

2014 NINAETC Workshop Descriptions

35th NINAETC – April 6-10, 2014 – Sioux Falls, South Dakota

Assessment for Personal and Career-Life Effectiveness

Tue 8:45 am-10:15 am Amphitheatre I

Wed 3:00 pm- 4:30 pm Amphitheatre I

Assessment is positive and helpful when it provides information that the person can effectively use to personally develop in more healthy and creative ways. In the scale model respondents are made aware of the purpose of the assessment and told how their results will be used to practically explore ways of learning and developing life skills to enhance personal mental health and career effectiveness.

Charles Mills, Native Workforce Specialist, Denver Indian Center

Bear Tracks I

Mon 1:15 pm- 2:45 pm Conference Room II

Tue 10:30 am-12:00 pm Conference Room II

This workshop will be hands on data entry work. We go through all phases of client from beginning to end. We also talk about the changes coming to Bear Tracks.

Terrence L. Clark, Training Coordinator, Florida's Governor's Council on American Indians and Jennifer Whitmore, MIS Specialist, California Indian Manpower Consortium

Bear Tracks II

Mon 3:00 pm-4:30 pm Conference Room II

Tue 1:15 pm-2:45 pm Conference Room II

This workshop assumes a working knowledge of Bear Tracks. We review Bear Tracks I and will talk about changes coming. We also talk about the admin menu and its' functions.

Terrence L. Clark, Training Coordinator, Florida's Governor's Council on American Indians and Jennifer Whitmore, MIS Specialist, California Indian Manpower Consortium

Bear Tracks Youth Software Overview

Wed 10:15 am-12:00 pm Conference Room II

This session provides an overview of the Workforce Investment Act (WIA) Supplemental Youth Services (SYS) data collection and reporting system, Bear Tracks Youth Version 4.1. Attendees will receive hands on training to add, edit, review participant data, preview case management reports, and back-up data. Youth Performance Measures will be discussed and strategies shared to maximize performance. Attendees will also receive instructions for completing the DOL ETA 9085 Youth Program Report.

Jennifer Whitmore, MIS Specialist, California Indian Manpower Consortium and Terry Clark, Training Coordinator, Florida's Council on American Indians

Best Practices of Oklahoma Tribal Re-Entry Programs

Mon 1:15 pm- 2:45 pm Jefferson

Tue 8:45 am-10:15 am Viking

This workshop will showcase best practices of Tribal Re-Entry Programs in Oklahoma. These programs are designed to assist tribal citizens with their transition back into the community after their release from the prison system. The Tribal Re-Entry Programs' goals are to reduce recidivism (re-offending) and to achieve/maintain self-sufficiency through employment, education and supportive services. Those programs also have a close working relationship with their Tribal Workforce Programs. Workshop attendees will gain insight on how to achieve successful outcomes.

Tony Fish, Muscogee (Creek) Nation; Burt Patadal (Kiowa) and Sue Johnson (Kickapoo), Citizen Potawatomi Nation; and Darryl Legg (Cherokee), Cherokee Nation

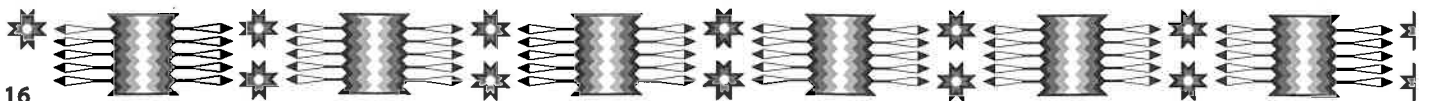
Career Pathways/Sector Strategy:

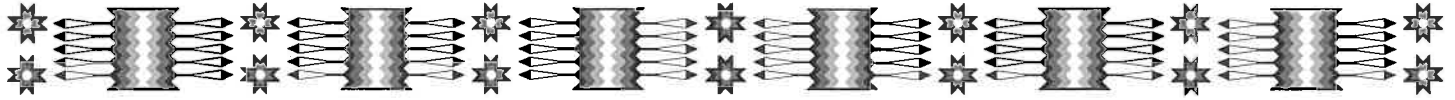
Reservation Model

Mon 1:15 pm-2:45 pm Roosevelt

Wed 3:00 pm-4:30 pm Roosevelt

The Gila River Indian Community (GRIC) is now midway in their Workforce Innovations Grant. The Career Pathways Model continues to be a great way to create synergy among three key partners specifically, Employers, Workforce and the Colleges to serve and develop their workforce. GRIC have been developing a Workforce delivery System utilizing Career Pathways concepts as a result of receiving a three million dollar Workforce Innovations Grant in July of 2012. Career Pathways is a systematic approach that connects training, education while engaging employers in program design and curriculum development that is made up of stackable, transferable, and portable curricula units that increase skill attainment. You will learn a systematic and innovative approach to blend Workforce, Education and Employers into one seamless system for participants. This workshop will cover the six elements of a Career Pathways System in an effort to assist you in the development of your own Career Pathways System. You will also receive information on the five industry sectors GRIC is developing which includes: 1. Medical, 2. Hospitality, 3. Small Business, 4. Government, 5. Construction. We will guide you through the steps of developing including: 1. Identification of





Team Members, 2. Identification of Industry Sectors, 3. Identifying Roles and Partner Responsibilities, 4. Program Design, 5. Funding Identification, and 6. Policy Alignment. GRIC will share lessons learned and how they are approaching the development of this system..what is essential and what to avoid. Come join us!

Lana Chanda, Employment and Training Department Director, Gila River Indian Community

Career Skills via the Career Success Academy

Tue 10:30 am-12:00 pm Conference Room II

Tue 1:15 pm- 2:45 pm Conference Room II

Career Development's dynamic team of professionals strives for successful career outcomes for every tribal member in their program. The team utilizes career counseling, assessments, online resources, webinars, workshops, and various one-on-one strategies to prepare their clients to not only land their first job, but to get their first promotion, and to move their families into a self-sustained living situations. The program provides a multitude of resources which are accessible to clients across the state of Oklahoma, as well as the U.S., for the development of skills needed for workplace success.

Choctaw Nation: Robin Crounce, Career Development Program; Rhonda Mize, Academic and Employment Services Coordinator; Tiffany Kirkes, Employment and Training Services; and Shanna Douglas, WIA Specialist- Job Developer-MIS Coordinator

Client Assessment

Tue 8:45 am-10:15 am Conference Room II

Tue 3:00 pm- 4:30 pm Conference Room II

Will provide staff: with knowledge and skills required to conduct effective assessments that are based on program goals and objectives; with familiarity and skills on career, psycho-social, health, basic skills, and career readiness instruments for assessment. Including those instruments or skills to measure employment retention rate, earnings change, credential and diploma attainment rate, and skill attainment rate; knowledge and skills to use assessment data in the development of case management plans. *Kristie Hill, Faculty Member, Falmouth Institute*

Common Measures – Enhancing Participant Outcomes

Tue 1:15 pm- 2:45 pm Jefferson

Wed 10:30 am-12:00 pm Jefferson

Learn key concepts and definitions, how each performance measure is calculated, and how to improve performance outcomes.

Laura Aron, Senior Associate, Social Policy Research Associates

Congressional Advocacy Training

Tues and Wed 3:00 pm-4:30 pm Crystal

A two continuous day roundtable discussion with veteran directors (10 years or more) about what is occurring within the WIA Section 166 and P.L. 102-477 community, issues that need to be addressed, duties and solutions to address Native workforce. Information gathered from the roundtable discussions will be discussed at the Council committee meetings Thursday and Friday. *Darrell Waldron, Executive Director, Rhode Island Indian Council, Inc.*

Credential Attainment Pilot

Tue 8:45 am-10:15 pm Amphitheatre II

Wed 1:15 am- 2:45 pm Amphitheatre II

Please join us for an interactive workshop on the new Credential Attainment goal for Section 166 grantees. Learn about the new pilot; understand what counts as a credential, and learn how to get credit for credentials earned. This reprise of the content from the fall webinars is geared toward staff that did not attend the webinars, although everyone is welcome.

Laura Aron, Senior Associate, Social Policy Research Associates

Developing Effective Case Plan

Mon 1:15 pm- 2:45 pm Conference Room III

Tue 10:30 am-12:00 pm Viking

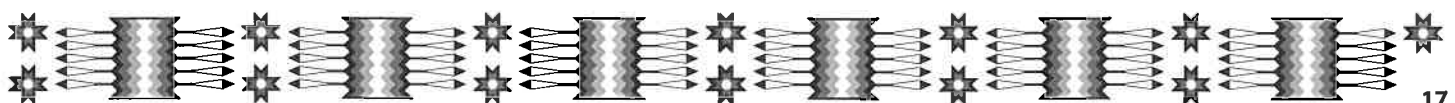
Managers, staff and supervisors will understand develop an effective case plan that assists the client to move to self-sufficiency: development of client goals and activities and use of strengths-based, solution based methodology. Topics will include: formal and informal assessment strategies, how to take assessment results into goals and activities, monitoring and evaluation of case plan effectiveness, strength based case management. *Kristie Hill, Faculty Member, Falmouth Institute*

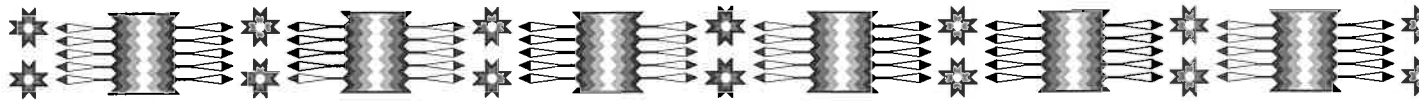
Developing Strong Partnerships and Green Energy Development

Tue 1:15 pm-2:45 pm Roosevelt

Wed 3:00 pm-4:30 pm Jefferson

Focus on working with tribal and non-tribal entities to develop plans and agreements to meet the needs of the community, and increase the success rate of job security, job training and economic development. This workshop will highlight current partnerships, green energy development, and the Rosebud Sioux Tribe log home initiative and energy auditing. *John Charles Acoren, Employment Specialist, Sicangu Nation Employment & Training Program*





Dynamics of Intimate Partner Abuse

Thur 10:30 am-12:00 pm Viking

This workshop will cover: What is Domestic Violence – Dr. Dynamic, warning signs, danger assessment, creating a safety plan, services and resources, statistics in our native communities.

Tammy Monroe, Domestic Violence Advocate, Rhode Island Indian Council, Inc.

Economic Development

Tue 8:45 am-10:15 am Roosevelt

A model for WIA Grantees through strategic planning will focus on successful economic development and jobs creation initiatives undertaken by an off-reservation WIA grantee to grow employment opportunities for its communities.

James Hardin, Executive Director, Lumbee Regional Development Association, Inc.

Financial Management

Mon 3:00 pm- 4:30 pm Roosevelt

Wed 10:30 am-12:00 pm Roosevelt

Participants will be able to better understand the nature of their organizations fiscal information in area's of budgeting, reporting, record keeping, internal controls, cost allocation plans, and annual audits.

Kerry Jevsevar, WIA Program Director, Council of Three Rivers American Indian Center, Inc. - Blawnox, PA

Green Jobs Training

Wed 10:30 am-12:00 pm Viking

This workshop will share the success stories of the Red Cloud Renewable Energy Center (RCREC). More than 150 tribal members have been certified through the RCREC in green job skills including solar air heating, solar electricity, wind generation, green building, sustainable agriculture, and energy efficiency. Red Cloud and Fox have worked with Employment & Training offices like yours to place more than 1/3 of RCREC students in paid positions. The Workshop will discuss LSE's and TWP's success in utilizing Employment & Training resources to train unemployed tribal members in how to join the new energy economy. The interactive nature of the workshop will also provide an opportunity for Employment & Training representatives to provide invaluable feedback as to how the RCREC can further met the needs of tribal communities.

Henry Red Cloud, Proprietor of Lakota Solar Enterprises (LSE), and Richard Fox, Executive Director for Trees, Water & People (TWP)

Interviewing for Case Planning

Mon 3:00 pm-4:30 pm Viking

Tue 1:15 pm-2:45 pm Viking

The Caseworker will learn the theoretical foundation and skills needed to effectively interview program clients, resulting in the development of individual case plans that lead to self-sufficiency. Staff will learn the knowledge and skills necessary to effectively establish professional boundaries when working with program clients, and practice interview techniques. Topics include: establishing effective relationship with clients, vital elements of the interview process, strength and resource assessment, assessment of risk factors, including domestic abuse, housing, substance abuse, criminal behavior and mental health issues, and awareness of personal values, biases and beliefs.

Kristie Hill, Faculty Member, Falmouth Institute

Lessons Learned – Serving Native Students via a Tribe/Tribal College Partnership

Tue 1:15 pm-2:45 pm Crystal

The Nez Perce Tribe and Northwest Indian College have been in a partnership since 2000 as the one and only tribal college located in Idaho as an off-campus site of the tribal college chartered by the Lummi Nation in Bellingham, Washington. The Tribe's 477 program is the host along with other tribal services to serve an average of seventy five first generation, place bound adult and youth students per academic calendar year. NWIC offers indigenous specific degree programs in native environmental science and tribal governance and business administration; and has been a home for successful youth cultural enrichment academic during the summer months.

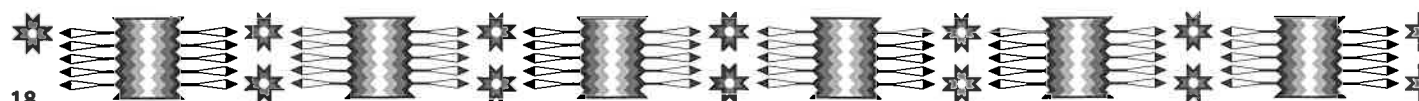
Kay Seven and Laura Conner, Nez Perce Tribe Education Department

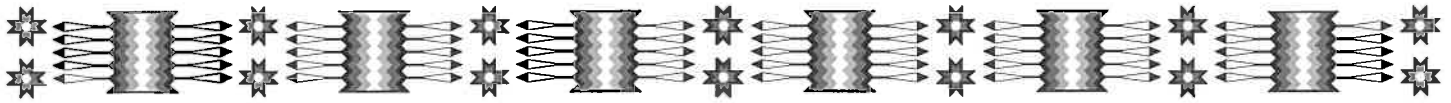
Low Cost/High Yield of Focusing on Job Seeker Confidence

Tue 1:15 pm-2:45 pm Amphitheatre I

Wed 1:15 pm-2:45 pm Viking

Learn how California TANF (Temporary Assistance for Needy Families) programs implemented e-learning workshops that dramatically improved interviewing and job search skills for their youth, adult, and long-term unemployed clients. *Edgar Blunt, Co-Founder, Career Pillar*





Management Information Systems

Thur 10:30 am-12:00 pm Conference Room II

Workshop attendees will receive information on the Workforce Investment Act (WIA) regulatory requirements for the Comprehensive Services Program and Supplemental Youth Services Program. Topics include: participant eligibility, allowable program services, record maintenance and program reporting. Tools and processes will be shared in order to better collect and report program services, employment, and credential attainment.

Jennifer Whitmore, MIS Specialist, California Indian Manpower Consortium

Oklahoma Tribal Youth Programs Strive to Make A Difference

Tue 8:45 am-10:15 am Viking

Wed 3:00 pm-4:30 pm Viking

Oklahoma tribes provide career and educational opportunities for Native youth during the summer months. This workshop will highlight some of the tribal summer youth employment programs. The tribes sharing information in this workshop are also members of the Oklahoma Employment and Training Advisory Council (OETAC). OETAC members collaborate to hold an annual Youth Leadership Summit each summer for program participants. Participants will learn about successes and challenges in youth employment programs, will share ideas, and will understand the importance of connecting youth with opportunities.

OETAC Members: Janette Lenggenhager, Citizen Potawatomi Nation; Nancy Mason, Muscogee (Creek) Nation; Patty Mink, Choctaw Nation; Carla Bowlan, Seminole Nation

Paving the Way: Generation Y – Our Future

Tue 3:00 pm-4:30 pm Jefferson

Wed 1:15 pm-2:45 pm Jefferson

The Choctaw Nation provides employment opportunities to Native American Youth each year. Our successes and challenges with the youth employment program will be shared. Program procedures, participant/employer activities, collaborations and best practices will be shared with other participants. Participants are encouraged to provide successes and ideas for improving the youth program. Participants will understand the importance of connecting with Native American youth as well as employers to make the program successful.

Shanna Douglas and Tiffany Kirkes, Choctaw Nation

PL 102-477 Advocacy Roundtable

Tues 8:45 am-10:15 am Harvest

A roundtable discussion of proposed legislative action(s); Senator Murkowski Bill S-1574; possible legislative remedies or changes that could affect P.L. 102-477 Programs.

477 TWG Co-Chairs: Margaret Zientek, Citizen Potawatomi Nation and Rae Belle Whitcomb, Bristol Bay Native Association; Secretary, Kim Carroll, Cherokee Nation; and At-Large Members: Brenda Schwantes, Su'naq Tribe of Kodiak and Kay Seven, Nez Perce Tribe

PL 102-477 Best Practices – Sharing Ideas

Wed 10:30 am-12:00 pm Harvest

A roundtable discussion on best practices of 477 Grantees; Coordination of Programs; and Possibilities for Growth.

477 TWG Co-Chairs: Margaret Zientek, Citizen Potawatomi Nation and Rae Belle Whitcomb, Bristol Bay Native Association; Secretary, Kim Carroll, Cherokee Nation; and At-Large Members: Brenda Schwantes, Su'naq Tribe of Kodiak and Kay Seven, Nez Perce Tribe

PL 102-477 Grant Management

Thur 10:30 am-12:00 pm Harvest

Developing a three year plan; implementation and management of a three year plan to prepare for annual financial, narrative and statistical reporting element; and considerations for program expansion through integration of other related services.

477 TWG Co-Chairs: Margaret Zientek, Citizen Potawatomi Nation and Rae Belle Whitcomb, Bristol Bay Native Association; Secretary, Kim Carroll, Cherokee Nation; and At-Large Members: Brenda Schwantes, Su'naq Tribe of Kodiak and Kay Seven, Nez Perce Tribe

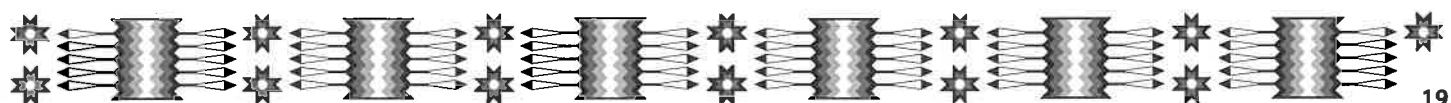
PL 102-477 Proposed Reporting Changes and Request for Comment

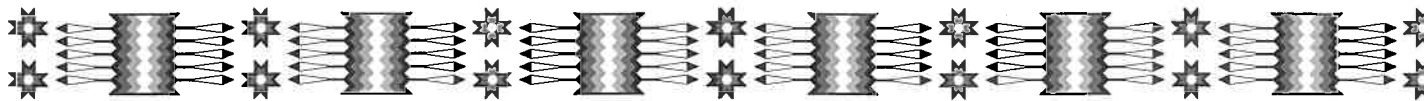
Tue 10:30 am-12:00 pm Harvest

A roundtable discussion of proposed reporting structure as an outcome of the P.L. 102-477 Administrative Flexibility Work Group dialog since November 22, 2011; and how and when this can affect P.L. 102-477 Programs with the changes in collection of program reporting records.

477 TWG Co-Chairs: Margaret Zientek, Citizen Potawatomi Nation and Rae Belle Whitcomb, Bristol Bay Native Association; Secretary, Kim Carroll, Cherokee Nation; and At-Large Members: Brenda Schwantes, Su'naq Tribe of Kodiak and Kay Seven, Nez Perce Tribe

Key To Our Community's Independence





PL 102-477 Tribal Work Group Quarterly Meeting

Mon 1:15 pm-2:45 pm and 3:00 pm-4:30 pm Harvest

Discussion of topics and issues that the P.L. 102-477 programs are facing; listen to reports from Federal Partners; Federal Register Notice for changes in reporting requirement; and Federal Lead Agency Changes in the U.S. Department of the Interior.

477 TWG Co-Chairs: Margaret Zientek, Citizen Potawatomi Nation and Rae Belle Whitcomb, Bristol Bay Native Association; Secretary, Kim Carroll, Cherokee Nation; and At-Large Members: Brenda Schwantes, Su'naq Tribe of Kodiak and Kay Seven, Nez Perce Tribe

Priority of Service for Veterans and Eligible Spouses

Wed 10:30 am-12:00 pm

3:00 pm-4:30 pm Amphitheater II

This workshop is to provide attendees guidance on implementing and enhancing the priority of service for veterans and eligible spouses in the WIA, Section 166 programs derived from the appropriate law, regulations, and applicable policies. A background of the priority is provided as well as ideas on how grantees can enhance their program applications and processes to track and report on Indian and Native American veterans and eligible spouses. In addition, a special emphasis is placed on identifying American Job Center resources, especially the local Disabled Veterans' Outreach Program and Local Veterans Employment Representatives.

Craig Lewis, Federal Representative, U.S. Department of Labor, Division of Indian and Native American Programs

Protecting Your Employees in the Workplace

Tues 10:30 am-12:00 pm Jefferson

This presentation will be covering workplace and employee safety issues: risk identification and mitigation, accident and injury prevention, employee safety procedures and training, building and facility safety codes, inspections, etc; injury reporting and best practices in case of injury; employer responsibilities and coverages; working with your tribe to review and provide coverage; discussions and Q&A.

Ray Tafoya, Field Services Representative, AMERIND Risk Management

Return on Investment Calculations – Let's See How You Do

Tue 10:30 am-12:00 pm Amphitheatre I

Many successful outcomes that tribal program staff

assist with can show a positive benefit on return on investment. We will calculate examples presented by participants.

Robert Swanson, Consultant/Trainer, RS Consulting

Soul Wound

Tue 8:45 am-10:15 am Amphitheatre I

Wed 1:1 pm- 2:45 pm Amphitheatre I

The Soul Wound Presentation provides participants with a brief immersion experience into the history of American Indians in the United States and enables participants to feel some measure of the marginalization and mistreatment American Indians have encountered. Participants will be, both individually and as a group, connected to the historical predicament of American Indians. This activity attempts to assist people to move beyond the cognitive perspective to emotional empathy in regard to the historical trauma American Indians continue to endure and overcome. The activity illustrates that we all have roots which from the basis of who we are today.

Christine Molle, Executive Director, American Indian Council – Kansas City, Missouri

Supervisory Skills

Wed 10:30 am-12:00 pm Conference Room III

Thur 10:30 am-12:00 pm Conference Room III

Supervisors are responsible to those above them, and to those they supervise. They are responsible for a variety of departments and projects. In order for the organization to operate smoothly, it is essential that supervisors be committed to the goals of the organization, and that they understand how to effectively achieve those goals. Participants will understand the importance of supervising towards the mission statement and learn how to create a supportive environment.

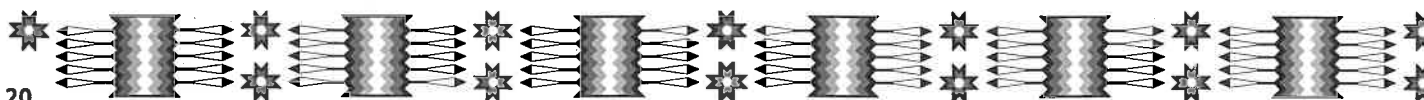
Willie Wolf, President, Red Road Leadership Consulting – Denver, CO

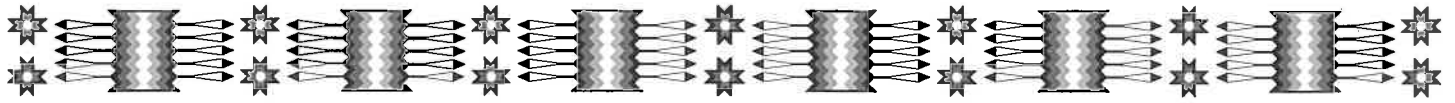
Template for a Two Year WIA Plan

Mon 1:15 pm-2:45 pm Amphitheatre II

Thur 10:30 am-12:00 pm Amphitheatre II

Template for writing a two year plan document for a two year designation for Program years 2014 and 2015 in accordance to the Solicitation for Grant Applications for Indian and Native American Employment and Training Programs published March 24, 2014. *Kathy McDonald, WIA Program Director, Urban Inter-Tribal Center of Texas*





Tribal Employment Rights – T.E.R.O and Veteran’s Preference

Tue 10:30 am-12:00 pm Roosevelt

Tue 1:15 pm- 2:45 pm Harvest

This workshop will cover tribal employment rights information for workers and a discussion on Veteran’s Preference comparison of diversity in the workplace.

Francine Worthington, Cheyenne and Arapahoe Tribes

True Colors

Tue 1:15 pm- 2:45 pm Amphitheatre I

Thur 10:30 am-12:00 pm Amphitheatre I

Join a workshop that is fun and designed to assist you in understanding your personality type as well as others. Learning what motivates the four key personality types will assist you in communicating more effectively both in the workplace and in your personal life. As a society we have always been interested in knowing what makes people tick, from the research done by Hippocrates, Carl Jung, and Myers Briggs to Don Lowry, the creator of True Colors. True Colors is International and is used in the workplace, with sports teams, in schools and with couples just to mention a few. Its’ philosophy is that differences in people can be identified using colors as metaphors. Come join us for a fun experience and engaging activities to discover your true colors as well as those of others that have previously puzzled you. No More! You will come away with a deeper appreciation of who you are as well as a new appreciation for the differences of others. (Class size is limited to 40 to 50)

Lana Chanda, Employment and Training Department Director, Gila River Indian Community

Understanding SF424, SF424A

Mon 3:00 pm-4:30 pm Amphitheatre II

The workshop will go over the instructions for completing the Standard Form 424, Application for Federal Assistance; SF424a, Budget Information (non-construction programs); and the Budget Narrative.

Duane Hall, Acting DINAP Chief, U.S. Department of Labor

Workforce Investment Act 101- Adult Programs

Tue 10:30 am-12:00 pm Amphitheatre II

Tues 1:15 pm- 2:45 pm Amphitheatre II

This workshop is to provide attendees a framework of the basics of WIA, Section 166 adult program derived from the law, regulations, and applicable policies. Also,

this session is intended to allow participation from attendees to generate ideas on how to best provide services for the adult program. WIA 101 is for new grantee staff and also for those who have been around for a while and may need a refresher session.

Craig Lewis, Federal Representative, U.S. Department of Labor, Division of Indian and Native American Programs

Workforce Investment Act 101- Youth Program

Tue 3:00 pm-4:30 pm Amphitheatre I

This workshop is to provide attendees a framework of the basics of WIA, Section 166 youth program derived from the law, regulations, and applicable policies. Also, this session is intended to allow participation from attendees to generate ideas on how to best provide services for the youth program. WIA 101 is for new grantee staff, which receive youth funding, and also for those who have been around for a while and may need a refresher session.

Craig Lewis, Federal Representative, U.S. Department of Labor, Division of Indian and Native American Programs

WIA Section 166 Online Financial Reporting

Wed 1:15 pm-2:45 pm Crystal

Thur 10:30 am-12:00 pm Jefferson

The workshop will provide information on accessing the online reporting system for the submission of the WIA financial status report (ETA-9130) along with definitions used for the report’s cost categories.

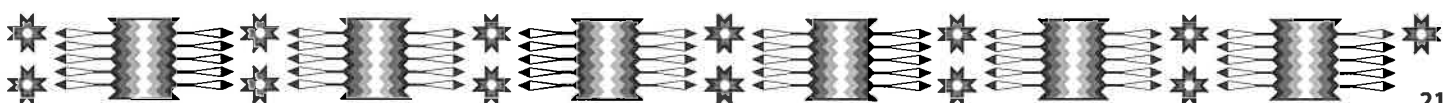
Kerry Jevsevar, WIA Program Director, Council of Three Rivers American Indian Center, Inc.- Blawnox, PA

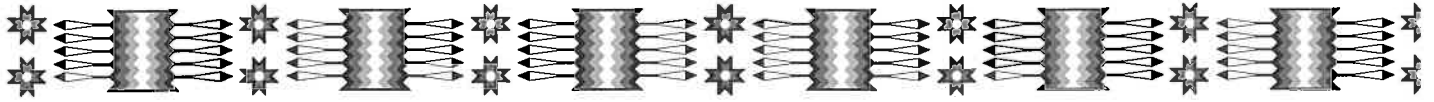
WIA Enrollment Process at the Tuscon Indian Center

Mon 3:00 pm-4:30 pm Jefferson

Information on the process entailed for participants in the WIA program at the Tuscon Indian Center. Orientation, intake, assessment, enrollment and subsequent follow-up.

Tuscon Indian Center - Santiago Tso, Tony Valenzuela and Vicky Mullens





2014 NINAETC Workshop Presenters

John Charles Acoren (Rosebud Sioux Tribe) is the current Employment Specialist for the Sicangu Nation Employment & Training Program. In this position, he works with the Adult and Youth Components, which consist of Work Experience, On-the-Job Training, Job Placement and Job Creation, and various training sessions and seminars. Mr. Acoren has been with the program for more than ten years and proud to be a product of the 477 program. John serves on various committees and commissions for the Rosebud Sioux Tribe.

Kim Kaniatobe Carroll is the Director of Grants & Compliance in Career Services; and has been employed with the Cherokee Nation in Tahlequah, Oklahoma for the past 10 years. In her current position as Director of Grants and Compliance, Ms. Carroll is responsible for grant development and management, compliance, and both federal and tribal reporting for the Career Services Department, in which employment and training programs are administered. She supervises the Central Records Office, Data Entry, Intake, and Compliance Monitoring. Ms. Carroll has served on numerous work groups concerned with employment and training issues, served as a field reader for the Department of Education and the Department of Labor, and is active in the National Congress of American Indians. She is currently the Secretary of the National PL 102-477 Tribal Work Group and a member of the National Indian and Native American Advisory Council for the Department of Labor.

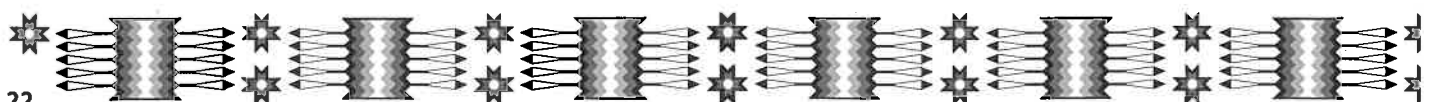
Laura Aron is a Senior Associate with Social Policy Research Associates (SPR), provides assistance with the development of web technology, capacity building in a range of areas of program operations, and training on subjects such as career pathways, performance measures, program planning, and management information systems for the WIA Section 166 community. SPR has been pleased to provide technical assistance to the Section 166 program for over twenty years.

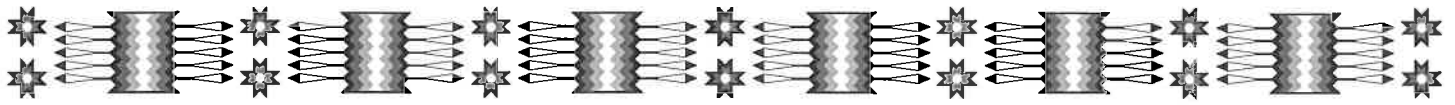
Lana Chanda has served as the Director of the Employment and Training Department at Gila River Indian Community for twenty three years. Lana has a bachelor's degree in Psychology and a masters in Student Personnel. She began her Workforce Development experience with the CETA Program as a CSE participant and went on to become a CETA Youth Counselor. Lana also worked as Assistant Director for Residence Life at the University of Pittsburgh prior to relocating to Arizona. In Arizona, she worked as a Vocational Rehabilitation Consultant for a risk management company and as a JTPA Director for the Urban League before coming to Gila River in 1990. Over the years, she has developed many innovative youth and adult career development programs including Indian Nations Camp. Lana currently serves as Ninteenth Tribal Nations Workforce Investment Board Member (NTNWIB), Chair of the State NTNWIB Youth Advisory Council, Assistant Chair of the Tribal WIA Directors and member of the National Tribal Youth Advisory Council. Lana is certified as a True Colors Trainer, and is certified in the areas Basic Awareness and Team Building. Most recently she was successful in acquiring a Workforce Innovations Grant from the Gila River Indian Community to develop a first ever Native American Career Pathways system on reservation where she now serves as the project lead.

Edgar Blunt, co-founder and CEO of Career Pillar, is an entrepreneur, avid learner, professional advisor and coach. He has over fifteen years' experience helping people obtain a career, holds a BS in Education, and is committed to making a positive difference in people's lives. Career Pillar, a company that develops video-based tutorials which empowers job seekers to increase their confidence in and create personalized strategies for selecting, landing, and keeping a career, has partnered with Native American organizations in California, Nevada, Washington, Minnesota, and Missouri.

Carla Bowlan (Choctaw/Chickasaw), Director of the WIA Section 166 Program for the Seminole Nation of Oklahoma. She began her career in Workforce Development in 2007 serving as a Case Manager and a One-Stop Operator for the East Central Workforce Investment Board. In 2009 she became the program Director at Seminole Nation administering the WIA Adult and Youth funding. She has a Bachelor of Science Degree in Foods and Nutrition from Oklahoma State University. Ms. Bowlan serves as the Vice-Chairman for the Oklahoma Employment and Training Advisory Council as well as a member of the Native American Employment and Training Council for the US Department of Labor. She also administered the ARRA National Emergency Grant on-the-job training. Seminole Nation was one of three tribes that received this funding through the Department of Labor. Prior work history includes being the Nutrition Educator for the WCD - Wichita, Caddo & Delaware WIC Program for Western Oklahoma.

Terrence L. Clark has been the Training Coordinator for the Florida Governor's Council on Indian Affairs since 1991. He holds a bachelor's degree in Political Science. Terry has been involved with the conference computer lab since 1991.





which has included diagnosing computer problems and teaching Internet skills to conference participants. Laura Conner is a member of the Nez Perce Tribe. She is currently a full time student at Northwest Indian College pursuing her BA in Tribal Governance Business Management. Mrs. Conner served as an AmeriCorps volunteer for 2 years working with the Nez Perce Tribe GED Program eventually moving into the part time Instructor position working for the tribe teaching developmental classes such as Intro to Computers, Human Development Classes and Reading at Northwest Indian College. She has established a Newsletter for the Distance Learning Center in Lapwai, a Student Group called the Nez Perce Student Association and is on the committee for the Northwest Indian College Nez Perce Student Association Honoring the Graduates and Native Education pow wow. Mrs. Conner also has been a vital part in the Nez Perce Tribe's Summer Youth Program, The Youth Cultural Enrichment Academy serving last year as co-director of the program.

Robin Crounce is the Director for the Choctaw Nation of Oklahoma's Career Development Program. Robin has a MS in Education Administration and has 20+ years of experience in Career Education as an educator and counselor. Robin is a certified global Career Development Facilitator. In her tenure with the Choctaw, she was instrumental in obtaining the Malcom Baldrige Quality Assurance Award earning accreditation as a High Performance Career Development program, issued by the Center for Credentialing (CCE), and the Workforce Development Professionals Network (WDNP). She has presented at various national and state conferences presenting various Career Development topics. She leads a team of 22 highly qualified professionals and oversees 3 federal grants.

Shanna Douglas is a member of the Choctaw Nation of Oklahoma. She is a Workforce Investment Act (WIA) Specialist, Job Developer and MIS Coordinator. She is a member of a Workforce Investment team with over 25 years of combined experience in youth employment and training activities.

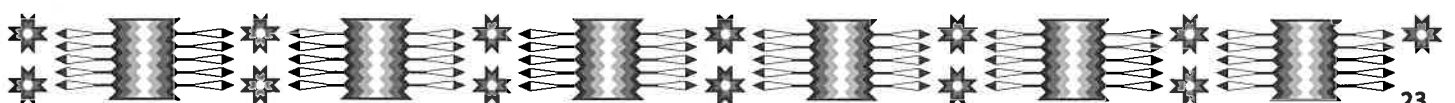
Tony Fish is an enrolled member of the Muscogee (Creek) Nation and serves as Director of the Tribes Reintegration Program. Tony received his education from Mid-America Christian University studying Criminal Justice Management and Public Administration. In March of 2005, Tony assisted in the development and implementation of the first ever tribal reintegration program for ex-prisoners. During his tenure, the Reintegration Program has received High Honors from

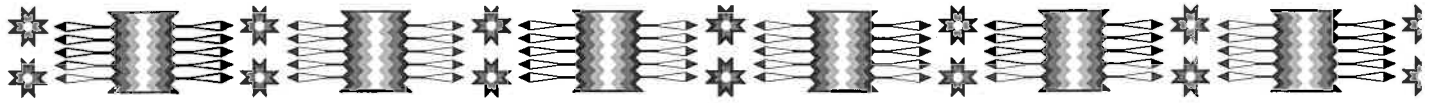
Harvard University Honoring Nations Project on American Indian Economic Development and semi-finalist from the Ash Institute for Democratic Governance and Innovation. Through his Leadership, Tony has been able to secure funding to build a regional Transitional Living Facility for returning citizens. Tony has been an advocate for prisoner re-entry speaking at national forums and has been instrumental in working with Oklahoma State Legislature in reform of current justice practices. Tony traveled to Peru and spoke on prisoner re-entry and the effects it has on indigenous people. In 2012, Tony founded the Oklahoma Inter-Tribal Re-Entry Coalition for all tribes to promote public safety and best re-entry practices. Prior to coming to the Muscogee (Creek) Nation, Tony worked for the Davis Correctional Facility as a Correctional Officer, Field Training Officer, member of the Security Threat Group Task Force, and Security Sergeant. Tony currently sits on the Board of Directors for the East Central Oklahoma Family Health Center, Inc.

Richard Fox is the Co-founder and Executive Director for Trees, Water & People (TWP) and the creator of the Tribal Renewable Energy Program. As part of this program, he has presented at more than 30 Native American conferences and workshops and has participated in dozens of renewable energy installations. Prior to co-founding TWP in 1998, Richard was the Executive Director of the Potomac Conservancy, a Washington D.C.-based river protection land trust. Additionally, Richard has over 27 years of experience designing and implementing land conservation and protection programs in the interior west. He has worked extensively with Great Plains and Southwestern tribes as well as national and international nonprofit organizations.

Duane Hall has been a Project Officer for the U.S. Department of Labor, Division of Indian and Native American Programs since 1994. Prior to working for the Department of Labor, Duane worked for the Dallas Inter-Tribal Center in Dallas, TX from 1989 to 1993. Duane has also been a part-time GED teacher for the Independent School District and the Montgomery County School District in Bethesda, MD where he worked evenings teaching GED classes. Duane is a member of the Crow Creek Sioux Tribe and a Native South Dakotan.

Kathi Hansen-Heath was hired by California Tribal TANF Partnership in January 2013 to create a Career Development/Employment Department. It is running now with two Career Development Coordinator's and a three-fold focus. A 14 class pre-employment education course, a Work Expe-





rience Program and an assessment process. Kathi received her Bachelor's degree in Business Administration just 4 years ago and has a personal interest in helping others attain their personal employment goals.

James Hardin is the Executive Director of Lumbee Regional Development Association, the largest WIA grantee in the southeast, where he has served for over 18 years. He has nearly thirty years' experience in urban and tribal social and economic development programs operations, in planning, management, policy, and resources development. He was elected from his district to the Lumbee Tribal Council in 2000 and was then elected as its first Vice-Chairman and served in that position for two years. He was employed as the first Executive Director of the new formed North Carolina Indian Economic Development Initiative, in 2003 in Fayetteville, NC. Mr. Hardin was elected Southeastern-Area Vice-President to the National Congress of American Indians in the early 1990's, based in Washington DC. He helped found two national off-reservation Indian advocacy and lobbying organizations, the National Urban Indian Council, and the National American Indian Council during his career. He became the first non-federally recognized Indian to be elected President of a national Indian organization in 1983 when he became President of the National Urban Indian Council based in Denver, Colorado. He was also elected to the Lumbee River Electric Membership Cooperative Board of Directors in 1983, a 57,000 member rural electric utility, and has been elected 10 consecutive 3 year terms since. He holds a BA degree from Pembroke State University, (1974), now called the University of NC @ Pembroke, in Political Science, and a Masters of Public Administration from University of North Carolina at Pembroke in May 2011.

Kristine Hill brings over twenty years of experience in workforce development. She is currently the Administrator for the Oneida Vocational Rehabilitation Department, where she is responsible for providing job training resources to Native Americans with disabilities. She has been directly involved with the design and implementation of transition activities specific to disabled teens entering the workforce upon graduation and the active supervision of vocational counselors and staff. Prior roles include management of the Employee Development, Career Services and Training Departments of the Oneida Tribes gaming division. She has participated on and lead teams involved in Leadership Development, Organization Strategy Management, and Compensation, and served as project manager to lead a team in the development and implementation of a gaming degree

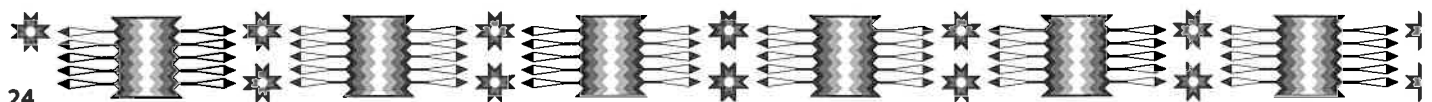
program supported and run by a local technical college.

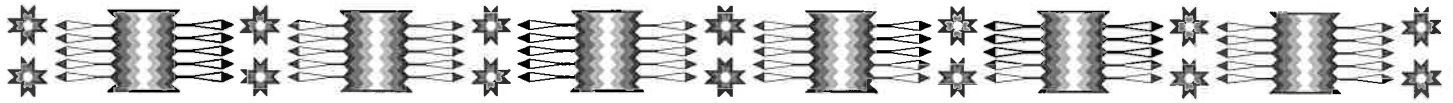
Kerry Jevsevar since 2009, is the Program Director for the Indian and Native American Job Training Assistance and Employment Program at the Council of Three Rivers American Indian Center in Pittsburgh, PA. Prior to this assignment, I worked, since 1987, in the agency's Finance Office, served as Senior Finance Officer from 1997 to 2009. He has a Bachelor's Degree in Labor Studies from the Pennsylvania State University and a Masters of Business Administration from Robert Morris College.

Sue Johnson (Kickapoo of Oklahoma) has over 25 years experience working with Native American programs such as Indian Education Programs, Title VI Elders Program and Citizen Potawatomi Nation PL 102-477 Program. She is presently employed with the Citizen Potawatomi Nation Re-Entry Program as a case manager. Sue has earned an Associate Degree in Social Sciences from St. Gregory College. She is certified PL 102-477 Case Manager, a certified Re-Entry Professional, and is a volunteer in prisoner counseling.

Tiffany Kirkes graduated from Southeastern Oklahoma State University in 2009 with a Bachelor's of Art Degree Majoring in Communication: Advertising/Public Relations. Completed training through the Choctaw University with certificate in Professional Development in 2013. Has been employed by the Choctaw Nation of Oklahoma since January 2006 working in Emergency Services/LIHEAP until 2011 when she transferred to WIA PL 102-477 Employment and Training Services. In addition, she participates in the Merit on Wheels program and currently working on the Choctaw U Introduction to Management Certificate for 2014.

Darrel Legg (Cherokee) has been employed with Cherokee Nation since 2006. He started out as a participant in Vocational Rehabilitation, attending college at Northeastern State University where he obtained his bachelor's degree in Psychology with a minor in Social Welfare. Upon graduation, Mr. Legg was recruited by Cherokee Nation to work as a Vocational Rehabilitation counselor. He then transferred to Employment and Training and became a Job Developer. In 2009, he was promoted to Director of Vocational Programs, which includes R.O.S.S., NEG-OJT, Economic Development, Career Tech, Vocational Work Prep, Vocational Assistance, EA-AVT, PL 102-4077 CRT, Vocational Education and NACTEP assisting with removing barriers is Mr. Legg's passion, especially for ex-offenders. He is working diligently now to start up a Re-Entry Program called "Coming Home". Mr. Legg is a certified Offender Employment Specialist at





a certified Re-Entry Professional. He also serves on the "One Fire Against Violence Task Force" board that has recently been implemented within the Tribe.

Rhonda Mize is the Academic and Employment Services Coordinator for the Choctaw Nation of Oklahoma's Career Development Program. Rhonda is a certified Global Career Development Facilitator, a Workplace Readiness educator, and is a project leader in "Oklahoma's Premier Work Ready Region" certification program. She leads Choctaw Career Development's Employment Services Team and is the administrator for program's Career Readiness Certification Initiative and the online job board. Rhonda has been selected as a presenter at conferences including National ACTE, National ACT-Workkeys, and various state and regional conferences. Her focus is on assisting tribal members in developing the skill sets needed for securing employment and self-sustaining careers within their chosen career pathway.

Janette Lenggenhager is the Adult and Youth Employment, JOM Counselor at Citizen Potawatomi Nation in Shawnee, OK. She has an associates degree in paralegal studies and is currently working on paralegal certification. Janette is teaching a college bound class to youth by allowing them to follow her process in picking a college – Janette is on a path to become a lawyer. She is a harder worker, student, and mother of two wonderful young children. She has worked in many aspects of the work force from office work, waitressing, nursing, casino work, and career counseling. She believes in using her experience and teaching her clients her story. Janette believes our youth are our future and we need to guide them to succeed in the life choices they have made.

Craig Lewis (Mohave/Choctaw) is a member of the Colorado River Indian Tribes in Parker, Arizona. Mr. Lewis is currently a Federal Project Officer with the U.S. Department of Labor's Division of Indian and Native American Program, with oversight of 26 Section 166 WIA grantees in the Upper Midwest. Craig has worked with the Job Training Partnership Act programs, including at the state government level, working with nineteen Arizona Indian Tribes, and as a Program Director for two Tribal entities. Mr. Lewis has a bachelor's degree from Arizona State University and is an US Army veteran.

Kathy McDonald is the Employment and Training Director/ Career Counselor for the Urban Inter-tribal Center of Texas. Her passion is helping others find their passion through self discovery. She has 23 years experience in education and 19 years working for a non-profit in the Dallas/Fort Worth American Indian Community. She has participated as a vol-

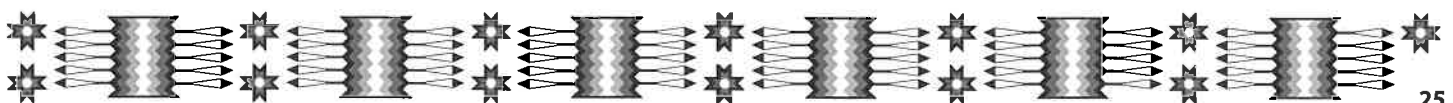
unteer, advisor, and mentor to other American Indian community organizations such as the American Indian Chamber of Commerce Scholarship Committee, UNITY Tribal Council of Texas, and the American Indian Heritage Day Initiatives. She has also been active with community organizations including: Dallas Public School District and Dallas County Adult Literacy ALLS Task Force. She has presented various workshops regionally and nationally for NINAETC.

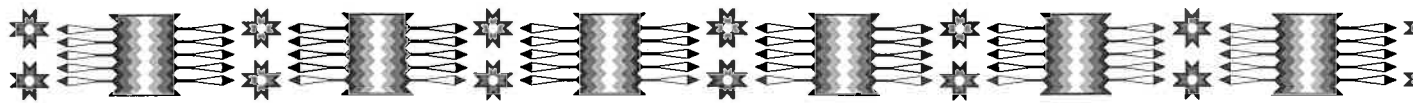
Charles J. Mills, Sr., Lakota-Oglala, has worked with the Denver Indian Center for the last four years with the Native Workforce Program. He is a retired special education teacher of thirty six years; and coached high school football, track and field for forty years. Charles is married to his childhood sweetheart for 44 years; and has a son, Chuck Jr. and a wonderful daughter-in-law, Chani.

Patty Mink began working for the Choctaw Nation as a part time summer youth counselor in 1982. She taught vocal music to grades 1 -12 in the public school system for 22 years. She was a summer counselor and youth coordinator for many years and in 1998 changed careers to become the Choctaw Nation of Oklahoma JTPA Director. Patty loved teaching but never regretted changing careers. While teaching, she watched children grown into self-confident young adults and now can see them continue to grow into becoming self-sufficient, productive citizens.

Christine Molle is an enrolled member of the Cherokee Nation in Oklahoma. She has worked for American Indian Council Indian Employment and Training Program (AIC) for thirty-three years holding various positions, and serving as the Executive Director for the past twenty-five years. Living and witnessing the struggles of Urban American people, Christine felt in her heart that she needed to do her part in helping to make meaningful changes in their lives. She feel very fortunate to have a career of working with and for American Indian people. One of her passions is to educate social services providers and other professionals in providing more culturally appropriate services to American Indians and sharing in the wellness movement of American Indian people.

Tammy Monroe (Niantic/Narragansett) has been with the Rhode Island Indian Council, Inc. for two years as an Advocate for the Open Arms Domestic Violence Program. She attended the University of RI for Psychology & Sociology, and is continuing her education with Charter Oak College. At the age of 28 she held her first Tribal Council position for two consecutive terms, while raising her daughter as a single





mom. Ms. Monroe has provided endless dedication to her community promoting leadership, self-sufficiency, and advocacy in the hopes of one day seeing the cycle of historical trauma end. Her tired-less devotion to healthy families and providing advocacy to native children in state custody has prevented many negative outcomes. She has commanded the attention of outside officials to recognize and respect native issues and culture while providing education in different forums for many years.

Vickie Mullens

Burt Patadal (Kiowa) has been employed with the Citizen Potawatomi Nation for eight years. He obtained numerous certifications in Behavioral Health Counseling, volunteered in prisoner counseling, runs a sweat lodge for recovering alcoholics and substance abusers. Burt uses a down-to-earth approach to reach his participants and help them make good decisions. "Been there, done that!" and "Be honest with yourself" are phrases he often uses in counseling his participants.

Henry Red Cloud began his work in renewable energy in order to bring economic development to Native communities in a manner that builds upon and evolves a healthy relationship with Mother Earth. Red Cloud founded and owns Lakota Solar Enterprises (LSE), which manufactures and installs a broad array of renewable energy products on and off of the Red Cloud Renewable Energy Center (RCREC) with nonprofit partner Trees, Water & People. Operating as a living/learning site, the RCREC offers green job training to Native Americans. In recognition of his work, Red Cloud has received several awards, including the 2013 Charles Greely Abbot Award from the National Solar Energy Society, the 2012 World Energy Globe Award, the 2010 IREC Annual Innovation Award, the 2010 Nuclear-Free Future Award, and the 2009 Innovative Idea Champion.

Brenda Schwantes born in 1963, is a product of the Indigenous Alaska Native people, the Russian's who claimed Alaska, and Norwegian immigrants. Her indigenous roots originate from an island in Alaska named Kodiak. She comes from a long line of strong Alutiiq women and is a Citizen of the Sun'aq Tribe. Brenda grew up in Alaska living in a variety of areas including Ketchikan, Wrangell, Naknek, Anchorage, and Kodiak. Her "hero" and role model is her grandmother who lived without running water, electricity, and petroleum based heat until her 89th year when she passed away. Summers were spent chopping wood, carrying well water, fishing, taking banya's and enjoying the island her grandmother,

and great-grandfather called home. Brenda is married to a commercial fisherman, has a 14 year old son entering High School, and a 23 year old son who is in his last year of college. Brenda graduated with a Bachelor's in Family Sciences and a teaching certificate. In 1994 she completed her Special Education endorsement and teaching credential. During her college years Brenda was a commercial fisherman and a Fisheries Technician for the Alaska Department of Fish and Game at remote locations. From 1994 to 2011 Brenda was employed with the Kodiak Area Native Association, the Alaska Department of Labor, the Kodiak Community Health Center. She is currently employed for the Sun'aq Tribe of Kodiak as a 1099 Program Administrator administering the following programs consolidated under P.L. 102-477, Johnson O'Malley, Child Care Development Fund, Higher Education, Job Placement and Training, and Welfare Assistance. From 2007 to 2011 Brenda served on the Sun'aq Tribal Council, and from 2007-2011 Brenda served as Tribal Chairman. In 2011 Brenda resigned her Council position to re-enter the Employment and Training field for Sun'aq Tribe and remains dedicated to assisting families obtain self-sufficiency. In 2013 Brenda was nominated and elected to represent 477 Tribes on the Tribal Work Group.

Kay Seven is a member of, and an employee with the Na Perce Tribe. Kay has been with Indian employment and training programs for (32) years starting as a CETA work experience participant and now the director of the Tribal Public Law 102-477 program. Kay has served with the D Native American Employment and Training Council, and the P.L. 102-477 Tribal Work Group Executive Committee.

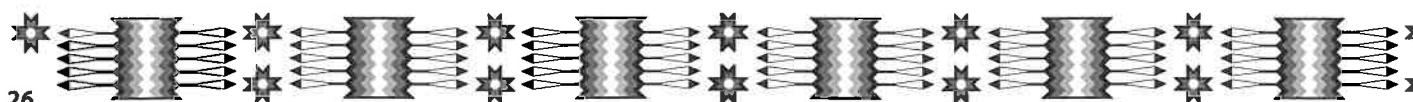
Robert Swanson

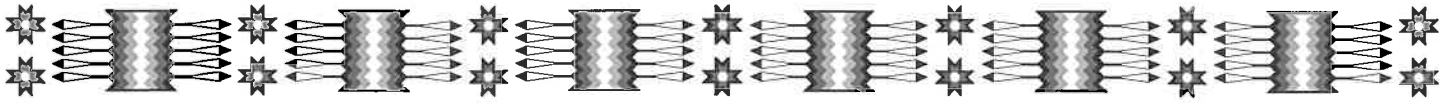
Ray Tafoya Ray Tafoya is a member of the Santo Domingo Tribe in New Mexico. He has a history of being Assistant Vice President for Business Banking for Wells Fargo Bank, as well as serving as Tribal Administrator for his Tribe where he was also director of WIA programs. Currently Mr. Tafoya serves Native Communities as a Field Service Agent with American Risk Management, a fully tribal owned insurance provider. Through this role he continues to serve Native American Tribes across the country. Ray attended New Mexico State University.

Santiago Tso

Tony Valenzuela

Rae Belle Whitcomb





Jennifer Whitmore (Tohono O’odham) oversees the Management Information Systems Department for the California Indian Manpower Consortium, Inc. Ms. Whitmore has been employed with CIMC for more than a decade and is a member of the Native American Employment and Training Council Information/Technology and Reporting/Performances Measures Work Group. She is experienced in providing technical assistance to WIA Section 166 Indian and Native American grantees which resulted in enhanced program quality and performance results on a national level. Ms. Whitmore was a recipient of an outstanding achievement award in May 2013 from the U.S. Department of Labor in recognition of outstanding service and dedication benefiting the Indian and Native American community.

Willie Wolf is the president of Red Road Leadership Consulting, a Native American training and consulting firm, based in Seattle, Washington. Mr. Wolf has a Masters in Education and another Masters in Public Administration, with an emphasis on Tribal Administration. Mr. Wolf is an enrolled member of the Cheyenne River Sioux Tribe. Over the past 25 years, Mr. Wolf has conducted numerous trainings for Tribal staff throughout Indian Country. Over a 10 year span, Mr. Wolf served as a contractor who provided technical assistance to over 200 Tribes on social, economic, environmental and governance issues. Mr. Wolf is also a certified trainer with Franklin Covey and Associates. He was the first to make the Seven Habits for Highly Effective People culturally responsive, which is one of the top business trainings in the country

Francine Worthington currently serves as the Equal Employment Officer / TERO Director / TERO Compliance Officer and Mediation Officer for the Employment Opportunities and Training Services for the Cheyenne and Arapaho Tribes of Oklahoma. Francine also directs the following federal programs: Bureau of Indian Affairs Job Placement & Training and Adult Vocational Education Programs and the Health and Human Services Native Employment Works Program. Francine retired from the Oklahoma Employment Security Commission in Oklahoma City. She has directed Oklahoma’s largest Civilian and Veteran Employment Service programs and Unemployment Insurance Workforce Investment offices, as an Unemployment Insurance Administrative Hearing Officer, Assistant Program Chief and Metropolitan Workforce Investment Manager. Other work experiences have included serving as a Federal Manpower Specialist for the U. S. Department of Labor in Washington, D. C., as a Federal Program Officer. Her work there was directing the National Indian and Native American Welfare to Work Program in their

Employment and Training Administration, Office of National Programs, Division of Indian and Native American Program (DINAP) office. During employment with the Department of Labor, Francine Worthington was appointed by the Secretary of Labor to serve on the Department of Labor’s EEO Diversity Committee. Most recently, the National Council of Tribal Employment Rights Committee awarded the 2013-2014 National Tribal Employment Rights Officer of the Year to Francine Worthington at their National Conference.

Margaret Zientek is a Citizen Potawatomi Nation tribal member. A graduate of Northeastern Oklahoma State University in Tahlequah, Oklahoma, majoring in Business Administration and Tourism Management; Margaret’s employment background and experience includes over 28 years involved with businesses and their employment needs. For the past ten years Margaret has worked directly with her tribe – the Citizen Potawatomi Nation. As Assistant Director of the Citizen Potawatomi Nation Employment & Training Program, Margaret works closely with the employment and training needs of Native Americans residing in a four ½ country area within central Oklahoma. In this capacity, Margaret represents the Citizen Potawatomi Nation serving on two Oklahoma Workforce Investment Boards -Central Oklahoma and East Central Oklahoma. She also serves on the Central Oklahoma Community Action Board. The Citizen Potawatomi Nation has operates a P.L. 102-477 Program since 1996. In 2001, the Citizen Potawatomi Nation was the first 477 tribe to take advantage of a change in the P.L. 102-477 which allowed for direct funding dedicated to Economic Development & Job Creation. In 2005, Margaret was elected to begin serving as P.L. 102-477 Tribal Work Group Co-Chair. Due to the tribe’s successful Economic Development efforts the Citizen Potawatomi Nation have agreed to share their story to help other ‘477 tribes interested in incorporating Economic Development & Job Creation in their 477 plans.

Key To Our Community’s Independence

