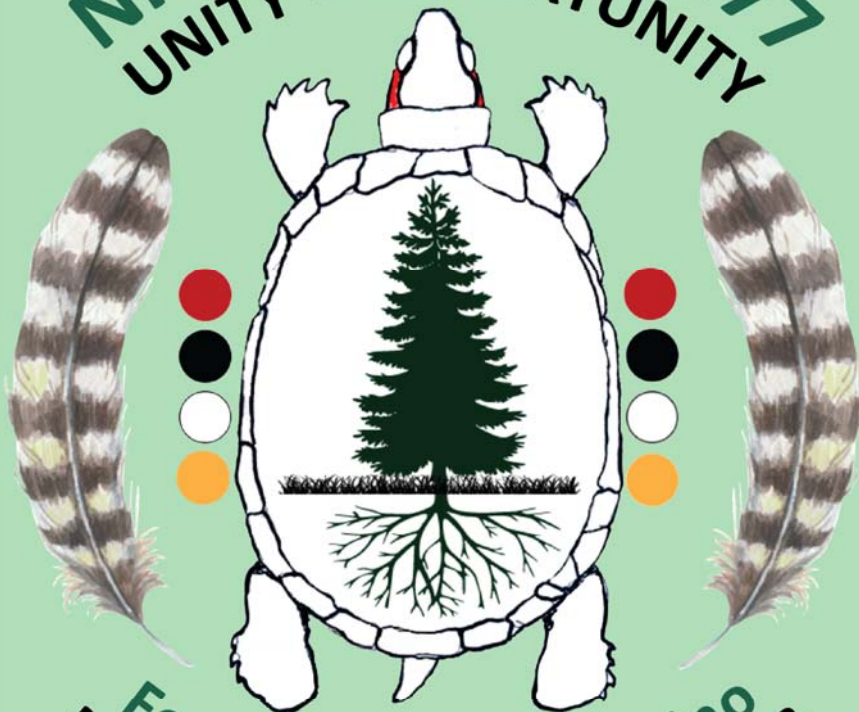


43rd National Indian and Native American
Employment and Training Conference

NINAETC - 166/477
UNITY = OPPORTUNITY



Foxwood Resort Casino
Mashantucket, CT | April-May 2023



WIOA 166 and PL 102-477

Welcome to the 43rd NINAETC



On behalf of the NINAETC 166/477 Executive Committee, we are delighted to welcome you to the East Coast and land of the rising sun!

Only through the efforts of many people has this National Conference been made possible. Thank you to the hard work and support of the grantee community, Tribal and Federal partners, and our generous sponsors!

The workforce of our nation's future is rapidly changing. We must diligently focus on the changes and be prepared. The future will hold more jobs than Americans, and a huge European immigration to the United States will be taking up jobs in America. Our Tribal communities have opportunities in manufacturing, economic development and apprenticeships to benefit from this shortage of Americans. So enjoy the training, ask plenty of questions and make recommendations to us, so we can improve the quality of our conference.

The 43rd NINAETC conference features a wide range of workshops to help our community do the work we do! There is something offered for everyone- directors, finance officers, and front-line staff! You will find tools to help you elevate your program to the next level!

Looking forward to seeing you in the training sessions. Enjoy your stay!

Thank you!

Darrell Waldron

Conference Co-Chair—WIOA Section 166

NAETC Council Member

Rhode Island Indian Council, Inc,
Executive Director

Seaconke Wampanoag, Chairman

Margaret Zientek

Conference Co-Chair—P.L. 102-477

P.L. 102-477 Tribal Work Group, Co-Chair

Citizen Potawatomi Nation

Workforce & Social Services, Director



2023 43rd NINAETC 166/477—LOGO WINNER!

“The arts are a critical connection for our tribal communities to develop and relearn our traditional practices. It is through art that we can fully reclaim our identity and unique characteristics of Northeastern Native People”

Brooke Waldron—Seaconke Wampanoag Tribe

43rd NINAETC EXECUTIVE COMMITTEE

2022—2023

Workforce Innovation and Opportunity Act

Section 166 Indian and Native American Programs

Public Law 102-477

Indian Employment, Training and Related Services

Consolidation Act of 2017 as amended P.L. 115-93

WIOA Section 166

Co-Chair

P.L. 102-477



Darrell Waldron

Rhode Island Indian Council, Inc.



Margaret Zientek

Citizen Potawatomi Nation

WIOA Section 166

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Acting Assistant Secretary

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- ◆ Femila (Mila) Ervin, Assistant Solicitor
- ◆ Andrew S. Caulum, Senior Attorney



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P.L. 102-477 as amended by P.L. 115-93



U.S. Department of the Interior

U.S. Department of Labor

U.S. Department of Health and Human Services

U.S. Department of Education

U.S. Department of Commerce

U.S. Department of Transportation

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Self-Governance

U.S. Department of Labor

Native American Employment and Training Council (NAETC)

March 2022 to March 2024



Region 1 and 2

- ◆ Darrell Waldron
Rhode Island Indian Council
Providence, Rhode Island

Region 3

- ◆ Ms. Candace Lowery
North Carolina Commission on Indian Affairs
Raleigh, North Carolina

Region 4

- ◆ Ms. Lora Ann Chaisson
Inter-Tribal Council of Louisiana, Inc.
Montegut, Louisiana
- ◆ Ms. Robin Counce
Choctaw Nation of Oklahoma
Durant, Oklahoma
- ◆ Lorraine Edmo
Albuquerque, New Mexico

Region 4 Oklahoma

- ◆ Mr. Erwin Pahmahmie, Jr.
Cheyenne and Arapaho Tribes
Concho, Oklahoma

Region 5

- ◆ Ms. Angel Peer
American Indian Council, Inc.
Kansas City, Missouri
- ◆ Mr. Robert Houle
Bad River Health and Wellness Center
Ashland, Wisconsin

Region 6

- ◆ Mr. Jacob Bernal
Tucson Indian Center
Tucson, Arizona
- ◆ Mr. Shawn Isaac
Torres Martinez Tribe
Thermal, California

Region 6

- ◆ Mr. Joseph Quintana
United American Involvement, Inc.
Los Angeles, California
- ◆ Gary Rickard
Anderson, California

Region 6 Hawaii

- ◆ Winona Whitman
Alu Like, Inc.
Honolulu, Hawaii

Region 6 Alaska

- ◆ Ms. Holly Morales
Cook Inlet Tribal Council
Anchorage, Alaska

Other Discipline

- ◆ Ms. Kim Kaniatobe Carroll
Cherokee Nation
Tahlequah, Oklahoma
- ◆ Ms. Patricia Hibbeler
Confederated Salish and Kootenai Tribes
Pablo, Montana
- ◆ Kay Seven
Nez Perce Tribe
Lapwai, Idaho
- ◆ Mr. Jacob Wojnas
Arlington, Virginia



Native American Employment and Training Council (NAETC)

AGENDA

Foxwoods Resort Casino, Ledyard, CT

Zoom Link: <https://www.zoomgov.com/j/1603344439?pwd=M1liREg0Z1kxdmdWWIA2TXB4LytIU09>

Wednesday, May 3, 2023

Opening	Blessing
10:00 am – 10:15 am	Call to Order, Joseph Quintana, NAETC Chairman Roll Call, Kim Carroll, NAETC Secretary
10:15 am – 10:30 am	Approval of Agenda Summary of Minutes and Follow-up of motions and resolutions- October 30-31, 2022 Council Meeting
10:30 am – 10:45 am	Introduction of new DINAP Chief
10:45 am – 11:00 pm	Update on Implementation of Workforce Innovation and Opportunity Act (WIOA) and Discussion
11:00 am – 11:45 am	Report from Workgroups and Discussion - Effective Management Work Group - Youth Work Group
11:45 am – 1:00 pm	Lunch
1:00 pm – 3:00 pm	Report from Workgroups and Discussion (Continued) - Performance Work Group - Census Work Group
3:00 pm – 3:15 pm	Break
3:15 pm – 4:30 pm	New Initiatives Long-Term Planning



Native
American
Employment
and Training
Council

Wednesday, May 3, 2023

Opening	
1:00 pm – 1:15 pm	Call to Order, Joseph Quintana, NAETC Chairman Roll Call, Kim Carroll, NAETC Secretary
1:15 pm – 2:45 pm	Department of Labor Updates PY 2023 Funding Grantee Expenditure Rates / Carry-Over Upcoming Funding Opportunities ETA Initiatives
2:45 pm – 3:15 pm	Training and Technical Assistance Contract
3:15 pm – 3:45 pm	Brent Parton
3:45 pm – 4:45 am	Public Comment
4:45 pm	Adjourn

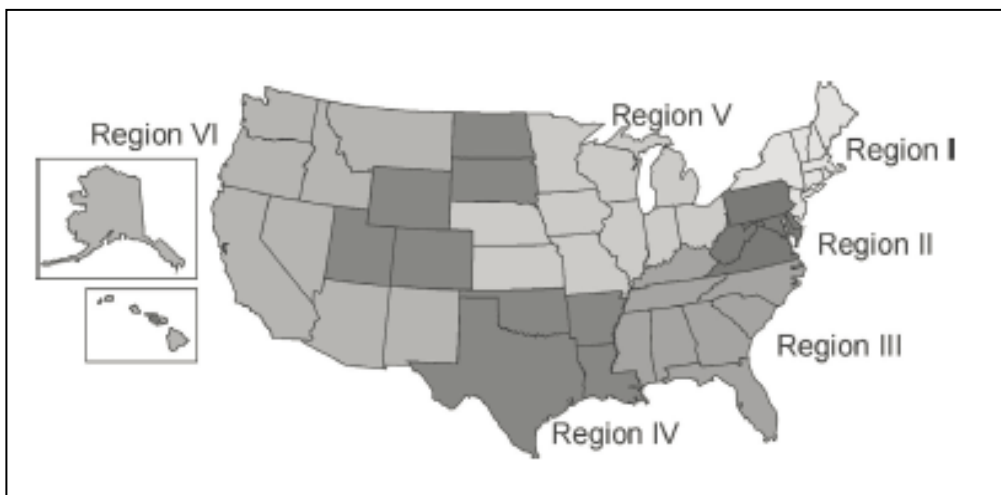
NATIVE WORKFORCE DEVELOPMENT GRANTEES



WIOA Section 166



P.L. 102-477 as amended by P.L. 115-93



REGION I

MAINE



Penobscot Indian Nation
Indian Island, Maine

MASSACHUSETTS



Mashpee-Wampanoag Indian
Tribal Council
Mashpee, Massachusetts

NEW YORK



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



St. Regis Mohawk Tribe
Hogansburg, New York



Seneca Nation of Indians
Irving, New York

RHODE ISLAND



Rhode Island Indian Council
Providence, Rhode Island

Serves: Connecticut, New Jersey, New
York City and Delaware

REGION II

PENNSYLVANIA



Council of Three Rivers American Indian
Center
Pittsburgh, Pennsylvania

Serves: District of Columbia, Maryland,
West Virginia and Kentucky

VIRGINIA



Mattaponi Pamunkey Monacan, Inc.
Indian Neck, Virginia

REGION III

ALABAMA



Inter-Tribal Council of Alabama
Montgomery, Alabama



Poarch Band of Creek Indians
Atmore, Alabama

FLORIDA



Florida's Council on Indian Affairs
Tallahassee, Florida

Serves: Georgia



Miccosukee Tribe of Indians
Miami, Florida

MISSISSIPPI



Mississippi Band of Choctaw Indians
Choctaw, Mississippi

NORTH CAROLINA



Cumberland County Association
for Indian People, Inc.



Eastern Band of Cherokee Indians
Cherokee, North Carolina



Guilford Native American Association
Greensboro, North Carolina



Lumbee Regional Development Association
Pembroke, North Carolina



North Carolina Commission on Indian Affairs
Raleigh, North Carolina

SOUTH CAROLINA



South Carolina Indian Development Council
Rock Hill, South Carolina

TENNESSEE



Native American Indian Association of
Tennessee

REGION IV

ARKANSAS



American Indian Center of
Arkansas, Inc.

COLORADO



Denver Indian Center, Inc.
Denver, Colorado



Ute Mountain Ute Tribe
Towaoc, Colorado

LOUISIANA



Inter-Tribal Council of
Louisiana, Inc.

MONTANA



Blackfeet Tribe
Browning, Montana



Business Committee of the
Chippewa Cree Tribe
Box Elder, Montana



Confederated Salish and
Kootenai Tribes



Fort Belknap Indian Community
Harlem, Montana



Fort Peck Assiniboine &
Sioux Tribes



Little Big Horn College
Crow Agency, Montana



Montana United Indian
Association



Northern Cheyenne Tribe
Lame Deer, Montana






NATIVE WORKFORCE DEVELOPMENT GRANTEES continued

REGION IV continued




NEW MEXICO

-  **Alamo Navajo School Board, Inc.**
Magdalena, New Mexico
-  **Eight Northern Indian Pueblo Council, Inc.**
San Juan Pueblo, New Mexico
-  **Five Sandoval Indian Pueblos, Inc.**
Bernalillo, New Mexico
-  **Jicarilla Apache Tribe**
Dulce, New Mexico
-  **Mescalero Apache Tribe**
-  **National Indian Youth Council**
Albuquerque, New Mexico
-  **Ohkay Owingeh**
Ohkay Owingeh, New Mexico
-  **Pueblo of Acoma**
Pueblo of Acoma, New Mexico
-  **Pueblo of Isleta**
Albuquerque, New Mexico
-  **Pueblo of Laguna**
Pueblo of Laguna, New Mexico
-  **Pueblo of Taos**
Taos, New Mexico
-  **Pueblo of Zuni**
Zuni, New Mexico
-  **Ramah Navajo School Board, Inc.**
Pine Hill, New Mexico
-  **Santo Domingo Tribe**
Santo Domingo Pueblo, New Mexico

NORTH DAKOTA

-  **Spirit Lake Sioux Tribe**
Fort Totten, North Dakota
-  **Standing Rock Sioux Tribe**
Fort Yates, North Dakota
-  **Three Affiliated Tribes**
New Town, North Dakota
-  **Turtle Mountain of Chippewa Indians**
Belcourt, North Dakota
-  **United Tribes Technical College**
Bismarck, North Dakota

OKLAHOMA

-  **Absentee Shawnee Tribe**
Shawnee, Oklahoma
-  **Cherokee Nation**
Tahlequah, Oklahoma
-  **Cheyenne and Arapaho Tribes of Oklahoma**
Concho, Oklahoma

OKLAHOMA continued

-  **Chickasaw Nation**
Ada, Oklahoma
-  **Choctaw Nation of Oklahoma**
Durant, Oklahoma
-  **Citizen Potawatomi Nation**
Shawnee, Oklahoma
-  **Comanche Tribe of Oklahoma**
Lawton, Oklahoma
-  **Inter-Tribal Council of Northeast Oklahoma**
Miami, Oklahoma
-  **Kaw Nation**
Kaw City, Oklahoma
-  **Kiowa Tribe of Oklahoma**
Carnegie, Oklahoma
-  **Muscogee Creek Nation of Oklahoma**
Okmulgee, Oklahoma
-  **Osage Nation**
Pawhuska, Oklahoma
-  **Otoe - Missouri Tribe**
Red Rock, Oklahoma
-  **Pawnee Nation of Oklahoma**
Pawnee, Oklahoma
-  **Ponca Tribe of Oklahoma**
Ponca City, Oklahoma
-  **Tonkawa Tribe of Oklahoma**
Tonkawa, Oklahoma
-  **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
-  **Rosebud Sioux Tribe (Sicangu Nation)**
Rosebud, South Dakota
-  **Sisseton-Wahpeton Oyate**
Agency Village, South Dakota
-  **Yankton Sioux Tribe**
Marty, South Dakota



TEXAS

-  **Alabama-Coushatta Indian Tribal Council**
Livingston, Texas
-  **Dallas Inter-Tribal Center**
Dallas, Texas
-  **Ysleta Del Sur Pueblo**
El Paso, Texas

UTAH

-  **Indian Training and Education Center**
West Valley, Utah
-  **Ute Indian Tribe**
Fort Duchesne, Utah

WYOMING


-  **Eastern Shoshone Tribe**
Fort Washakie, Wyoming
-  **Northern Arapaho Tribe**
Ethete, Wyoming

REGION V




INDIANA

-  **American Indian Center of Indiana, Inc.**
Indianapolis, Indiana








KANSAS

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

MICHIGAN

-  **Grand Traverse Band of Ottawa and Chippewa Indians**
Peshawbestown, Michigan
-  **Inter-Tribal Council of Michigan, Inc.**
Sault Ste. Marie, Michigan
-  **Little Traverse Band of Odawa Indians**
Harbor Springs, Michigan
-  **Michigan Indian Employment and Training Services, Inc.**
Lansing, Michigan
-  **North American Indian Association of Detroit, Inc.**
-  **Sault Ste. Marie Tribe of Chippewa Indians**
-  **South Eastern Michigan Indians, Inc.**
Center Line, 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 Indians**
Onamia, Minnesota
-  **Minneapolis American Indian Center**
Minneapolis, Minnesota
-  **Northwest Indian OIC**
Minneapolis, Minnesota

NATIVE WORKFORCE DEVELOPMENT GRANTEES continued

REGION V continued

MINNESOTA continued



Red Lake Nation
Redby, Minnesota



White Earth Reservation Tribal Council

MISSOURI



American Indian Council
Kansas City, Missouri

NEBRASKA



Omaha Tribe of Nebraska
Macy, Nebraska



Ponca Tribe of Nebraska
Niobrara, Nebraska



Winnebago Tribe of Nebraska
Winnebago, Nebraska

OHIO



North American Indian Cultural Center, Inc.

WISCONSIN



Ho-Chunk Nation
Black River Falls, Wisconsin



Lac Courte Oreilles Tribal Governing Board



Lac Du Flambeau Band of Lake Superior Chippewa Indians, Inc.
Lac Du Flambeau, Wisconsin



Menominee Indian Tribe of Wisconsin
Oneida, Wisconsin



Oneida Tribe of Indians of Wisconsin
Oneida, Wisconsin



Spotted Eagle, Inc.
Milwaukee, Wisconsin



Stockbridge-Munsee Community
Bowler, Wisconsin

REGION VI

ALASKA



Aleutian-Pribilof Islands Association, Inc.
Anchorage, Alaska



Association of Village Council Presidents
Bethel, Alaska



Bristol Bay Native Association
Dillingham, Alaska



Central Council of Tlingit and Haida Indian Tribes



Chickaloon Village
Haines, Alaska

ALASKA continued



Chilkat Indian Village
Haines, Alaska



Chugachmiut
Haines, Alaska



Cook Inlet Tribal Council, Inc.
Anchorage, Alaska



Copper River Native Association
Copper Center, Alaska



Gulkana Village Council
Gakona, Alaska



Kawerak Incorporated
Nome, Alaska



Kenaitze Indian Tribe
Kenai, Alaska



Knik Tribal Council
Wasilla, Alaska



Kodiak Area Native Association
Kodiak, Alaska



Maniilaq Association
Kotzebue, Alaska



Metlakatla Indian Community
Metlakatla, Alaska



Orutsarmuit Native Community
Bethel, Alaska



Sun'aq Tribe of Kodiak
Kodiak, Alaska



Tanana Chiefs Conference
Fairbanks, Alaska



Yakutat Tlingit Tribe
Yakutat, Alaska

ARIZONA



American Indian Center of Tucson
Tucson, Arizona



Colorado River Indian Tribes
Parker, Arizona



Gila River Indian Community
Sacaton, Arizona



Hopi Tribal Council
Kykotsmobi, Arizona



Hualapai Tribe
Peach Springs, Arizona



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



Navajo Nation
Window Rock, Arizona

ARIZONA continued



Pascua Yaqui Tribe
Tucson, Arizona



Phoenix Indian Center, Inc.
Phoenix, Arizona



Quechan Indian Tribe
Yuma, Arizona



Salt River Pima-Maricopa Indian Community



San Carlos Apache Community College
San Carlos, Arizona



Tohono O'odham Nation
Sells, Arizona



White Mountain Apache Tribe
Whiteriver, Arizona

CALIFORNIA



California Indian Manpower Consortium, Inc.
Sacramento, California

Serves: Illinois, and Iowa counties of Clinton, Muscatine and Scott



Native American Health Center, Inc.
Oakland, California



Northern Indian California Development, Inc.



Southern California Indian Resource Center, Inc.
El Cajon, California



Tule River Tribal Council
Porterville, California



United American Indian Community Involvement
Los Angeles, California

HAWAII



Alu Like, Inc.
Honolulu, Hawaii

IDAHO



Nez Perce Tribe
Lapwai, Idaho



Shoshone-Bannock Tribes, Inc.
Fort Hall, Idaho

NEVADA



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



Las Vegas Indian Center, Inc.
Las Vegas, Nevada



Reno Sparks Indian Colony
Reno, Nevada



Shoshone-Paiute Tribes
Owyhee, Nevada

NATIVE WORKFORCE DEVELOPMENT GRANTEES continued

REGION VI continued

OREGON



Confederated Tribes of Grand Ronde
Grand Ronde, Oregon



Confederated Tribes of Siletz Indians
Siletz, Oregon



Confederated Tribes of the Umatilla Indian Reservation
Pendleton, Oregon



Confederated Tribes of Warm Springs
Warm Spring, Oregon

WASHINGTON



American Indian Community Center
Spokane, Washington



Confederated Tribes and Bands of the Yakama Nation
Toppenish, Washington



Confederated Tribes of the Colville Reservation
Nespelem, Washington



Lummi Indian Business Council
Bellingham, Washington



Makah Tribal Council
Neah Bay, Washington



Port Gamble S'Kallam Tribe
Kingston, Washington

WASHINGTON continued



South Puget Intertribal Planning Agency
Shelton, Washington



Spokane Tribe
Wellpinit, Washington



Suquamish Tribe
Suquamish, Washington



The Tulalip Tribes
Tulalip, Washington



United Indians of All Tribes Foundation



Cherokee Nation Career Services welcomes you to the 43rd Annual National Indian and Native American Employment and Training Conference

Cherokee Nation Career Services provides tribal citizens with employment and training opportunities. Including specific assistance for individuals with disabilities and youth. Through economic development, Career Services helps to bring industries into northeastern Oklahoma by offering recruitment fairs and employee training.



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Career Services

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career-services-dept@cherokee.org

17675 South Muskogee Ave

Tahlequah, OK 74464

TOGETHER
COMMUNITY • FAMILY • CULTURE



WORKSHOPS AT A GLANCE

WIOA Section 166 Sessions

- 9130 Financial Reporting – DINAP Edition (WED/THU)
- Enhancing Participant Performance Outcomes (MON)
- Financial Management (for the Non-Accountant) (MON/TUE)
- GPMS for Beginners (MON/TUE)
- GPMS Intermediate (MON/WED)
- GPMS Tips and Tricks (THU)
- Module 1: Basic Overview of Section 166, INA Program Requirements (MON)

On Site and Virtual Access

- Module 2: Program Design & Delivery – Panel (MON)
- Module 3: Grant Operations and Implementation (WED/THU)
- Module 4: Grantee High-Risk Assessment (TUE)
- Stackable Credentials: Enhancing Program Performance and Participant Wages through Career Pathways (TUE)
- Strengthening WIOA Section 166: Formulating Indian Country's Policy Priorities (THU)
- Youth GPMS Demo (TUE/THU)
- Youth Program Design and Delivery (TUE/WED)

P.L. 102-477 Sessions

- 477 Annual Financial Report (SUN)
- 477 Annual Narrative Report (THU)
- 477 Annual Statistical Report (TUE)
- 477 Financial Overview (How the Money Flows) (TUE)
- 477 How Grants Overlap and Integrate within a 477 plan (WED)
- Building CSBG State and Tribal Partnerships (TUE)
- CCDF Fundamentals: Quality Improvement Requirements Overview (WED)
- Construction and Major Renovation Overview (WED)
- Contract Support Cost for P.L. 93-638 Contract 477 Tribes (Title 1) (SUN)
- Employment and Training and Tribal Redesign (MON)
- How to Start a Tribal TANF Program (TUE)

On Site and Virtual Access

- National Training Center for Indian Social Services: STAR Center for Excellence (TUE)
- OCTAE Presents: Career and Technical Education (MON)
- P.L. 102-477 and CCDF: Meeting the Child Care and Development Fund Subsidy Requirement (THU)
- P.L. 102-477 Plan Program Management (THU)
- P.L. 102-477 Tribal Work Group Meeting (MON/TUE)
- Program Review – Today's Process and What is Required (WED)
- Roundtable Discussion on CCDF Requirements: Highlights and Successful Models (THU)
- Showcasing 477 Employment & Other Related Opportunities (WED)
- Supporting Community Food Needs through 477 (TUE)
- Update on Johnson O'Malley (JOM) Program (THU)

Universal Sessions

- AIPLFR: Discussion of Issues and Moving Forward (TUE)
- Applying to the Federal Workforce, BIA Pathways Program (WED/THU)
- Benefits Outreach to Veterans and their Family Members (TUE/WED)
- Building Pathways South – Introduction to Union Construction Pre-Apprenticeships (WED/THU)
- Business Plan Development (Part 1) and Business Sustainability (Part 2) (THU)
- Choosing a Retirement Solution for your Small Business (THU)
- Compliance Assistance on Mental Health Parity for Employers (TUE)
- Construction Career Opportunities in Infrastructure, IRA and CHIPS through Registered Apprenticeship (TUE/WED)
- Creating a Dynamic Customer Service Mindset (MON/TUE)
- Fundamental of Grant Writing – Keys to Success – Part 1 & Part 2 (WED)
- *Help Justice-Involved People Get Jobs* (MON/TUE)
- Incorporating Financial Education in Workforce Development Programs (WED)
- *Indianpreneurship: Journey into Business Planning* (MON)

Virtual Access – see Italic and Gray Highlight

- Interacting with Difficult People (MON/TUE)
- Positive Fun Mentoring in the Workplace and Home (WED/THU)
- Relieve Stress Using Your Five Senses (WED/THU)
- Serving Justice Involved Job Seekers – Breaking the cycle of reoffending and re-incarceration (TUE/WED)
- *SFC Health Robinson Honoring our Promise to Address Comprehensive Toxics (PACT) Act National Outreach and Update* (TUE)
- Speak My Lingo & Move Like Me! (WED)
- Strengthening Financial Education for Native Communities (MON/TUE)
- *Supporting the Economic Future of Indian Country* (WED/THU)
- Toolbox Party (THU)
- *Understanding the FAFSA Application and the Financial Aid Process* (TUE)
- *USDA's SNAP Employment & Training Program 101 and How Tribal Programs Can Access the Services* (TUE/WED)
- What You Should Know About Your Retirement Plan (MON)
- Work and Life Changes Require Health Choices (WED)

2023 NINAETC WORKSHOP DESCRIPTIONS

>>> WORKSHOP LEGEND <<<		
		
A "One Stop" Workshop Ideal for 477/166	A WIOA Section 166 Workshop	A P.L. 102-477 Workshop



477 Annual Financial Report - **VIRTUAL**

Presenter: Ida Doyle, Rae Belle Whitcomb, Vincent Romero, and Carrie McMillan

Day: Sunday, April 30 **Time:** 1:00 p.m. to 2:45 p.m. **Room:** Premier F

This workshop will focus on PL 102-477 (as amended) Annual Reports, in accordance with OMB 1076-0135, for the Financial Report form submission requirements. The workshop will provide guidance in completing the Financial Report to highlight Tribal program successes and challenges as approved within the 477 plan.



477 Annual Narrative Report - **VIRTUAL**

Presenter: Kenneth LeMieux, Jeffery Barwick, Vincent Romero, and Carrie McMillan

Day: Thursday, May 4 **Time:** 1:30 p.m. to 3:00 p.m. **Room:** Premier F

This workshop will focus on PL 102-477 (as amended) Annual Reports, in accordance with OMB 1076-0135, for the Narrative Report form submission requirements. The workshop will provide guidance in completing the Statistical Report to highlight Tribal program successes and challenges as approved within the 477 plan.



477 Annual Statistical Report - **VIRTUAL**

Presenter: Ida Doyle, Rae Belle Whitcomb, Vincent Romero, and Carrie McMillan

Day: Tuesday, May 2 **Time:** 1:30 p.m. to 3:00 p.m. **Room:** Premier F

This workshop will focus on PL 102-477 (as amended) Annual Narrative Report, in accordance with OMB 1076-0135, with the use of the narrative report to support the financial and statistical data and highlight Tribal program successes and challenges as approved within the 477 plan.



477 Financial Overview (How the Money Flows) - **VIRTUAL**

Presenter: Vickie Hanvey and Michael Lucero

Day: Tuesday, May 2 **Time:** 10:30 a.m. to 12:00 p.m. **Room:** Premier F

This workshop will provide a general overview of the financial aspects of the 477 program. Time will be allocated for a Q&A session.



477 How Grants Overlap and Integrate within a 477 plan - **VIRTUAL**

Presenter: Ida Doyle, Rae Belle Whitcomb, Vincent Romero, and Carrie McMillan

Day: Wednesday, May 3 **Time:** 1:30 p.m. to 3:00 p.m. **Room:** Premier F

This Workshop will focus on PL 102-477 (as amended): how grants overlap in qualifiers, components, and activities. It will look at how to integrate grants into a blended plan. Focus will be both on an administrative and client prospective.



9130 Financial Reporting - DINAP Edition - **VIRTUAL**

Presenter: Carl Duncan

Day: Wednesday, May 3 **Time:** 3:30 p.m. to 5:00 p.m. **Room:** Celebrity H/I

Day: Thursday, May 4 **Time:** 3:30 p.m. to 5:00 p.m. **Room:** Celebrity H/I

This workshop will assist those managers, directors, boards, and Tribal council members in areas of financial management with which they may be unfamiliar. Topics include cash management, budgeting, fiscal reporting (with an emphasis on the Section 166 WIOA 9130 report and expense definitions), cost allocation plans, and single agency audit basics.

2023 NINAETC WORKSHOP DESCRIPTIONS *continued*



AIPLFR: Discussion of Issues and Moving Forward – VIRTUAL Presenter

Presenter: Patrick Carey and Vernon Brundage Jr.

Day: Tuesday, May 2

Time: 10:30 a.m. to 12:00 p.m.

Room: Premier G

Public Law 115-93 requires the Secretary of Labor, in consultation with the Secretary of the Interior, American Indian tribes, and the Director of the Census Bureau, to issue a biennial report on the total service population; the service population under age 16 and over age 64; the population available for work, including those not considered to be actively seeking work; the employed population, including those employed with annual earnings below the poverty line; and the numbers employed in private sector positions and public sector positions. This round table discussion will seek feedback on several issues that have prevented the development of the American Indian Population and Labor Force Report (AIPLFR). The goal of the feedback will be to identify potential pathways for guiding its development.



Applying to the Federal Workforce, BIA Pathways Program

Presenter: Mackenzie Neal

Day: Wednesday, May 3

Time: 10:30 a.m. to 12:00 p.m.

Room: Red Carpet B

Day: Thursday, May 4

Time: 10:30 a.m. to 12:00 p.m.

Room: Red Carpet B

This will be a two-part workshop: One explaining the federal application process with tips on Federal resume writing and internship opportunities in the Office of Trust Services. The other for tribal organizations about our intern program and host opportunities.



Benefits Outreach to Veterans and Their Family Members

Presenter: WJ “Buck” Richardson

Day: Tuesday, May 2

Time: 10:30 a.m. to 12:00 p.m.

Room: Red Carpet B

Day: Wednesday, May 3

Time: 10:30 a.m. to 12:00 p.m.

Room: Red Carpet A

This session will describe the types of programs and benefits available to Veterans & their Family members as well as the different programs available thru the VA administrations. It also will look at the outreach programs & resources available to help with Veterans and their families.



Building CSBG State and Tribal Partnerships – VIRTUAL

Presenter: Minette Galindo and Verna Best

Day: Tuesday, May 2

Time: 1:30 p.m. to 3:00 p.m.

Room: Premier G

This session will be a conversation regarding the value of CSBG State Lead Agencies, Tribes, and Tribal Organization partnerships which centers advancing equity through relationships. Through dialogue, we will explore promising practices for removing barriers that impede successful collaborations and maximizing CSBG’s service delivery impact. Session attendees will learn



Building Pathways South – Introduction to Union Construction Pre-Apprenticeships

Presenter: Yvonne Tobey and Marita Scott

Day: Wednesday, May 3

Time: 10:30 a.m. to 12:00 p.m.

Room: Celebrity F/G

Day: Thursday, May 4

Time: 10:30 a.m. to 12:00 p.m.

Room: Celebrity F/G

Building Pathways South is a union construction pre-apprenticeship program utilizing curriculum created and approved by North America's Building Trades Unions (NABTU). Our goal is to provide technical, career readiness and occupational skills to communities historically underrepresented in the building trades unions through a combination of classroom and hands-on learning experiences. Our presentation will introduce the components of our program including curriculum, services, and pros and cons for a future career in union construction.

2023 NINAETC WORKSHOP DESCRIPTIONS *continued*



Business Plan Development (part 1) and Business Sustainability (part 2)

Presenter: Courtney McCusker, Freddy Gipp, and Rondelle Clay

Day: Thursday, May 4

Time: 1:30 p.m. to 3:00 p.m.

Room: Celebrity F/G

Day: Thursday, May 4

Time: 3:30 p.m. to 5:00 p.m.

Room: Celebrity F/G

Planning and preparation - assessing capacity, readiness, community support, size, location, and potential support (financial, leadership, partnerships). Business Plan Development - overview of 8 essential components for developing a business plan. Business Development assistance and mentor opportunities (SBA, MBDA, DOC Resources)
Business Sustainability - Discuss business growth concepts and strategies. Actionable ways to sustain business growth through operational responsibility. Resource Toolkit available - Federal, additional supportive templates and resources for all topics above.



CCDF Fundamentals: Quality Improvement Requirements Overview - VIRTUAL

Presenter: Lisa Fergus and Kate Gordon

Day: Wednesday, May 3

Time: 1:30 p.m. to 3:00 p.m.

Room: Celebrity J/K

During this session, participants will gain understanding of the Child Care and Development Fund (CCDF) requirements for quality improvement; discuss strategies for implementing the quality improvement requirements to expand the quality of their CCDF programs and other early childhood program partner; and have opportunities to share ideas for advancing the use of Indigenous language and culture through quality improvement initiatives. Presenters will share optional tools for tracking CCDF expenditures.



Choosing a Retirement Solution for Your Small Business

Presenter: Matthew Saradjian and Georgia Devine

Day: Thursday, May 4

Time: 3:30 p.m. to 5:00 p.m.

Room: Red Carpet B

Is your small business interested in establishing or sponsoring a retirement plan for you and your employees? This workshop will assist small employers in making this decision. The workshop will help small businesses and plan service providers understand the types of retirement plans available, the tax benefits and consequences of each, along with the federal law governing these types of plans. The U.S. Department of Labor, Employee Benefits Security Administration (EBSA) enforces Title I of the Employee Retirement Income Security Act (ERISA) for employer-sponsored pension and welfare benefit plans.



Compliance Assistance on Mental Health Parity for Employers

Presenter: Matthew Saradjian and Georgia Devine

Day: Tuesday, May 2

Time: 3:30 p.m. to 5:00 p.m.

Room: Red Carpet B

Is your group health plan in compliance with the Mental Health Parity and Addiction Equity Act (MHPAEA)? If you are an employer or a plan service provider who is trying to comply with MHPAEA, this workshop is for you. This workshop will help you have a better understanding of how the law applies to your group health plan, including recent changes to the law, FAQs, and other guidance and tools available. You will also have the opportunity to ask questions. The U.S. Department of Labor, Employee Benefits Security Administration (EBSA) enforces Title I of the Employee Retirement Income Security Act (ERISA) for employer-sponsored pension and welfare benefit plans.

2023 NINAETC WORKSHOP DESCRIPTIONS *continued*



Construction and Major Renovation Overview - **VIRTUAL**

Presenter: List Fergus and Delores Fragua

Day: Wednesday, May 3

Time: 10:30 a.m. to 12:00 p.m.

Room: Premier H

During this session, participants will explore the responsibilities of Public Law (P.L.) 102-477 Tribes under the construction and major renovation Program Instruction; learned about the difference between major and minor renovations, and the process for requesting funding for each; explored the components of a complete application - including the needs assessment and environmental assessment; and discussed opportunities for ongoing program staffing and Child Care and Development Fund (CCDF) services after construction projects are completed. The Office of Child Care will offer a status update on the forthcoming revised program instruction.



Construction Career Opportunities in Infrastructure, IRA and CHIPS through Registered Apprenticeship - **VIRTUAL**

Presenter: Art Lujan and Tony Swoope

Day: Tuesday, May 2

Time: 3:30 p.m. to 5:00 p.m.

Room: Red Carpet A

Day: Wednesday, May 3

Time: 3:30 p.m. to 5:00 p.m.

Room: Red Carpet A

In this 90-minute workshop, representatives from North America's Building Trades Unions will describe the expansive construction career opportunities currently available to women and men from the substantial public investments in new infrastructure projects, the construction of semiconductor manufacturing plants, and in green energy construction. The NABTU presenters will also explain how NINAETC groups and constituents can connect with local Building Trades Councils regarding these opportunities, and the training options available in Apprenticeship Readiness and Registered Apprenticeship Programs across the 15 different Trades in the construction industry. This workshop will be interactive, with time reserved for audience questions and answers.



Contract Support Cost for P.L. 93-638 Contract 477 Tribes (Title 1) - **VIRTUAL**

Presenter: Ida Doyle, Rae Belle Whitcomb, Vincent Romero, and Carrie McMillan

Day: Sunday, April 30

Time: 3:00 p.m. to 4:45 p.m.

Room: Premier F

This workshop will focus on Contract Support Costs for PL 93-638 contracting (Title 1) Tribes under PL 102-477 (as amended). The workshop will provide guidance in completing the basic requirements to ensure tribes are receiving their full Contract Support Costs.



Creating a Dynamic Customer Service Mindset

Presenter: Jacky England and Kelsey Coachman

Day: Monday, May 1

Time: 1:30 p.m. to 3:00 p.m.

Room: Premier H

Day: Tuesday, May 2

Time: 1:30 p.m. to 3:00 p.m.

Room: Premier H

Customer service is an important factor in a department's success or decline, and each customer interaction will be a positive or negative experience. A positive customer service experience will likely encourage and strengthen customer loyalty which can lead to positive customer outcomes. In this workshop, we will learn some strategies to help us create a dynamic and positive mindset. Techniques and topics to be covered include how to create or revive your positive mindset, reframing your thoughts to generate personal and customer optimism and initiating enthusiasm and determination in a positive, dynamic way. Our ultimate goal is exemplary customer service and having a positive, dynamic mindset and attitude will lead to the creation of an atmosphere that is supportive, helpful and beneficial to all!

2023 NINAETC WORKSHOP DESCRIPTIONS *continued*



Creating a Dynamic Customer Service Mindset

Presenter: Jacky England and Kelsey Coachman

Day: Monday, May 1

Time: 1:30 p.m. to 3:00 p.m.

Room: Premier H

Day: Tuesday, May 2

Time: 1:30 p.m. to 3:00 p.m.

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Customer service is an important factor in a department's success or decline, and each customer interaction will be a positive or negative experience. A positive customer service experience will likely encourage and strengthen customer loyalty which can lead to positive customer outcomes. In this workshop, we will learn some strategies to help us create a dynamic and positive mindset. Techniques and topics to be covered include how to create or revive your positive mindset, reframing your thoughts to generate personal and customer optimism and initiating enthusiasm and determination in a positive, dynamic way. Our ultimate goal is exemplary customer service and having a positive, dynamic mindset and attitude will lead to the creation of an atmosphere that is supportive, helpful and beneficial to all!



Employment and Training and Tribal Redesign - **VIRTUAL**

Presenter: Elias Picard and Evangeline Campbell

Day: Wednesday, May 3

Time: 3:30 p.m. to 5:00 p.m.

Room: Premier H

This one and a half-hour session will provide an overview of the BIA Tribal Redesign Program, from a Federal and Tribal perspective. The BIA will partner with a Tribe who currently operates a BIA Tribal Redesign Program (Citizen Potawatomi Nation or Osage Nation).



Enhancing Participant Performance Outcomes - **VIRTUAL Presenter**

Presenter: Laura Aron

Day: Monday, May 1

Time: 3:30 p.m. to 5:00 p.m.

Room: Red Carpet A

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



Financial Management (for the Non-Accountant) - **VIRTUAL**

Presenter: Kerry Jevsevar

Day: Monday, May 1

Time: 1:30 p.m. to 3:00 p.m.

Room: Celebrity F/G

Day: Tuesday, May 2

Time: 1:30 p.m. to 3:00 p.m.

Room: Celebrity F/G

Participants will be able to better understand the nature of their organization's fiscal information in areas of budgeting, reporting, record keeping, internal controls, cost allocation plans, and annual audits. Attendees are welcome to bring questions concerning fiscal situations that they have faced.



Fundamentals of Grant Writing – Keys to Success – Part 1 & Part 2

Presenter: Courtney McCusker, Freddy Gipp, and Rondelle Clay

Day: Wednesday, May 3

Time: 1:30 p.m. to 3:00 p.m.

Room: Celebrity F/G

Day: Wednesday, May 3

Time: 3:30 p.m. to 5:00 p.m.

Room: Celebrity F/G

Federal Funding Opportunity topics covered: *Planning and Preparation - covers organizational capacity and readiness, community planning, and strategic planning. *Storytelling and Writing an Application - provides grant writing mechanics and what to include in an application. *How to read a Federal Notice of Funding Opportunity *Introduction to using Grants.gov Foundation Funding opportunity topics covered: *What to include in a response to a Foundation request for proposal (RFP) *What to include when submitting a Letter of Intent (LOI) to a Foundation *Resource Toolkits available - additional supportive templates and resources for all topics above.

2023 NINAETC WORKSHOP DESCRIPTIONS *continued*



GPMS for Beginners - **VIRTUAL**

Presenter: Terry Clark

Day: Monday, May 1

Time: 1:30 p.m. to 3:00 p.m.

Room: Celebrity J/K

Day: Tuesday, May 2

Time: 1:30 p.m. to 3:00 p.m.

Room: Celebrity J/K

Division of Indian and Native American Programs will present a WIOA Section 166 program on GPMS for Beginners. This workshop will cover how to add a new participant to GPMS. We will review the intake, characteristics, and eligibility screens. We will cover the 3 services categories, career, supportive, and training and they effect participation. Attendees will learn the difference between a qualifying and a supplemental supportive service.



GPMS Intermediate - **VIRTUAL**

Presenter: Terry Clark

Day: Monday, May 1

Time: 3:30 p.m. to 5:00 p.m.

Room: Celebrity J/K

Day: Wednesday, May 3

Time: 3:30 p.m. to 5:00 p.m.

Room: Celebrity J/K

Division of Indian and Native American Programs will present a WIOA Section 166 program on GPMS Intermediate. This workshop will focus on managing participant cases through active and exited- follow-up statuses. Attendees will learn how to manage services, add employment, educational outcomes, and record quarterly Follow-Up. In addition, the class will cover how to manage alerts, review grantee reports, and steps for submitted the WIOA Quarterly Performance Report (QPR) to the Workforce Integrated Performance System (WIPS).



GPMS Tips and Tricks - **VIRTUAL**

Presenter: Terry Clark

Day: Thursday, May 4

Time: 10:30 a.m. to 12:00 p.m.

Room: Celebrity J/K

Division of Indian and Native American Programs will present a WIOA Section 166 program on GPMS Tips and Tricks. Topics covered in this workshop are Login.gov Password Re-Set Procedure, Dashboards, Alerts, Reactivating an Exited Client, and Print Participant Details. We invite you to tell us about your difficult cases so we can brainstorm together possible solutions. Finally, if you have any suggestions for making the software better, please let us know about these ideas.



Help Justice-Involved People Get Jobs - **VIRTUAL**

Presenter: Tom Villanova

Day: Monday, May 1

Time: 3:30 p.m. to 5:00 p.m.

Room: Celebrity F/G

Day: Tuesday, May 2

Time: 3:30 p.m. to 5:00 p.m.

Room: Celebrity F/G

Discover a free and simple hiring tool to help justice-involved and other hard-to-place job seekers get jobs. The Federal Bonding Program was created by the USDOL over 50 years ago and with recent automation, it is easier to use than ever. It can be used for any job opportunity and is 100% free!



How to Start a Tribal TANF Program - **VIRTUAL**

Presenter: Stan Koutstaal and Holly Morales

Day: Tuesday, May 2

Time: 1:30 p.m. to 3:00 p.m.

Room: Premier E

Federally recognized Indian tribes can apply for funding to administer and operate their own Temporary Assistance for Needy Families (TANF) programs. In this workshop participants will learn the purposes of TANF, the basic requirements for running a TANF program, and how to apply for funds. Participants will also hear from a tribe that has incorporated TANF in a 477 plan and is providing benefits and services to their community.

2023 NINAETC WORKSHOP DESCRIPTIONS *continued*



Incorporating Financial Education in Workforce Development Programs

Presenter: Andrea Caceres-Santamaria, Gloria Guzman

Day: Wednesday, May 3

Time: 1:30 p.m. to 5:00 p.m.

Room: Premier E

Join us for an engaging, hands-on workshop to learn about Federal Reserve's. Native Economic and Financial Education Empowerment Program (NEFEE) personal finance resources that can be used within workforce development and community programs. Participants will take part in simulations and preview tools for youth and adult audiences across a variety of topics, including understanding credit, budgeting, saving, banking basics, and effective decision-making. Additional resources covering career exploration and developing a career plan will be shared. Instructors will provide participants tips on how best to incorporate resources and strategies on conducting financial literacy programming. Workshop Objectives: The workshop will incorporate resources, strategies, and simulations that will enhance decision-making skills through resources that engage participants through valuable information and simulations and use real world applications to map out career choices.



Indianpreneurship: Journey into Business Planning - VIRTUAL

Presenter: Veronica Maturino, and Chase Vanover

Day: Monday, May 1

Time: 1:30 p.m. to 3:00 p.m.

Room: Red Carpet A

Our Indianpreneurship Train the Trainer events prepare participants to teach and facilitate and Indianpreneurship Journey into Business course. We will cover business planning, marketing and planning, class recruitment and organization, Instruction methods, and current business development issues.



Interacting With Difficult People

Presenter: Jacky England and Kelsey Coachman

Day: Monday, May 1

Time: 3:30 p.m. to 5:00 p.m.

Room: Premier H

Day: Tuesday, May 2

Time: 3:30 p.m. to 5:00 p.m.

Room: Premier H

We all interact with difficult people, whether they be co-workers, clients, or participants. In this workshop, we will learn how to interact positively in situations involving difficult people. Attendees will learn some tips and techniques to help them navigate through a tough conversation or interaction with a difficult person or people. Methods of positive interaction skills will be covered including effective communication skills, nonverbal communication, gaining perspective, focusing on the positive and actionable outcomes and learning to focus on listening and understanding the person. All the while, doing these things in a kind and respectful way! Come and prepare yourself with the tools, tips, and techniques that will allow you to positively interact with anyone in any situation!



Module 1: A Basic Overview of Section 166, INA Program Requirements - VIRTUAL

Presenter: Kawehi Brandow

Day: Monday, May 1

Time: 1:30 p.m. to 3:00 p.m.

Room: Celebrity H/I

The Division of Indian and Native American Programs will present a Workforce Innovation and Opportunity Act (WIOA) Section 166 program overview. The workshop includes review and implementation of WIOA law, Federal Regulations, uniform guidance, building relationships with your FPO, DINAP and grantee roles and responsibilities for grantees. Workshop includes Employment and Training Administration (ETA) and grantee organizational structure introduction.



Module 2: Program Design and Delivery – Panel - VIRTUAL

Presenter: Kawehi Brandow

Day: Monday, May 1

Time: 3:30 p.m. to 5:00 p.m.

Room: Celebrity H/I

Division of Indian and Native American Programs will present a WIOA Section 166 program design and delivery workshop. Topics covered, will include, program eligibility, allowable program services, youth eligibility, supportive services, and overview of Grantee Performance Management System (GPMS).

2023 NINAETC WORKSHOP DESCRIPTIONS *continued*



Module 3: Grant Operations and Implementation - **VIRTUAL**

Presenter: Carl Duncan

Day: Wednesday May 3

Time: 10:30 am to 12:00 pm.

Room: Celebrity H/I

Day: Thursday, May 4

Time: 1:30 p.m. to 3:00 p.m.

Room: Celebrity H/I

Division of Indian and Native American Programs will present a WIOA Section 166 workshop on grant operations and implementation workshop. Topics covered include grantee reporting responsibilities, financial and program reporting procedures, and performance measures. The workshop will also cover program and reporting navigation basics through the new Grant Solutions and Payment Management System (PMS) portals.



Module 4: Grantee High-Risk Assessment - **VIRTUAL**

Presenter: Duane Hall

Day: Tuesday, May 2

Time: 10:30 a.m. to 12:00 p.m.

Room: Celebrity H/I

Day: Tuesday, May 2

Time: 3:30 p.m. to 5:00 p.m.

Room: Celebrity H/I

This workshop will explain what to expect during an on-site monitoring review, i.e., what should go into preparation by the FPO and the grantee, what are the expectations while on-site, and what will the key expectations of an on-site review. Also, DOL's core monitoring guide expects the FPO to look at the condition, cause, criteria and corrective action so we will explain how we accomplish this task. Also, if you don't get an on-site review, what goes into a desk review. The FPOs will also help you understand the audit process.



National Training Center for Indian Social Services: STAR Center for Excellence - **VIRTUAL**

Presenter: Jade Snell and Rita Hart

Day: Tuesday, May 2

Time: 10:30 a.m. to 12:00 p.m.

Room: Celebrity F/G

The Center for Excellence STAR initiative is a model to facilitate and describe activities available through the Rocky Mountain Region Tribal Leadership Council (RMTLC) in collaboration with the Bureau of Indian Affairs (BIA). The Center's goals are to develop knowledgeable and skilled Tribal and BIA workforce through training, education, and support while providing the highest level of service. The Center will focus on a training platform to create and disseminate information, knowledge, and best practices among Tribal and BIA social services staff. The National Training Center for Indian Social Services (NTCISS) website will provide technical assistance, resources, current events, and support. The website will feature coordinated and foundational training with subject matter experts to reinforce and sustain tribal and BIA workforce and program development with best practices for services to children, families, and Tribal communities.



OCTAE Presents: Career and Technical Education - **VIRTUAL**

Presenter: Adam Flynn-Tabloff and Patti Beltram

Day: Monday, May 1

Time: 1:30 p.m. to 3:00 p.m.

Room: Premier G

Join the Office of Career, Technical, and Adult Education (OCTAE) to take a deep dive into the Department of Education's initiatives to support career education. Participants will have an opportunity to engage with a department representative to learn more about the current administration's priorities to support career connected learning, the national and state landscape of Career and Technical Education (CTE), and Perkins V legislation and funding. During the session, the Native American Career and Technical Education, Native Hawaiian Career and Technical Education, and the Tribally Controlled Postsecondary Career and Technical Institutions Statutory Discretionary Grant Programs will be showcased.

2023 NINAETC WORKSHOP DESCRIPTIONS *continued*



P.L. 102-477 and CCDF: Meeting the Child Care and Development Fund Subsidy Requirement for Tribes with Small, Medium, and Large Allocations - VIRTUAL

Presenter: Sarah Stafford and Nasbah Hill

Day: Thursday, May 4 **Time:** 10:30 a.m. to 12:00 p.m. **Room:** Premier E

This session will share concrete ideas to implement the CCDF requirements around subsidy eligibility and equal access for Tribes with small, medium, and large allocation sizes; strategies will be tailored to reflect specific needs within administrators' tribes and in working with states. Participants will have the opportunity to share about developing action plans for implementing the Child Care and Development Fund (CCDF) final rule. Opportunities will be provided for participants to share plans, ideas, and strategies to meet CCDF requirements.



P.L. 102-477 Plan Program Management - VIRTUAL

Presenter: Vincent Romero, Carrie McMillian, Rae Belle Whitcomb, and Ida Doyle

Day: Thursday, May 4 **Time:** 10:30 a.m. to 12:00 p.m. **Room:** Premier F

This workshop will focus on providing an overview on elements of Public Law 102-477, as amended, Plan Program Management. This workshop will discuss aspects of 477 Plan development, integration of 477 Plan services and funding, 477 economic development, 477 timelines, 477 required submissions, and other areas of importance. This workshop is offered for program directors, staff members, and Tribal administration.



P.L. 102-477 Tribal Work Group Meeting - VIRTUAL

Presenter: Margaret Zientek, Holly Morales

Day: Monday, May 1 **Time:** 1:30 p.m. to 5:00 p.m. **Room:** Premier A/C

Day: Tuesday, May 2 **Time:** 3:30 p.m. to 5:00 p.m. **Room:** Premier F

What does the recent Memorandum of Agreement between federal partners mean? How is P.L. 102-477 changed with the amendment P.L. 115-93? Tribal and Federal representatives will discuss opportunities, issues, and successes. Federal partners are asked to provide a report - share summary data. Tribes can schedule one-on-one meetings as needed. This is a great opportunity to get updates and have questions answered by peer 477 and Federal representatives. TWG will be conducting elections for three committee members.



Positive Fun Mentoring in The Workplace and Home

Presenter: Mitch Factor

Day: Wednesday, May 3 **Time:** 1:30 p.m. to 3:00 p.m. **Room:** Premier G

Day: Thursday, May 4 **Time:** 1:30 p.m. to 3:00 p.m. **Room:** Premier G

Mentoring can be a challenge at work, with clients and even at home. This break out gives you the tools, skills and fun to lead and teach others. Learn about intentional mentoring, short/long term goals and the benefits of mentoring. Learn to enjoy and have fun with mentoring others and build the confidence.



Program Review – Today's Process and What is Required - VIRTUAL

Presenter: Ida Doyle, Rae Belle Whitcomb, Vincent Romero, and Carrie McMillan

Day: Wednesday, May 3 **Time:** 10:30 a.m. to 12:00 p.m. **Room:** Premier F

This workshop will focus on what is required during an on-site monitoring program review of an approved PL 102-477 (as amended) plan. This workshop will highlight what documentation will be helpful to confirm plan objectives have been met.

2023 NINAETC WORKSHOP DESCRIPTIONS *continued*



Relieve Stress Using Your Five Senses

Presenter: Mitch Factor

Day: Wednesday, May 3

Time: 10:30 a.m. to 12:00 p.m.

Room: Premier G

Day: Thursday, May 4

Time: 10:30 a.m. to 12:00 p.m.

Room: Premier G

In this break out session your body will let you know it's time to relax. Join Mitch and learn how to listen to your body and start preventing and relieving your stress using your five senses. The five senses are a powerful tool to help us relax and prevent stress if we identify how to use them correctly. So get your touch, taste, smell, hearing and seeing activated with Mitch and start relaxing. Bring your giggle box because it's always a good time to laugh.



Roundtable Discussion on CCDF Requirements: Highlights and Successful Models - **VIRTUAL**

Presenter: Sarah Stafford and Tricia Peoples

Day: Thursday, May 4

Time: 1:30 p.m. to 3:00 p.m.

Room: Premier E

During this session, participants will hear an overview of the requirements for implementing the Child Care and Development Fund (CCDF). There will be a panel of presenters who administer effective CCDF programs under the P.L. 102-477 consolidated plan. Participants will have an opportunity to hear from their peers and identify strategies to use in their own programs. Technical assistance resources available for Tribal CCDF grantees will also be shared.



Serving Justice Involved Job Seekers – Breaking the cycle of reoffending and re-incarceration

Presenter: Nicole Castellanos

Day: Tuesday, May 2

Time: 1:30 p.m. to 3:00 p.m.

Room: Red Carpet B

Day: Wednesday, May 3

Time: 1:30 p.m. to 3:00 p.m.

Room: Red Carpet B

The information in this workshop is by no means intended to cover all scenarios a grantee may encounter when working with justice involved job seekers but provide extra information for the grantee to feel more confident and comfortable when they are presented with the unique barriers justice involved participants can and do face. This workshop is for the grantee to be able to use as a resource guide in assisting justice involved job seekers find good, sustainable employment. The workshop will go over resumes, applications, interviewing incentive programs and expungement. It is also a resource for grantees to gain knowledge on how to find job seekers criminal background history, which is important in finding employment, and handle situations that may arise during an appointment.



SFC Health Robinson Honoring our Promise to Address Comprehensive Toxics (PACT) Act National Outreach and Update Workshop - **VIRTUAL**

Presenter: Ricardo Sealy, Renato Leite,

Day: Tuesday, May 2

Time: 3:30 p.m. to 5:00 p.m.

Room: Premier G

The workshop will provide presentations from the Veterans Benefits Administration (VBA) on the presumptive conditions associated with toxic exposures and disability claims associated with these specific disability claims. The Veterans Health Administration (VHA) will provide a presentation on toxic screens the VHA are completing as a result of their possible exposure to toxins while serving in the military. Both VA departments will speak to VA's National Outreach Campaign to locate and process disability claims and screens for those possibly exposed to toxins nationwide. Many Veterans across the U.S. have received letters from VA regarding the PACT Act and this workshop will provide great opportunity for those Veterans to ask specific questions of the SME's on PACT Act Presumptive Conditions and VA Letters received.

2023 NINAETC WORKSHOP DESCRIPTIONS *continued*



Showcasing 477 Employment & Other Related Opportunities - **VIRTUAL**

Presenter: Angela Ward, Lois Behrens, Ginger Crawford, & Ashawna Miles

Day: Wednesday, May 3 **Time:** 1:30 p.m. to 3:00 p.m. **Room:** Premier H

In Indian Country, tribes face similar issues, in this workshop, several tribes will be showcasing their unique approach to provide Employment, Training, and Related services to their participants and employers. The Ho-Chunk Nation, Cherokee Nation, Chickasaw Nation, and Choctaw Nation will discuss each of their approaches in providing opportunities for their tribal members.



Speak My Lingo & Move Like Me!

Presenter: Jamelle Payne

Day: Wednesday, May 3 **Time:** 1:30 p.m. to 3:00 p.m. **Room:** Red Carpet A

A look into generational communication gee whiz vs you got to be capping vs OMG. How can we function together with different generational age communication in the work atmosphere. What does it look like when modern day vs old school mix together in the workforce.



Stackable Credentials: Enhancing Program Performance and Participant Wages Through Career Pathways - **VIRTUAL Presenter**

Presenter: Laura Aron

Day: Tuesday, May 2 **Time:** 1:30 p.m. to 3:00 p.m. **Room:** Red Carpet A

The majority of American jobs require some post-secondary education or training. Stackable certificates serve as a viable option for moving youth and adults into the job market. Workforce program participants can both learn and earn by acquiring short-term credentials as they build on them to access more advanced jobs and higher wages. This workshop will examine the effective use of stackable credentials in preparing people for entry-level job opportunities in industry sectors and also share information about the credential performance indicator under WIOA.



Strengthening Financial Education for Native Communities

Presenter: Andrea Caceres-Santamaria, Megan Cruz

Day: Monday, May 1 **Time:** 1:30 p.m. to 3:00 p.m. **Room:** Red Carpet B

Day: Tuesday, May 2 **Time:** 10:30 a.m. to 12:00 p.m. **Room:** Premier H

Economic and personal financial knowledge help foster resilient and healthy individuals, families, and communities. Learn about free financial education resources offered by the Federal Reserve's Native Economic and Financial Education Empowerment (NEFEE) program. Content will cover a range of personal finance topics, including understanding credit, budgeting, saving, banking basics, and decision-making. Additional workforce development tools around career exploration will also be presented. Objectives: Provide overview of personal finance resources to use for both youth and adult audiences and provide better understanding of how financial education can be incorporated into programs



Strengthening WIOA Section 166: Formulating Indian Country's Policy Priorities - **VIRTUAL**

Presenter: Ian Record

Day: Thursday, May 4 **Time:** 1:30 p.m. to 3:00 p.m. **Room:** Premier H

This workshop will bring together WIOA Section 166 practitioners to share their perspectives on how Section 166 can be strengthened through (1) the upcoming reauthorization of WIOA by Congress, and (2) constructive steps the Biden Administration should take. Facilitated by a representative of the emerging Workforce Grantmaking in Native Nations and Communities coalition, the session will synthesize the input provided by practitioners into a concise set of policy recommendations for WIOA Section 166 grantees and tribal leaders to use to educate Congress and Administration in the coming months.

2023 NINAETC WORKSHOP DESCRIPTIONS *continued*



Supporting Community Food Needs Through 477 - **VIRTUAL**

Presenter: Stan Koutstaal and William G. Martin

Day: Tuesday, May 2

Time: 3:30 p.m. to 5:00 p.m.

Room: Premier E

477 tribes are finding innovative ways to meet the food needs of their families and communities. In this session, participants will learn how Temporary Assistance for Needy Families (TANF) and the Community Service Block Grant (CSBG) can be leveraged to help meet those needs. Participants will also hear from two 477 tribes adopting innovative approaches, one of which has integrated federal programs with traditional ways of fishing.



Supporting the Economic Future of Indian Country - **VIRTUAL**

Presenter: Rebekah HorseChief, Jennifer Cesar, Denise Litz, and Lisa Wayne

Day: Wednesday, May 3

Time: 3:30 p.m. to 5:00 p.m.

Room: Premier G

Day: Thursday, May 4

Time: 3:30 p.m. to 5:00 p.m.

Room: Premier E

This workshop session features OIED staff sharing relevant updates on current and upcoming opportunities designed to successfully utilize knowledge and resources that address the lack of access to credit and the limited economic opportunities that exist in many American Indian and Alaska Native communities. The Division of Capital Investment (DCI) delivers the Indian Loan Guarantee and Insurance Program, which is available to all eligible borrowers from federally recognized tribes/Alaskan villages. The Division of Economic Development (DED) administers competitive grants to support Native entrepreneurs, broadband deployment, business development feasibility studies, and the documentation and revitalization of tribal language that are at risk of disappearing. Special highlights will include discussion of our upcoming Living Languages grant expected Spring, 2023.



Toolbox Party

Presenter: Jamelle Payne

Day: Thursday, May 4

Time: 3:30 p.m. to 5:00 p.m.

Room: Premier G

A look into creative modern traditional ways to provide tools for our native surrounding communities. This covers a cast scale of academic, occupational, economic, and social development according to the goals and values of tribal communities. What's in your toolbox? It's not one size fits all. Toolbox party allows us to hang up the duct tape so the next generation won't have to reach for it.



Understanding the FAFSA Application and the Financial Aid Process – **VIRTUAL Presenter**

Presenter: Tanika Mangum

Day: Tuesday, May 2

Time: 10:30 a.m. to 12:00 p.m.

Room: Red Carpet A

Join us to learn more about the Free Application for Federal Student Aid (FAFSA) and the financial aid process. Attendees will learn how to apply and what the application provides consideration for. This workshop will be detailed and include scenarios related to dependence status, special circumstances, and federal student aid tools and resources.



Update on Johnson O' Malley (JOM) Program - **VIRTUAL**

Presenter: Spike Bighorn

Day: Thursday, May 4

Time: 10:30 a.m. to 12:00 p.m.

Room: Premier H

Presenter will provide an update on the JOM Program. It will include information on student eligibility, allowable expenditures and the annual student count. Additionally, presenter will discuss the new JOM distribution methodology which will become effective in SY 2023-2024. The new methodology will ensure future JOM distributions will be made on actual student count numbers.

2023 NINAETC WORKSHOP DESCRIPTIONS *continued*



Update on Johnson O' Malley (JOM) Program - **VIRTUAL**

Presenter: Spike Bighorn

Day: Thursday, May 4

Time: 10:30 a.m. to 12:00 p.m.

Room: Premier H

Presenter will provide an update on the JOM Program. It will include information on student eligibility, allowable expenditures and the annual student count. Additionally, presenter will discuss the new JOM distribution methodology which will become effective in SY 2023-2024. The new methodology will ensure future JOM distributions will be made on actual student count numbers.



USDA's SNAP Employment & Training Program 101 and How Tribal Programs Can Access the Services - **VIRTUAL**

Presenter: Jason Turner, Kathryn McDonald, and Monika Lacka

Day: Tuesday, May 2

Time: 10:30 a.m. to 12:00 p.m.

Room: Premier E

Day: Wednesday, May 3

Time: 10:30 a.m. to 12:00 p.m.

Room: Premier E

The Supplemental Nutrition Assistance Program (SNAP), administered by the USDA Food and Nutrition Service (FNS), is the primary source of nutrition assistance for many people with low-income. SNAP Employment and Training (SNAP E&T) is a federally funded program administered by States, which provides SNAP recipients the skills and education they need to gain employment that can lead to a better life. In FY 2021, SNAP expended \$123 million in 100% federal funds and over \$500 million in 50/50 funds. Indian Tribal Organizations (ITOs) that partner with SNAP E&T may receive 75% reimbursement for SNAP E&T administrative and support services. SNAP E&T programs can work in unison with Workforce Innovation and Opportunity Act (WIOA) programs by collaborating on similar goals, services, and participants. Tribal WIOA grantees will learn how they can partner with their State's SNAP E&T program to leverage funding streams, thereby increasing program capacity to better serve tribal members.



What You Should Know About Your Retirement Plan

Presenter: Matthew Saradjian and Georgia Devine

Day: Monday, May 1

Time: 3:30 p.m. to 5:00 p.m.

Room: Red Carpet B

Your employer's retirement plan is an essential part of your financial security. It is important to understand how your plan works and what benefits you will receive. This workshop will help you understand your plan and explain what information you should review periodically and where to go for help with questions. The U.S. Department of Labor, Employee Benefits Security Administration (EBSA) enforces Title I of the Employee Retirement Income Security Act (ERISA) for employer-sponsored pension and welfare benefit plans.



Work and Life Changes Require Health Choices

Presenter: Matthew Saradjian and Georgia Devine

Day: Wednesday, May 3

Time: 3:30 p.m. to 5:00 p.m.

Room: Red Carpet B

The U.S. Department of Labor, Employee Benefits Security Administration (EBSA) wants to help you better understand how work and life changes can affect your health coverage. Changes in your life -- such as losing your job or starting a new one, getting married, or having a baby -- can impact the health coverage you and your family receive from your employer's health plan. This workshop will help you understand what rights you and your family have under federal health benefit laws so that you can make timely and informed decisions when needed.

2023 NINAETC WORKSHOP DESCRIPTIONS *continued*



Workforce Innovation and Opportunity Act (WIOA); Native American Employment and Training Council Meeting

VIRTUAL

Presenter: Joseph Quintana

Day: Wednesday, May 3

Time: 10:00 a.m. to 4:30 p.m.

Room: Celebrity A/C

Day: Thursday, May 4

Time: 1:00 p.m. to 4:30 p.m.

Room: Celebrity A/C

****Thursday May 4 from 3:00pm to 4:00pm - open for Participation and Public Comment.*

The formal agenda will focus on the following topics: (1) Updates from the Employment and Training Administration, including implementation of Workforce Innovation and Opportunity Act programs, and status of previous NAETC recommendations; (2) Training and technical assistance updates and priorities; (3) NAETC workgroup updates; (4) updates on implementation of the 477 program; (5) Presentation on WIOA participants served and outcomes since the implementation of the Grantee Performance Management System (GPMS); (6) ETA/DINAP updates; and (7) public comment.



Youth GPMS Demo - **VIRTUAL**

Presenter: Jennifer Whitmore

Day: Tuesday, May 2

Time: 3:30 p.m. to 5:00 p.m.

Room: Celebrity J/K

Day: Thursday, May 4

Time: 1:30 p.m. to 3:00 p.m.

Room: Celebrity J/K

This workshop is intended for Section 166 grantees that receive Supplemental Youth Services (SYS) WIOA funds. U.S. DOL ETA is implementing a new case management and reporting system that will replace the youth Bear Tracks. A demo of the new system will be provided to attendees. The demo will include how to add youth participant case and manage performance.



Youth Program Design and Delivery - **VIRTUAL**

Presenter: Jennifer Whitmore

Day: Tuesday, May 2

Time: 10:30 a.m. to 12:00 p.m.

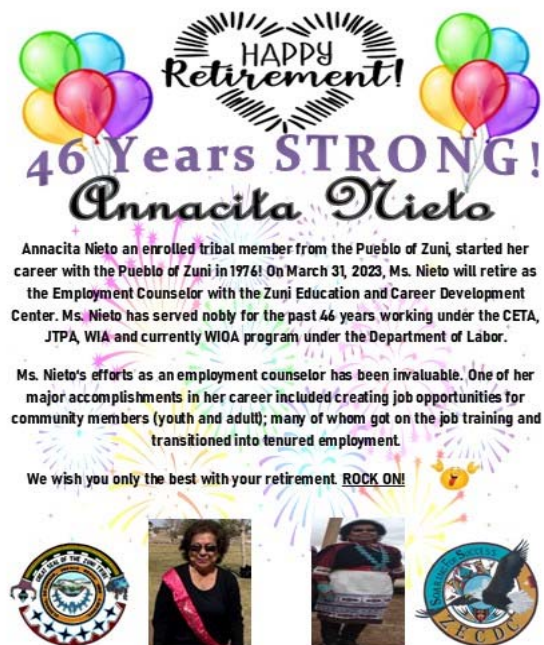
Room: Celebrity J/K

Day: Wednesday, May 3

Time: 10:30 a.m. to 12:00 p.m.

Room: Celebrity J/K

This workshop will provide an overview of the WIOA Supplemental Youth Services (SYS) Program. The session will include a review of eligibility, allowable services, best practices, and youth online tools and resources.



2023 NINAETC PRESENTERS

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 WIOA Section 166 community. SPR has been pleased to provide technical assistance to the Section 166 program and grantees for 30 years.

JEFFREY BARWICK - is a current Workforce Development Specialist/Awarding Official Technical Representative (AOTR) in the Department of the Interior, Bureau of Indian Affairs, Office of Indian Services, Division of Workforce Development (DOI/BIA/OIS/DWD). Jeff is a Veteran of the U.S. Army. Jeff worked and attended school, studying human services and mental health. After graduating from the College of Menominee Nation and working for the Menominee Indian Tribe for years, Jeff became a job counselor with the Tribe's Community Resource Center and Job Placement and Training (JPT) Program. In 2008, as a JPT Counselor with the Tribe's approval, Jeff used a P.L. 102- 477 and tribal workgroup initiative and placed tribal citizens that were interested in a welding training program with the Pipefitters in Mokena, Illinois. Connections led to a hire in BIA and Jeff has spent 13 years working as a specialist in the Bureau of Indian Affairs. DWD has the responsibility of seventy-six (76) PL 102-477 Plans which represents two hundred ninety-six (296) Federally Recognized Tribes. There are currently 473 programs integrated into the 477 Plans from five of the twelve participating Federal departments.

PATTI BELTRAM - is an Education Program Specialist in the Office of Career, Technical, and Adult Education at the United States Department of Education. Dr. Beltram is evidence that Career and Technical Education (CTE) works! She took CTE programs in high school and post-secondary, held multiple state officer positions and served as a national officer in FBLA-PBL Professional Division. Dr. Beltram was the Director of CTE for Peoria Unified School District, in Peoria, Arizona for over 10 years, earning multiple national awards for CTE programs of study. Dr. Beltram taught CTE at the high school level and teaches at the post-secondary level, earning two national Teacher of the Year awards.

VERNA BEST - Prior to federal service, Ms. Best was the Program Manager for the Wake County Human Services Social and Economic Vitality Initiative in Raleigh, North Carolina. In this position, she led a collaborative, multi-tiered initiative to eliminate intergenerational poverty in southeast Raleigh and eastern Wake County. Her work included implementing strategies to help individuals achieve economic self-sufficiency and strengthen community level assets. She was instrumental in building community support for grass root nonprofit organizations and entrepreneurs/small businesses.

SPIKE BIGHORN - is an enrolled member of the Assiniboine/Sioux Tribes of the Fort Peck Reservation (Montana). He has over 35 years of serving tribal communities on both a tribal and federal level and has been with the Bureau of Indian Education and Bureau of Indian Affairs for a total of 15 years. Mr. Bighorn currently serves as the Program Manager of BIE's Office of Sovereignty in Indian Education (SIE).

KAWEHI BRANDOW - is Diné (Navajo) and Kanaka Maoli (Native Hawaiian). She was raised in Hawai'i, Arizona and New Mexico. Kawehi has an MBA in Native American Leadership from Southeastern Oklahoma State University in Durant, Oklahoma, and a BA in Indigenous Studies from the University of Hawai'i at Mānoa, in Honolulu, Hawaii. She is an active-duty Navy spouse, and proud mother of one.

VERNON BRUNDAGE JR. - Vernon has been employed as an Economist at the Bureau of Labor Statistics (BLS) for the past decade, beginning his career in the Current Population Survey (CPS) program before recently transitioning to the Technical Lead Economist role for the forthcoming American Indian Population and Labor Force Report (AIPLFR). In his leisure, Vernon enjoys writing, traveling, and spending time with his family.

43rd National Indian and Native American Employment and Training Conference

Sunday – April 30, 2023 (Travel Day)	
1:00 – 5:00 pm – Workshop: 477 Financial Report..... Premier F	3:00 – 6:00 pm – Registration Premier Foyer
3:00 – 4:45 pm – Workshop: Contract Support Cost for PL 93-638	Exhibit/Vendor Set-up Premier Foyer
Contract 477 Tribes Workshop Premier F	
Monday – May 1, 2023	Tuesday – May 2, 2023
7:00 am – 6:00 pm – Registration Premier Foyer	8:00 am – 5:00 pm – Registration Premier Foyer
8:00 am – 5:00 pm – Exhibitors/Vendors Premier Foyer	8:00 am – 5:00 pm – Exhibitors/Vendors Premier Foyer
8:00 am – 8:30 am – Wake up with Mitch Premier Ballroom	8:00 am – 8:30 am – Wake up with MitchPremier Ballroom
8:30 am – 12:00 pm – Plenary Session Premier Ballroom	8:30 am – 10:00 am – Plenary SessionPremier Ballroom
<ul style="list-style-type: none"> Honor Guard/Posting of the Colors – <i>Mashantucket Pequot Honor Guard</i> Drum Group – <i>Yootay Singers</i> Invocation – <i>Laughing Woman, Spiritual Leader, Mashantucket Pequot Tribal Nation</i> Welcome <ul style="list-style-type: none"> Honorable Rodney Butler, Chairman, Mashantucket Pequot Tribal Nation NINAETC Co-Chair (166) – Darrell Waldron, Executive Director, Rhode Island Indian Council, Inc. NINAETC Co-Chair (477) – Margaret Zientek, Workforce and Social Services Director, Citizen Potawatomi Nation Roll Call – <i>Melissa Comar, Employment Specialist, American Indian Council, Santee Sioux of Nebraska; Bernadette Panteah, Division of Education and Training Director, Pueblo of Zuni</i> Remembrances Keynote Address – <i>Nathaniel Coley, Chief, Division of Indian and Native American Programs, Employment and Training Administration, US Department of Labor</i> Speaker – <i>Samuel Kohn, Senior Counselor to the Assistant Secretary – Indian Affairs, U.S. Department of the Interior</i> Advisory Council Update – <i>Joseph Quintana, Chair, Native American Employment and Training Council</i> 	<ul style="list-style-type: none"> Invocation – <i>Councilman Jonathan James Perry, Aquinnah Wampanoag</i> Speaker – <i>Lizabeth Silberman, Regional Administrator, Food & Nutrition Services, U.S. Department of the Agriculture</i> Speaker – <i>Hope MacDonald Lone Tree (Navajo), Deputy Commissioner, Administration for Native Americans/ACF/HHS</i> NINAETC Office Nominations 2024 Site Presentation
	10:00 – 10:30 am – Break
	10:30 am – 12:00 pm – Workshops
	<ul style="list-style-type: none"> USDA's SNAP Employment & Training Program 101 and How Tribal Programs Can Access Services Premier E 477 Financial Overview (How the Money Flows) Premier F AIPLFR: Discussion of Issues and Moving Forward (Virtual Presenter) Premier G Strengthening Financial Education for Native Communities..... Premier H National Training Center for Indian Social Services: <ul style="list-style-type: none"> STAR Center for Excellence Celebrity F/G Module 4: Grantee High-Risk Assessment Celebrity H/I Youth Program Design and Delivery Celebrity J/K Understanding the FAFSA Application and the Financial Aid Process (Virtual Presenter)Red Carpet A Benefits Outreach to Veterans and their Family Members....Red Carpet B
12:00 – 1:30 pm – Lunch (on your own)	12:00 – 1:30 pm – Lunch (on your own)
1:30 pm – 3:00 pm – Workshops	1:30 pm – 3:00 pm – Workshops
<ul style="list-style-type: none"> P.L. 102-477 Tribal Work Group MeetingPremier A/C OCTAE Presents: Career and Technical Education..... Premier G Creating a Dynamic Customer Service Mindset..... Premier H Financial Management (for the Non-Accountant)..... Celebrity F/G Module 1: A Basic Overview of Section 166, INA Program RequirementsCelebrity H/I GPMS for Beginners..... Celebrity J/K Indianpreneurship: Journey into Business Planning Red Carpet A Strengthening Financial Education for Native Communities . Red Carpet B 	<ul style="list-style-type: none"> How to Start a TANF Program Premier E 477 Annual Statistical Report Premier F Building CSBG State and Tribal Partnerships..... Premier G Creating a Dynamic Customer Service Mindset Premier H Financial Management (for the Non-Accountant) Celebrity F/G GPMS for Beginners Celebrity J/K Stackable Credentials: Enhancing Program Performance and Participant Wages through Career Pathways (Virtual Presenter)Red Carpet A Serving Justice-Involved Job Seekers - Breaking the Cycle of Reoffending and Re-incarcerationRed Carpet B
3:00 – 3:30 pm Break	3:00 – 3:30 pm Break
3:30 – 5:00 pm – Workshops	3:30 – 5:00 pm – Workshops
<ul style="list-style-type: none"> P.L. 102-477 Tribal Work Group Meeting (continued)Premier A/C Interacting with Difficult People..... Premier H Help Justice-Involved People Get Jobs Celebrity F/G Module 2: Program Design and Delivery (Panel) Celebrity H/I GPMS Intermediate Celebrity J/K Enhancing Participant Performance Outcomes (Virtual Presenter) Red Carpet A What You Should Know About Your Retirement Plan Red Carpet B 	<ul style="list-style-type: none"> Supporting Community Food Needs through 477..... Premier E P.L. 102-477 Tribal Work Group Meeting..... Premier F SFC Health Robinson Honoring our Promise to Address Comprehensive Toxics (PACT) Act National Outreach and Update..... Premier G Interacting with Difficult People Premier H Help Justice-Involved People Get Jobs Celebrity F/G Module 4: Grantee Risk Assessment Celebrity H/I Youth GPMS Demo..... Celebrity J/K Construction Career Opportunities in Infrastructure, IRA and CHIPS through Registered Apprenticeship.....Red Carpet A Compliance Assistance on Mental Health Parity for EmployersRed Carpet B
	5:00 – 6:00 pm – Regional Meetings Regions I, II, & III – Premier E Region IV – Premier F Region V – Premier G Region VI – Premier H
6:00 pm – Welcome ReceptionPremier B/D	

43rd National Indian and Native American Employment and Training Conference

Wednesday – May 3, 2023		Thursday – May 4, 2023	
8:00 am – 5:00 pm – Information and Exhibitors/Vendors		8:00 am – 5:00 pm – Information and Exhibitors/Vendors	
8:00 am – 8:30 am – Wake up with Mitch Premier Ballroom		8:00 am – 8:30 am – Wake up with Mitch Premier Ballroom	
8:30 am – 10:00 am – Plenary Session Premier Ballroom <ul style="list-style-type: none"> Invocation Speaker – <i>Jack Jackson, Jr., Tribal Liaison, Office of Congressional & Intergovernmental Affairs, U.S. Department of Labor</i> Speaker – <i>Naomi Miguel, MPAP (Tohono O'odham), Executive Director, Initiative on Advancing Education Equity, Excellence, and Economic Opportunity for Native Americans and Strengthening Tribal Colleges and Universities</i> Officer Candidate Speeches 2025 Site Presentations 		8:30 am – 10:00 am – Plenary Session Premier Ballroom <ul style="list-style-type: none"> Invocation Speaker – <i>to be announced.</i> Speaker – <i>to be announced.</i> 2023-2024 Officer Election Results 2025 Site Selection Results Resolutions Years of Service Recognition Retire Colors 	
10:00 am – 4:30 pm – WIOA: Native American Employment and Training (Advisory) Council Meeting..... Celebrity A/C	10:00 am – 12:00 pm – Voting	10:00 am – 12:00 pm – Voting	
	10:00 – 10:30 am – Break	10:00 – 10:30 am – Break	
	10:30 am - 12:00 pm – Workshops <ul style="list-style-type: none"> USDA's SNAP Employment & Training Program 101 and How Tribal Programs Can Access Services Premier E Program Review - Today's Process and What is Required . Premier F Relieve Stress Using Your Five Senses Premier G Construction and Major Renovation Overview Premier H Building Pathways South - Introduction to Union Construction Pre-Apprenticeships Celebrity F/G Module 3: Grant Implementation and Operations Celebrity H/I Youth Program Design and Delivery Celebrity J/K Benefits Outreach to Veterans and their Family Members Red Carpet A Applying to the Federal Workforce, BIA Pathways Program Red Carpet B 	10:30 am - 12:00 pm – Workshops <ul style="list-style-type: none"> P.L. 102-477 and CCDF: Meeting the Child Care and Development Fund Subsidy Requirement for Tribes with Small, Medium, and Large Allocations Premier E P.L. 102 477 Plan Program Management Premier F Relieve Stress Using Your Five SensesPremier G Update on Johnson O'Malley (JOM) ProgramPremier H Building Pathways South - Introduction to Union Construction Pre-Apprenticeships.....Celebrity F/G GPMS Tips and TricksCelebrity J/K Applying to the Federal Workforce, BIA Pathways Program Red Carpet B 	
	12:00 – 1:30 pm – Lunch (on your own)	12:00 – 1:30 pm – Lunch (on your own)	
	1:30 pm - 3:00 pm – Workshops <ul style="list-style-type: none"> Incorporating Financial Education in Workforce Development ProgramsPremier E 477 - How Grants Overlap and Integrate within a 477 Plan..... Premier F Positive Fun Mentoring in the Workplace and Home Premier G Showcasing 477 Employment & Other Related Opportunities Premier H Fundamentals of Grant Writing - Keys to Success (Part 1) Celebrity F/G CCDF Fundamentals: Quality Improvement Requirements Overview..... Celebrity J/K Speak My Lingo and Move Like Me! Red Carpet A Serving Justice-Involved Job Seekers – Breaking the Cycle of Reoffending and Re-incarceration..... Red Carpet B 	10:00 am – 4:30 pm – WIOA: Native American Employment and Training (Advisory) Council Meeting (3:00 – 4:00 pm – PUBLIC COMMENT)..... Celebrity A/C	1:30 pm - 3:00 pm – Workshops <ul style="list-style-type: none"> Roundtable Discussion on CCDF Requirements: Highlights and Successful Models Premier E 477 Annual Narrative Report Premier F Positive Fun Mentoring in the Workplace and Home Premier G Strengthening WIOA Section 166: Formulating Indian Country's Policy PrioritiesPremier H Business Plan Development (Part 1 of 2)Celebrity F/G Module 3: Grant Operations and Implementation Celebrity H/I Youth GPMS DemoCelebrity J/K
	3:00 – 3:30 pm – Break		3:00 – 3:30 pm – Break
	3:30 - 5:00 pm – Workshops <ul style="list-style-type: none"> Supporting the Economic Future of Indian Country Premier G Employment and Training Tribal Redesign..... Premier H Fundamentals of Grant Writing - Keys to Success (Part 2) Celebrity F/G 9130 Financial Reporting..... Celebrity H/I GPMS Intermediate..... Celebrity J/K Construction Career Opportunities in Infrastructure, IRA and CHIPS through Registered Apprenticeship Red Carpet A Work and Life Changes Require Health Choices Red Carpet B 		3:30 - 5:00 pm – Workshops <ul style="list-style-type: none"> Supporting the Economic Future of Indian Country Premier E Toolbox Party..... Premier G Business Sustainability (Part 2 of 2)Celebrity F/G 9130 Financial Reporting Celebrity H/I Choosing a Retirement Solution for Your Small BusinessRed Carpet B
6:30 pm – Awards Dinner Mashantucket Pequot Museum		6:30 pm – Closing Banquet Premier B/D	

2023 NINAETC PRESENTERS *continued*

ANDREA CACERES-SANTAMARIA - is a senior economic education specialist at the Federal Reserve Bank of St. Louis where she contributes to the ever-growing award-winning collection of effective resources for teachers. Prior to joining the Federal Reserve Bank of St. Louis, she was a high school teacher for the Palm Beach County School District for 10 years, and a master teacher for the Florida Atlantic University (FAU) Center for Economic Education for 8 years.

EVANGELINE M. CAMPBELL - is an enrolled member of the Narragansett Indian Tribe of RI. She possesses more than 20 years of Federal government service assisting American Indian and Alaska Native communities. Mrs. Campbell has extensive experience managing social service and employment and training programs and serves on several committees. Mrs. Campbell is committed to helping Tribal leaders and Indian and Native American communities to design and implement strategic approaches that improve the quality of life for eligible Indian children, adults, and disabled individuals who live on or near Indian reservations. Mrs. Campbell holds a MSW from the UCLA and a Bachelor of Science degree in the Health and Human Services from the University of Rhode Island. She is a former Commissioned Officer in the United States Army Reserves.

PATRICK CAREY - has spent over 32 years with Bureau of Labor Statistics (BLS). As a BLS Assistant Commissioner, he oversees many of the household survey programs--Current Population Survey, Local Area Unemployment Statistics, American Time Use Survey, and National Longitudinal Surveys--as well as the American Indian Population and Labor Force Report (AIPLFR). When not at work, Patrick enjoys hiking with his wife and two daughters.

NICOLE CASTELLANOS – (Neshkluah) Career Development Advocate Region 5 American Indian Council Member of the Apache Tribe of Oklahoma lives and works in Wichita, KS. Employment History: Corrections Officer, Intensive Supervision Officer Level 1 (Intensive Probation officer), Casino Security Management/Supervisor for the Osage Tribe. Education History: A.A. Degree Social Work Haskell Indian Nations University, Bachelor Degree Criminal Justice and Undergraduate Certificate in Forensic Criminology Wichita State University.

JENNIFER CESAR - is the Alaska Zone Manager for the Indian Affairs Loan Guarantee and Insurance Program. She has a B.B.A. from the University of Washington and a J.D. in Law from the University of Madison, Wisconsin. She has worked for the Loan Guarantee program since 2005. Prior to this position, Ms. Cesar worked at the Alaska Federation of Natives. She is an enrolled member of the Tlingit tribe.

TERRY CLARK - I have been working with Native programs since December 1994. For 26 years I worked with a grantee assisting participants in the program, so they could achieve their educational and employment goals. I was the on-site supervisor of a 2-week educational summer youth program. I setup and ran the computer lab at national, and regional conferences. I traveled and provided on-site training to grantees when requested. I currently provide technical support and training for all grantees with GPMS, BearTracks Youth software, and DINAP-Youth software (TBA).

RONDELLE CLAY - Rondelle is a member of the Sisseton Wahpeton Oyate. She has been providing training and technical assistance for over 22 years on behalf of the Administration of Native Americans (ANA). Prior to working with ANA, she was an educator and administrator for the Seminole Tribe of Florida for 20 years.

MEGAN CRUZ - is a Research Officer with the Federal Reserve Bank of St. Louis and leads the Native Economic and Financial Education Empowerment (NEFEE) program. In her role she focuses on working with tribal nations and Native communities across the United States on implementing culture-based economic and personal finance education programs to support economic and financial wellbeing. NEFEE conducts research, in partnership with Native communities, to address barriers to financial capability and inclusion. Megan began her career at Merrill Lynch in investment banking where she assisted tribal nations, pueblos and their enterprises in raising financing for their economic development and reservation infrastructure projects. She graduated from Oklahoma State University with a B.S. in Economics. Megan is a citizen of the Osage Nation.

2023 NINAETC PRESENTERS *continued*

GEORGIA DEVINE - is a Senior Benefits Advisor in the Boston Regional Office of the U.S. Department of Labor, Employee Benefits Security Administration (EBSA). Ms. Devine provides assistance and guidance to employers, employees and the general public on ERISA and related laws and regulations concerning welfare and retirement plans. Prior to joining EBSA, Ms. Devine worked as a lawyer in private practice. Ms. Devine earned her Bachelor's Degree from Syracuse University and her J.D. from Suffolk University Law School in Boston, and she is a member of the Massachusetts Bar.

IDA DOYLE - is an enrolled member of The Osage Nation and current Workforce Development (DWD) Specialist/Awarding Official Technical Representative (AOTR) in the Department of the Interior, Bureau of Indian Affairs, Office of Indian Services, Division of Workforce Development (DOI/BIA/OIS/DWD). DWD has the responsibility of seventy-six (76) PL 102-477 Plans which represents two hundred ninety-six (296) Federally Recognized Tribes. There are currently 473 programs integrated into the 477 Plans from five of the twelve participating Federal departments. Previously, she served as Director of the Osage Nation Education Department and, prior to that, worked with the Oklahoma Department of Corrections. She received her Master of Human Relations (MHR) with emphasis in Leadership from the University of Oklahoma in 2002.

CARL DUNCAN - Carl Duncan is a Federal Project Officer for ETA-OWI-Division of Indian and Native American Programs (DINAP). He has been working with DINAP for three years, while working on a myriad of projects and assignments. Previous to working with DINAP, Mr. Duncan was a contractor for DINAP and also worked with a consulting firm representing tribal governments to federal agencies, Congress, and national tribal organizations.

JACKY ENGLAND - is a Cherokee Nation citizen and current Program Manager in the Career Services Department for the Cherokee Nation of Oklahoma. He has been with the Cherokee Nation Career Services Department for four years. Prior to coming to the Nation, Jacky worked as a teacher/ coach for 25 years in Oklahoma, Texas and Arkansas. He has presented many educational workshops at the local, state and national levels. Mr. England's presentations focus on positive interactions, positive mindsets and striving to create a positive work environment that promotes and develops excellent customer service.

MITCH FACTOR – has worked in Tribal Head Start as a lead teacher for over 30 years. Mitch has worked with tribes in Alaska, Canada, and across Indian Country. Presentations consist of Wellness, Team Building, Positive Work Atmosphere, Less Stress, and Educational presentations. Mitch enjoys presenting with humor and laughter.

LISA FERGUS - is a Senior Tribal Program Specialist with the Office of Child Care. Previously, she served as a program specialist in the Dallas regional office for over 20 years. She provides leadership and guidance to support Tribal early childhood initiatives across ACF. During her federal tenure, she has overseen grant programs, technical assistance, research and evaluation activities, interagency and regional office coordination, and public-private partnerships related to early childhood, child welfare, and child support enforcement.

ADAM FLYNN-TABLOFF - is the Chief of the Program Administration and Accountability Branch (PAAB) within the Office of Career, Technical, and Adult Education at the United States Department of Education. As Chief, Adam oversees roughly one billion dollars in state formula grants for the development and implementation of career and technical education programs throughout the United States. Adam is also responsible for evaluating program accountability to assess the effectiveness of each state in achieving statewide progress in career and technical education and to optimize the return on investment of Federal funds in career and technical education.

DELORES FRAGUA - serves as the Tribal Subject Matter Expert for Construction and Major Renovation with the Tribal Child Care Capacity Building Center (TCBC). Mrs. Fragua has extensive knowledge of Tribal childcare systems and brings 19 years of experience in the Tribal early childhood field. As a contractor for the U.S. Department of Health and Human Services/Administration for Children and Families/Office of Child Care, TCBC provides training and technical assistance to support Tribal Child Care and Development Fund grantees.

2023 NINAETC PRESENTERS *continued*

FREDDY GIPP - is an enrolled member of the Apache Tribe of Oklahoma and was born and raised in Lawrence, Kansas. His Indian name is "T'san T'hoop A'hn" which means "Lead Horse" in the Kiowa Language and was given to him by his late grandfather, Burgess Lee Tapedo. He is a graduate from the University of Kansas, where he studied advertising and marketing at the William Allen White School of Journalism. Freddy believes in emphasizing the importance of building capacity to support more cultural tourism and recreational traveling opportunities for rural, remote and urban Indigenous communities.

KATE GORDON - serves as the Tribal Subject Matter Expert for Quality Improvement with the Tribal Child Care Capacity Building Center (TCBC). Ms. Gordon has 15 years of experience in working with Tribal communities in early childhood education, higher education, workforce development, and culturally based programming. As a contractor for the U.S. Department of Health and Human Services, Administration for Children and Families, Office of Child Care, TCBC provides training and technical assistance to support Tribal Child Care and Development Fund grantees.

GLORIA GUZMAN - is the Senior Outreach advisor at the Federal Reserve of Atlanta-Miami Branch. Gloria creates and delivers programs, curriculums, lessons and activities for K-16 educators teaching Economics and Personal Finance. She also prepares and delivers financial literacy programs for community members. Gloria serves on several education non-profit advisory boards as well as partnering with Florida Council of Economic education. She received her MBA and graduate certificate on financial analysis from Keller Graduate School of Management. Gloria brings to the Fed experience in the financial industry as well as in education for a combined 22 years.

DUANE HALL - is the Unit Chief for the U.S. Department of Labor, Division of Indian and Native American Programs (DINAP). Duane worked in DINAP's Washington, D.C. office from 1994 to 1996 and is currently out stationed in the Dallas Regional office. Duane has been the Department's subject matter expert and initial draft writer for the Native American section of the WIOA Regulations. Prior to working for the Department of Labor, Duane worked for the Dallas Inter-Tribal Center in Dallas, TX from 1989 to 1993 in several capacities including IHS clinic coordinator, JTPA Job Developer and Grants Administrator. Duane has also worked as a GED instructor for the Dallas Independent School District in Dallas, Texas and the Montgomery County School District in Bethesda, MD. Duane is a member of the Crow Creek Sioux Tribe and is a graduate of the University of South Dakota, School of Business.

VICKIE HANVEY - serves as Program Policy Analyst for the U.S. Department of the Interior, Office of Self Governance (OSG). She has been involved in Tribal Self-Governance since its inception under Cherokee Chief Wilma Mankiller. She retired after 27 years of service in various capacities and responsibilities under four administrations. She has participated on a variety of national Tribal/Federal workgroups, & made technical presentations on IHS, DOT and DOI Tribal SG conferences and trainings. Vickie currently serves as the Federal Co-chair of the SGAC Technical Workgroup as well as the Designated Federal Officer for the PRO-GRESS Act Negotiated Rulemaking Committee. OSG serves 294 Tribes with 139 Funding Agreements and 37 P.L. 102-477 Plans

RITA HART - citizen of the Jicarilla Apache Nation and descendant of the Choctaw Nation is the owner and consultant of Apelasv Consultant Services LLC with over 30 years of experience in all aspects of child welfare and program implementation. As a consultant, trainer, and presenter, she continues to collaborate with key partners to develop workforce training and enhance retention through cultural restorative practice. Rita's work experience has been with Tribal, State, Federal, and Academic organizations.

NASBAH HILL - serves as the Tribal Subject Matter Expert for Subsidy Administration with the Tribal Child Care Capacity Building Center (TCBC). Mrs. Hill brings 15 years of experience in working in Tribal communities in early childhood education, higher education, workforce development, and culturally based programming. As a contractor for the U.S. Department of Health and Human Services/Administration for Children and Families/Office of Child Care, TCBC provides training and technical assistance to support Tribal Child Care and Development Fund grantees.

REBEKAH A. HORSECHIEF - (Osage/Pawnee) Rebekah is an Economic Development Specialist with the Office of Indian Economic Development under the Office of the Assistant Secretary - Indian Affairs in the Department of the Interior. Rebekah promotes economic progress on or near tribal reservations. Ms. HorseChief grew up in Oklahoma, New Mexico, and Colorado. She obtained a degree in Indigenous people's law from the University of Oklahoma, College of Law and a bachelor's degree from the University of New Mexico.

2023 NINAETC PRESENTERS *continued*

KERRY JEVSEVAR - Since 2009, Kerry has been the Director of the Native American Employment and Training (WIOA/Section 166) Program at the Council of Three Rivers American Indian Center in Pittsburgh, PA. Prior to this position, he worked in the agency's Finance Office for over 20 years, serving as Senior Finance Officer from 1997 to 2009. He has an MBA from Robert Morris University and a Bachelor's Degree in Labor Studies from Penn State University.

CHARISSE JOHNSON - is the Director of the Division of Community Assistance, which administers the Community Services Block Grant (CSBG). Ms. Johnson's career in human services spans over 30 years in a wide range of roles and leadership positions. Ms. Johnson's work in the Administration for Children and Families began in 2010 in the Office on Child Abuse and Neglect. Since then, she has worked in the Office of Family Assistance (Healthy Marriage and Responsible Fatherhood program) and the Office of Grants Management.

STAN KOUTSTAAL - is the Division Director for Tribal TANF Management and Regional Operations in the Office of Family Assistance (OFA) in the Administration for Children and Families (ACF). In this role he has responsibility for OFA tribal programs and implementing OFA priorities across ACF regions. Stan enjoys taking walks in the trees and mountains, learning how to play piano, and improving his cooking skills.

RENATO LEITE - served on active duty from 2001-2005 with the 25th Infantry Division Schofield Barracks, Hawaii and deployed to Iraq in 2004 in support of Operation Iraqi Freedom! As an Army Combat Veteran, Renato started his career with VA Connecticut in 2016 as an Environmental Management Service and quickly transitioned into the Business Office. In 2018, he was selected as the Administrative Assistant to the Primary Care Service Chief. By 2019 Renato was promoted to a Program Support Assistant to Contract Nursing Home Program/Geriatrics. In 2021, Renato was accepted into the VA Graduate Healthcare Administration Training Program (GHATP). This 12-month program is designed to recruit, prepare, and retain highly qualified individuals to become future leaders. Upon completion, Renato was selected as the New Administrative Officer for Employee Health and the Environmental Health Coordinator for VACT. Presently Renato is tasked with the Education and dissemination of PACT ACT Programs and Policies, assisting Veterans with scheduling an appointment for a registry exam and providing answers to questions about military exposures or connecting the Veteran to a clinician who can answer their questions

KENNETH A. LEMIEUX - (aka Hoti' hu), Bear-clan, is an enrolled member of the Ho-Chunk Nation and current Workforce Development (DWD) Specialist/Awarding Official Technical Representative (AOTR)/Trainer in the Department of the Interior, Bureau of Indian Affairs, Office of Indian Services, Division of Workforce Development (DOI/BIA/OIS/DWD). DWD has the responsibility of seventy-six (76) PL 102-477 Plans which represents two hundred ninety-six (296) Federally Recognized Tribes. There are currently 473 programs integrated into the 477 Plans from five of the twelve participating Federal departments. Mr. LeMieux served in the U.S. Army in Air Defense, 24M20, and later worked in many fields of electro-mechanics and machine tool in Corps of Engineers and Veterans Administration. He later served as the Executive Director of the Health Department for the Ho-Chunk Nation and Director of the Ho Chunk Nation 477 Program. Mr. LeMieux received a Bachelor of Science in Sociology and Political Science from University of Wisconsin-La Crosse and an Associate in Applied Science in Supervisory Management from Western Wisconsin Technical College.

ART LUJAN - Special Assistant to the NABTU President Art Lujan was formerly California Commissioner of Labor and Executive Director of the San Diego Building and Construction Trades Council. Lujan currently serves as NABTU's Liaison to a number of national CBOs, including the National Urban League, Catholic Charities USA, the United Way, and Goodwill Industries. Lujan provides NABTU with expertise in Registered Apprenticeship, community-based organization outreach, and EEO issues.

WILLIAM "WILL" MARTIN - is the 477 Division Director for Central Council Tlingit & Haida Indian Tribes of Alaska. Will is also Co-Chair for the Alaska Native Coalition on Employment and Training, and Member-at-Large on the Executive Committee of the National 477 Tribal Workgroup. On his off time, Will pours himself into his 2 daughters, which are his pride and joy, and teaches Wednesday night adult Bible study for his local church.

TANIKA MANGUM - is an outreach and awareness specialist for the U.S. Department of Education, Federal Student Aid office. Ms. Mangum is a noteworthy presenter of Federal Student Aid tools and resources. Ms. Mangum has over 15 years of extensive financial aid and higher education experience.

2023 NINAETC PRESENTERS *continued*

VERONICA MATURINO - citizen of the Cherokee Nation, is the Chief Executive Officer of ONABEN, and an advocate for small business, women and girl empowerment, and the financial health of all people. Veronica oversees ONABEN's operations, develops products and services, manages communications efforts, and is our organization's most enthusiastic champion. The leader of our pack, Veronica has received numerous awards, and is currently an appointed member of the SBAs Council on Underserved Communities. Affectionately, referred to as V., Veronica, creates the energy that keeps our team moving!

COURTNEY McCUSKER - is a certified Project Management Professional with experience supporting several federal contracts, including work with the SAMHSA Tribal Training and Technical Assistance Center, the Department of Labor's Division of Indian and Native American Programs, and the Administration for Native Americans. She has a background in data analysis and performance reporting, impact evaluation, database development, and quality control. Courtney has a bachelor's degree in Global Studies from the College of William and Mary and a master's degree in Political Science from Colorado State University. She is originally from Virginia and currently resides in Pennsylvania.

KATHRYN McDONALD - is a SNAP E & T Program Analyst in the Southwest Regional Office. She spent seven years with US DOL, Region 4 where she was the lead for the Trade Adjustment Assistance Program and the Reemployment services and Eligibility Assessment Program. Prior to that, she spent 20 years working with the American Indian Community in Dallas at the Urban Inter-tribal Center of Texas. There she managed the workforce program (JTPA, WIA, and WIOA) for 15 years under the guidance of the US DOL Division of Indian and Native American programs assisting American Indians with employment and Training needs.

CARRIE McMILLAN - is an enrolled member of Gwichyaa Zhee Gwich'in (Native Village of Fort Yukon) and current Workforce Development Specialist/Awarding Official Technical Representative (AOTR) in the Department of the Interior, Bureau of Indian Affairs, Office of Indian Services, Division of Workforce Development (DOI/BIA/OIS/DWD). DWD has the responsibility of seventy-six (76) PL 102-477 Plans which represents two hundred ninety-six (296) Federally Recognized Tribes. There are currently 473 programs integrated into the 477 Plans from five of the twelve participating Federal departments. Previously, she served as the Director of Agency Affairs for Cook Inlet Tribal Council for eleven years, working in the areas of PL 102-477 coordination, PL 93-638 contracting, and government relations.

HOLLY MORALES - is currently the Deputy Operating Officer at Cook Inlet Tribal Council, Inc (CITC). She is responsible for the implementation of the operational strategic initiatives, oversight of CITC PL 102-477 (477) services, and community projects. Ms. Morales has worked at Cook Inlet Tribal Council for over 25 years in workforce development. Mrs. Morales currently is serving as co-chair for the 477 Tribal Work Group and a council member of the Native American Employment and Training Council. Holly is married with five children and is Yup'ik Eskimo enrolled with Stebbins IRA tribe.

MACKENZIE NEAL - is an enrolled member of the Quapaw Nation and currently serves as Program Manager for the Pathways Program at the U.S. Bureau of Indian Affairs, Office of Trust Services. In this role, she supports workforce planning and youth development initiatives for the Bureau, including standing up the new Indian Youth Service Corps Program. Before joining the BIA, Mackenzie managed the Native American Political Leadership Program, INSPIRE Pre-College Program, and Semester in Washington Politics Program at The George Washington University. Mackenzie has also worked in federal management consulting in Washington, DC, specializing in organizational strategy and employee engagement. Mackenzie holds a B.A. in Government and Global Studies from the College of William & Mary and holds many accolades from her time as a student.

JAMELLE PAYNE - Seminole Freedman, decade employee of Citizen Potawatomi Nation. Currently serving the tribal community as an education counselor for safe and stable families of workforce social services. As an experiential activities' facilitator, I truly believe no matter your position in society we all have a platform that can help the world around us. I'm thankful for every person that has given me a chance to help make a difference.

2023 NINAETC PRESENTERS *continued*

TRICIA PEOPLES - serves as the Tribal Subject Matter Expert for Emergency Preparedness, Disaster Response, and Recovery (EPDRR) with the Tribal Child Care Capacity Building Center (TCBC). Ms. Peoples brings nine years of experience as a Tribal CCDF Administrator and over 25 years of experience in the field of education. As a contractor for the U.S. Department of Health and Human Services/Administration for Children and Families/Office of Child Care, TCBC provides training and technical assistance to support Tribal Child Care and Development Fund grantees.

ELIAS PICARD - is an enrolled member of the Confederated Tribes of the Umatilla Indian Reservation, but also has Nez Perce and Oglala Lakota lineage. He possesses 7 years of Federal government service assisting Native communities. Mr. Picard holds a Bachelor of Science Degree in Communication from Brigham Young University-Idaho. He is a former "Staff Bearer" at Rapid City Steven HS (SD), as the Native student with the highest GPA.

IAN RECORD - Ian Record is a consultant with extensive expertise in tribal governance, economic development, workforce development, constitutional reform, federal Indian policy, and related areas. He provides consulting services to Tribal Nations and Native organizations in the United States and Canada. From 2014 to 2021, he served as Vice President of Tribal Governance and Special Projects at the National Congress of American Indians. In this capacity, he led NCAI's efforts to develop, coordinate, and share the knowledge, tools, and resources that Tribal Nations and leaders need to strengthen their governance systems and more effectively exercise their sovereignty. He also served as a policy lead on tribal workforce and economic development.

WJ BUCK RICHARDSON - Buck Richardson was selected by the VISN Director for VISN 19 to be the Minority Veterans Coordinator in April of 2005. In this role, he performs outreach to all veterans of the VISN, especially to the minority veterans of the VISN. This position requires extensive travel throughout the VISN, which is made up of all or part of eleven states, Richardson's territory extends from Canada to Arizona, then Oklahoma and Nevada. Richardson is a Veteran of the USMC and was raised in a military family. He grew up at numerous Air Force bases across the U.S. and Japan, as his father is a retired Air Force officer. He also has a brother who is a Veteran and is very proud that his oldest son is a Veteran of the USMC with multiple tours in the OEF/OIF theater. Richardson is a member of several Warrior Societies in the areas of VISN 19, as well as several national service organizations. He is a graduate of Capital City Junior College, Montana State University, and the Certified Healthcare & Environmental Manager's course for healthcare professionals.

ANTHONY RILEY - is an enrolled member of Pueblo of Laguna and (Acting) Associate Deputy Bureau Director, as well as (Acting) Chief, Division of Workforce Development (DWD) in the Department of the Interior, Bureau of Indian Affairs, Office of Indian Services, Division of Workforce Development (DOI/BIA/OIS/DWD). In this role he has responsibility to assist the Deputy Bureau Director and oversee the Division of Workforce Development's Job Placement and Training (JPT), JPT Tiwahe, and the 477 Program. Before joining the Department of the Interior, Mr. Riley served as Director of the Pueblo of Laguna Department of Education's P.L. 102-477 Program and American Indian Vocational Rehabilitation, and, prior to that, worked with the Laguna Industries Inc. He received his Bachelor of Science in Technology Education from the North Carolina State University in 1996.

VINCENT ROMERO - is an enrolled member of Taos Pueblo and current Workforce Development (DWD) Specialist/Awarding Official Technical Representative (AOTR) in the Department of the Interior, Bureau of Indian Affairs, Office of Indian Services, Division of Workforce Development (DOI/BIA/OIS/DWD). DWD has the responsibility of seventy-six (76) PL 102-477 Plans which represents two hundred ninety-six (296) Federally Recognized Tribes. There are currently 473 programs integrated into the 477 Plans from five of the twelve participating Federal departments. Before joining the Department of the Interior, Mr. Romero served as Director of the Taos Pueblo Education and Training Division and, prior to that, worked with the Eight Northern Indian Pueblos Council's Educational Talent Search and Higher Education Programs.

MATTHEW SARADJIAN - is a Senior Benefits Advisor in the Boston Regional Office of the U.S. Department of Labor, Employee Benefits Security Administration (EBSA). Mr. Saradjian provides assistance and guidance to employers, employees and the general public on the Employee Retirement Income Security Act (ERISA) and related laws and regulations concerning welfare and retirement plans. Mr. Saradjian earned his Bachelor of Arts Degree in Political Science and French as well as his Master's degree in Public Administration from the University of Massachusetts.

2023 NINAETC PRESENTERS *continued*

MARITA SCOTT – (Mashpee Wampanoag) recently transitioned to managing outreach and case management for Building Pathways South after a 20+ year Career in Tribal HR, Administration and Support Services. Ms. Scott previously worked for the Town of Mashpee, as well as both the Mashpee Wampanoag and Mashantucket Pequot Tribes.

TIMOTHY SMITH - After graduating from Mary Persons High School in 1985, he enlisted in the United States Navy. In 2001, he was selected for advancement to Yeoman Chief Petty Officer. Chiefs are recognized for exemplary technical expertise within their rating, superior administrative skills, and strong leadership abilities. Most important importantly, chiefs bridge the gap between officers and enlisted personnel, acting as supervisors as well as advocates for their Sailors. After 22 years of outstanding service, he retired from Naval Service on 31 May 2007. In 2012 October, he accepted a position at the Department of Veterans Affairs in West Haven Connecticut as a Human Resource Assistant. He was promoted to the Mobility Manager in 2014, promoted to the Assistant Chief Health Administration Services in 2017 and currently is the Acting Business Implementation Manager/Chief Health Administration Services at VA HealthCare West Haven CT. Including his Naval Service, he has worked for the federal government for 38 years. He strongly believes in lead by example and always take care of your people.

JADE SNELL – is a citizen of the Crow Tribe and Project Director for the Rocky Mountain Tribal Leaders Council. Projects include website design, Indian Child Welfare training and the National Center for Indian Social Services in collaboration with the Bureau of Indian Affairs. He leads innovative technology for the website and training components for BIA and engaged tribal communities to engage training and sharing best practices. Jade is a veteran of the U.S. Marine Corp and an avid photographer.

SARAH STAFFORD - Sarah Stafford is a Senior Tribal Specialist with the federal Office of Child Care (OCC). She has 15 years of experience in Indigenous early learning at the tribal nation, national, regional, and state levels. Through her work, she has supported tribal nations in implementing comprehensive Child Care and Development Fund (CCDF) programs that meet the diverse and unique needs Native children and families. She brings awareness to tribal sovereignty, racial equity, and culturally responsive and resurgent practices. Sarah resides on the homelands of the Puyallup Tribe in Tacoma, Washington with her son and large Seneca and Coast Salish family.

TONY SWOOPE - a NABTU Consultant, is the former Administrator of the US Department of Labor's Office of Apprenticeship. Swoope was one of the first African American apprentices in a joint labor-management program in the construction industry. In recent years, Swoope has provided valuable guidance to NABTU and its affiliates on issues of apprenticeship program standards and evaluation, as well as advice on EEO plans, policy and regulatory compliance.

YVONNE MARIE TOBEY – is a lifelong resident of Massachusetts and was raised on Cape Cod. Ms. Tobey is Program Manager for Building Pathways South, a Building Trades Pre-Apprentice program that bring 12 years of workforce development experience, with either of those years as Workforce Development Director of the Mashpee Wampanoag Tribe, of which she is an enrolled member. Ms. Tobey is a past recipient of the U.S. Department of Labor's National Indian & Native American Employment Outstanding Grantee Award.

JASON TURNER - joined FNS in 2015, after 10 years of authorizing, managing, and writing SNAP policy for the Department of Social and Health Services in Washington State. Based in Dallas, Jason's primary role in E&T focuses on expanding and improving state-administered SNAP E&T programs with the goal of improving SNAP recipients' lives through employment. Jason also has recent experience running multiple small businesses, from real estate to childcare. He has a Bachelor of Arts in Business Administration with a minor in Accounting from the University of Washington.

CHASE VANOVER - citizen of the Cherokee Nation has a broad spectrum of backgrounds that enhances ONABENs team. A self-taught website designer, Chase has built 500+ websites. With a background in sales, he embraces the importance of marketing, and assists in the coordination of ONABENs Indianpreneurship book sales and distribution. Having grown up in the midst of an entrepreneurial family, he embraces the importance of business planning, and works to support the needs of the small businesses that ONABEN serves as a Training Specialists. He may come off as quiet, but Chase is the jokester of the team, always thinking of something witty to say.

2023 NINAETC PRESENTERS *continued*

TOM VILLANOVA - has been Project Manager of the Federal Bonding Program since April 2016. Tom has presented the program at various events throughout the country. In his prior position, Tom served as President of the Chicago and Cook County Building & Construction Trades Council, the largest of its kind in the country. In addition to serving on several board seats, Tom was appointed to serve on the Governor's Commission on opportunity in State Public Construction and the Governors State Labor Advisory Board in his home state of Illinois.

ANDREA WAHN - is an enrolled member of the Rosebud Sioux Tribe of the Rosebud Indian Reservation and current Workforce Development (DWD) Awarding Official (AO) in the office Department of the Interior, Bureau of Indian Affairs, Office of Indian Services, Division of Workforce Development (DOI/BIA/OIS/DWD). DWD has the responsibility of seventy-six (76) PL 102-477 Plans which represents two hundred ninety-six (296) Federally Recognized Tribes.

RAE BELLE WHITCOMB - is an enrolled member of the Curyung Tribe and current Workforce Development (DWD) Specialist/ Awarding Official Technical Representative (AOTR) in the office Department of the Interior, Bureau of Indian Affairs, Office of Indian Services, Division of Workforce Development (DOI/BIA/OIS/DWD). DWD has the responsibility of seventy-six (76) PL 102-477 Plans which represents two hundred ninety-six (296) Federally Recognized Tribes. Previously, she served as Workforce Development Director at the Bristol Bay Native Association 477 Program for 13 years, Accounting Manager for 3 separate Bulk Fuel Distribution plants, served on the Board of Directors for Nushagak Telephone & Electric Cooperatives for 28 years and 11 years with Bristol Bay Health Corporation & Behavioral Health Center. She attended college at the University of Alaska and Alaska Pacific University.

JENNIFER WHITMORE - (Hia-Ced O'odham) is a Federal Project Officer for the U.S. DOL's Division of Indian Native American Program (DINAP) and out-stationed in the San Francisco regional office. She joined the DINAP team in 2016, previously she worked as a Management Information Systems (MIS) Specialist with the California Indian Manpower Consortium and most recently served as a Performance Government Analyst with the State of California, Labor Department.



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AWARDS BANQUET

Mashantucket Pequot Museum & Research Center

Wednesday, May 3, 2023



Outstanding Participants

Elleh Driscoll (Sac and Fox Nation of the Mississippi) - Grand Forks, North Dakota

Jessica Pamonicutt (Menominee) - Stickney, Illinois

Manfred Lee Fast Horse III (Rosebud Sioux Tribe) - Rosebud, South Dakota

Outstanding Employer

Sicangu Co—7th Gen Youth Program, Mission, South Dakota

Alice Bigpond Roach Memorial Scholarship

Melodi Serna (Turtle Mountain Chippewa/Oneida) - Park City, Illinois

Alice served as the Chairperson of the National Indian and Native American Employment and Training Conference (NINAETC) held in San Diego, California in 1992. The Participant Awards Luncheon exists today due to Alice's tenacity during a NINAETC Planning Committee meeting for the 1989 NINAETC in Milwaukee, Wisconsin. Alice felt that our work in the Department of Labor Employment and Training Administration centered on building a strong Native American workforce and we should recognize the individuals in our programs. After a healthy debate, the Committee agreed to incorporate the Participant Recognition.

Howard Yackus Memorial Scholarship

Brynne Larvie (Rosebud Sioux Tribe) - Parmalee, South Dakota

Howard was an active supporter in the early years of the Southern California Indian Center, Inc., then known as the Orange County Indian Center (OCIC). Howard was always at fund raising events to support cultural activities like the Annual OCIC Powwow. After OCIC incorporated and captured its first Comprehensive Employment and Training Act (CETA) grant, Mr. Yackus was tasked by the OCIC Board to manage the new grant and became the director of the OCIC Manpower Development Program. Howard Yackus served his people all his adult life in both work and play. He was a role model to many and mentored numerous young Indian people and remained active all his life. Howard left us too soon and tragically. On Sunday August 31st, 1986 while attending a Pow-wow at the Barona Indian Reservation, Howard returned home to Cerritos to golf with plans to return to the Pow-wow that evening. That day was the day that Howard and his new family were lost to us as an Aeromexico jet crashed into his home.



Federal Agency Awards

U.S. Department of Labor and
the U.S. Department of the Interior

Outstanding Grantees

The Chief's Award





WIOA Section 166 Outstanding Participant

Nominated by the

American Indian Council

Elleh Driscoll



Elleh Driscoll is from the Meskwaki and Winnebago Nation. Since 2016 as a high school student, Elleh was introduced to the American Indian Council, when support began while away from her family to attend college. Elleh's first degree completion is an Associate of Fine Arts with the Institute of American Indian Affairs in Sante Fe, New Mexico. She transferred to the University of Iowa to complete undergraduate study in psychology to help the mental disparities taking place in Indian communities across Indian Country with graduation in 2020. Elleh was accepted for graduate study with the Indians in Psychology Doctoral Education program at the University of North Dakota.

The American Indian Council followed Elleh throughout her educational journey which included program support to allow her to focus on her career plan when faced with financial hardship. Elleh is a person of caliber and integrity, and is demonstrated in her college career as a student leader, and relevant work experiences associated with Indigenous psychology and how Indigenous clinicians connect to one another.



WIOA Section 166 Outstanding Participant

Nominated by the
California Indian Manpower Consortium, Inc.

Jessica Pamonicutt



Jessica Pamonicutt is an enrolled member of the Menominee Indian Tribe of Wisconsin. Her ndian Name is Oneyaw Neskehsak (Bright Eyes). Jessica is the Executive Chef & Owner of Ketapanen Kitchen, Chicago's first and only Native American Pop-Up Kitchen & Catering Company, and in the process of launching Chicago's first Native American Food Truck. She is a classically trained Chef, trained at Le Cordon Bleu School of Culinary Arts. Her vision is to bring Indigenous Cuisine to the forefront of Chicago's culinary scene and serve healthy food. .

On her website at <https://www.ketapanenkitchen.com/> :

- ◆ My Pop-Up Kitchen and Food Truck are the realizations of a dream for me. In an industry that has been predominantly male-led, I am currently the only Native American Woman Executive Chef in the Midwest and 1 of 7 across the country.
- ◆ I cook with Love. I put prayers, good thoughts, and good feelings into every dish I prepare. It was from my mother's teachings and philosophies that Ketapanen Kitchen was born. Ketapanen is an expression of Love in the Menominee language. "Ketapanen Kitchen: Where Food Is Love..."



P.L. 102-477 Outstanding Participant

Nominated by the
Rosebud Sioux Tribe—Rosebud SD

Manfred Lee Fast Horse III



Manfred Lee Fast Horse III, a Rosebud Sioux, made life choices to experience a hard life of alcohol, drugs and incarceration at different times. The last time in jail, he decided he didn't want to live that lifestyle anymore. This new path has not been easy, it has been hard for him to consider giving up and return to that lifestyle.

Manfred is thankful for a network of support to stand by his side to turn his life around and to give him the chance to prove that he is a better person than before. He is thankful to have an opportunity to gain work skills when no one else would due to a reputation and past – “rough around the edges”. A community member writes “since his return from prison, I have seen Manny do nothing but great things. I have seen him go to the lowest point in his life to an incredible person again.”.

Manfred is now married, has a driver's license, has a permanent job with the Rosebud Sioux Tribe's water and sewage department, and has custody of his youngest son.



Alice Bigpond Roach Memorial Scholarship

Nominated by the

California Indian Manpower Consortium, Inc.



Melodi Serna

Melodi Serna (Turtle Mountain Band of Chippewa Indians and Oneida) found a niche' as the Executive Director of the American Indian Center (AIC) of Chicago. She has demonstrated leadership and dedication from the moment she took on the role of Executive Director. As one of the most depended on Native organizations in Illinois, she oversees multiple Native American programs that assist seniors, Veterans, youth programs as well as multiple families in need of social services.

She has applied for and received grants that have assisted the Native community and provides support for under served people. Melodi has been always been proactive with any open Center positions by keeping open communication with CIMC-CBO for qualified candidates.

In addition to keeping the doors between organizations open, she has been an advocate for CBO to be included in the State of Illinois' plan of expanding hiring practices toward giving Native American applicants priority. She has also advocated for CIMC-CBO to be an advisory organization for other local Native American service entities.

The AIC Board Chair commends Melodi's contribution to the American Indian Center while serving for nine months as the Interim Executive Director, "under Melodi's leadership, the organization has now regained its financial stability, has hired professional consultants to guide AIC and its leadership towards a path of success and transparency, and has re-opened our facility bringing back much-needed community social and cultural gatherings. The weight of leadership in this role is immense and I am confident that Melodi will continue to lead our organization with professionalism and resiliency."





Howard Yackus Memorial Scholarship

Nominated by the
Rosebud Sioux Tribe

Brynne Larvie

Brynne Larvie, Rosebud Sioux, is from the Parmalee Community on the Rosebud Sioux Tribe reservation in South Dakota. She cares where she is from and devotes most of her time and effort making people happy. She does her hardest to do the right thing and give back to her people.



Last May 2022, Brynne received a Bachelor of Science degree in Management Information Systems with a minor in Computer Science from Northern State University in Aberdeen, SD. Brynne is currently obtaining an undergraduate interdisciplinary degree from South Dakota State University in Brookings SD which will lead her to a Master's degree in Computer Science. She is a first-generation college student and the first in her family to graduate from college. Growing up on a small reservation with very little to do, she always had a vision/dream to go to college and return to help her community and reservation in the best way possible. The Howard Yackus Memorial scholarship allows Brynne to continue on a path to support her community.



Outstanding Employer

Nominated by the

Rosebud Sioux Tribe—Rosebud, SD

Sicangu Co—7th Gen Youth Program

About Sičanġu Co and the 7Gen Vision

As the economic engine of the Sičanġu Lakota nation, Sičanġu Co's purpose is to improve the financial and social well-being of our tribal relatives. We are guided and inspired by the 7Gen Vision, which imagines the type of world we'd like to see our descendants living in 175 years from now. We ask, How do we live today to create a healthy, just, abundant world for our grandchildren?

Grounded in our ancestral and cultural wisdom, with a deep understanding of the profound challenges faced by our people, Sičanġu Co is working towards Wicozani, or “the good way of life” for the Sičanġu Oyate – holistic health, economic self-sufficiency, cultural revitalization, sustainable housing, food sovereignty, climate resilience, and shared, lasting prosperity.



2023 NINAETC Election Procedure

2023-2024 NINAETC Executive Officers, and the 2025 45th NINAETC Site Selection

One Vote Per Grantee Proxy due prior May 3 before 9:45 a.m.	NOMINATIONS Tuesday, May 2	ELECTION Wednesday, May 3 10:00 a.m. to 12:00 p.m.	ELECTION RESULTS Thursday, May 4 General Assembly <small>(See procedure for run-off)</small>
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For information, see Carol Jennings, Elections Committee Chairperson
Or send an email to carolj@cimcinc.com

1. Nominations for eight NINAETC executive committee seats will be accepted from the floor during the General Assembly, Tuesday, May 2, 2023 for: Chair 166, Chair 477, Vice Chair 166, Vice Chair 477, Secretary 166, Secretary 477, Treasurer 166 and Treasurer 477. 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 3, 2023. The Election Committee will prepare official ballots. Ballots shall bear the names of the candidates nominated for each specific office.
2. Election committee members shall oversee all the facets of the election and will provide procedures information as needed.
3. Official ballots will be available at the polling site beginning at 10:00 a.m. until exactly 12:00 p.m. (noon) on Wednesday, May 3, 2023.
4. **ONE VOTE PER GRANTEE SHALL BE ALLOWED.** Votes shall be cast by WIOA 166/477 Directors or their designated proxy. The Director or their designated proxy must sign the voting roster to receive a ballot.
5. Proxies must be on the grantee's organization letterhead and submitted to the Chair of the Elections Committee prior to 9:45 a.m. before the start of the voting at 10:00 a.m. on Wednesday, May 3, 2023.
6. The results of the voting will be given to the Chair 166 and Chair 477 who will announce the officers at the General Assembly on May 4, 2023.
7. The winner of the elected term of Chair 166, Chair 477, Vice Chair 166, Vice Chair 477, Secretary 166, Secretary 477, Treasurer 166 and Treasurer 477 and the 2025 45th NINAETC site shall be the candidate or site with the simple majority of the vote cast. An elected officer shall serve a one year term from the 2023 event to the 2024 event.
8. A run-off will be held for an officer or site if no candidate receives a majority vote. If a run-off is required, it will be held on Thursday morning May 4, 2023 from 10:00 a.m. to 12:00 p.m. (noon) with results announced at the banquet. If a second run-off is necessary, voting will conducted during the banquet with the results announced as soon as possible. The 2022-2023 Executive Committee shall determine the most appropriate procedure should subsequent run-off be necessary.

The Election Committee reserves the right, as granted by the NINAETC Executive Committee, to initiate any procedural changes in the process, if determined necessary for any reason of fairness.

2023 NINAETC Resolution Procedure

**Due Tuesday, May 2
By 5:00 p.m.**

**To Registration Table (Hard Copy)
Or Electronic Copy to
training@cimcinc.com**

**Resolution Presentations
Thursday, May 5 General Assembly**

**Resolutions will be displayed
Using overhead projection**



43rd National Indian and Native American
Employment and Training Conference
Mashantucket, Connecticut
May 4, 2023



RESOLUTION NUMBER 2023-0000

(Resolution Title)

We, the Indian and Native American Grantees of the National Indian and Native American Employment and Training Conference (NINAETC) attending the 43rd Annual Conference in Mashantucket, Connecticut in order to preserve for ourselves and our descendants rights secured under Indian Treaties and benefits to which we are entitled under the laws and constitution of the United States and the several states, to enlighten the public toward a better understanding of the Native people, to preserve Indian and Native cultural values, and otherwise promote the welfare of the Indian and Native people, do hereby establish and submit the following resolution:

WHEREAS,

WHEREAS,

WHEREAS,

WHEREAS,

NOW THEREFORE BE IT RESOLVED, THAT THE 43rd National Indian and Native American Employment and Training Conference, held at the Foxwoods Resort Casino, Mashantucket, Connecticut on May 4, 2023 with a quorum present (conclusion statement).

Darrell Waldron, Co-Chair 166

Margaret Zientek, Co-Chair 477

A Resolution includes:

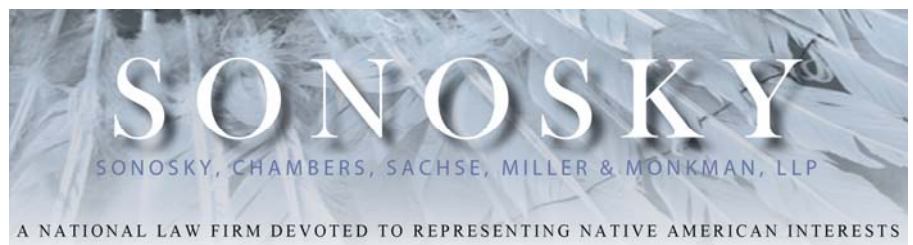
- One issue or problem
- The change to resolve the issue or problem
- Who is responsible for the making change
- What is the expected action or result
- Who is responsible for ensuring the issue or problem is resolved

Resolutions adopted by the 43rd NINAETC will be posted at NINAETC.NET

43rd NINAETC 166/477 Sponsors



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Kunoopeam/Wiqômun(Welcome)

**CELEBRATING 48 YEARS OF SERVICE
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*On behalf of our organization and our northeast
woodland tribes, we welcome you.*

*Thank you for the work you do in your regions, enjoy the
conference and safe travels.*



Vote Arizona for 2025



**Bring the 45th Annual National Indian & Native American
Employment & Training Conference to the
Valley of the Sun in 2025**

*Wild Horse Pass Casino Resort
Gila River Indian Community*

South Puget Intertribal Planning Agency

The South Puget Intertribal Planning Agency (SPIPA) was formed in 1976 as a 501(c)(3), tribally chartered intergovernmental agency. The Consortium is comprised of five western Washington Tribes: The Confederated Tribes of the Chehalis Reservation, Nisqually Tribe, Shoalwater Bay Indian Tribe, Skokomish Tribe, and Squaxin Island Tribe.

SPIPA provides direct services, planning, and technical assistance to each Tribe and to eligible Native American's residing within the SPIPA service area. SPIPA continues the vision and spirit of its early founders and tribal leaders as we "...assist and support the Consortium Tribes as they promote and enhance their communities."



Workforce Development Program (WFD)

The goal for implementing the Workforce Development Program is to create a service delivery system that will identify and address barriers that prevent tribal members and native people from achieving self-sufficiency. The WFD Program provides intensive case management, training, and employment services that are designed to help individuals:

- Identify and resolve barriers to employment;
- Further their education;
- Receive vocational training;
- Gain work experience;
- Obtain and retain full-time paid employment;
- Advance in the workforce;
- Make a steady forward movement to achieve unsubsidized employment; and
- Build stronger, more resilient, more equitable economies through entrepreneurship.

Available WFD Services: Employment and Training and Related Services, Cash Assistance, and Childcare Services

Programs Integrated into SPIPA Workforce Development/PL 102-477 Plan:

- Child Care Development Fund (CCDF)
- Temporary Assistance to Needy Families (TANF)
- Native Employment Works (NEW)
- Native American Career and Technical Education Program (NACTEP)
- Office of Indian Economic Development (Indian Business Incubator Program)
- Minority Business Development Agency (MBDA)
- Workforce Innovation Opportunity Act (WIOA): Adult Comprehensive and Supplemental Youth

Additional Programs/Services within the Workforce Development Program not currently incorporated into the 477 Plan:

- Vocational Rehabilitation (VR)

3104 SE Old Olympic Hwy Shelton, WA 98584 | 360.426.3990 | spipa.org

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FAX: (202) 682-0249

We congratulate the National Indian and Native American Employment and Training Conference for more than four decades of supporting tribal governments, consortia, and organizations in building successful workforce development and training programs.

Sonosky Chambers is the nation's oldest nationwide law firm fighting to expand tribal self-determination and defend Native American rights from coast to coast, and we are proud to work alongside NINATEC and the National PL 102-477 Tribal Work Group

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**The 43rd NINAETC Employment and Training
Conference on Public Law 102-477**

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POTAWATOMI.ORG

2023 NINAETC Note Pad

Elections—Executive Committee

CHAIRMAN: 166 _____ 477 _____

VICE-CHAIRMAN: 166 _____ 477 _____

SECRETARY: 166 _____ 477 _____

TREASURER: 166 _____ 477 _____

2025 SITE SELECTION: _____

GRANTEE INFORMATION

Section 166: _____ total grantees

P.L. 102-477: _____ total grantees

IMPORTANT words I heard or people I met/spoke to during NINAETC week

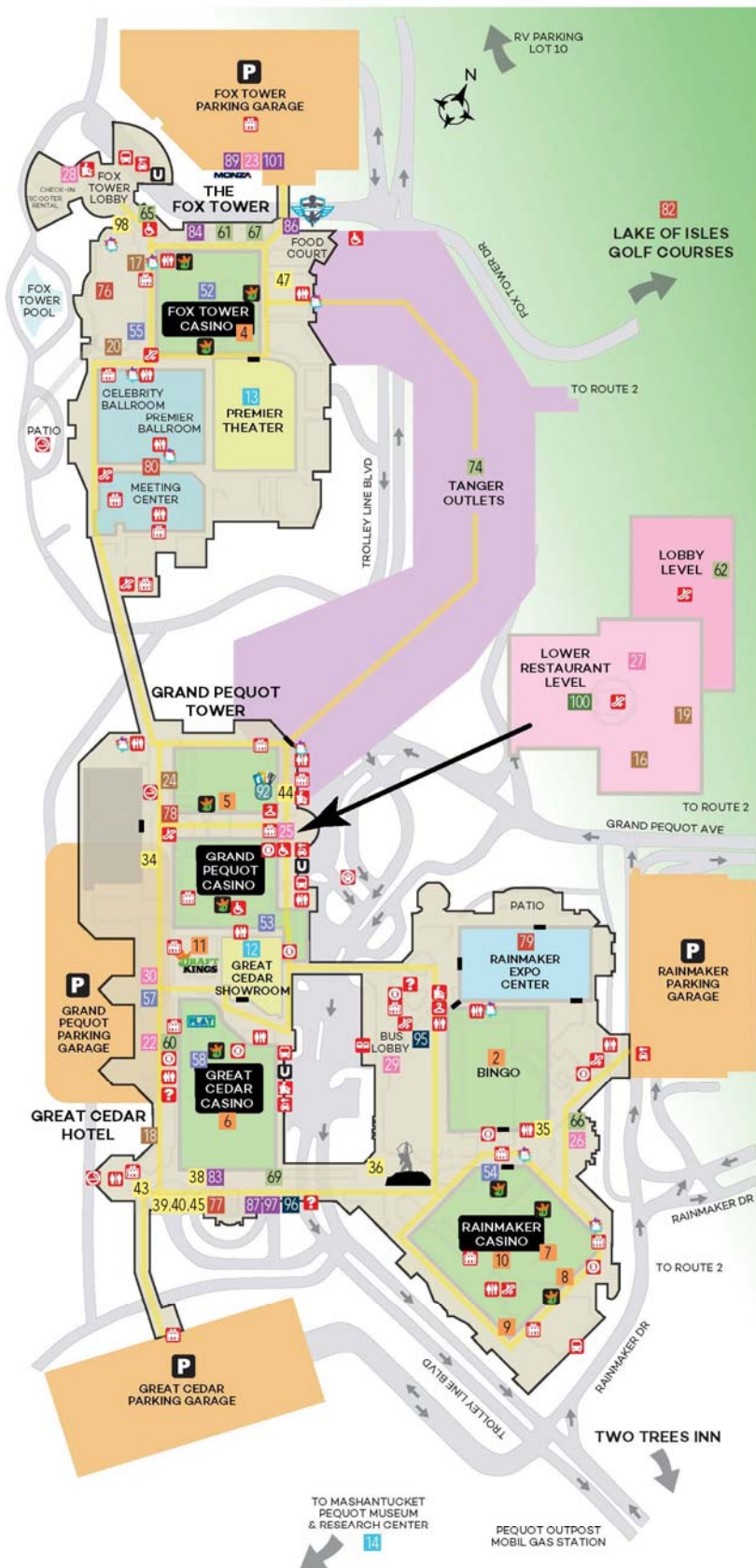


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For more information or to schedule a demo, contact
Eaglesun at 918-743-9855 or email info@eaglesun.com.

43rd National Indian and Native American Employment and Training Conference



GAMING

- | | |
|--|------------------------------------|
| 2. BINGO | 7. KENO |
| 4. THE FOX TOWER CASINO | 8. POKER ROOM |
| 5. GRAND PEQUOT CASINO / ASIAN TABLE GAMES | 10. RAINMAKER CASINO |
| 6. GREAT CEDAR CASINO PLAY ARENA | 11. FOXWOODS DRAFTKINGS SPORTSBOOK |

ENTERTAINMENT

- | | |
|--------------------------|--|
| 12. GREAT CEDAR SHOWROOM | 14. MASHANTUCKET PEQUOT MUSEUM & RESEARCH CENTER |
| 13. PREMIER THEATER | |

FINE DINING

- | | |
|-----------------------------|-----------------------|
| 16. CAPUTO TRATTORIA | 19. DAVID BURKE PRIME |
| 17. ALTA STRADA | 20. RED LANTERN |
| 18. CEDARS STEAKS & OYSTERS | 24. GOLDEN DRAGON |

CASUAL DINING

- | | |
|--|---|
| 22. CALIFORNIA PIZZA KITCHEN | 27. HIGH ROLLERS LUXURY LANES & SPORTS LOUNGE |
| 23. ROLL BAR & KITCHEN | 28. JUNIORS |
| 25. GUY FIERI'S FOXWOODS KITCHEN + BAR | 29. PANDEA BREAD |
| 26. HARD ROCK CAFE | 30. SUGAR FACTORY |
| | 84. TOPGOLF SWING SUITE |

QUICK SERVICE DINING

- | | |
|------------------------|--------------------------|
| 34, 35. DUNKIN' DONUTS | 43, 44. STARBUCKS |
| 36. FAY DA BAKERY | 45. SUBWAY |
| 38. THE NEON PALM | 47. MYSTIC MARKET |
| 39. REGINA PIZZERIA | 98. JUNIOR'S COFFEE SHOP |
| 40. WINGSTOP | |

DRINKS AND NIGHTLIFE

- | | |
|----------------------------------|----------------------|
| 52. CENTRALE FOX TOWER | 55. SHIRINE |
| 53. SPIN BAR | 57. THE SCORPION BAR |
| 54. LIVE+SATURDAY BAR AND LOUNGE | 58. PLAY BAR |

SHOPPING

- | | |
|---------------------|--------------------|
| 60. GAROVULT | 74. TANGER OUTLETS |
| 61. CARNA | 80. TOP BRANDS |
| 62. ESSENTIALS | • COACH |
| 65. GRAND EFFECTS | • KATE SPADE |
| 66. HARD ROCK STORE | • BANANA REPUBLIC |
| 67. LICK | • OLD NAVY |
| 69. OUTPOST | • H&M |
| | • NIKE |
| | • VINEYARD VINES |

HOTELS, GOLF, AND SPAS

- | | |
|----------------------------|---|
| 76. G SPA & SALON AND POOL | 78. GRAND PEQUOT TOWER & THE VILLAS AT FOXWOODS |
| 77. GREAT CEDAR HOTEL | NORWICH SPA AT FOXWOODS |
| | GRAND PEQUOT POOL |
| | 79. RAINMAKER EXPO CENTER |

ADVENTURES AND AMENITIES

- | | |
|--|-------------------------------|
| 80. PREMIER BALLROOM AND MEETINGS CENTER | 86. 1KM+ ZIP LINE |
| 81. CELEBRITY BALLROOM | 87. XD DARK RIDE |
| 82. LAKE OF ISLES GOLF COURSES | 89. MONZA WORLD CLASS KARTING |
| 83. TREE HOUSE ARCADE | 97. HOLOGATE VR |
| 84. TOPGOLF SWING SUITE | 101. AXE THROWING ADVENTURE |

FOXWOODS REWARDS

- | |
|-------------------------------|
| 92. FOXWOODS REWARDS LOCATION |
|-------------------------------|

SPECIAL EVENT AREAS

- | | |
|-------------|----------------------|
| 95. WINNERS | 96. CELEBRATION ZONE |
|-------------|----------------------|

PLAYERS LOUNGE

- | |
|----------------------------|
| 100. CANOPY PLAYERS LOUNGE |
|----------------------------|

SERVICES

- | | | |
|---------------------|---------------|------------------|
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| WHEELCHAIR ACCESS | INFORMATION | SHUTTLE |
| ELEVATOR | VALET PARKING | BUS LOBBY |
| ESCALATOR | BUS LOBBY | UBER PICKUP |
| SMOKING PERMITTED | SELF PARKING | DRAFTKINGS KIOSK |
| ATM | | |
| SCOOTER RENTAL | | |
| DESIGNATED PET AREA | | |

Upper Level
Lower Level

Entrance



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- Native American Communities
- Native American and Non-Native Businesses

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- Revitalizes our communities
- Embraces the challenges of the 21st century

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