **Public Law 102-477: An Effective-Efficient Approach to Self**

**Sufficiency** - The presentation will include a brief review of Public Law 102-477, a brief discussion on what a "one stop shop" scenario might look like as it's related to "477", and how the consolidation and integration of resources and services might be advantageous to a case manager. We will look at our simplified reporting system and how our federal partners help with the "plan" review process. We will ask the proverbial question "Are you and the Employment, Training, and Related Services Demonstration Act ready for each other?" Francis W. Dunne

**Soar Above the Crowd** - Participants will learn empowering motivational skills to create healthy thinking, energy techniques to accomplish tasks and goals easily, and the three key points in serving with the heart and soul. Denise Alley

**SSA Employment Support/Work Incentive Programs for Individuals Who Receive SSI and SSD** - This session provides information on elements of social security law that allows beneficiaries of SSI and SSDI to either return to or advance in the workplace. These

(continued)

# *Celebrating Thirty Years of Service to Indian and Native American Communities*

## NINAETC Workshop Descriptions (continued)

SSA employment support/work incentives programs allow beneficiaries to keep some or all of their benefit payments while they transition to work. Other employment support services will also be presented such as the Department of Rehabilitation and the Ticket to Work Program. Michael Thomas

**Supervision and Management Skills** - 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 experience by applying newly-acquired skills and techniques used by leading management experts. This course will walk you through practical, hands-on exercises, including problem-solving and other workplace scenarios. Richard Phelps

**The Art of Managing Theater – Dealing with Workplace Drama** - This workshop focuses on effective ways to deal with workplace drama and your role as the director of this theater. The participants will learn strategies for dealing with the varying personalities; conflict in the workplace; and difficult bosses. Phyllis Hutto

**The Value of Vocational Assessments** - Still don't know what you want to be when you grow up? In the middle of a career change? Completing a Vocational Assessment may help you find the right path. This workshop will cover 10 of the most used Vocational Assessments: 1) California Career Zone; 2) Choices; 3) COPS/CAPS/COPEs; 4) Please Understand Me; 5) Time Preference; 6) Workkeys System; 7) Ideas; 8) Learning Styles; 9) Right Brain/Left Brain; & 10) Getting to Know You. Attendees will complete 4-5 Vocational Assessments and have results interpreted. Diane Eid, Roland Rebuyon, Rudy Meza

**Time Management and Organizational Skills** - Some days you go home exhausted, others you leave exhilarated. What can you do to ensure that the hours you invest in your work are really being levered to produce the most important results? And how can you avoid the frustration of time spent "spinning your wheels"? Join this workshop and delve into tried and true tactics for the following: 1) Getting and Staying Organized; 2) Triumphant over the organizational patterns that scatter your energy; 3) Effectively working those large or overwhelming projects; and 4) Setting Priorities that succeed – on all levels. Sylvia WynnLindeman

**Transitioning Clients from the Reservation and/or Rural areas to the Urban Areas** - This workshop will consist of at least six (6) or more panelists who have had experience dealing with clients who are relocating from a reservation and/or rural area to an urban area. Issues to be discussed: How are the urban grantees receiving these clients; and how can the Reservation and/or Rural and the urban grantees partner to obtain a stable base for the client to keep them employed. Lois Bethards, Lori Ann Chaisson, Sonya French-Begay, Kathy McDonald, Darren Kroenke, Larry Ketcher, Lynn Roanhorse

**Tribal Employment Rights Ordinances** - The Blackfeet Nation has recently begun to update their TERO legislation. As one of the original leaders in the TERO movement, they are continuing in that tradition with the expansion of the TERO concept to cover all other areas of Workforce Protection, including Occupational Safety &

Health, Tribal minimum wage rates, a Tribal Bureau of Apprenticeship & Training, laws regarding immigration & illegal workers, and Tribal law for discrimination in employment, sexual harassment in the workplace, and family medical leave, including pregnancies. Recently reviewed and approved by Mr. Richard McGee, the author of American Indian Employment Law, the Blackfeet legislation represents a redefinition of Tribal Workforce Protection laws and an assertion of Tribal Authority for the 21<sup>st</sup> century. Christine Powell, Melinda Kipp

**Turning Native Dreams into Entrepreneurial Reality** - This workshop will share information on California Indian Manpower Consortium's Leadership Training for Entrepreneurial/Small Business/Economic Development, an innovative entrepreneur training program for Native individuals who want to start a business or expand an existing business. Teresa Peralta, G. David Singleton

**Understanding Common Measures** - This session will provide attendees with a thorough understanding of the Common Measures in effect for the Comprehensive Services Program. Topics will include: definitions of the measures, who counts under each measure, measurement quarters and reporting periods, and practical strategies for maximizing performance. Learning will be reinforced through examples and hands-on exercises. Ron D'Amico, Ph.D.

**Will the Real Indian Please Stand Up?** - This workshop will examine "race" as a social construct linked to American culture, and how it defines our personal assumptions about ourselves and frames our actions to others in Indian country. M. Ligaya Hattari, Ph.D., Kimberlea Sanchez

**YouthBuild** - This workshop will discuss the current DOL YouthBuild projects and offer "on-the-ground" experiences working with youth in this program. Sandra Waterhouse, Patti Clary

**YouthBuild: A Youth and Community Development Program** - YouthBuild addresses issues facing low-income communities: housing, education, employment, and leadership development. In YouthBuild programs, low-income youth ages 16-24 work toward their GED or High School Diplomas, learn job skills, and serve their communities by rehabbing and building affordable housing. YouthBuild is a "learn and earn" program with students receiving stipends and incentives during their educational and vocational training. Timothy O'Daniel

**Youth Empowerment** - Background and experience of presenters describe both reservation and urban environments. Session will give information on how to overcome issues with positive attitude and understanding. Jessica James, LaNada War Jack, D.A.

**Youth Work Readiness Camp** - In order to meet the performance standards tied to DOL's Stimulus Monies, the current format for the 9<sup>th</sup> Annual Indian Nations Camp will be modified to make Work Readiness a larger part of the curriculum. The work readiness training has a pretest and post test component for the ability to measure the learning process. The results have been made simple and are calculated electronically with an online component as well. The camp has always been hugely successful in creating strong Native leaders. Come see how we have combined the best of both worlds! Lana Chanda, Katreena Hayes-Wood

## NINAETC Workshop Presenters

**Denise Alley** (Cherokee, Shawnee, Otoe) is a professional speaker, author, workshop trainer and performer and has served in Indian country for the last 19 years working with tribal programs, departments, and conference events. Ms. Alley annually performs with Willie Nelson's Farm-Aid and Neil Young's Bridge School Benefit concerts. Ms. Alley is the author of her new book, *Native Heart* and resides in Arizona. [www.denisealley.com](http://www.denisealley.com)

**John Charles Arcoren** (Rosebud Sioux Tribe) is an Employment Specialist for the Sicangu Nation Employment and Training Program. His work revolves around both adult and youth components which consist of Work Experience, On-the-Job-Training, Job Placement and Creation, and training sessions and seminars. Mr. Arcoren was the recipient of the 2009 *Michelle Law 102-477 Memorial Award for Outstanding 477 Employee*.

Co-Presenter:

**Henry Red Cloud** (Oglala Lakota) is the proprietor of Lakota Solar Enterprises (LSE), a solar heat collector manufacturing and assembly company established in 2005 on the Pine Ridge Reservation in South Dakota. Mr. Red Cloud is a leader who has developed new ways to honor old ways using 21st century technology.

**Cristala Allen** is the Founder and Executive Director of Native Workplace, a Native nonprofit organization created with the objective to educate the community on Green Jobs available to Indian country. Her mission is to create opportunity while honoring Native culture and values, with results that improve the quality of life for Native families.

**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 university's College of Education. Dr. Austin has 34 years of experience in higher education.

**Lois A. Bethards** is the Executive Director of American Indian Center of Arkansas, a nonprofit organization serving the off-reservation Native American population residing in Arkansas and Tennessee. She has more than twenty years experience working with Native Americans as Assistant Program Director/Fiscal Officer and then as the Executive Director of DOL WIA Section 166 program.

Co-Presenters:

**Lori Ann Chaisson** is a Case Manager of Inter-Tribal Council of Louisiana, Inc. in Baton Rouge, LA.

**Sonya French-Begay** is the WIA Director of Three Rivers Council American Indian Center, Inc. in Pittsburgh, PA.

**Larry Ketcher** (Cherokee Nation) is the Director of Cherokee Nation Employment & Training Programs, which he acts as an educator and coordinates education, employment & training activities for Career Services in the Cherokee Nation fourteen (14) county jurisdiction service area of northeastern Oklahoma.

**Darren E. Kroenke** is the Executive Director of Spotted Eagle, Inc., a nonprofit community based organization serving the off-reservation Native American population residing in Southeast Wisconsin.

**Kathy McDonald** is the WIA Director for the Urban Inter-Tribal Center of Texas located in Dallas, TX.

**Lynn Roanhorse** (Jicarilla Apache) is the WIA Director for the Jicarilla Apache Tribe in Dulce, NM.

**Jeri Brunoe** (Warm Springs) is the owner Brunoe Training & Consulting in Burbank, California. Ms. Brunoe has many years of experience in providing youth-related training.

**Lana Chanda** is the Director of Employment & Training, Gila River Indian Community, Sacaton, AZ

Co Presenter:

**Katreena Hayes-Wood** is the owner of Strive for Students.

**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. Mr. Clark 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** has spent 30 years working for the Three Affiliated Tribes and is the Administrator for the Tribe's Employment Training Department. He is also Co-Founder of the Great Plains Horse Society Alliance and is currently working on the movement of helping Native people use horses for mental and physical health. Mr. Cummings is an Equine Assisted Growth and Learning Association (EAGALA) level two trained professional that uses horses to deliver equine assisted psychotherapy and learning for the people of the Ft. Berthold Reservation in North Dakota.

Co-Presenters:

**Jennifer Lenning** is the Mental Health Team Member and has extensive experience with horses. She has assisted with curriculum development and worked with developing community contacts and program development. She is certified as level two in the EAGALA model.

**Jessica White Plume, Ph.D.** (Oglala Lakota) has worked in tribal health and community development at the University of North Dakota, Center for Health Promotion and Prevention Research for ten years. She has been collaborating with the Three Affiliated Tribes Healing Horse Program since 2007. Dr. White Plume is also the cofounder of the Great Plains Horse Society Alliance.

**Marty YoungBear** is a Youth Mentor for the Three Affiliated Tribes PL 102-477 Program. He works with youth, teaching them life skills, including working with horses. He is active on the rodeo circuit and local horse races. Mr. YoungBear is certified as level two in the EAGALA model.

**Ron D'Amico, Ph.D.** is President and Senior Social Scientist at Social Policy Research Associates. He is an expert in public policy and evaluation research, and has served as an advisor to the U.S. Department of Labor on workforce development programs for more than 20 years.

**Steven Darden** is a successful leader, business owner, executive, trainer, and public speaker. He has over 30 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. He is also a former Adjunct Faculty of the Dine College (Navajo Nation). Mr. Darden is a student of cutting edge leadership, excellence in organizations, and personal wellness.

**Francis W. Dunne** is a Supervisor in the Workforce Development Division of the Office of Assistant Secretary - Indian Affairs, U.S. Department of the Interior based in Washington, DC.

(continued)

## NINAETC Workshop Presenters (continued)

**Diane Eid** has been a Teacher/Educator for more than 25 years and has worked for the last 15 years at the Charles A. Jones Career and Education Center as a Case Manager/Teacher-Facilitator in GAIN, JTPA and WIA funded programs. Ms. Eid has a certificate as a Career Development Specialist and administers a variety of career, personality and vocational assessments to the students in the Workplace Skills and Computer Literacy class.

Co-Presenters:

**Roland Rebuyon** has been an Education teacher for 12 years. He currently teaches a Financial Literacy class at the Charles A. Jones Career and Education Center. He received the CCAE Teacher of the Year/Staff Member of the Year Award in 2005.

**Rudy Meza** is the Site Supervisor at the Charles A. Jones Career & Education Center in Sacramento, CA.

**Jenny Erwin** has been the Regional Administrator for the U.S. Department of Labor, Women's Bureau since 1999. She manages a regional staff that plans and implements programs in Arizona, California, Guam, Hawaii and Nevada. She also works with staff both in D.C. and throughout the other nine regional offices to help women attain better jobs, better earnings, and a better living.

Co-Presenter:

**Betty Lock** has over 18 years of experience in the workforce development arena. She has worked with the Employment and Training Administration, served as a Native American Housing Program Evaluator with the U.S. Department of Housing and Urban Development, and has worked for many grassroots and nonprofit organizations on refugee and immigrant resettlement, employment, and social programs. Ms. Lock is currently the Regional Administrator for the Women's Bureau, U.S. Department of Labor.

**Beverly O. Ford, Ph.D.** is President of ASM Associates, a training and consulting firm that specializes in staff training for human services professionals. Since 1989 she has conducted training in case management, employment preparation, welfare reform, and client empowerment for over 100,000 people in 42 states.

**Daniel Golding** (Quechan) graduated Cum Laude from San Francisco State University receiving a Bachelors of Arts in Film Production and a minor in American Indian Studies. He started *Hokan Media Productions* in 1997 as a means to produce social issue documentary and narrative films. His films have screened both nationally and internationally.

**Duane Hall** is the lead Federal Project Officer with the Indian and Native American Programs, Office of Workforce Investment, Employment and Training Administration, U.S. Department of Labor and is based in Dallas, TX.

Co-Presenter:

**Andrea Brown** is a Federal Project Officer with the Indian and Native American Programs, Office of Workforce Investment, Employment and Training Administration, U.S. Department of Labor and is based in Washington, DC.

**M. Ligaya Hattari, Ph.D.** has been with California Indian Manpower Consortium, Inc., since 2002. Dr. Hattari fills her spare time teaching as adjunct faculty at the Anthropology Department of California State University, Sacramento, and volunteering as workshop presenter and fundraiser chair for local and national domestic violence agencies.

Co-Presenter:

**Kimberlea Sanchez** (Paiute) has volunteered for California Indian Manpower Consortium, Inc., since she was in high school. She recently graduated from California State University, Sacramento, where she studied Criminal Justice and Psychology. Ms. Sanchez is continuing her graduate studies in psychology at CSU, Sacramento, and looks forward to attending law school after she graduates.

**Phyllis Hutto** is the Corporate Director of Agency Admissions for High-Tech Institute, Inc., as well as the CEO of Empowerment Resources, a company dedicated to empowering organizations and individuals to reach their maximum potential. As an accomplished trainer, facilitator, and motivator, Ms. Hutto has provided training for major companies throughout the nation.

**Jessica James** (Pyramid Lake Paiute Tribe) obtained an AA degree in Liberal Arts and a BA degree in American Indian Studies from Haskell Indian Nations University and a MA in Indigenous Nations Studies with emphases in Cultural Preservation Management and Indigenous Museum Studies from the University of Kansas in Lawrence, Kansas. Currently, Ms. James is the Youth Program Director for the Indian Center, Inc. located in Lincoln, Nebraska. Ms. James mentors and advises youth on multiple levels of education and empowers youth to become educated leaders through encouraging cultural values and achieving academic success.

Co-Presenter:

**LaNada War Jack, D.A.** (Shoshone-Bannock), currently living on the Fort Hall Indian Reservation, is a graduate of the University of California receiving her MPA and Doctorate of Arts from Idaho State University. Dr. War Jack is currently the President of Indigenous Visions Network and completing her book on the Federal Fiefdom: A Study of Colonialism on Americas Indian Reservations.

**Wayne Kei** is the Assistant Branch Chief, U.S. Census Bureau based in Washington, D.C.

Co-Presenter:

**Hai-Na-Nu Saulque** (Benton Paiute) is the Census Information Center Coordinator for California Indian Manpower Consortium Inc, Sacramento, CA

**John Lloyd** is a member of the International Brotherhood of Electrical Workers (IBEW) and has been part of the building trades for 40 years. Mr. Lloyd is also the Membership Development Representative for the IBEW Local 551 in Santa Rosa, CA.

Co-Presenters:

**Marie De La Parra**, CEO, is the founder and principal of BMB Construction Properties, an Oakland based green certified general contractor. Ms. De La Parra is one of a handful of women construction owners and perhaps one of even fewer female certified green construction and design experts. She also holds a C-27 landscape license.

**Tracy Madden-Maloon** (Te-Moak Shoshone) is a fourth year apprentice in the IBEW. She was accepted in to the IBEW after her mother, a journeyman wireman, insisted. She is happy to share her story with other Native people.

## *Tribute to the Past, Empowering the Present, Continuing the Legacy*

**Andy Miritello**, an EAGALA Equine Specialist, has a unique background consisting of a combination of 35 years of horse experience and 18 years working with at-risk youth, and the past 12 years with youth in the Native American Community. This relationship with horses and youth has drawn him to partner in Equine Spirit: Equine Assisted Growth & Learning Adventure.

Co-Presenter:

**Mary Sims Gerdes** is a licensed Professional Counselor with a private practice in Tempe, AZ. 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.

**Christine Molle** is the Executive Director, American Indian Council, North Kansas City, MO. Ms. Molle also represents Region V as a member of the U.S. Department of Labor Native American Employment and Training Council.

Co-Presenter:

**Kathy Atkins** is the Tennessee Office Coordinator, American Indian Center, Nashville, TN. Ms. Atkins has also previously served and the NINAETC Chairman and Secretary.

**Christian Naho'opi'i-Hose** is the Intern Manager at ALU LIKE, Inc. and Wai'anae 'Olelo Community Media Center, Wai'anae, HI. Mr. Naho'opi'i-Hose has been involved with the Community Media Program for ten years and has been the Intern Manager for three years. He plans to teach in his community after completing college. He is actively involved in community projects and all aspect of Native Hawaiian Culture.

Co-Presenters:

**Naturalee Puou** is the Intern Manager at Wai'anae 'Olelo Community Media Center, Wai'anae, HI. She has been involved with the Community Media Program for six years and an Intern Manager for three years. Ms. Puou plans to teach in her community after completing college. Her interests and activities include reading, writing, and mentoring young learners. Ms. Puou has a deep passion for Native Hawaiian culture, particularly hula (dance).

**Thorne Kahele-Fontanilla** is an Intern at Wai'anae 'Olelo Community Media Center. Mr. Kahele-Fontanilla has been involved with the Community Media Program for three years, and has been an intern for two years. His plans are to continue working in his community after completing college. He enjoys training and mentoring community members of all ages with learning Media Production skills and sharing his Native Hawaiian culture with others.

**Shirley P. Naho'opi'i** is a Kupuna (Elder) Cultural Specialist. She is retired from civil service work which includes the Headstart Program, Community Action Programs, and the Dept. of Public Safety. Ms. Naho'opi'i started her second career as a Kupuna (Elder) and Culture Specialist and has taught Hawaiian culture and values to school children for the last ten years. Her goal is to ensure that Native Hawaiian culture, knowledge, values and traditions are perpetuated by future generations.

**Timothy O'Daniel** (Oglala Lakota) has spent the last 20 years in the development and administration of educational and employment programs for at risk and hard to serve youth and adults. Mr. O'Daniel's Fresh Start Program was awarded the South Dakota Work Force Development Program of the year in 2000. He served as Lead Consultant for the Oglala Lakota Tribe's Department of Public Safety to reorganize the Juvenile Service Center on the Pine Ridge Reservation. Mr. O'Daniel served as the Director of Criminal Justice Advocacy for YouthBuild USA for five years developing opportunities for youthful and young adult offenders across the nation to participate in YouthBuild Programming. He also served as lead consultant and Interim Director for the Sisseton Wahpeton Tribe's YouthBuild Program. Mr. O'Daniel is currently a consultant for YouthBuild USA's Native American Programs Department.

**Teresa Peralta** (Yurok), an employee of California Indian Manpower Consortium, Inc. (CIMC) of more than 15 years, has extensive experience in coordinating logistics for numerous national, regional and local events. Ms. Peralta has successfully co-coordinated CIMC's Leadership Training for Entrepreneurial/Small Business/Economic Development for the past eight years.

Co-Presenter:

**G. David Singleton** is a planner, researcher and manager of social, educational, community and economic development projects with 30 years of progressively responsible experience. He has been successful in bringing together public and private resources resulting in projects that have impacted numerous local Native communities throughout California. Mr. Singleton has also co-coordinated CIMC's Leadership Training for Entrepreneurial/Small Business/Economic Development for the past eight years.

**Richard Phelps** is the founder and CEO of Falmouth Institute. He has been providing a range of services to the American Indian and Alaskan Native community for over 20 years. Mr. Phelps has worked with tribal organizations in developing organizational audits, developing policies and procedures to insure compliance with federal grant and contract requirements, and has negotiated indirect cost agreements for numerous tribes. He has served as project manager on several major federal contracts for the U.S. Department of Labor, Indian Health Service and the U.S. Department of Housing and Urban Development.

**Millicent Pittman** (Seneca Nation) has a long, well-established relationship with Native American Employment & Training programs. Her first jobs were as a CETA participant in the late 70's. Since then, she has had a rewarding career working for the Florida Governor's Council on Indian Affairs, Inc., doing everything from receptionist to accounting work. She credits the Native American JTPA and WIA programs for helping her attain a Bachelor's Degree in Business Administration in 2006.

**Christine Powell** is the Blackfeet Tribal Employment Rights Ordinance (TERO) Director in Browning, MT

Co-Presenter:

**Melinda Kipp** is an employee of Blackfeet TERO, Browning, MT

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## *Celebrating Thirty Years of Service to Indian and Native American Communities*

### NINAETC Workshop Presenters (continued)

**Gary Rickard** (Wintu) 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. Mr. Rickard has developed many innovative practices in the area of preparing the "hard-to-serve" for entry into employment. He is the Vice chairman of the Wintu Tribe in Shasta County and Vice-Chairman of the Board of Directors for California Indian Manpower Consortium, Inc.

**Dirk N. Soma** is the founder of Kulia Career Development Services (KCDS). KCDS provides individual and group education and career planning services within the Hawaiian community across the state of Hawai'i.

**Debby Tewa** (Hopi) is currently the Arizona Department of Commerce Energy Office's Renewable & Tribal Energy Coordinator and serves as the state's Tribal Energy Liaison. Prior to joining the Energy Office, She worked at Sandia National Laboratories Tribal Energy Program in Albuquerque, NM where she provided technical assistance to tribes with their renewable energy portfolio to promote employment and economic development in Indian Country. While at Sandia, Ms. Tewa co-taught Women's Photovoltaic courses in conjunction with the American Solar Energy Society conferences. She also served as Project Manager for NativeSUN on the Hopi reservation. NativeSUN deployed over 300 stand-alone photovoltaic systems on the Hopi, Zuni, Navajo reservations and rural Flagstaff. She holds a bachelor's degree in Applied Indigenous Studies (2004) from Northern Arizona University, Flagstaff, Arizona.

Co-Presenter:

**Al Henderson** is the Tribal Liaison, Institute for Native Americans, Northern Arizona University, Flagstaff, AZ

**PaPai X. Thomas, MPA** (Miwok/Pawnee/Santee) was an elected officer of the El Dorado Miwok Tribal Council for five years and currently sits on her Tribe's Election Board and is the Chair of the Membership Committee. For the past thirteen years, Ms. Thomas has worked for California Indian Manpower Consortium (CIMC). In Ms. Thomas' current position, Business Services Coordinator, she works with the USDA Rural Business Enterprise Grants and with CIMC's for-profit subsidiary Tribal Business Services with various tribes on business development, tribal business partnerships and international trade.

**Michael Thomas** is a senior advocate at Disability Rights California and is the coordinator of both the Protection & Advocacy for Beneficiaries of Social Security (PABSS) and the Client Assistance Program (CAP). Mr. Thomas is dedicated to assisting people with disabilities secure employment opportunities through programs of the Social Security Administration (SSA) and the Department of Rehabilitation (DOR).

**Will Wagner** is the WIA Director for the Indian Center, Inc. in Lincoln, NE

Co-Presenter

**Anthony Showa** (Navajo) is WIA Case Manager of the American Indian Center of Indiana, Inc. (AICI). As Case Manager for AICI, he works to help the American Indian community of Indiana in workforce development and education.

**Sandra Waterhouse** is a Federal Project Officer with the U.S. Department of Labor (DOL), Employment and Training Administration in

Region 6, San Francisco, CA. She works in the Office of Special Initiatives and Demonstration Grants. Ms. Waterhouse has worked for US DOL since 2000.

YouthBuild Workshop Co-Presenter:

**Patti Clary** has been the Director for the Yuba County Office of Education's YouthBuild program located in Marysville, CA for the past two years. In addition, she serves as the Director for the Yuba Sutter Conservation Corp and the Yuba County One Stop. In all, Ms. Clary nearly eight years of experience in the workforce development field.

Ex-Offenders Workshop Co-Presenter:

**Tressa Dorsey** has been the Program Director for MAAP, Inc. New Choice Program located in Sacramento, CA for the past three years. The New Choice Program is part of the U.S. Department of Labor Prisoner Reentry Initiative that was established to assist ex-offenders with vocational training, employment barrier removal, and employment placement assistance.

**Jennifer Whitmore** (Tohono O'odham) MIS Specialist at California Indian Manpower Consortium, Inc., Sacramento, CA

Co-Presenter:

**Tara Andrade** (Pomo) is the MIS Policy Performance Specialist at California Indian Manpower Consortium, Inc., Sacramento, CA

**Gregory T. Williams** is a former federal agent who began his career with NCIS and has over 23 years of administrative experience with gang intervention, employment, education and training programming. Since 2001, he has served as the Assistant Executive Director of Wisconsin Community Services, Inc. (WCS) overseeing for the organization's reentry initiatives, employment services, education, halfway houses, gang intervention, youth and mentoring services and civil rights compliance.

Co-Presenter:

**Michael Alexander** is a Case Manager with Spotted Eagle, Inc., in Milwaukee, WI

**Nancy Williams** is the Team Leader, for the Office of Grants and Contract Management, Division of Policy, Review and Resolution

Co-Presenter:

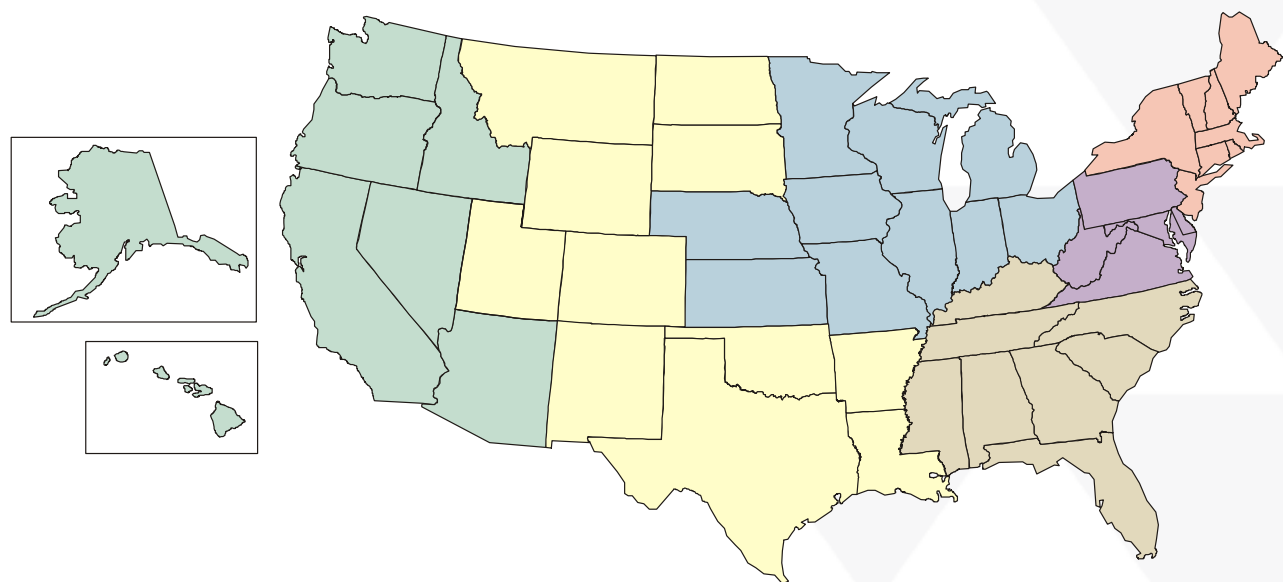
**Judi Fisher** is the Program Manager for the Office of Grants and Contract Management, Division of Policy, Review and Resolution

**Jane Wood, MPA** (Sisseton-Wahpeton) is President of Oyate Research and Training, which provides leadership, management, and communication training to tribal and Native organizations. She has designed, developed and delivered customized training to thousands of professionals in Washington and Oregon and serves as a consultant and researcher to several Pacific Northwest tribes. She has published numerous articles on human resources, leadership and professional development.

**Sylvia WynnLindeman** served the San Francisco Bay Area business community for over two decades as a management and organization development consultant and as senior adjunct professor at a respected private university before joining the WIA Program staff at Ya-Ka-Ama Indian Education and Development Center in Forestville, CA Her courses and in-house workshops in leadership and communication, strategic planning, problem solving, performance management and motivation have equipped thousands of people with the competencies needed to build high performing teams and successful organizations.



## ***Indian and Native American Workforce Investment Act and Public Law 102-477 Grantees***



### **REGION I**

Connecticut (served by)

**Rhode Island Indian Council**  
Providence, Rhode Island

Maine

**Penobscot Indian Nation**  
Indian Island, Maine

Massachusetts

**Mashpee-Wampanoag Indian Tribe**  
Mashpee, Massachusetts

**North American Indian Center of Boston, Inc.**  
Jamaica Plain, Massachusetts

New Hampshire (served by)

**Abenaki Self-Help Association/New Hampshire Indian Council**  
Swanton, Vermont

New Jersey (served by)

**Rhode Island Indian Council, Inc.**  
Providence, Rhode Island

New York

**American Indian Community House, Inc.**  
New York City, New York

**Native American Community Services of Erie and Niagara Counties, Inc.**  
Buffalo, New York

**Native American Cultural Center, Inc.**  
Rochester, New York

**St. Regis Mohawk Tribe**  
Hogansburg, New York

**Seneca Nation of Indians**  
Irving, New York

Rhode Island

**Rhode Island Indian Council, Inc.**  
Providence, Rhode Island

Vermont

**Abenaki Self-Help Association/New Hampshire Indian Council**  
Swanton, Vermont

### **REGION II**

Delaware

**Nanticoke Indian Association, Inc.**  
Millsboro, Delaware

District of Columbia/Maryland (served by)

**Council of Three Rivers American Indian Center**  
Pittsburgh, Pennsylvania

Pennsylvania

**Council of Three Rivers American Indian Center**  
Pittsburgh, Pennsylvania

Virginia

**Mattaponi, Pamunkey, Monacan Consortium, Inc.**  
Indian Neck, Virginia

West Virginia (served by)

**Council of Three Rivers American Indian Center**  
Pittsburgh, Pennsylvania

### **REGION III**

Alabama

**Inter-Tribal Council of Alabama**  
Millbrook, Alabama

**Poarch Band of Creek Indians**  
Atmore, Alabama

Florida

**Florida Governor's Council on Indian Affairs**  
Tallahassee, Florida

**Miccosukee Tribe of Indians of Florida**  
Miami, Florida

Georgia (served by)

**Florida Governor's Council on Indian Affairs**  
Tallahassee, Florida

(continued)

# *Celebrating Thirty Years of Service to Indian and Native American Communities*

## *Indian and Native American WIA and PL 102-477 Grantees (continued)*

### REGION III (CONTINUED)

Kentucky (served by)

**Council of Three Rivers American Indian Center, Inc.**

Pittsburgh, Pennsylvania

Mississippi

**Mississippi Band of Choctaw Indians**

Choctaw, Mississippi

North Carolina

**Cumberland County Association for Indian People, Inc.**

Fayetteville, North Carolina

**Eastern Band of Cherokee Indians**

Cherokee, North Carolina

**Guilford Native American Association**

Greensboro, North Carolina

**Haliwa-Saponi Tribe, Inc.**

Hollister, North Carolina

**Lumbee Regional Development Association, Inc.**

Pembroke, North Carolina

**Metrolina Native American Association**

Charlotte, North Carolina

**North Carolina Commission on Indian Affairs**

Raleigh, North Carolina

South Carolina

**South Carolina Indian Development Council, Inc.**

Rock Hill, South Carolina

Tennessee (served by)

**American Indian Center of Arkansas, Inc.**

Little Rock, Arkansas

Louisiana

**Inter-Tribal Council of Louisiana, Inc.**

Baton Rouge, Louisiana

Montana

**Assiniboine and Sioux Tribes - Fort Peck Indian Reservation**

Poplar, Montana

**Blackfeet Tribal Business Council**

Browning, Montana

**B.C. of the Chippewa Cree Tribe**

Box Elder, Montana

**Confederated Salish and Kootenai Tribes**

Pablo, Montana

**Crow Tribe of Indians**

Crow Agency, Montana

**Fort Belknap Indian Community Council**

Harlem, Montana

**Montana United Indian Association**

Great Falls, Montana

**Northern Cheyenne Tribe**

Lame Deer, Montana

New Mexico

**Alamo Navajo School Board**

Magdalena, New Mexico

**Eight Northern Indian Pueblos Council, Inc.**

San Juan Pueblo, New Mexico

**Five Sandoval Indian Pueblos, Inc.**

Bernalillo, New Mexico

**Jicarilla Apache Tribe**

Dulce, New Mexico

**Mescalero Apache Tribe**

Mescalero, New Mexico

**National Indian Youth Council**

Albuquerque, New Mexico

**Pueblo of Acoma**

Pueblo of Acoma, New Mexico

**Pueblo of Isleta**

Isleta, New Mexico

**Pueblo of Laguna**

Laguna, New Mexico

**Pueblo of Taos**

Taos, New Mexico

**Pueblo of Zuni**

Zuni, New Mexico

**Ramah Navajo School Board, Inc.**

Pine Hill, New Mexico

**Santa Clara Indian Pueblo**

Espanola, New Mexico

**Santo Domingo Pueblo**

Santo Domingo Pueblo, New Mexico

North Dakota

**Spirit Lake Nation**

Fort Totten, North Dakota

**Standing Rock Sioux Tribe**

Fort Yates, North Dakota

**Three Affiliated Tribes**

New Town, North Dakota

**Turtle Mountain Band of Chippewa Indians**

Belcourt, North Dakota

**United Tribes Technical College**

Bismarck, North Dakota

Oklahoma

**Absentee Shawnee Tribe of Oklahoma**

Shawnee, Oklahoma

**Cherokee Nation of Oklahoma**

Tahlequah, Oklahoma

**Cheyenne-Arapaho Tribes of Oklahoma**

Concho, Oklahoma

**Chickasaw Nation**

Ada, Oklahoma

**Choctaw Nation of Oklahoma**

Durant, Oklahoma

**Citizen Potawatomi Nation**

Shawnee, Oklahoma

**Comanche Tribe of Oklahoma**

Lawton, Oklahoma

**Creek Nation of Oklahoma**

Oklmulgee, Oklahoma

**Four Tribes Consortium of Oklahoma**

Anadarko, Oklahoma

**Inter-Tribal Council of Northeast Oklahoma**

Miami, Oklahoma

**Kiowa Tribe of Oklahoma**

Carnegie, Oklahoma

**Osage Nation**

Pawhuska, Oklahoma

**Otoe-Missouria Tribe**

Red Rock, Oklahoma

**Pawnee Tribe of Oklahoma**

Pawnee, Oklahoma

**Ponca Nation of Oklahoma**

Ponca City, Oklahoma

**Seminole Nation of Oklahoma**

Wewoka, Oklahoma

**Tonkawa Tribe of Oklahoma**

Tonkawa, Oklahoma

### REGION IV

Arkansas

**American Indian Center of Arkansas, Inc.**

Little Rock, Arkansas

Colorado

**Denver Indian Center, Inc.**

Denver, Colorado

**Southern Ute Indian Tribe**

Ignacio, Colorado

**Ute Mountain Ute Tribe**

Towaoc, Colorado

# *Tribute to the Past, Empowering the Present, Continuing the Legacy*

## **United Urban Indian Council, Inc.**

Oklahoma City, Oklahoma

## **Wyandotte Nation**

Wyandotte, Oklahoma

## South Dakota

## **Cheyenne River Sioux Tribe**

Eagle Butte, South Dakota

## **Lower Brule Sioux Tribe**

Lower Brule, South Dakota

## **Oglala Sioux Tribe**

Pine Ridge, South Dakota

## **Sicangu Nation**

Rosebud, South Dakota

## **Sisseton-Wahpeton Sioux Tribe**

Agency Village, South Dakota

## **United Sioux Tribes of South Dakota Development Corporation**

Pierre, South Dakota

## **Yankton Sioux Tribe**

Marty, South Dakota

## Texas

## **Alabama-Coushatta Indian Tribal Council**

Livingston, Texas

## **Urban Inter-Tribal Center of Texas**

Dallas, Texas

## **Ysleta del Sur Pueblo**

El Paso, Texas

## Utah

## **Indian Training and Education Center**

West Valley City, Utah

## **Ute Indian Tribe**

Fort Duchesne, Utah

## Wyoming

## **Eastern Shoshone Tribe**

Fort Washakie, Wyoming

## **Northern Arapaho Tribe**

Ethete, Wyoming

## REGION V

## Illinois (served by)

## **CIMC - Chicago Based Operations**

Chicago, Illinois

## Indiana

## **American Indian Center of Indiana, Inc.**

Indianapolis, Indiana

Indiana - Counties of Elkhart, Kosciusko, LaPorte, Marshall, Starke and St. Joseph (served by)

## **Pokagon Band of Potawatomi Indians**

Dowagiac, Michigan

Iowa - Counties of Dallas, Madison, Polk, Warren, and Woodbury (served by)

## **American Indian Council**

North Kansas City, Missouri

Iowa - Counties of Clinton, Scott, Muscatine (served by)

## **CIMC - Chicago Based Operations**

Chicago, Illinois

## Kansas

## **United Tribes of Kansas and Southeast Nebraska, Inc.**

White Cloud, Kansas

## Michigan

## **Grand Traverse Band of Ottawa and Chippewa Indians**

Suttons Bay, Michigan

## **Inter-Tribal Council of Michigan, Inc.**

Sault Ste. Marie, Michigan

## **Michigan Indian Employment and Training Services, Inc.**

Lansing, Michigan

## **North American Indian Association of Detroit, Inc.**

Detroit, Michigan

## **Pokagon Band of Potawatomi Indians**

Dowagiac, Michigan

## **Sault Ste. Marie Tribe of Chippewa Indians**

Sault Ste. Marie, Michigan

## **South Eastern Michigan Indians, Inc.**

Centerline, Michigan

## Minnesota

## **American Indian Opportunities, Inc.**

Minneapolis, Minnesota

## **Bois Forte Reservation Tribal Council**

Nett Lake, Minnesota

## **Fond du Lac Reservation**

Cloquet, Minnesota

## **Leech Lake Band of Ojibwe**

Cass Lake, Minnesota

## **Mille Lacs Band of Ojibwe**

Onamia, Minnesota

## **Minneapolis American Indian Center, Inc.**

Minneapolis, Minnesota

## **Red Lake Nation**

Redby, Minnesota

## **White Earth Reservation Tribal Council**

White Earth, Minnesota

## Missouri

## **American Indian Council**

North Kansas City, Missouri

## Nebraska

## **Indian Center, Inc.**

Lincoln, Nebraska

## **Omaha Tribe of Nebraska**

Macy, Nebraska

## **Winnebago Tribe of Nebraska**

Winnebago, Nebraska

## Ohio

## **North American Indian Cultural Center, Inc.**

Tallmadge, Ohio

## Wisconsin

## **Ho-Chunk Nation**

Black River Falls, Wisconsin

## **Lac Courte Oreilles Tribal Governing Board**

Hayward, Wisconsin

## **Lac du Flambeau Band of Lake Superior Chippewa Indians**

Lac du Flambeau, Wisconsin

## **Menominee Indian Tribe of Wisconsin**

Keshena, Wisconsin

## **Oneida Tribe of Indians of Wisconsin**

Oneida, Wisconsin

## **Spotted Eagle, Inc.**

Milwaukee, Wisconsin

## **Stockbridge-Munsee Community**

Bowler, Wisconsin

## **Wisconsin Indian Consortium**

Odanah, Wisconsin

## REGION VI

## Alaska

## **Aleutian-Pribilof Islands Association, Inc.**

Anchorage, Alaska

## **Association of Village Council Presidents**

Bethel, Alaska

## **Bristol Bay Native Association**

Dillingham, Alaska

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*Indian and Native American WIA and PL 102-477 Grantees (continued)*

**REGION VI (CONTINUED)**

**Alaska (continued)**

**Central Council of Tlingit and Haida  
Indian Tribes of Alaska**

Juneau, Alaska

**Chugachmiut**

Anchorage, Alaska

**Cook Inlet Tribal Council, Inc.**

Anchorage, Alaska

**Copper River Native Association**

Copper Center, Alaska

**Kawerak, Inc.**

Nome, Alaska

**Kenaitze Indian Tribe**

Kenai, Alaska

**Kodiak Area Native Association**

Kodiak, Alaska

**Maniilaq Association**

Kotzebue, Alaska

**Metlakatla Indian Community**

Metlakatla, Alaska

**Orutsarmuit Native Council**

Bethel, Alaska

**Tanana Chiefs Conference, Inc.**

Fairbanks, Alaska

**Arizona**

**Affiliation of Arizona Indian Centers,  
Inc.**

Phoenix, Arizona

**American Indian Association of Tucson**

Tucson, Arizona

**Colorado River Indian Tribes**

Parker, Arizona

**Gila River Indian Community**

Sacaton, Arizona

**Hopi Tribal Council**

Kykotsmovi, Arizona

**Hualapai Tribe**

Peach Springs, Arizona

**Inter-Tribal Council of Arizona, Inc.**

Phoenix, Arizona

**Native Americans for Community  
Action**

Flagstaff, Arizona

**Navajo Nation**

Window Rock, Arizona

**Pascua Yaqui Tribe**

Tucson, Arizona

**Phoenix Indian Center, Inc.**

Phoenix, Arizona

**Quechan Indian Tribe**

Yuma, Arizona

**Salt River Pima-Maricopa Indian  
Community**

Scottsdale, Arizona

**San Carlos Apache Tribe**

San Carlos, Arizona

**Tohono O'odham Nation**

Sells, Arizona

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**Candelaria American Indian Council**

Ventura, California

**Indian Human Resource Center**

San Diego, California

**Northern California Indian  
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**Southern California Indian Center, Inc.**

Fountain Valley, California

**Tule River Tribal Council**

Porterville, California

**United Indian Nations, Inc.**

San Leandro, California

**Ya-Ka-Ama Indian Education and  
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Forestville, California

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**ALU LIKE, Inc.**

Honolulu, Hawaii

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**Nez Perce Tribe**

Lapwai, Idaho

**Shoshone-Bannock Tribes, Inc.**

Fort Hall, Idaho

**Nevada**

**Inter-Tribal Council of Nevada, Inc.**

Reno, Nevada

**Las Vegas Indian Center, Inc.**

Las Vegas, Nevada

**Reno Sparks Indian Colony**

Reno, Nevada

**Shoshone-Paiute Tribes**

Owyhee, Nevada

**Oregon**

**Confederated Tribes of Siletz Indians**

Siletz, Oregon

**Confederated Tribes of the Umatilla  
Indian Reservation**

Pendleton, Oregon

**Confederated Tribes of Warm Springs**

Warm Springs, Oregon

**Organization of Forgotten Americans,  
Inc.**

Klamath Falls, Oregon

**Washington**

**American Indian Community Center**

Spokane, Washington

**Confederated Tribes of the Colville  
Reservation**

Nespelem, Washington

**Confederated Tribes and Bands of the  
Yakama Nation**

Toppenish, Washington

**Lummi Indian Business Council**

Bellingham, Washington

**Makah Tribal Council**

Neah Bay, Washington

**Puyallup Tribe of Indians**

Tacoma, Washington

**Seattle Indian Center, Inc.**

Seattle, Washington

**Spokane Tribe of Indians**

Wellpinit, Washington

**The Tulalip Tribes of Washington**

Marysville, Washington

**Western Washington Indian  
Employment and Training Program**

Tacoma, Washington

## *Procedures for 2009 NINAETC Resolutions*

1. All resolutions must address Section 166 Indian and Native American (INA) program under Title I of the Workforce Investment Act (WIA) and the P.L. 102-477 program.
2. Resolutions must be in correct typed format and signed by the designated person(s) attending the conference.
3. Resolutions must be submitted to the Resolution Committee by Wednesday, May 20, 2009 at 5:00 p.m. No Resolutions will be accepted after this established time.
4. Submission of resolutions must be made to the Resolution Committee and recorded as received by a member of that committee.
5. Resolutions will be reviewed by the Resolution Committee and one Executive Officer for content.
6. All resolutions will be acknowledged by the Resolution Committee Chairman at the last General Assembly on Thursday, May 21, 2009. During this time the person(s) who developed or wrote the resolutions must be available to read and answer any questions from the floor before seeking a vote by the Chairman.
7. Resolutions will be submitted to the 2008-2009 NINAETC Executive Officers for action.

*The Resolutions Committee is responsible for the overseeing of the resolution process at the Conference. The procedure has been in place for years. In the past, the Conference has dealt with a small number of resolutions. However, in the past few years, we have become more active as a result of conducting the DOL Native American Employment and Training Council (Advisory Council) meeting during the course of the Conference. The Conference resolutions dealing with the issues and positions of this group are an effective means of supporting the Advisory Council efforts. Once all resolutions have been received, it is the responsibility of the Committee to type and copy all resolutions for presentation and voting at the designated General Assembly.*

### **Robert's Rules of Order Motions Chart**

*Based on Robert's Rules of Order Newly Revised (10th Edition)*

**Part 1, Main Motions.** These motions are listed in order of precedence. A motion can be introduced if it is higher on the chart than the pending motion. § indicates the section from Robert's Rules.

§	PURPOSE:	YOU SAY:	INTERRUPT?	2ND?	DEBATE?	AMEND?	VOTE?
§21	Close meeting	I move to adjourn	No	Yes	No	No	Majority
§20	Take break	I move to recess for ...	No	Yes	No	Yes	Majority
§19	Register complaint	I rise to a question of privilege	Yes	No	No	No	None
§18	Make follow agenda	I call for the orders of the day	Yes	No	No	No	None
§17	Lay aside temporarily	I move to lay the question on the table	No	Yes	No	No	Majority
§16	Close debate	I move the previous question	No	Yes	No	No	2/3
§15	Limit or extend debate	I move that debate be limited to ...	No	Yes	No	Yes	2/3
§14	Postpone to a certain time	I move to postpone the motion to ...	No	Yes	Yes	Yes	Majority
§13	Refer to committee	I move to refer the motion to ...	No	Yes	Yes	Yes	Majority
§12	Modify wording of motion	I move to amend the motion by ...	No	Yes	Yes	Yes	Majority
§11	Kill main motion	I move that the motion be postponed indefinitely	No	Yes	Yes	No	Majority
§10	Bring business before assembly (a main motion)	I move that [or "to"] ...	No	Yes	Yes	Yes	Majority

**Part 2, Incidental Motions.** No order of precedence. These motions arise incidentally and are decided immediately.

§	PURPOSE:	YOU SAY:	INTERRUPT?	2ND?	DEBATE?	AMEND?	VOTE?
§23	Enforce rules	Point of Order	Yes	No	No	No	None
§24	Submit matter to assembly	I appeal from the decision of the chair	Yes	Yes	Varies	No	Majority
§25	Suspend rules	I move to suspend the rules	No	Yes	No	No	2/3
§26	Avoid main motion altogether	I object to the consideration of the question	Yes	No	No	No	2/3
§27	Divide motion	I move to divide the question	No	Yes	No	Yes	Majority
§29	Demand a rising vote	I move for a rising vote	Yes	No	No	No	None
§33	Parliamentary law question	Parliamentary inquiry	Yes	No	No	No	None
§33	Request for information	Point of information	Yes	No	No	No	None

**Part 3, Motions That Bring a Question Again Before the Assembly.**

No order of precedence. Introduce only when nothing else is pending.

§	PURPOSE:	YOU SAY:	INTERRUPT?	2ND?	DEBATE?	AMEND?	VOTE?
§34	Take matter from table	I move to take from the table ...	No	Yes	No	No	Majority
§35	Cancel previous action	I move to rescind ...	No	Yes	Yes	Yes	2/3 or Majority with notice
§37	Reconsider motion	I move to reconsider ...	No	Yes	Varies	No	Majority

*Resolutions Committee Chair: Joe Quetone, Florida Governor's Council on Indian Affairs*

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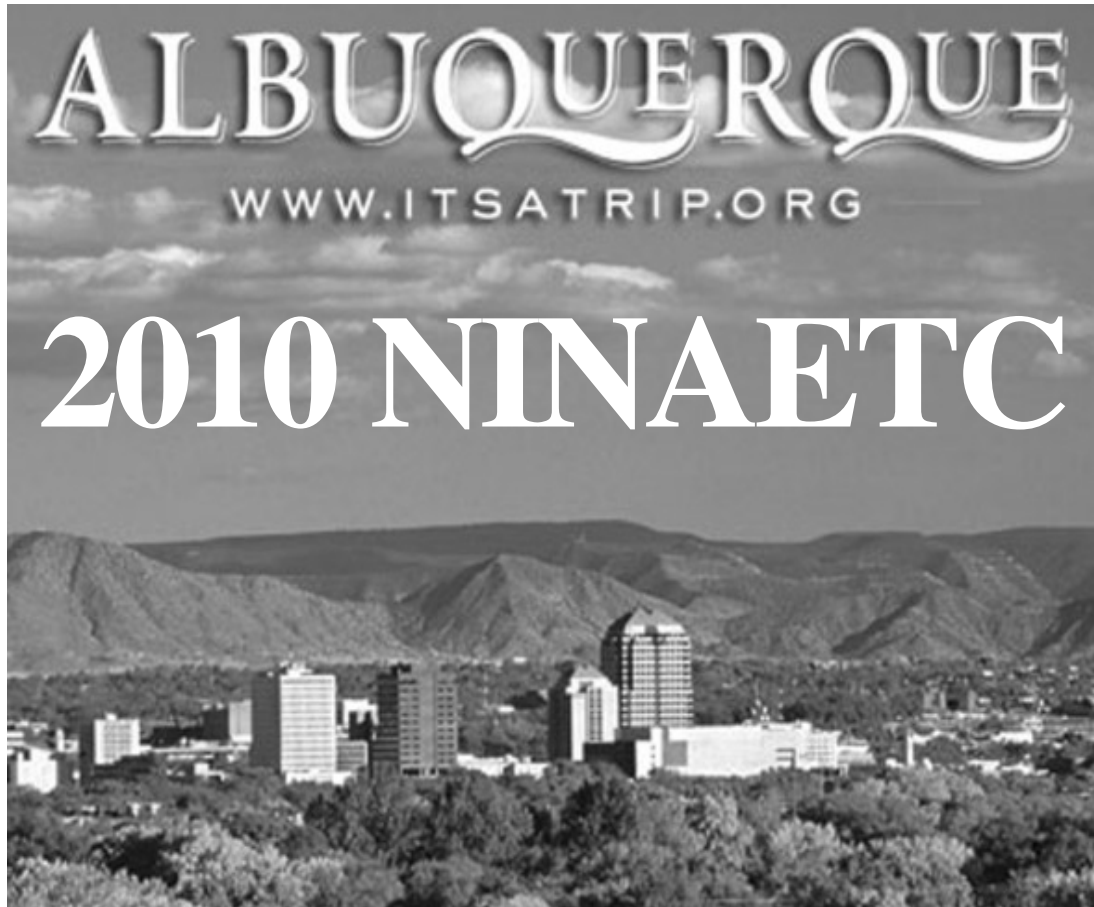
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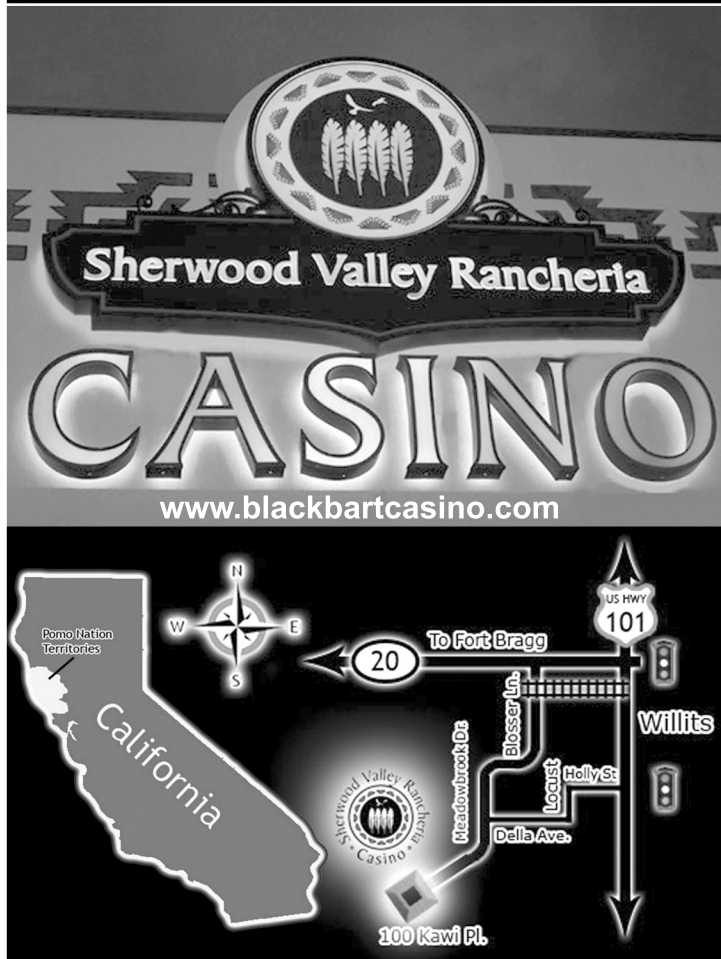
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## Career Services Group

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**Vocational Educational Services**

**Talking Leaves Job Corps**

**Employment Development**

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*Principal Chief*

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