

# 42nd National Indian and Native American Employment and Training Conference



**WIOA 166 and PL 102-477**



# Welcome To Oklahoma



On behalf of the NINAETC 166/477 Executive Committee, we are delighted to welcome you to the heart of Indian Country!

This National Conference is made possible with the support and hard work of the planning committees. The goal is to help you help your people. You will find workshop offerings by peers, industry experts, federal partners, panelists and more. Plan to take away memories, tools, and renewed energy to help Indian Country communities and participants succeed.

We are confident that 166/477 grantees will leave with renewed enthusiasm and the knowledge to take on the challenges ahead. Enjoy the 42nd National Indian and Native American Employment and Training Conference with your friends and our extended family of Native workforce development professionals.

## Darrell Waldron

Co-Chair—WIOA Section 166  
Rhode Island Indian Council, Inc.

## Margaret Zientek

Co-Chair—PL 102-477  
Citizen Potawatomi Nation

## Cherokee Nation welcomes you to the 42nd Annual National Indian and Native American Employment and Training Conference

The Cherokee Nation Career Readiness Act of 2019 doubled the tribe's funding each year to train Cherokees in the areas of construction, health, information technology and lineman trade jobs. More than 1,500 Cherokee citizens have already received vocational assistance through the Cherokee Nation Career Services department since the act.

Cherokee Nation Child Care and Development increases the availability, affordability and quality of child care so parents can go to work, school or training programs. In 2021, the tribe provided child care payments for more than 2,600 children.



**Chuck Hoskin Jr.**  
Principal Chief



**Bryan Warner**  
Deputy Principal Chief

— TOGETHER —  
COMMUNITY • FAMILY • CULTURE

# 42nd NINAETC EXECUTIVE COMMITTEE

## 2021-2022

**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



**Margaret Zientek**  
Citizen Potawatomi Nation

WIOA Section 166

**Vice Chair**

P.L. 102-477



**Kathy Atkins**  
Florida Governor's Council  
on Indian Affairs



**Kay Seven**  
Nez Perce Tribe

WIOA Section 166

**Secretary**

P.L. 102-477



**Vacant**



**Bernadette Panteah**  
Zuni Pueblo

WIOA Section 166

**Treasurer**

P.L. 102-477



**Lorenda Sanchez**  
California Indian Manpower  
Consortium, Inc.



**DeeAnn Harris**  
South Puget Intertribal  
Planning Agency



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# FEDERAL PARTNERS



## U.S. Department of Labor

### Secretary of Labor

- ◆ Martin J. Walsh

### Employment and Training Administration

- ◆ Angela Hanks, Acting Assistant Secretary

### Office of Congressional and Intergovernmental Affairs (OCIA)

- ◆ Jack Jackson, Native Affairs Liaison

### Office of Policy, Research and Development

- ◆ Wayne Gordon, Director, Division of Research and Evaluation

### Office of Workforce Investment

- ◆ Kim Vitelli

### Division of Indian and Native American Programs

- ◆ Athena Brown, Chief
- ◆ Duane Hall

## U.S. Department of the Interior

### Secretary of the Interior

- ◆ Deb Haaland

### Assistant Secretary of Indian Affairs

- ◆ Bryan Newland

### Deputy Assistant Secretary for Policy and Economic Development

- ◆ Kathryn Isom-Clause

### Senior Counselor to the Assistant Secretary-Indian Affairs

- ◆ Samuel Kohn

### Bureau of Indian Affairs Office of Indian Services

- ◆ Jeanette Hanna, Deputy Bureau Director

### Division of Workforce Development

- ◆ Anthony Riley, (Acting) Associate Deputy Bureau Director
- ◆ Ida Doyle
- ◆ Rae Belle Whitcomb
- ◆ Vincent Romero
- ◆ Kenneth LeMieux
- ◆ Jeffrey Barwick
- ◆ Carrie McMillan
- ◆ Annette King

# FEDERAL PARTNERS

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

U.S. Department of Justice

U.S. Department of Agriculture

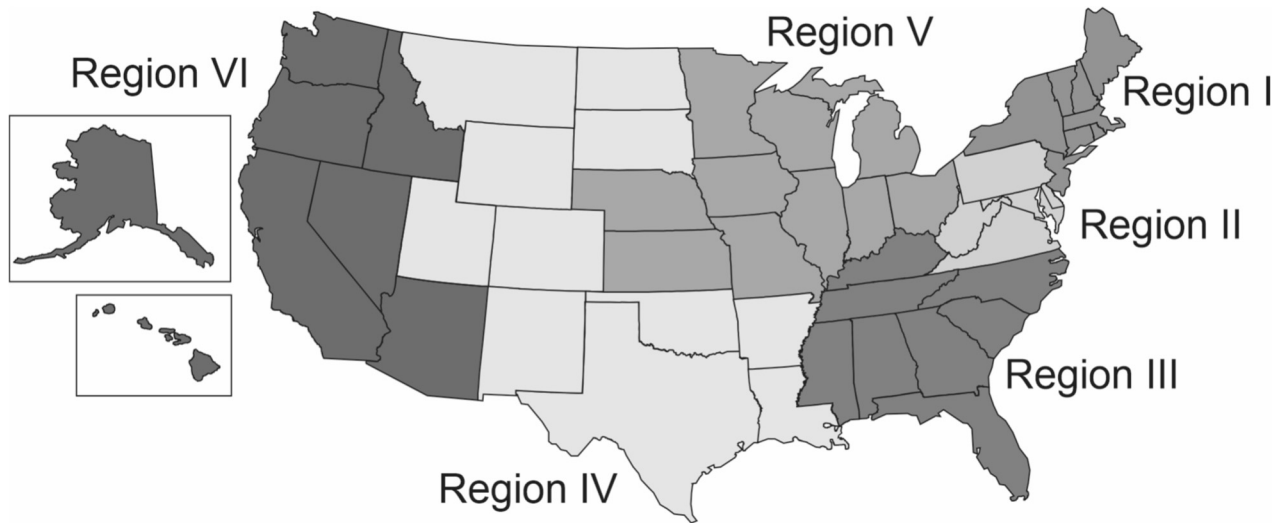
U.S. Department of Homeland Security

U.S. Department of Energy

U.S. Department of Veterans Affairs


U.S. Department of Housing and  
and Urban Development

# Indian and Native American Workforce Innovation and Opportunity Act Section 166 and Public Law 102-477 Grantee Community




## REGION I


Connecticut (served by)

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


Maine

 **Penobscot Indian Nation**  
Indian Island, Maine


Massachusetts

 **Mashpee-Wampanoag Tribal Council**  
Mashpee, Massachusetts


New Hampshire (served by)

 **Maquam Bay of Missisquoi, Inc.**  
Swanton, Vermont

New Jersey (served by)


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


New York - New York City (served by)

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


New York

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


 **Saint Regis Mohawk Tribe**  
Akwesasne, New York

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

Rhode Island


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

Vermont


 **Maquam Bay of Missisquoi, Inc.**  
Swanton, Vermont

## REGION II


Delaware (served by)

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


District of Columbia/Maryland (served by)

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


Pennsylvania

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

Virginia

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


West Virginia (served by)

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


## REGION III


Alabama

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


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

Florida

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

 **Miccosukee Tribe of Indians**  
Miami, Florida

Georgia (served by)

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


Kentucky (served by)


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


Mississippi

 **Mississippi Band of Choctaw Indians**  
Choctaw, Mississippi


North Carolina

 **Cumberland County Association for Indian People, Inc.**  
Fayetteville, North Carolina


 **Eastern Band of Cherokee Indians**  
Cherokee, North Carolina

 **Guilford Native American Association**  
Greensboro, North Carolina

 **Lumbee Regional Development Association, Inc.**  
Pembroke, North Carolina

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

South Carolina


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

Tennessee


 **Native American Indian Association of Tennessee**  
Nashville, Tennessee


## REGION IV

Arkansas


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

Colorado


 **Denver Indian Center, Inc.**  
Denver, Colorado


 **Ute Mountain Ute Indian Tribe**  
Towaoc, Colorado


Louisiana


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


Montana


 **Assiniboine and Sioux Tribes / Fort Peck Reservation**  
Poplar, Montana


 **Blackfeet Tribal Business Council**  
Browning, Montana


 **Business Committee of the Chippewa Cree Tribe**  
Box Elder, Montana

 **Confederated Salish and Kootenai Tribes**  
Pablo, Montana


 **Fort Belknap Indian Community Council**  
Harlem, Montana


 **Little Big Horn College**  
Crow Agency, Montana

 **Montana United Indian Association**  
Great Falls, Montana

 **Northern Cheyenne Tribe**  
Lame Deer, Montana


New Mexico

 **Alamo Navajo School Board**  
Magdalena, New Mexico

 **Eight Northern Indian Pueblos Council, Inc.**  
San Juan Pueblo, New Mexico


 **Five Sandoval Indian Pueblos, Inc.**  
Bernalillo, New Mexico


 **Jicarilla Apache Tribe**  
Dulce, New Mexico


 **Mescalero Apache Tribe**  
Mescalero, New Mexico


 **National Indian Youth Council, Inc.**  
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**  
Old 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 Nation**  
Fort Totten, North Dakota


 **Standing Rock Sioux Tribe**  
Fort Yates, North Dakota


 **Three Affiliated Tribes**  
New Town, North Dakota


 **Turtle Mountain Band of Chippewa Indians**  
Belcourt, North Dakota


 **United Tribes Technical College**  
Bismarck, North Dakota


Oklahoma


 **Absentee Shawnee Tribe of Oklahoma**  
Shawnee, Oklahoma


 **Cherokee Nation**  
Tahlequah, Oklahoma


 **Cheyenne-Arapaho Tribes of Oklahoma**  
Concho, Oklahoma


 **The Chickasaw Nation**  
Ada, Oklahoma


 **The 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


 **The Muscogee Creek Nation**  
Okmulgee, Oklahoma


 **The Osage Nation**  
Pawhuska, Oklahoma


 **Otoe-Missouria Tribe**  
Red Rock, Oklahoma

 **Pawnee Tribe of Oklahoma**  
Pawnee, Oklahoma


 **Ponca Nation 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 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

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

 **Ysleta del Sur Pueblo**  
El Paso, Texas


Utah


 **Indian Training and Education Center**

West Valley City, Utah

 **Ute Indian Tribe**  
Fort Duchesne, Utah


Wyoming

 **Eastern Shoshone Tribe**  
Fort Washakie, Wyoming


 **Northern Arapaho Tribe**  
Ethete, Wyoming

## REGION V


Illinois (served by)

 **CIMC - Chicago Based Operations**  
Chicago, Illinois

Indiana

 **American Indian Center of Indiana**  
Indianapolis, Indiana


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

 **Pokagon Band of Potawatomi Indians**  
Dowagiac, Michigan


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

 **American Indian Council**  
North Kansas City, Missouri


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


 **CIMC - Chicago Based Operations**  
Chicago, Illinois

Kansas


 **United Tribes of Kansas and Southeast Nebraska, Inc.**  
White Cloud, Kansas

Michigan


 **Grand Traverse Band of Ottawa and Chippewa Indians**  
Suttons Bay, Michigan


 **Inter-Tribal Council of Michigan, Inc.**  
Sault Ste. Marie, Michigan

 **Little Traverse Bay Bands of Odawa Indians**  
Harbor Springs, Michigan


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


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


 **Sault Ste. Marie Tribe of Chippewa Indians**  
Sault Ste. Marie, Michigan


 **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**  
Onamia, Minnesota

 **Minneapolis American Indian Center**  
Minneapolis, Minnesota

 **Northwest Indian OIC**  
Minneapolis, Minnesota


 **Red Lake Nation**  
Redby, Minnesota


 **White Earth Nation**  
White Earth, Minnesota


Missouri

 **American Indian Council**  
North 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.**  
Akron, Ohio


Wisconsin


 **Ho-Chunk Nation**  
Black River Falls, Wisconsin


 **Lac Courte Oreilles Tribal Governing Board**  
Hayward, Wisconsin

 **Lac du Flambeau Band of Lake Superior Chippewa Indians**  
Lac du Flambeau, Wisconsin

 **Menominee Indian Tribe of Wisconsin**  
Keshena, Wisconsin


 **Oneida Tribe of Indians of Wisconsin**  
Oneida, Wisconsin


 **Spotted Eagle, Inc.**  
Milwaukee, Wisconsin


 **Stockbridge-Munsee Community**  
Bowler, Wisconsin

## REGION VI


Alaska

 **Aleutian-Pribilof Islands Association**  
Anchorage, Alaska


 **Association of Village Council Presidents**  
Bethel, Alaska


 **Bristol Bay Native Association**  
Dillingham, Alaska


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

 **Chickaloon Village**  
Chickaloon, Alaska


 **Chilkat Indian Village**  
Haines, Alaska

 **Chugachmiut**  
Anchorage, Alaska

 **Cook Inlet Tribal Council, Inc.**  
Anchorage, Alaska

 **Copper River Native Association**  
Copper Center, Alaska

 **Gulkana Village Council**  
Gakona, Alaska

 **Kawerak, Inc.**  
Nome, Alaska

 **Kenaitze Indian Tribe**  
Kenai, Alaska



-  **Knik Tribe**  
Wasilla, Alaska
-  **Kodiak Area Native Association**  
Kodiak, Alaska
-  **Maniilaq Association**  
Kotzebue, Alaska
-  **Metlakatla Indian Community**  
Metlakatla, Alaska
-  **Orutsararmuit Native Council**  
Bethel, Alaska
-  **Sun'aq Tribe of Kodiak**  
Kodiak, Alaska
-  **Tanana Chiefs Conference, Inc.**  
Fairbanks, Alaska
-  **Yakutat Tlingit Tribe**  
Yakutat, Alaska


Arizona

-  **American Indian Association of Tucson**  
Tucson, Arizona
-  **Colorado River Indian Tribes**  
Parker, Arizona
-  **Gila River Indian Community**  
Sacaton, Arizona
-  **Hopi Tribal Council**  
Kykotsmovi, Arizona
-  **Hualapai Tribe**  
Peach Springs, Arizona
-  **Inter-Tribal Council of Arizona, Inc.**  
Phoenix, Arizona
-  **Navajo Nation**  
Window Rock, Arizona
-  **Pascua Yaqui Tribe**  
Tucson, Arizona
-  **Phoenix Indian Center, Inc.**  
Phoenix, Arizona
-  **Quechan Indian Tribe**  
Yuma, Arizona
-  **Salt River Pima-Maricopa Indian Community**  
Scottsdale, Arizona
-  **San Carlos Apache Tribe**  
San Carlos, Arizona
-  **Tohono O'odham Nation**  
Sells, Arizona
-  **White Mountain Apache Tribe**  
Whiteriver, Arizona



California

-  **California Indian Manpower Consortium, Inc.**  
Sacramento, California
-  **Northern California Indian Development Council, Inc.**  
Eureka, California
-  **Southern California Indian Resource Center, Inc.**  
El Cajon, California
-  **Tule River Tribal Council**  
Porterville, California
-  **United American Indian Involvement**  
Los Angeles, California
-  **United Indian Nations, Inc.**  
San Leandro, California

Hawaii

-  **ALU LIKE, Inc.**  
Honolulu, Hawaii

Idaho


-  **Nez Perce Tribe**  
Lapwai, Idaho
-  **Shoshone-Bannock Tribes**  
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

Oregon

-  **Confederated Tribes of Grand Ronde**  
Pendleton, Oregon
-  **Confederated Tribes of Siletz Indians**  
Siletz, Oregon
-  **Confederated Tribes of the Umatilla Indian Reservation**  
Pendleton, Oregon
-  **Confederated Tribes of Warm Springs**  
Warm Springs, Oregon

-  **Organization of Forgotten Americans, Inc.**  
Klamath Falls, Oregon

Washington

-  **American Indian Community Center**  
Spokane, Washington
-  **Confederated Tribes 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'Klallam Tribe**  
Neah Bay, Washington
-  **South Puget Intertribal Planning Agency**  
Shelton, Washington
-  **Spokane Tribe of Indians**  
Wellpinit, Washington
-  **Suquamish Indian Tribe**  
Suquamish, Washington
-  **The Tulalip Tribes of Washington**  
Tulalip, Washington
-  **United Indians of All Tribes Foundation**  
Seattle, Washington

**Sunday – May 1, 2022 (Travel Day)**

1:00 - 5:00 pm – **New Directors Training (477)**.....Cherokee Salon A      3:00 - 6:00 pm – **Registration and Exhibit/Vendor Set-up**

**Monday – May 2, 2022**

7:00 am - 6:00 pm – Registration
8:00 am - 5:00 pm – Exhibitors/Vendors
8:00 am - 8:30 pm – <b>Wake up with Mitch</b> ..... Grand Ballroom
8:30 am - 12:00 pm – <b>Plenary Session</b> ..... Grand Ballroom
<ul style="list-style-type: none"> <li>• Honor Guard/Posting of the Colors – <i>Cherokee Nation Color Guard</i></li> <li>• Drum Group – <i>Tulsa Indian Club Singers, Cherokee Nation</i></li> <li>• Invocation – <i>Dennis Sixkiller, Radio Host, Cherokee Voices, Cherokee Sounds</i></li> <li>• Welcome             <ul style="list-style-type: none"> <li>• <i>Honorable Chuck Hoskin, Jr., Principal Chief, Cherokee Nation</i></li> <li>• NINAETC Co-Chair (166) – <i>Darrell Waldron, Executive Director, Rhode Island Indian Council, Inc.</i></li> <li>• NINAETC Co-Chair (477) – <i>Margaret Zientek, Workforce and Social Services Director, Citizen Potawatomi Nation</i></li> </ul> </li> <li>• Roll Call – <i>Bernadette Panteah, Division of Education and Training Director, Pueblo of Zuni</i></li> <li>• Remembrances</li> <li>• Keynote Address – <i>Kathryn Isom-Clause, Deputy Assistant Secretary for Policy and Economic Development, US Department of the Interior</i></li> <li>• Federal Agency Update             <ul style="list-style-type: none"> <li>• <i>Athena Brown, Chief, Division of Indian and Native American Programs, US Department of Labor</i></li> <li>• <i>Jeanette Hanna, Deputy Bureau Director, Indian Services, Bureau of Indian Affairs, US Department of the Interior</i></li> </ul> </li> <li>• Advisory Council Update – <i>Darrell Waldron, Chair, Native American Employment and Training Council</i></li> </ul>
12:00 - 1:30 pm – Lunch (on your own)
1:30 pm - 3:00 pm – <b>Workshops</b>
<ul style="list-style-type: none"> <li>• P.L. 102-477 Tribal Federal Partners 477 MOA Meeting (closed session) ..... Cherokee Salon A</li> <li>• Help Justice-Involved People Get Jobs ..... Cherokee Salon B</li> <li>• STEM Education for Indigenous Youth ..... Cherokee Salon C</li> <li>• Partners in Disasters and Emergencies ..... Cherokee Salon D</li> <li>• WIOA Fundamentals Mod 1: Understanding the Basics ..... Sequoyah 1</li> <li>• WIOA Fundamentals Mod 3: Operations and Implementation ..... Sequoyah 2</li> <li>• Oklahoma Tribal Vocational Rehabilitation ..... Sequoyah 3</li> <li>• GPMS Presentation: Beginner ..... Sequoyah 4</li> <li>• Family Wellness Post Pandemic Lockdown ..... Sequoyah 6</li> </ul>
3:00 - 3:30 pm – Break
3:30 - 5:00 pm – <b>Workshops</b>
<ul style="list-style-type: none"> <li>• P.L. 102-477 Tribal Work Group Meeting ..... Cherokee Salon A</li> <li>• What You Should Know About Your Retirement Plan ..... Cherokee Salon B</li> <li>• Rebuilding Infrastructure, Rebuilding Communities ..... Cherokee Salon C</li> <li>• Interacting with Difficult People ..... Cherokee Salon D</li> </ul>
5:00 pm – Traditional Talking Circle..... Cherokee Salon C
6:00 pm – <b>Cultural Activity / Reception</b>

**Tuesday – May 3, 2022**

7:00 am - 6:00 pm – Registration
8:00 am - 5:00 pm – Exhibitors/Vendors
8:00 am - 8:30 pm – <b>Wake up with Mitch</b> ..... Grand Ballroom
8:30 am - 10:00 am – <b>Plenary Session</b> ..... Grand Ballroom
<ul style="list-style-type: none"> <li>• Honor Guard/Posting of the Colors – <i>Citizen Potawatomi Nation Veterans</i></li> <li>• Drum Group – <i>Robert Collins, Citizen Potawatomi Nation Languge</i></li> <li>• Invocation – <i>Justin Neely, Language Director, Citizen Potawatomi Nation</i></li> <li>• Speaker – <i>Linda Capps, Vice-Chair, Citizen Potawatomi Nation</i></li> <li>• Speaker – <i>Nathaniel "Tanner" Amdur-Clark, Partner, Sonosky</i></li> <li>• NINAETC Office Nominations</li> <li>• Workforce Report Issue Paper-AIPLFR – <i>Wayne Gordon, Director, ETA/OPDR Division of Research and Evaluation, US Dept. of Labor - VIRTUAL</i></li> <li>• 2023 Site Presentation</li> <li>• 2022 Regional Meeting Reports</li> </ul>
10:00 - 10:30 am – Break
10:30 am - 12:00 pm – <b>Workshops</b>
<ul style="list-style-type: none"> <li>• Determining Programs that Fit in Your 477 Plan – Tribal Decision/Tribal Choice ..... Cherokee Salon A</li> <li>• Help Justice-Involved People Get Jobs ..... Cherokee Salon B</li> <li>• STEM Education for Indigenous Youth..... Cherokee Salon C</li> <li>• The Pandemic Emergency Assistance Fund -VIRTUAL..... Cherokee Salon D</li> <li>• 9130 Financial – DINAP Edition ..... Sequoyah 1</li> <li>• WIOA Fundamentals Mod 4: Grantee Risk Assessment ..... Sequoyah 2</li> <li>• New Jobs for the Post Pandemic Worker ..... Sequoyah 3</li> <li>• GPMS Presentation: Intermediate..... Sequoyah 4</li> <li>• Roundtable Discussion on CCDF Requirements: Highlights and Successful Models ..... Sequoyah 5</li> <li>• Physical Stress Relief..... Sequoyah 6</li> </ul>
12:00 - 1:00 pm – <b>Regional Meetings</b>
12:00 - 1:30 pm – Lunch (on your own)
1:30 pm – 3:00 pm – <b>Workshops</b>
<ul style="list-style-type: none"> <li>• How to Develop a Blended Plan..... Cherokee Salon A</li> <li>• The National Indian Council on Aging, Inc. (NICOA) and the Senior Community Service..... Cherokee Salon B</li> <li>• Outreach to Veterans and their Families ..... Cherokee Salon C</li> <li>• Partners in Disasters and Emergencies ..... Cherokee Salon D</li> <li>• WIOA Cost Principles and Cost Classification..... Sequoyah 1</li> <li>• Enhancing Participant Outcomes Under WIOA Performance Indicators Training ..... Sequoyah 2</li> <li>• Navigating the Challenges for First Generation Graduates and Career Seekers in the Workplace ..... Sequoyah 3</li> <li>• GPMS Presentation: Beginner..... Sequoyah 4</li> <li>• American Indian Population and Labor Force Report: Challenges and Opportunities - VIRTUAL..... Sequoyah 5</li> <li>• Interacting with Difficult People ..... Sequoyah 6</li> </ul>
3:00 - 3:30 pm – Break
3:30 - 5:00 pm – <b>Workshops</b>
<ul style="list-style-type: none"> <li>• TANF Program Spotlights - VIRTUAL..... Cherokee Salon A</li> <li>• Choosing a Retirement Solution for Your Small Business ..... Cherokee Salon B</li> <li>• Rebuilding Infrastructure, Rebuilding Communities ..... Cherokee Salon C</li> <li>• 477 Financial Overview ..... Cherokee Salon D</li> <li>• WIOA Fundamentals Mod 2: Program Design and Delivery ..... Sequoyah 1</li> <li>• WIOA Fundamentals Mod 3: Operations and Implementation ..... Sequoyah 2</li> <li>• How to Find a Remote Job Opportunity ..... Sequoyah 3</li> <li>• GPMS Presentation: Intermediate ..... Sequoyah 4</li> <li>• Update on Johnson O'Malley (JOM) Program..... Sequoyah 5</li> <li>• Oklahoma Tribal Vocational Rehabilitation ..... Sequoyah 6</li> </ul>
6:00 pm – <b>Awards Dinner</b>

<b>Wednesday – May 4, 2022</b>
8:00 am - 5:00 pm – Information
8:00 am - 5:00 pm – Exhibitors/Vendors
8:00 am - 8:30 pm – <b>Wake up with Mitch</b> ..... Grand Ballroom
8:30 am - 10:00 am – <b>Plenary Session</b> ..... Grand Ballroom
<ul style="list-style-type: none"> <li>• Honor Guard/Posting of the Colors – <i>WahZhaZhe Veterans, Osage Nation Color Guard</i></li> <li>• Flag Song – <i>WahZhaZhe Singers, Osage Nation</i></li> <li>• Invocation – <i>Tim Lookout, Employment and Training Coordinator, Osage Nation</i></li> <li>• Speaker – <i>Honorable Geoffrey Standing Bear, Principal Chief, Osage Nation</i></li> <li>• Speaker – <i>Martin “Marty” J. Walsh – US Secretary of Labor</i></li> <li>• Speaker – <i>Jack Jackson – Native Affairs Liaison, Office of Congressional and Intergovernmental Affairs, US Department of Labor</i></li> <li>• Officer Candidate Speeches</li> <li>• 2024 Site Presentations</li> </ul>
10:00 - 12:00 pm – <b>Voting</b>
10:00 - 10:30 am – Break
10:30 am - 12:00 pm – <b>Workshops</b>
<ul style="list-style-type: none"> <li>• Reporting – Tell Your Story ..... Cherokee Salon A</li> <li>• Panel Collaborative: VA and DOL Panel Presentation on Education and Employment Training Programs..... Cherokee Salon B</li> <li>• Break the Cycle: Life is a Party!..... Cherokee Salon C</li> <li>• Outreach to Veterans and their Families..... Cherokee Salon D</li> <li>• WIOA Fundamentals Mod 5: Supplemental Youth Services.....Sequoyah 1</li> <li>• WIOA Fundamentals Mod 4: Grantee Risk Assessment .....Sequoyah 2</li> <li>• Training Options for the New Normal: Virtual, In-Person, or Hybrid?.....Sequoyah 3</li> <li>• Work and Life Changes Require Health Choices.....Sequoyah 4</li> <li>• Getting Students Excited for Future Careers Using Augmented and Virtual Realty - VIRTUAL.....Sequoyah 5</li> <li>• Physical Stress Relief.....Sequoyah 6</li> </ul>
12:00 - 1:30 pm – Lunch (on your own)
1:30 pm - 3:00 pm – <b>Workshops</b>
<ul style="list-style-type: none"> <li>• Economic Development – What is it? What are you already doing? How to Report? Building Flexibility in your plan ..... Cherokee Salon A</li> <li>• Business Entrepreneurship ..... Cherokee Salon B</li> <li>• Leveraging Technology for Better Participant Outcomes..... Cherokee Salon C</li> <li>• Online Disability Applications ..... Cherokee Salon D</li> <li>• WIOA Fundamentals Mod 1: Understanding the Basics .....Sequoyah 1</li> <li>• Effectively Serving People with Disabilities .....Sequoyah 2</li> <li>• How to Find a Remote Job Opportunity .....Sequoyah 3</li> <li>• Youth BearTracks.....Sequoyah 4</li> <li>• Implementing Career and Technical Education (CTE) Program of Study - VIRTUAL .....Sequoyah 5</li> <li>• Compliance Assistance on Mental Health Parity for Employers .....Sequoyah 6</li> </ul>
3:00 - 3:30 pm – Break
3:30 - 5:00 pm – <b>Workshops</b>
<ul style="list-style-type: none"> <li>• 477 Financial Overview ..... Cherokee Salon D</li> <li>• 9130 Financial – DINAP Edition .....Sequoyah 1</li> <li>• WIOA Fundamentals Mod 2: Program Design and Delivery .....Sequoyah 2</li> <li>• What You Should Know about Your Retirement Plan.....Sequoyah 4</li> <li>• How to make yourself stand out from the rest when Applying for a job in Cyber Security - VIRTUAL .....Sequoyah 5</li> </ul>
6:00 pm – <b>Reception</b> (sponsored by StrataTech Education Group)

<b>Thursday – May 5, 2022</b>
8:00 am - 5:00 pm – Information
8:00 am - 5:00 pm – Exhibitors/Vendors
8:00 am - 8:30 pm – <b>Wake up with Mitch</b> ..... Grand Ballroom
8:30 am - 10:00 am – <b>Plenary Session</b> ..... Grand Ballroom
<ul style="list-style-type: none"> <li>• Honor Guard/Posting of the Colors – <i>Muscogee Creek Nation Veterans</i></li> <li>• Invocation – <i>Del Beaver, Second Chief, Muscogee Creek Nation</i></li> <li>• Speaker – <i>Honorable David Hill, Principal Chief, Muscogee Creek Nation</i></li> <li>• 2022-2023 Officer Election</li> <li>• 2024 Site Selection Results</li> <li>• Resolutions</li> <li>• Years of Service Recognition</li> <li>• Retire Colors</li> </ul>
10:00 - 10:30 am – Break
10:30 am - 12:00 pm – <b>Workshops</b>
<ul style="list-style-type: none"> <li>• Program Review – Today’s Process and What is Required..... Cherokee Salon A</li> <li>• Work and Life Changes Require Health Choices..... Cherokee Salon B</li> <li>• Leveraging Technology for Better Participant Outcomes ..... Cherokee Salon C</li> <li>• Youth BearTracks .....Sequoyah 4</li> <li>• Getting Students Excited for Future Careers using Augmented and Virtual Reality - VIRTUAL.....Sequoyah 5</li> <li>• Family Wellness Post Pandemic.....Sequoyah 6</li> </ul>
12:00 - 1:30 pm – Lunch (on your own)
1:30 pm - 3:00 pm – <b>Workshops</b>
<ul style="list-style-type: none"> <li>• P.L. 102-477 Tribal Work Group Meeting ..... Cherokee Salon A</li> <li>• Choosing a Retirement Solution for Your Small Business ..... Cherokee Salon B</li> <li>• Break The Cycle: Life is a Party!..... Cherokee Salon C</li> <li>• Roundtable Discussion on CCDF Requirements: Highlights and Successful Models.....Sequoyah 5</li> <li>• Compliance Assistance on Mental Health Parity for Employers .....Sequoyah 6</li> </ul>
3:00 - 3:30 pm – Break
3:30 - 5:00 pm – <b>Workshops</b>
<ul style="list-style-type: none"> <li>• How to make yourself stand out from the rest when applying for a job in Cyber Security - VIRTUAL..... Sequoyah 5</li> <li>• Native American Employment and Training Council’s Effective Management Workgroup - VIRTUAL .....Sequoyah 6</li> </ul>
6:00 pm – <b>Closing Banquet</b>

# 2022 NINAETC WORKSHOP DESCRIPTIONS

## Workshop Legend



**One Stop Workshop**  
Ideal for 166 and 477



**WIOA Section 166**  
**Workshop**



**P.L. 102-477**  
**Workshop**

### 477 Financial Overview



**Presenters:** Vickie Hanvey and Michael Lucero

**Day:** Tuesday, May 3

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

**Room:** Cherokee D

**Day:** Wednesday, May 4

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

**Room:** Cherokee D

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

### 9130 Financial Reporting (DINAP Edition)



**Presenters:** Carl Duncan and Duane Hall

**Day:** Tuesday, May 3

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

**Room:** Sequoyah 1

**Day:** Wednesday, May 4

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

**Room:** Sequoyah 1

This workshop will provide information to assist managers, directors, boards, financial staff, and Tribal council members in areas of financial management. 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.

## >>> VIRTUAL <<<

### >>> American Indian Population and Labor Force Report: Challenges and Opportunities



**Presenters:** Wayne Gordon and Patrick Carey

**Day:** Tuesday, May 3

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

**Room:** Sequoyah 5

The Employment and Training Administration (ETA) led the effort on behalf of the U.S. Department of Labor (DOL) to gain an understanding of the history, challenges, and opportunities in developing the American Indian Population and Labor Force Report as required under Public Law 115-93. ETA recently released an Issue Paper on the challenges of developing a report and potential data sources for future reports. On February 5, 2022, DOL Secretary Walsh formally delegated authority and responsibility for preparing the report to the Bureau of Labor Statistics (BLS). This workshop will include an overview of findings from the ETA Issue Paper and outline BLS's next steps for future reports. The goal of the workshop is to demonstrate the robust effort underway at DOL to better meet the employment and training needs of indigenous people.

### BearTracks Youth Workshop



**Presenters:** Terrance Clark and Jennifer Whitmore

**Day:** Wednesday, May 4

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

**Room:** Sequoyah 4

**Day:** Thursday, May 5

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

**Room:** Sequoyah 4

This workshop is intended for grantees that receive Supplemental Youth Services (SYS) WIOA funds. The class will review the Youth Bear Tracks case management system; attendees will learn how to add and manage a participant case record, enter goals attained, and create the ETA 9085 youth program report.

### Break The Cycle: Life is a Party!



**Presenter:** Janelle Payne

**Day:** Wednesday, May 4

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

**Room:** Cherokee C

**Day:** Thursday, May 5

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

**Room:** Cherokee C

Handling life strategies starting with our mental habits and identifying true life values and guidance for youth and adults.

### Business Entrepreneurship



**Presenter:** Jacque Jones

**Day:** Wednesday, May 4

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

**Room:** Cherokee B

Economic Diversification and Entrepreneurship including Business Start Up and what you need; Business Plan Basics; and Municipal, Tribal and Federal Contracting resources and what you'll need to know.

# 2022 NINAETC WORKSHOP DESCRIPTIONS *continued*

## Choosing a Retirement Solution for your Small Business



**Presenters:** Daphne Burke and Susana Jackson

**Day:** Tuesday, May 3 **Time:** 3:30 p.m. to 5:00 p.m. **Room:** Cherokee B

**Day:** Thursday, May 5 **Time:** 1:30 p.m. to 3:00 p.m. **Room:** Cherokee B

Interested in establishing or sponsoring a retirement plan for you and your employees but aren't sure which plan fits your needs? 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 type plans. EBSA enforces Title I of the Employee Retirement Income Security Act (ERISA) for employer-sponsored pension plans.

## Compliance Assistance on Mental Healthy Parity for Employers



**Presenters:** Christine Robbins and Daphne Burke

**Day:** Wednesday, May 4 **Time:** 1:30 p.m. to 3:00 p.m. **Room:** Sequoyah 6

**Day:** Thursday, May 5 **Time:** 1:30 p.m. to 3:00 p.m. **Room:** Sequoyah 6

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. EBSA enforces Title I of the Employee Retirement Income Security Act (ERISA) for employer-sponsored pension and welfare benefit plans.

## Determining Programs That Fit In Your 477 Plan – Tribal Decision/Tribal Choice



**Presenter:** Ida Doyle

**Day:** Tuesday, May 3 **Time:** 10:30 a.m. to 12:00 p.m. **Room:** Cherokee A

This workshop will focus on how Tribes determine which Federal programs to integrate and consolidate under PL 102-477 (as amended) that meet Tribal employment, training, and related service needs.

## Economic Development – What is it? What are you already doing? How to report? Building flexibilities in your plan



**Presenters:** Anthony Riley, Rae Belle Whitcomb, Ida Doyle, and Carrie McMillian

**Day:** Wednesday, May 4 **Time:** 1:30 p.m. to 3:00 p.m. **Room:** Cherokee A

This workshop will provide technical assistance on how to identify and include job creation and economic development activities within a PL 102-477 plan. This workshop will also include training on how to identify current job creation and economic development activities that are being performed by Tribes and ensure the reporting requirements are being captured by 477 reports, in accordance with OMB 1076-0135.

## Effectively Serving People with Disabilities



**Presenters:** Laura Aron, Cindy Kemp, Kathy Richards, Lovina Alexander, Delta Smith, and Sean Powless

**Day:** Wednesday, May 4 **Time:** 1:30 p.m. to 3:00 p.m. **Room:** Sequoyah 2

Learn about effective inclusion-focused practices and program partnerships to better provide employment services to participants with disabilities. Join us as non-profit and tribal grantees who are serving large numbers of people with disabilities share promising practices and stories about participants served.

## Enhancing Participant Outcomes Under WIOA Performance Indicators



**Presenter:** Laura Aron

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

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

## Family Wellness Post Pandemic Lockdown



**Presenter:** Mitch Factor

**Day:** Monday, May 2 **Time:** 1:30 p.m. to 3:00 p.m. **Room:** Sequoyah 6

**Day:** Thursday, May 5 **Time:** 10:30 a.m. to 12:00 p.m. **Room:** Sequoyah 6

The pandemic was a tough experience for everyone to go through. Families went through the stress of school, work, and daily life. Not being able to spend time with family and the stress of not being able to socialize was hard on everyone. If you feel like you lost your family and want to get your family back in a healthy less stressful fun way this is your breakout session. Join Mitch Factor on the way back to a healthy path back to family. Get ideas on how to connect with your spouse, children, and extended family in a fun and healthy atmosphere post pandemic.

# 2022 NINAETC WORKSHOP DESCRIPTIONS *continued*

## >>> **VIRTUAL** <<<

### >>> Getting Students Excited for Future Careers Using Augmented and Virtual Reality



**Presenter:** Ben Peterson

**Day:** Wednesday, May 4

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

**Room:** Sequoyah 5

**Day:** Thursday, May 5

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

**Room:** Sequoyah 5

Discover how school districts, technical centers, and colleges all over the world are using AR/VR to prepare its students for the workforce. Students are exposed to real-world activities in Health Sciences, Advanced Manufacturing, Agri-Science, and Transportation career pathways - while improving engagement and technical skills.

### GPMS Presentation-Beginner Session

**Presenters:** Jennifer Whitmore and Terrance Clark



**Day:** Monday, May 2

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

**Room:** Sequoyah 4

**Day:** Tuesday, May 3

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

**Room:** Sequoyah 4

This workshop will review DOL ETA's Grantee Performance Management System (GPMS). The class will focus on adding a new participant case record from intake through eligibility and how to add a qualifying service. We will discuss the three service categories: career, training, and supportive services. Attendees will learn the difference between a qualifying and a supplemental supportive service.

### GPMS Presentation-Intermediate Session

**Presenters:** Jennifer Whitmore and Terrance Clark



**Day:** Tuesday, May 3

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

**Room:** Sequoyah 4

**Day:** Tuesday, May 3

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

**Room:** Sequoyah 4

This workshop will review DOL ETA's new Grantee Performance Management System (GPMS). The session will focus on managing cases during participation, exit, and through the follow-up period. Attendees will learn how to manage/edit services, add employment and educational outcomes and record quarterly Follow-Up. In addition, the class will cover how to manage alerts, view grantee reports, and steps for submitted the WIOA Quarterly Performance Report (QPR) to the Workforce Integrated Performance System (WIPS).

### Help Justice-Involved People Get Jobs



**Presenter:** Tom Villanova

**Day:** Monday, May 2

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

**Room:** Cherokee B

**Day:** Tuesday, May 3

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

**Room:** Cherokee B

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 Develop a Blended Plan



**Presenters:** Rae Belle Whitcomb and Ida Doyle

**Day:** Tuesday, May 3

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

**Room:** Cherokee A

This workshop will focus on how to develop a comprehensive blended PL 102-477 (as amended) plan consolidating eligible Federal programs to increase flexibility in meeting Tribal employment, training, and related service needs.

### How to Find a Remote Job Opportunity



**Presenter:** Katreena Hayes-Wood

**Day:** Tuesday, May 3

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

**Room:** Sequoyah 3

**Day:** Wednesday, May 4

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

**Room:** Sequoyah 3

Join Katreena Hayes-Wood, Career Development Specialist in this informative workshop that will help you assist your program participants successfully navigate work-from-home opportunities. Attendees will learn about successful job search strategies for remote workers, the pros and cons of working from home, how to be a productive remote worker and the top 10 resources for finding remote jobs.

# 2022 NINAETC WORKSHOP DESCRIPTIONS *continued*

## >>> **VIRTUAL** <<<

### >>> How to Make yourself stand out from the rest when applying for a job in cyber security



**Presenter:** Benjamin Mosse

**Day:** Wednesday, May 4

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

**Room:** Sequoyah 5

**Day:** Thursday, May 5

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

**Room:** Sequoyah 5

As the cyber security sector becomes increasingly competitive, it is more crucial than ever for job seekers to stand out. In this presentation, we'll show you how, with a little basic IT knowledge and our training method, you might be qualified to apply for jobs paying \$60,000 to \$120,000 per year in just 5 weeks. If you choose a job in cybersecurity, all you need is a computer and an internet connection to make rapid progress, and no one can stop you. All registrants will receive 200 hours of free hands-on training to help them make the transition into this profitable and exciting sector.

## >>> **VIRTUAL** <<<

### >>> Implementing Career and Technical Education (CTE) Programs of Study



**Presenters:** Patti Beltram, Robin Utz, Kelly Brame, Staci Burns, Norma Neely, Nicole Byrd, Margaret Zientek

**Day:** Wednesday, May 4

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

**Room:** Sequoyah 5

The Strengthening Career and Technical Education for the 21st Century Act (Perkins V) represents an important opportunity to expand opportunities for every student to explore, choose, and follow career and technical education programs of study and career pathways to earn credentials of value. Join this session to hear from colleagues who are implementing strategies to promote CTE programs and learn more about the U.S. Department of Education's resources available to implement CTE programs of study.

### Interacting with Difficult People



**Presenter:** Jacky England

**Day:** Monday, May 2

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

**Room:** Cherokee D

**Day:** Tuesday, May 3

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

**Room:** Sequoyah 6

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, non-verbal 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!

### Leveraging Technology for Better Participant Outcomes



**Presenters:** Chris Welch and Paula Starr

**Day:** Wednesday, May 4

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

**Room:** Cherokee C

**Day:** Thursday, May 5

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

**Room:** Cherokee C

The pandemic has changed the way we live, work, and learn in today's society. The demand we have to adapt and continue services has never been as high as it is today. This session will take you through the steps the Cherokee Nation has taken and embraced to create learning and service opportunities in the digital age with the Otsoliga Learning Portal and the Gadugi Portal for citizens and participants.

## >>> **VIRTUAL** <<<

### >>> Native American Employment and Training Council's Effective Management Workgroup



**Presenter:** Athena Brown

**Day:** Thursday, May 5

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

**Room:** Sequoyah 6

The Effective Management Work Group was created to develop recommendations to the full Native American Employment and Training Council (NAETC) on matters, of a general nature, affecting the operation and administration of the section 166 programs, the Workforce Innovation and Opportunity Act, and other issues that may be determined to be necessary to meet the mission of the Council including but not limited to the 477 program, and other workforce priorities. During this working session we will discuss and update the Strategic Planning Objectives and discuss any new priorities.

### Navigating the Challenges for First Generation Graduates and Career Seekers in the Workplace



**Presenter:** Katreena Hayes-Wood

**Day:** Tuesday, May 3

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

**Room:** Sequoyah 3

First Generation graduates become first generation career seekers with a laundry list of challenges that non-first-generation graduates don't face. During this enlightening session with Career Development and Behavioral Specialist Katreena Hayes-Wood attendees will discuss the challenges first generation career seekers face, explore how our biases might affect their outcomes, and what we can do to create more meaningful and thriving employment experiences for our first-generation program participants.

# 2022 NINAETC WORKSHOP DESCRIPTIONS *continued*

## New Directors (477)



**Presenters:** Vincent Romero, Kenneth LeMieux, Ida Doyle, and Jeffrey Barwick

**Day:** Sunday, May 1 **Time:** 1:00 p.m. to 5:00 p.m. **Room:** Cherokee A

This workshop will focus on providing an introduction and overview to employment, training, and related services under PL 102-477 (as amended). This workshop is offered for program directors, staff members, financial staff, and Tribal administration.

## New Jobs for the Post Pandemic Worker



**Presenter:** Katreena Hayes-Wood

**Day:** Tuesday, May 3 **Time:** 10:30 a.m. to 12:00 p.m. **Room:** Sequoyah 3

During this insightful workshop Career Development Specialist, Katreena Hayes-Wood will discuss the impact the pandemic has had on the workforce as well as share with the Department of Labor had learned about the effect on the job market. Attendees will discover how proximity influences labor demand and exactly what that means for the American workers. We'll also talk about skills employers will seek and the best jobs for the post pandemic worker.

## Oklahoma Tribal Vocational Rehabilitation



**Presenters:** Iowa Nation VR, Cheyenne & Arapaho VR

**Day:** Monday, May 2 **Time:** 1:30 p.m. to 3:00 p.m. **Room:** Sequoyah 3

**Day:** Tuesday, May 3 **Time:** 3:30 p.m. to 5:00 p.m. **Room:** Sequoyah 6

Oklahoma Tribes working with N.A. Individuals who have disabilities (physical or mental) to gain employment.

## Online Disability Applications



**Presenter:** Jose Oliveo

**Day:** Wednesday, May 4 **Time:** 1:30 p.m. to 3:00 p.m. **Room:** Cherokee D

This workshop will provide a step by step presentation of the Social Security Disability application online. It will provide instructions on how to fill out the necessary forms and how to get those to the agency. It will also explain the disability process and will answer questions on eligibility for benefits under SSDI and SSI.

## Outreach to Veterans and their Families



**Presenter:** WJ Buck Richardson

**Day:** Tuesday, May 3 **Time:** 1:30 p.m. to 3:00 p.m. **Room:** Cherokee C

**Day:** Wednesday, May 4 **Time:** 10:30 a.m. to 12:00 p.m. **Room:** Cherokee D

Review of Veterans Benefits and Outreach Programs for Veterans and their family members.

## Panel Collaborative: VA and DOL Panel presentation on Education and Employment Training programs and processes



**Presenters:** Mary Culley, Mary Meeks, John Engle, and Lucius Drawhorn

**Day:** Wednesday, May 4 **Time:** 10:30 a.m. to 12:00 p.m. **Room:** Cherokee B

East Center University Upward Bound Program provides education and training to military, Veterans, Guards and Reservists by assisting them with entering or re-entering vocational school or college via Veterans Upward Bound. They will explain what and how the program works and locations of programs near you. Department of Labor' DOL-VETS program staff assists and prepares Veterans, service members, and spouses for meaningful careers, provide employment resources, protect employment rights, and promote employment opportunities. Veterans Benefits Administration will provide a presentation on GI Bill Benefits and Voc Re-hab programs, updates and application processes.

## Partners in Disasters and Emergencies



**Presenters:** Tim Zientek, Chad Larman, and Michael Potter

**Day:** Monday, May 2 **Time:** 1:30 p.m. to 3:00 p.m. **Room:** Cherokee D

**Day:** Tuesday, May 3 **Time:** 1:30 p.m. to 3:00 p.m. **Room:** Cherokee D

We will do a panel discussion on the importance of partnerships during disasters or emergencies and how the partnership with the 477 program is an important step to serve the community.

## Physical Stress Relief



**Presenter:** Mitch Factor

**Day:** Tuesday, May 3 **Time:** 10:30 a.m. to 12:00 p.m. **Room:** Sequoyah 6

**Day:** Wednesday, May 4 **Time:** 10:30 a.m. to 12:00 p.m. **Room:** Sequoyah 6

The daily stress of family, work and life can take a toll on the human body physically. These daily stresses can ultimately lead to unhealthy symptoms such as high blood pressure, exhaustion, and muscle tension to name a few. If your body is telling you "ENOUGH IS ENOUGH" this break out session is for you. Join Mitch and get the tools for a healthier feel good less stressed lifestyle. Laughter included!



# 2022 NINAETC WORKSHOP DESCRIPTIONS *continued*

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



**Presenters:** Margaret Zientek, Holly Snowball Morales, William Martin, Ashawna Miles, Kay Seven

**Day:** Monday, May 2 **Time:** 1:30 p.m. to 3:00 p.m. **Room:** Cherokee A

**Day:** Monday, May 2 **Time:** 3:30 p.m. to 5:00 p.m. **Room:** Cherokee A

**Day:** Thursday, May 5 **Time:** 1:30 p.m. to 3:00 p.m. **Room:** Cherokee A

\*\* Monday – MOA Federal – 1:30 - 3:00 p.m.

\*\* Monday – Federal Report – 3:30 - 5:00 p.m.

\*\* Monday – Tribal only Meeting – 1:30 - 3:00 p.m.

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 two committee members.

## Program Review – Today’s Process and What is Required



**Presenters:** Rae Belle Whitcomb and Ida Doyle

**Day:** Thursday, May 5 **Time:** 10:30 a.m. to 12:00 p.m. **Room:** Cherokee A

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.

## Rebuilding Infrastructure, Rebuilding Communities



**Presenters:** Art Lujan and Thomas Kriger

**Day:** Monday, May 2 **Time:** 3:30 p.m. to 5:00 p.m. **Room:** Cherokee C

**Day:** Tuesday, May 3 **Time:** 3:30 p.m. to 5:00 p.m. **Room:** Cherokee C

This workshop will explore the alignment of workforce development initiatives between NINAETC and NABTU, focusing on Apprenticeship Readiness Programs and opportunities for middle class careers in Building Trades Registered Apprenticeship programs. We will focus on how NINAETC members and tribal schools can locate, contact, and partner with NABTU Apprenticeship Readiness Programs and/or the Registered Apprenticeship system in construction.

## Reporting – Tell Your Story



**Presenters:** Kenneth LeMieux and Vincent Romero

**Day:** Wednesday, May 4 **Time:** 10:30 a.m. to 12:00 p.m. **Room:** Cherokee A

This Workshop will focus on PL 102-477 (as amended) Annual Reports, in accordance with OMB 1075-0135, 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 PL 102-477 plan.

## Roundtable Discussion on CCDF Requirements: Highlights and Successful Models



**Presenters:** Melissa Madrid and Tammy Charles

**Day:** Tuesday, May 3 **Time:** 10:30 a.m. to 12:00 p.m. **Room:** Sequoyah 5

**Day:** Thursday, May 5 **Time:** 1:30 p.m. to 3:00 p.m. **Room:** Sequoyah 5

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.

## STEM Education for Indigenous Youth



**Presenter:** Luke Ziegler

**Day:** Monday, May 2 **Time:** 1:30 p.m. to 3:00 p.m. **Room:** Cherokee C

**Day:** Tuesday, May 3 **Time:** 10:30 a.m. to 12:00 p.m. **Room:** Cherokee C

This presentation will discuss STEM education initiatives for indigenous youth, such as makerspaces and informal STEM learning environments that increase interest and student involvement in STEM. Topics discussed will include the design and implementation of creating a makerspace or informal STEM learning environment and designing curriculum. The presenter believes that makerspaces and STEM education for indigenous youth can support the representation of indigenous youth in STEM fields. Attendees to this session will be invited to participate in a survey to gather data about STEM education initiatives in their tribe.

# 2022 NINAETC WORKSHOP DESCRIPTIONS *continued*

## >>> **VIRTUAL** <<<

### >>> TANF Program Spotlights



**Presenters:** Carrie Greene, Stan Koutstaal, Bernadette Panteah, Jarvette Chopito-Neha, DeeAnn Harris, and Julie Settle  
**Day:** Tuesday, May 3 **Time:** 3:30 p.m. to 5:00 p.m. **Room:** Cherokee A

In this session, you will hear from a panel of TANF directors from Pueblo of Zuni, South Puget Intertribal Planning Agency, and Tanana Chiefs Conference. We will discuss the resilience and ingenuity of these programs, their staff, and the communities. In the course of this discussion, we will explore program highlights and promising practices developed as a result of the conditions brought about by the COVID-19 pandemic.

### **The National Indian Council on Aging, Inc. (NICOA) and the Senior Community Service Employment Program (SCSEP)**



**Presenters:** LuAnn Pfeifle and Gwen Fragua  
**Day:** Tuesday, May 3 **Time:** 1:30 p.m. to 3:00 p.m. **Room:** Cherokee B

This workshop will assist those managers, directors, boards, and Tribal council members in becoming aware of the services of the National Indian Council on Aging and the Senior Community Service Employment Program. This session will provide information, printed material and time for answering questions on our program.

## >>> **VIRTUAL** <<<

### >>> The Pandemic Emergency Assistance Fund



**Presenters:** Stan Koutstaal and Carrie Greene  
**Day:** Tuesday, May 3 **Time:** 10:30 a.m. to 12:00 p.m. **Room:** Cherokee D

The Pandemic Emergency Assistance Fund (PEAF), established by the American Rescue Plan Act of 2021, provides funding to tribes administering a Temporary Assistance for Needy Families (TANF) program to assist needy families impacted by the COVID-19 pandemic to use funds to provide certain non-recurrent, short term (NRST) benefits. Participants in this workshop will learn how the funds may be used, reporting requirements, and important timelines.

### **Traditional Talking Circle**



**Presenters:** Burt Patadal and Melinda Duin  
**Day:** Monday, May 2 **Time:** 5:00 p.m. to 6:00 p.m. **Room:** Cherokee C

This workshop will be a true functioning talking circle provided for NINAETC participants to gather and support one another. There will be cedaring off or smudging, drumming, storytelling, and traditional talk following our indigenous people's traditions. We invite you to come and participate.

### **Training Options for the New Normal: Virtual, In-Person, or Hybrid?**



**Presenter:** Katreena Hayes-Wood  
**Day:** Wednesday, May 4 **Time:** 10:30 a.m. to 12:00 p.m. **Room:** Sequoyah 3

With so many training options now available (thank you pandemic) what's a training coordinator to do? Whether you're thinking about virtual or in-person options, join Katreena Hayes-Wood professional trainer and career development specialist, as she uncovers the options she's discovered over the past two years, from Zoom webinars to multi-day conferences to ultra-safe in-person venues, she'll examine what works, and what doesn't, and how to navigate your options to make the best and safest decision for your program.

### **Update on Johnson – O'Malley (JOM) Program**



**Presenter:** Spike Bighorn  
**Day:** Tuesday, May 3 **Time:** 3:30 p.m. to 5:00 p.m. **Room:** Sequoyah 5

Presenter will provide an update on the JOM Program. It will include information on student eligibility, allowable expenditures, and the annual student count.

### **What You Should Know About Your Retirement Plan**



**Presenters:** Daphne Burke and Susana Jackson  
**Day:** Monday, May 2 **Time:** 3:30 p.m. to 5:00 p.m. **Room:** Cherokee B  
**Day:** Wednesday, May 4 **Time:** 3:30 p.m. to 5:00 p.m. **Room:** Sequoyah 4

For many people, their retirement is a mystery. This workshop will help you understand your rights and help you to have a better understanding of your employer-sponsored retirement plan works. Your employer's retirement savings plan is an essential part of your future financial security. It is important to understand how your plan works and what benefits you will receive. Just as you would keep track of money that you put in a bank; it is in your best interest to keep track of your retirement benefits. During the workshop you will have the opportunity to ask questions. EBSA enforces Title I of the Employee Retirement Income Security Act (ERISA) for employer-sponsored pension plans.

# 2022 NINAETC WORKSHOP DESCRIPTIONS *continued*

## WIOA Cost Principles and Cost Classification



**Presenters:** Chantel Castaneda, Duane Hall, and Christelle Domercant

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

This module provides an in-depth examination of the general principles governing the allocability, allowability, and reasonableness of costs to the federal award. New definitions as well as significant changes to selected items of cost will be reviewed. The module also highlights DOL's exceptions to the Uniform Guidance published at 2 CFR Part 2900. This module will also highlight any changes to the Uniform Guidance Revisions.

## WIOA Fundamentals Mod 1: Understanding the Basics



**Presenters:** Chelsea Fish and Jennifer Whitmore

**Day:** Monday, May 2 **Time:** 1:30 p.m. to 3:00 p.m. **Room:** Sequoyah 1

**Day:** Wednesday, May 4 **Time:** 1:30 p.m. to 3:00 p.m. **Room:** Sequoyah 1

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, parts of 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.

## WIOA Fundamentals Mod 2: Program Design and Delivery



**Presenters:** Chelsea Fish and Jennifer Whitmore

**Day:** Tuesday, May 3 **Time:** 3:30 p.m. to 5:00 p.m. **Room:** Sequoyah 1

**Day:** Wednesday, May 4 **Time:** 3:30 p.m. to 5:00 p.m. **Room:** Sequoyah 2

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 case management using the Grantee Performance Management System (GPMS).

## WIOA Fundamentals Mod 3: Grant Operations and Implementation



**Presenters:** Carl Duncan and Duane Hall

**Day:** Monday, May 2 **Time:** 1:30 p.m. to 3:00 p.m. **Room:** Sequoyah 2

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

The Division of Indian and Native American Programs will present a WIOA Section 166 program on grant operations and implementation workshop. Topics covered include grantee reporting responsibilities, financial and program reporting, performance measures. The workshop will also cover program and reporting navigation basics.

## WIOA Fundamentals Mod 4: Grantee Risk Management



**Presenters:** Duane Hall and Carl Duncan

**Day:** Tuesday, May 3 **Time:** 10:30 a.m. to 12:00 p.m. **Room:** Sequoyah 2

**Day:** Wednesday, May 4 **Time:** 10:30 a.m. to 12:00 p.m. **Room:** Sequoyah 2

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 be the outcome of an on-site review. 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, what goes into a desk review. What are the required corrective actions and process and what are Initial and Final Determinations. The FPOs will help you understand the audit process. How do audits differ and who conducts audits. The FPOs will explain what goes into Incident Reports (IR); how are they used; who in the Department receives the IRs; and what to expect when the Office of the Inspector General conducts an audit?

## WIOA MOD 5: Supplemental Youth Service (SYS) Program



**Presenters:** Jennifer Whitmore and Carl Duncan

**Day:** Wednesday, May 4 **Time:** 10:30 a.m. to 12:00 p.m. **Room:** Sequoyah 1

WIOA Supplemental Youth Services (SYS) session will cover eligibility determination, program design, the importance of establishing strong partners, and allowable in-school and out-of-school youth activities. In addition, tools and resources will be shared to help programs develop strategies for enrolling and servicing young people.

## Work and Life Changes Require Health Choices



**Presenters:** Daphne Burke and Susana Jackson

**Day:** Wednesday, May 4 **Time:** 10:30 p.m. to 12:00 p.m. **Room:** Sequoyah 4

**Day:** Thursday, May 5 **Time:** 10:30 a.m. to 12:00 p.m. **Room:** Cherokee B

Opportunities and setbacks are part of life - especially when it comes to work. In this workshop we will discuss what you need to know to make sure you have the level of health care coverage you will need for every stage of your life. We will talk about how work and life changes can affect your health care coverage. Whether you are starting a new job, thinking about changing employers, retiring from a job, getting married or divorced, or having children, you should know what your options and rights are regarding health care coverage. During the workshop you will have the opportunity to ask questions. EBSA enforces Title I of the Employee Retirement Income Security Act (ERISA) for employer-sponsored pension and welfare benefit plans.

# U.S. Department of Labor

## Native American Employment and Training Council (NAETC)

March 2022 to March 2024

### Region 1 and 2

- ◆ Mr. 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 Desert Cahuilla Indians  
Thermal, California

### Region 6

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

### Region 6 Hawaii

- ◆ Ms. 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
- ◆ Ms. Kay Seven  
Nez Perce Tribe  
Lapwai, Idaho
- ◆ Mr. Jacob Wojnas  
Arlington, Virginia



## 2022 NINAETC PRESENTERS

**Laura Aron** – is a Senior Associate with Social Policy Research Associates (SPR), provides 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 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-two (72) PL 102-477 Plans which represents two hundred ninety-two (292) 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 OCTAE at the USED since October 2020. Dr. Beltram is evidence the CTE works! She took CTE programs in high school and post-secondary, held multiple state officer positions and a national officer in FLBA-PBL Professional Division. Dr. Beltram was the Director for 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 high school level and teaches at post-secondary level, earning two national Teacher of the Year awards.

**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).

**Athena Brown** – Ms. Brown is a member of the Ft. McDermitt Paiute Shoshone Tribe in northern Nevada. She currently serves as the Chief of the Division of the Indian and Native American Programs, Office of Workforce Investment, Employment and Training Administration, U.S. Department of Labor. She has oversight of the section 166 INA programs that include the Comprehensive Services Program and the Supplemental Youth Services Program serving American Indians, Alaska Natives, and Native Hawaiians throughout the United States. In DOL, Ms. Brown serves as the Designated Federal Officer for the Native American Employment and Training Council to the Secretary of Labor. She also previously served as the Chief of Staff in the Bureau of Indian Education, and as a Superintendent of the Western Nevada Agency, Bureau of Indian Affairs, U.S. Department of the Interior. Prior to her federal service, she has years of experience working in the private sector, national Indian organization and tribal levels.

**Daphne Burke** - is a Senior Benefits Advisor in the Dallas Regional Office of the U.S. Department of Labor, Employee Benefits Security Administration (EBSA). Ms. Burke provides assistance and guidance to employers, employees and the general public on ERISA laws and regulations concerning welfare and retirement plans. Ms. Burke has a Master's degree in Public Policy and Administration, and a Bachelor of Arts Degree in History/Prelaw.

**Patrick J. Carey** - is the Bureau of Labor Statistics' Assistant Commissioner for the Office of Current Employment Analysis. In this capacity, he oversees the production and publication of household employment and unemployment data. He began his BLS career in 1990 working on the Local Area Unemployment Statistics program, where he directed research efforts to improve methodology and system development in support of estimation for 7,500 subnational areas.

**Chanel N. Castañeda** - Originally hired under the ARRA Act of 2009, Chanel has worked for USDOL-ETA for the past 13 years in the Regional Offices and as a member of OGM. During her time in the Fiscal Policy unit, Chanel has been part of Uniform Guidance/ SMART training (training over 5,000 people); WIOA Convenings (training on One-Stop Operator Competition; MOU and Infrastructure, and Conflict of Interests and Firewalls); developed an updated Core Monitoring Guide, MOU and Infrastructure Sample Toolkit, E-SMART, and is currently assisting in developing various program supplements; the writing and editing of various guidance, handbooks, and desk-aids; and providing technical assistance on the financial and administrative aspects of grant management. Her work on the SMART training and the Core Monitoring Guide has been recognized with a Secretary's Award. Her previous roles and responsibilities in the Regional Office included: fiscal contact for the states of Missouri, Kansas, and Indiana; point of contact for Single Audit resolutions; trade benefits; and numerous monitoring reviews. Previous to USDOL-ETA, Chanel was a public auditor for PricewaterhouseCoopers in the Consumer/Industry/Products/Service industry. Chanel is a licensed CPA in the state of Illinois. She is a proud graduate from the University of Illinois (Urbana-Champaign) with a Master and Bachelor's degrees in accounting with a minor in Spanish. Chanel currently lives in Chicago (Northsider) with her husband. She is also an avid reader, loves to travel, and enjoys playing 16" softball in Grant Park.

**Terrance 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 also worked with the 2-week educational summer youth program. I also setup and ran the computer lab at national, regional conferences and onsite training sessions for grantees. I currently provide technical support and training for all grantees with GPMS and BearTracks Youth software.

## 2022 NINAETC PRESENTERS *continued*

**Mary Culley** – As Tribal Relations Specialist for the Continental, Midwest, Southeast and North Atlantic Districts, she works with Tribal Nations in: North Carolina, South Carolina, Florida, Alabama, Mississippi, Louisiana, Texas, Oklahoma, Kansas to include the 27 United and Southeastern Tribes from Texas to Florida to Maine collaboratively with her colleague, Peter. Mary joined the VA in February 2005 and served multiple roles: as Administrative Officer, Nursing Service and as Staff Assistant to the Associate Director, Patient Care Services, at the Oklahoma City VAMC. She also served as American Indian Liaison to the Medical Center Director. As the U.S. Department of Veterans Affairs, Office of Tribal Government Relations, Mary manages a portfolio of relationships with tribal governments within her regions. She develops positive working relationships between tribal leaders, federal and state VA personnel and partnership agencies. She also serves as a resource to tribal governments seeking to engage in productive relationships with VA, but most important to Mary, serves her peers, the individual veterans themselves. She assists tribes in putting on training programs related to technical assistance related to various grants, homeless stand downs, VA enrollment fairs, and others. Mary served on the White House Council on Native American Affairs and served on the U.S. Interagency Council on Native American Homelessness. She currently serves on the White House Council of Native American Affairs Healthcare Subcommittee, as well as the Isakson and Roe Megabus Act VA Committee of 2020. A 20-year Air Force veteran, she was handpicked for a NATO assignment serving under three (3) Supreme Allied Commander, Europe (SACEUR), SHAPE, Belgium, serving in their flight operations unit. She was also handpicked for a US Air Forces in Europe (USAFE) position assigned to the Wing Base Personnel Readiness Unit as the Non-Commissioned Officer in Charge of all worldwide deployments in and out of the European Theater. She has a master's in business administration/health care management, from the University of Phoenix, and she has one daughter, Alicia, and two grandbabies, Deanna and Devon. She is Seminole and Creek, enrolled with the Seminole Nation of Oklahoma, and belongs to the Tom Palmer Band on her father's side and is Wind Clan on her mother's side.

**Christelle Domercant** - Christelle started her position at the Office of Grants Management in September 2016, working within the policy unit of the Division of Policy, Review, and Resolution. As a Grants Management Specialist, she provides technical guidance to program officials, grants applicants and recipients on the interpretation, application, and implementation of applicable laws and regulations, policies and procedures. Typically, her work includes developing technical assistance desk aids, editing white papers, providing trainings and as well as developing handbooks. She is also the point of contact for managing the content on the internet and intranet, producing surveys for the unit as well as managing the unit's contracts. Before starting at DOL-ETA, Christelle was a Peace Corps volunteer and served 27 months in Costa Rica in 2013-2015 as a Community Project Manager and Educational advisor and facilitator. While living in Costa Rica, she managed funding and assets worth over \$20,000 USD and raised an additional \$2,000 USD to build a Learning Center and staffed it with supporting personnel. Christelle earned her Master of Arts degree in Sustainable Policy and International Development and Management Monitoring and Evaluation. She is now a DC resident. She enjoys travelling, painting and going to the museums.

**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-two (72) PL 102-477 Plans which represents two hundred ninety-two (292) 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.

**Lucius Drawhorn Jr.** - serves as the Director for the U.S. Department of Labor's Veterans Employment and Training Service (VETS) in Oklahoma, a position he assumed in January 20, 2019. He promotes VETS vision, mission and while providing leadership and managerial oversight for VETS operation in Oklahoma, which consist one staff member. Lucius served as the Assistant Director for the Veterans Employment and Training Service in Oklahoma over 9 years prior to becoming Oklahoma's Director. Prior to joining VETS, Lucius served as an Initial Claims Taker, Claims Fact Finder and Claims Adjudicator in Oklahoma Employment Security Commission's Unemployment Insurance Department. Lucius also served as a Local Veterans Employment Representative in the Oklahoma Employment Security Commission's Veterans Service Division. Lucius served 12 1/2 years in the US Army in multiple duty locations to include Ft Knox, KY, Garlstadt, Germany, Ft Polk, La., and Panama where he participated in Operation Just Cause. Lucius is a member of the Disabled American Veterans and supporter of the Wounded Warrior Project.

**Carl Duncan** – Mr. Duncan (Ute/Tohono O'odham) is a Federal Project Officer for the U.S. Department of Labor's Division of Indian Native American Program (DINAP). He is stationed in Phoenix, AZ, and joined the DINAP team in 2019 as a Federal Contractor. Prior to working with DINAP, Mr. Duncan worked for a tribal consulting firm in Washington, DC. He was also a former high school math teacher and also has his Master's in Educational Leadership from the University of Arizona.

**Mitch Factor** – has been in a Tribal Head Start 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 and Education trainings. Mitch is a humorist and enjoys positive fun presentations with humor while making positive changes.

**Chelsea Fish** – Ms. Fish is a tribal citizen of the Seminole Nation of Oklahoma and descendant of the Mvskoke (Creek) Nation and Chickasaw Nation. She is originally from Tishomingo, OK, formally recognized as the Capitol of the Chickasaw Nation. Ms. Fish relocated to Washington, D.C. in 2001 and graduated with a Bachelor of Science in Health Education with emphasis in Public Health from the University of the District of Columbia in 2015. She resides in the DC District with her partner and four children. She is a jingle-dress dancer, Seminole patch-worker, and plays softball. Ms. Fish currently serves as a Federal Project Officer for the U.S. Department of Labor, Division of Indian and Native American Programs. Her professional experience covers tribal policy and advocacy in areas of tribal gaming, 8(a) government contracting, community development, and mental and behavioral health.

## 2022 NINAETC PRESENTERS *continued*

**Gwen Fragua** - Job Developer and Trainer for the National Indian Council on Aging, SCSEP SW Region providing services in Arizona and New Mexico, with job development opportunities and obtaining unsubsidized employment. Over 20yrs experience Administering Native American employment and education programs with Federal, State, Non-Profit and Tribal. Chaired the 2010 NINAETC local planning committee in Albuquerque, NM.

**Wayne S. Gordon** - is the Director for the Division of Research and Evaluation, in the Office of Policy Development and Research (OPDR), Employment and Training Administration (ETA) of the U.S. Department of Labor (USDOL). He has been involved with research and evaluation his entire 30-year career with ETA, first as an economist with the Unemployment Insurance Service; followed by 20 years as supervisor for the Research and Evaluation Division within OPDR.

**Carrie Greene** - is the Branch Chief for the Division of Tribal TANF Management in the Office of Family Assistance (OFA) in the Administration for Children and Families (ACF). Since December 2021, she has had responsibility for Tribal TANF, Native Employment Works, and Tribal TANF – Child Welfare Coordination programs. Previously Carrie led behavioral health and wellness initiatives for Indian Health Service and AmeriCorps NCCC in California. She received her master’s degree in Community Mental Health Counseling at Youngstown State University in northeastern Ohio. When she isn’t working, you can often find her sipping coffee with her husband, dancing and playing music with her daughters, or hiking in the Sierra foothills with her two dogs.

**Duane Hall** – Mr. Hall is a Federal Project Officer 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 Cree Sioux Tribe and is a graduate of the University of South Dakota, School of Business.

**DeeAnn Harris** - is the Workforce Development Programs Manager for South Puget Intertribal Planning Agency. She has over 15 years of experience supporting individuals moving toward economic self-sufficiency. She is focused on creating an environment that promotes employee development to ensure staff have the tools to effectively work with clients and leads by example to support the directives of Leadership, the SPI-PA Board, and the Tribal Communities being served. DeeAnn holds a Bachelor’s degree in Social Work, is a Certified Workforce Development Professional (CWDP) through the National Association of Workforce Development Professionals, and is certified to facilitate True Colors, Dependable Strengths, MBTI, and the Strong Interest Inventory Assessments.

**Katreena Hayes-Wood** – Best-selling author, Career Development and Behavioral Specialists, Katreena Hayes-Wood believes in “Putting Passion to Work.” As a speaker and trainer, she actively develops tools, resources and engaging workshops and webinars that inspire the Native communities she serves, including nearly every tribe in her home state of Arizona, plus Native communities in Alaska, California, Colorado, New Mexico, Washington, and Wyoming. She proudly serves on the planning committee for the Native American Woman’s Conference, as well.

**Dave Hinman** - is a Vocational Rehabilitation Counselor (VRC) at the VA Regional Office in Muskogee, Oklahoma and has worked in this position since May of 2015. He also worked with VA Education since 2012 at the VA Education Call Center as a Technician and Veterans Claims examiner, processing VA Education benefits. In his current capacity as a VRC, Dave assists Veterans with service-connected disabilities identify suitable employment goals, overcome identified barriers to employment, and ensure that they are able to maintain agreed upon suitable employment. VRC’s work one-on-one with Veteran-Clients for the duration of their vocational rehabilitation, whether it be six months or six years. Dave is a Certified Rehabilitation Counselor and a Licensed Professional Counselor in the State of Oklahoma and often practices mental health therapy outside of his VA employment. As a U.S. Marine Corps Veteran and a prior Veteran Readiness & Employment (VR&E) Participant, Dave is passionate in providing the best in-class services to our nations Veterans. In his time working with the VR&E Division, Dave has a proven record of producing positive results and improving the overall Veteran experience for Participants in the program, often helping Veteran-Clients reach their employment goals and, in many cases, working in their “dream job” capacity.

**Susana Jackson** - is a Senior Benefits Advisor in the Dallas Regional Office of the U.S. Department of Labor, Employee Benefits Security Administration (EBSA). Ms. Jackson provides assistance and guidance to employers, employees and the general public on ERISA laws and regulations concerning welfare and retirement plans. Ms. Jackson has a Master’s degree in Liberal Arts and Bachelor of Science degree in Mathematics.

**Jacque Jones** - is the Owner/President of Whitehair Consulting LLC a Native American woman owned company located in historic Pawhuska Oklahoma and home to the Osage Nation. Our expert consultants assist clients in building diverse, strong and sustainable businesses. We tailor our approach to the needs of our clients within private, commercial, and tribal organizations to design and implement business strategies that promote enterprise performance and growth. Jacque has dedicated her career to promote native american entrepreneurship and economic diversification.

**Jeremy Kerns** - grew up in NE Oklahoma graduating from Northeastern State University in 2003. Prior to his service with the Department of Veterans Affairs he worked in auto claims and risk management. He joined the U.S. Department of Veterans Affairs in 2012 in the Education division. His service includes roles as a Veterans Claims Examiner Technician within the Education Call Center and Veterans Claims Examiner within Education Processing. He was promoted to Senior Veterans Claims Examiner in 2017 and was selected to represent the Muskogee RPO nationally in the LEAD (Leadership, Enhancement and Development) program. He has participated and helped to lead many of Muskogee’s Education outreach events since 2017. In 2018 he graduated from the LEAD program and was recognized by VA’s Under Secretary for Benefits. Following LEAD graduation, his team project “Centralization of Character of Discharge Determinations” was instrumental in the national implementation of the process. In 2020 he was promoted to Education Quality and Training Specialist and currently serves in this role reviewing quality and training for both current and new employees.

## 2022 NINAETC PRESENTERS *continued*

**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. He has served in this position since March 2016. Previously he has provided leadership for several other ACF programs, including the Health Profession Opportunity Grants, Abstinence Education, Runaway and Homeless Youth Programs, Mentoring Children of Prisoners, and Family Violence and Prevention Services. Before his federal service, he was the Director of Counseling for a non-profit organization in St. Louis, Missouri. He has also served as an adjunct faculty member for graduate classes at St. Louis University and Virginia Tech University. He received his Ph.D. in Marriage and Family Therapy from Texas Tech University. Stan enjoys taking walks in the trees and mountains, learning to play piano, and improving his cooking skills.

**Thomas Kriger, PhD** - is the NABTU Director of Research and Education. From 2008 to 2012 Kriger was Professor of Labor Studies and Provost and Vice President for Academics at the National Labor College. He has held faculty positions at the University of Northern Colorado, Providence College, and St. Lawrence University.

**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-two (72) PL 102-477 Plans which represents two hundred ninety-two (292) 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** - has served since 2010 as Special Assistant to NABTU President Sean McGarvey. Prior to his work at NABTU, Lujan served as Labor Commissioner for the State of California (2000 - 2004) and Business Manager for the San Diego Building and Construction Trades Council (1985 - 2000).

**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-two (72) PL 102-477 Plans which represents two hundred ninety-two (292) 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.

**Mary Meeks** - has been employed at East Central University (ECU) as Director for the Veterans Upward Bound (VUB) Program, working with and for veterans, since August 1999. VUB is funded by the US Department of Education. Mary has also coordinated and directed other grant programs funded by agencies such as the U.S. Environmental Protection Agency and the U.S. Department of Labor. Mary has been employed at ECU for more than 26 years. Mary encourages and advocates for educational opportunities across the nation. Mary has served as a TRIO Training Grant faculty member for the Southeastern Association of Educational Opportunity Program Personnel, Colorado State University, and the Council for Opportunity in Education. She holds a bachelor's degree in biology, with a minor in chemistry, and a Master's degree in human resources counseling both from East Central University. Mary has served on state, regional, and national boards. She most recently completed a three-year term as president for the South West Association of Student Assistant Programs. She has served as President, Vice President and Secretary for the National Association of Veterans Upward Bound programs and has served as President of the Oklahoma Division of Student Assistance programs. Mary is married and has four grown children and six fabulous grandchildren.

**Benjamin Mossé** - is often described as the ethical innovator with business executive professionalism. In 2010, Benjamin created Mossé Security, a consultancy services company; and, in 2015 created Mossé Cyber Security Institute to train the next generation of cyber professionals. Mossé is typically retained for: technical security testing, business case verification, tailored IT security education, solving 'complex' security problems, translating technical risk into business risk, inventing and developing security protection. Benjamin has had his articles published in major IT security magazines in France; and been a presenter at well renowned IT security conferences in Australia, including Auscert, OWASP, AISA and Ruxcon.

**Oklahoma Tribal Vocational Rehabilitation** - is represented by 10 tribes out of Oklahoma. We all work together to provide Native Americans with disabilities workplace opportunities. Tribal VR has been in Oklahoma for 20+ years. We collaborate with the state DRS program to provide further services and any accommodations that many be needed for successful employment.

**Jose M. Olivero** - is the Public Affairs Specialist for the Social Security Administration in Oklahoma. Prior to that, he was the Wage Reports Specialist in Oklahoma and North Texas and the agency's Liaison officer to the IRS. He has been with the agency since 2004 where he started and a Bi-lingual Claims Representative. He holds a bachelor's degree in Romance Languages and a Master in Literature From OU. He is also a retired soldier with 21 years of service.



## 2022 NINAETC PRESENTERS *continued*

**Bernadette Panteah** - "Bern" is an enrolled tribal member of the Pueblo of Zuni and serves as the Division Director for Education and Training at Zuni Education & Career Development Center (ZECDC). Ms. Panteah has direct oversight of ZECDC, which includes nine consolidated programs. Under the Division of E & T, she oversees A:Shiwi College and Career Readiness Center, Zuni Head Start, Zuni Public Library, and KSHI Radio Station. Ms. Panteah has been employed with the Pueblo of Zuni for over 19 years in various capacities and is a certified Public Law 102-477 Director. She currently serves as chair for A:shiwi College Advisory Council and is a member of the Tribal Advisory Panel for Zuni Health Initiative. Ms. Panteah earned her Bachelor of Liberal Arts Degree through the University of New Mexico. Ms. Panteah is a passionate supporter of innovative training opportunities that support Zuni tribal community members toward self-sufficiency.

**Burt Patadal** - or KON-A-TE in his native language, is a registered Kiowa Tribal member. Burt, being a recovering alcoholic, and needing a new career, looked for training to help others. After school, he applied to the Citizen Potawatomi Nation for a position as a substance abuse counselor. Burt is now a 21-year employee at CPN who is now a part of the Reintegration/Diversionary program. He does Ewipi or sweat lodges, in prisons and out, talking circles, outreach to many in need of counseling, He has dedicated his life to giving back. "AHO".

**Jamelle Payne** - is a Seminole Freedom of Shawnee, OK. and an employee of the Citizen Potawatomi Nation for 10 years. He is an actively Ordained Minister of Marriage and owner of FreeTime with Jamelle YouTube channel. I truly believe no matter your position in society we all have a platform that can help the world around us. I am thankful for every person that has given me a chance to help make a difference.

**Ben Peterson** - has served as an elementary and middle school teacher, as well as campus curriculum and instruction administrator in San Antonio for ten years focused on improving student outcomes across the curriculum.

**LuAnn Pfeifle** - I work as a Job Developer and Trainer for the NICOA SCSEP program in South Dakota. My career has expanded from working at the USGS - International Programs. After getting my 1st Master's degree I started teaching at the college for 11 years. In SCSEP, I assist our participants in fulfilling their pursuit of unsubsidized employment by providing the tools and employability skills needed in today's job market.

**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.

**Christine Robbins** - is a Senior Advisor for Health Investigation in the Dallas Regional Office of the U.S. Department of Labor, Employee Benefits Security Administration (EBSA). Ms. Robbins has conducted or supervised many complex investigations involving employer sponsored group health plans. Ms. Robbins is a licensed attorney, with a J.D. from Georgia State University and an M.B.A. in Finance from Case Western Reserve University.

**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-two (72) PL 102-477 Plans which represents two hundred ninety-two (292) 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.

**Julie Settle** - is the Work Assistance Program Manager. Athabaskan Self-Sufficiency Assistance Program (ASAP), Tanana Chiefs Conference. Julie Settle is Koyukon Athabaskan and from the small interior Alaska village of Koyukuk. She and her husband, Mike, have two school-aged children. Julie has been with Tanana Chiefs Conference (TCC) for almost thirteen years, with many roles. Currently, she serves as the Work Assistance Program Manager. She oversees the TANF program known within TCC as the Athabaskan Self-Sufficiency Assistance Program (ASAP) and the General Assistance, Burial, and Emergency Assistance program.

**Paula Starr** - is a career technologist, lifelong resident of northeastern Oklahoma, and a proud citizen of the Cherokee Nation of Oklahoma. Mrs. Starr is the Chief Information Officer at the Cherokee Nation Government in Tahlequah, Oklahoma where she leads and IT department working to build continuously improving, reliable, and protected citizen and co-worker experiences. Mrs. Starr holds degrees from the University of Oklahoma (B.B.A. in Management Information Systems) and the University of Nevada-Las Vegas (M.H.A. in Hospitality Administration).

## 2022 NINAETC PRESENTERS *continued*

**Robin Utz** – serves as Deputy Director in the Division of Academic and Technical Education at the U.S. Department of Education. She oversees the work on all matters pertaining to career and technical education (CTE) under the Perkins V Act and any related federal statutes, regulations, or policies. Robin served as a state CTE director, education program consultant, teacher, and student advisor. Robin coaches and volunteers for Special Olympics.

**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. Past Chicago Mayor, Richard Daley, appointed Tom to the 21st Century Commission & the 2016 Olympic Committee.

**Chris Welch** – has developed his skills as a speaker, trainer, and coach for organizations all over the United States. Chris has served national & local nonprofits, tribal entities in Indian Country, and presented at many national conferences. Recently received the 2020 NCAIED 40 under 40 award. Mr. Welch now brings his knowledge and experiences to the Cherokee Nation to create new opportunities and experiences for the workforce through leadership and organizational behavior experiences. Mr. Welch holds a BS in Organizational Leadership from Southern Nazarene University.

**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-two (72) PL 102-477 Plans which represents two hundred ninety-two (292) 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 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** - Ms. 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.

**Luke Ziegler** - is an enrolled member of the Citizen Potawatomi Nation. He has worked in education since 2013 in a variety of roles in China, Hong Kong, Tennessee, and Georgia. He is currently a Ph.D. student at Georgia State University in Atlanta, Georgia, and is interested in researching how makerspaces can increase interest and representation in STEM for indigenous youth. Luke and his wife Rachel live in Marietta, Georgia, with their three kids, Ezra (5), Maeve (3), and Olive (1).

**Margaret Zientek** - a proud member of the Citizen Potawatomi Nation (CPN), is the newly appointed Director of the Citizen Potawatomi Nation Workforce and Social Services/477 Grants Manager. As a graduate of Northeastern Oklahoma State University in Tahlequah, Oklahoma, majoring in Business Administration and Tourism Management, Margaret's employment background and experience includes over 35 years working with businesses and their employment needs. For the past twenty-five years, Margaret has worked directly with her tribal nation. Margaret works closely with the employment and training needs of Native Americans residing in a five and a half county area within central Oklahoma. Serving for 24 years as Assistant Director of the CPN Employment & Training Program and now as Director, Margaret continues to handle a wide variety of federal programs. Margaret holds many hats within her tribal nation and family. As Housemother and mentor each summer to Potawatomi Leadership Program participants from across the United States, she continues to inspire and shape future Native leaders. She is a descendent of the Whitehead/Ogee Potawatomi families. Additionally, she helps keep the nation's tribal history alive by making tribal regalia loosely based on the traditional style of dress from the 1800s using her own very creative and artistic flair. After teaching herself how to make various cultural items such as drums and fans, she is often found teaching others what she has learned. The Citizen Potawatomi Nation has strongly supported the P.L. 102-477 education and legislative effort. Margaret was elected to serve as P.L. 102-477 Tribal Work Group Co-Chair in 2000 and continues to hold this position. In this capacity, Margaret has testified before legislative committees in the Senate (twice) and in the House of Representatives. She has also served as Co-Chair for the National Indian and Native American Employment & Training / 477 Conference for several years.

**Tim Zientek** – worked nearly twenty years in the automotive industry most of which was served as a safety officer. He began his Emergency Management career with the Citizen Potawatomi Nation (population 36,000) in 2000 where he began to work with Federal, State and Local governments on several disasters. He is a member of the Tribal Cadre of Instructors for Emergency Management Institute in Emmitsburg MD. Mr. Zientek authored the Citizen Potawatomi Nation's first FEMA approved Pre-Disaster Mitigation Plan and successfully currently processed the second update. Mr. Zientek is one of the founding members of the Inter-Tribal Emergency Management Coalition (ITEMC) which has most of the 38 tribes in the state of Oklahoma as members and currently serves as Chairman. He is a member of the Oklahoma Medical Reserve Corp and serves as the Logistics Officer for Potawatomi County Health Department and is in his third term of the FEMA Region VI Advisory Council.

# PARTICIPANT AWARDS DINNER

Tuesday, May 3, 2022



## Outstanding Participants

Sierra Anderson—Tallahassee, Florida

Richard F. Cosson—Village of Lakewood, Illinois

Kiefer Callison—Tahlequah, Oklahoma

Richard Stanley Cavanaugh, Sr.—Tokio, North Dakota

## Outstanding Employer

Firelake Discount Foods—Shawnee, Oklahoma

## Alice Bigpond Roach Memorial Award

Daniel Lewis—Marianna, Florida

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 Award

Lauren Estrella—North Hills, California

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.




## *WIOA Section 166 Outstanding Participant*

# **Sierra Anderson**

*Nominated by the  
Florida Governors Council on Indian Affairs, Inc.*

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*Sierra Anderson*, a member of the Cheyenne & Arapaho Tribes, is attending South Georgia State College on a softball scholarship. She has endured many hardships of fitting in an urban society and overcoming learning comprehension. She is currently on the President's List with a 4.0 average in political science, taking 18 credit hours and working part time.

While in her senior year of high school, Sierra externed (a class credit for interning) for Representative Allison Tant of the Florida House of Representatives District 9 during her campaign and after she was elected. During her externship, Sierra involved herself in activities in the community such as providing meals to the homeless during Thanksgiving and creating care packets for homeless veterans. Through this experience, Sierra gained a better understanding of the issues that impact her community and what it takes to make changes or how to get involved to make a difference.



During the summer of 2021, Sierra participated in the Florida Governor's Council on Indian Affairs (FGCIA) Florida Indian Youth Program for the first time. The two-week program was a life-changing experience for her. Sierra reconnected to her culture in a way that she had not since she moved from New Mexico at a very young age. At the conclusion of the program, she received the "Most Outstanding Student" award. Sierra has stayed connected with her peers and serves as a co-chair of the student advisory committee.

The FGCIA Employment and Training Program provided Sierra with a partial scholarship to help with her college studies at South Georgia State College. She is involved in the Student Government Association as a Senator for the school and representative for athletes. Through the FGCIA workforce program, Sierra is also working part-time as the Georgia Outreach Coordinator for the Florida Indian Youth Program. She wants other Native youth to have the same opportunity to experience the summer program that has made a huge impact on her life.

Sierra wants to continue to work on building her skills so she can improve her social, critical thinking, reading, and writing skills. She is on a Political Science pathway with the goal of attending law school with an emphasis on environmental law.

*WIOA Section 166 Outstanding Participant*



**Richard F. Cosson**

*Nominated by the  
California Indian Manpower Consortium, Inc.*



*Richard F. Cosson*, a member of the Oglala Sioux Tribe, came to the California Indian Manpower Consortium, Inc. (CIMC) Chicago Based Operations with grit and determination after his incarceration. He gained advanced computer skills during his time at the Jacksonville Correctional Center, which he has willingly shared with other participants in the CIMC Chicago Based Operations resource center.

Richard was released from prison in February of 2011 after serving a 20-year sentence. Although he had a place to stay, he had no money, no car, and no resources. He had earned an Associate of Arts in General Studies and wanted to continue his education. Staff at the CIMC Chicago Based Operations encouraged Richard to pursue his goals. He went on to earn a bachelor's degree in Psychology and graduated with Honors from Roosevelt University.

CIMC assisted Richard with computer access, job search, interviewing skills, and proper attire for job interviews. They told him before one of his first interviews, "Good luck and remember, you can't go wrong with a nice clean white shirt and tie." He worked relentlessly to secure employment.

Richard now works for the State of Illinois as a Human Services Caseworker and helps other in their quest for state employment. He has now been employed with the state for 10 years, which included a promotion. He is grateful for the assistance and guidance he received which helped him return to being a productive member of society and to rebuild his life.



## *P.L. 102-477 Outstanding Participant*

### **Kiefer Callison**

*Nominated by the  
Cherokee Nation*



*Kiefer Callison*, a member of the Cherokee Nation, struggled with depression and anxiety through most of his life which brought him to such a dark place where he didn't know if he would make it another day. However, after his diagnosis of Bipolar 2 disorder, he has worked very hard to overcome the debilitating mental health disorder and its stigma. Kiefer is a strong person who has all the traits that it takes to succeed. With treatment, he has begun to pick up the pieces and has found his place in the world. Kiefer lives every day to serve others through his job with the Cherokee Nation Office of Child Support Services.



After Kiefer graduated high school in 2016, he immediately enrolled at Northeastern State University and due to his struggles with depression and anxiety, he ended up withdrawing from school. After failing at a variety of jobs, he experienced a mental health crisis which included a suicide attempt. He was then checked in to Laureate Psychiatric Clinic and Hospital where he underwent testing and received a diagnosis of Bipolar 2 disorder and severe anxiety. This resulted in a complete turnaround for Kiefer as he was now able to receive treatment.

Following Kiefer's discharge from the hospital with an improved mindset and a treatment plan, he was eventually able to enroll in the Cherokee Nation Career Services Business Occupations Technology program. This program gave him the tools he needed to become a valuable employee in the workplace. Upon learning of a Child Support Enforcement Clerk position, Kiefer enthusiastically began a practicum and was offered this position in which he is currently employed.

Kiefer has a strong commitment to his tribal community and takes great pride in knowing that he has found a positive way to give back to the Cherokee Nation for giving so much to him with training and employment.




*P.L. 102-477 Outstanding Participant*  
**Richard Stanley Cavanaugh, Sr.**

*Nominated by the  
Spirit Lake Tribe*



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*Richard Stanley Cavanaugh Sr.*, enrolled member of the Spirit Lake Tribe, maintains a positive attitude and is always striving to improve himself consistently. He has become a role model not only for his family but other community members. Richard has experienced years of several hardships during his lifetime, but he has made tremendous recovery overcoming his personal hardships without any outside professional help. He was a client for General Assistance and has achieved his personal goals and has gained full time employment and was even promoted to a supervisory position.

In 2018, Richard felt hopeless, and he and his family were homeless. He was abusing drugs and alcohol. They had no family support as both of his parents are deceased. He went to the Spirit Lake Employment and Training office to apply for General Assistance to support his family and hopefully find housing. The case manager helped Richard set goals and develop a plan. His goals were to be drug free and hold a job longer than three months. He stopped using drugs with the encouragement of his partner and case manager and focused on his goals.

Richard started working part-time at the Woodlake Wellness Center (Recreational Center) as an Assistant Aid. This began his employment journey and it lasted longer than 3 months. He applied at the Spirit Lake Casino and was hired in November 2020 as a Casino Housekeeper and was promoted to the position of Hotel Housekeeping Supervisor where he is currently employed.

While still working full-time, Richard is now enrolled in college full-time studying Fine Arts. His current goal is to obtain a two-year degree and open a trading post to sell his beadwork and art, along with other local artisans' arts.

Richard is thankful to the Spirit Lake Employment and Training Program for providing him with not only financial support but encouragement and guidance to work toward his goals of self-sufficiency. He is now four years clean and sober and maintains a successful family life with his partner and four daughters.

## *Alice Bigpond Roach Memorial Award*



# Daniel Lewis

*Nominated by the  
Florida Governors Council on Indian Affairs, Inc.*



The staff at the Florida Governor's Council on Indian Affairs (FGCIA) were first introduced to *Daniel Lewis*, a member of Lumbee Tribe, when he was 14 years old as a participant in the Florida Indian Youth Program. At this young age, he was involved in many clubs and organizations that fueled his passion for community service. He participated in Yard Angel Project, a local project that maintained the yards of elderly members of the community. Additionally, Daniel volunteered at homeless shelters and food banks.



Daniel graduated Magna Cum Laude from Florida State University with a bachelor's degree and was on the Dean's list. He interned in the FGCIA accounting office and went on to a teaching position in his hometown of Marianna, Florida. Daniel was named "Rookie Teacher of the Year" in 2021.

During his time at college, Daniel seized volunteer opportunities on campus. He signed up to be a peer tutor and helped with college tours and community fundraisers as well as serving as a counselor for the Florida Indian Youth Program; he is now the lead counselor.

More recently, Daniel has found ways to help his community while working as a middle school teacher. He volunteers as an FFA coach and a football game announcer. Daniel also leads food drives and advises future business leaders.

Daniel manages to serve his community while teaching, coaching, serving as a board member, and studying for his real estate license. Daniel goes above and beyond to help mentor students and is always available to lend a hand in his community.



## *Howard Yackus Memorial Scholarship Award*



# Lauren Estrella

*Nominated by the  
United American Indian Involvement, Inc.*



***Lauren Adeline Estrella***, an enrolled member of the Pascua Yaqui Tribe in Arizona, is a single mother, a graduate student at California State University, Northridge (CSUN), and an individual who has a profound passion for the environment. Lauren applied to the Environmental and Occupational Health Master's program at CSUN. She intends to use her background in biochemistry, skills in analysis of scientific research, and newfound knowledge to prove that our actions can influence the world for the better.

With the COVID-19 pandemic still in our midst, Lauren believes now is the most important time to educate the

community and fellow Natives about the importance of air quality. She aspires to teach her community and fellow Natives how they can make an impact on the environment in ways that are relevant to them. For several years after earning her bachelor's degree, Lauren worked in the school setting. Teaching youth of all ages and abilities was a gratifying experience for her because every day she was able to help students unlock their potential and give them hope for their future.

Lauren is grateful to have the opportunity to further her education by attending graduate school to study Environmental and Occupational Health and being able to pursue her dream of inspiring the Native community; all of which would not be possible without the supportive relationship established with United American Indian Involvement (UAI) 's Workforce Development Program. The UAI team was there for Lauren from the beginning to help her obtain a successful future. Even before Lauren was accepted into a graduate program, the Workforce Development Program helped her as she improved her GPA and realized her passion for the environment; she did not have the added worry of how she was going to pay for books or classroom essentials. UAI also equipped her with tools that she will use for life, like budgeting and setting goals. After attending workshops on these subjects, Lauren was able to apply what she learned to pay off nearly eight thousand dollars of debt, begin saving for retirement and her daughter's future education, and seeing her goals come into fruition.

Upon completing her degree requirements in December 2022 and graduation, Lauren hopes to work with the Los Angeles Unified School District as an Environmental Health Specialist, where she can educate teachers, staff, and students about better practices to promote the health and wellbeing of themselves and the environment.

*Outstanding Employer*

**Firelake Discount Foods**

*Nominated by the  
Citizen Potawatomi Nation*



*Firelake Discount Foods*

(FLDF) is an outstanding employer and supporter of the Native American community and 477 program participants. They have shown tremendous support -- always being open to taking on work-force participants and training and promoting them from within. The pandemic brought many new challenges for them, and they have gone above and beyond to

rise above the challenges that the community and employees have faced. They are truly a family that gives back in so FLDF, in cooperation with the Citizens Potawatomi Nation (CPN) Workforce and Social Services 477 program, offers training for advancement, including on-the-job training, vocational technology, higher education, as well as safety and mental health. FLDF prides itself in promoting from within. Opportunities for advancement are always presented to current employees who exhibit interest in advancing as well as training opportunities.

Since opening in 2001, FLDF has provided excellent opportunities for workforce participants and the community. CPN Workforce and Social Services has a long history of working with FLDF. Many of the FLDF employees came from the CPN Workforce and Social Services 477 program including the marketing director who began in the youth program and worked her way up over the past 15 years.

During the pandemic new and innovative ways were needed and online shopping was implemented by FLDF which greatly benefited the general community and helped minimize contact especially for elders. FLDF is passionately committed to Retail Excellence, one customer at a time. This means being excellent in whatever area you serve in. Over these two years of the pandemic the team has not wavered from this. To see many different employees come together to help those in need during the pandemic was a beautiful sight. The CPN Cares Act Food Pantry is a perfect example of how together we can do so much! From grocery employees ordering a mass amount of food, to drivers delivering the product, department managers unloading pallets after pallets, and many employees giving their own personal time sorting and helping to make food baskets to help fellow tribal members, FLDF employees didn't hesitate to help. Somehow, the employees always find time to go above and beyond their job duties and lend a hand to those that need it.



# 2022 NINAETC Election Procedure

## 2022-2023 NINAETC– WIOA Section 166/P.L. 102-477 Officers, and 2024 Site Selection

<b>One Vote Per Grantee</b> <b>Proxy due prior</b> <b>May 4 before 9:45 a.m.</b>	<b>NOMINATIONS</b> <b>Tuesday, May 3</b>	<b>ELECTION</b> <b>Wednesday, May 4</b> <b>10:00 a.m. to 12:00 p.m.</b>	<b>ELECTION RESULTS</b> <b>Thursday, May 5</b> <b>General Assembly</b> <small>(See procedure for run-off)</small>
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1. Nominations will be accepted from the floor during the General Assembly, Tuesday, May 3, 2022 for Chair 166, Chairperson 477, Vice-Chair 166, Vice-Chair 477, Treasurer 166, Treasurer 477, Secretary 166, Secretary 477 and 2024 Site. 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 4, 2022. 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 9:45 a.m. Central Time until exactly 12:00 p.m. (noon) on Wednesday, May 4, 2022. Virtual voting will be allowed.
4. **ONE VOTE PER GRANTEE SHALL BE ALLOWED.** Votes shall be cast by WIOA/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. the start of voting on Wednesday, May 4, 2022.
6. The results of the voting will be given to the Chairs who will announce the new officers at the General Assembly on Thursday, May 5, 2022.
7. The winner of an elected term of Chair 166, Chair 477, Vice-Chair 166, Vice-Chair 477, Treasurer 166, Treasurer 477, Secretary 166, Secretary 477, and the 2024 Site shall be the candidate or site with a simple majority of the vote cast. A NINAETC-166/477 officer shall serve a one-year term from the 2022 event to the 2023 event.
8. A run-off will be held for an officer or site if no candidate receives a majority of votes. If a run-off is required, it will be held on Thursday morning May 5, 2022 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 be conducted during the banquet with the results announced as soon as possible. The 2021-2022 Executive Committee shall determine the most appropriate procedure should subsequent run-off be necessary.

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

# 2022 NINAETC Resolution Procedure

**Due Tuesday, May 3  
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**



**42<sup>ND</sup> NATIONAL INDIAN AND NATIVE  
AMERICAN EMPLOYMENT AND TRAINING  
CONFERENCE  
Catoosa, Oklahoma  
May 5, 2022**



## **RESOLUTION NUMBER 2021-XX**

### **[Title of Resolution]**

We, the Indian and Native American Grantees of the Workforce Innovation and Opportunity Act Section 166 and the Public Law 102-477, as amended, attending the 42<sup>nd</sup> National Indian and Native American Employment and Training Conference in Catoosa, Oklahoma 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 42<sup>nd</sup> National Indian and Native American Employment and Training Conference ...

### **CERTIFICATION**

The foregoing resolution was adopted at the 42<sup>nd</sup> National Indian and Native American Employment and Training Conference held at the Hard Rock Hotel and Casino Tulsa, in Catoosa, Oklahoma on May 5, 2022, with a quorum present.

\_\_\_\_\_  
Chair 166

\_\_\_\_\_  
Chair 477

#### **A Resolution includes:**

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

**Resolutions adopted by the 42nd NINAETC will be posted at NINAETC.NET**

# 42nd NINAETC 166/477 Sponsors



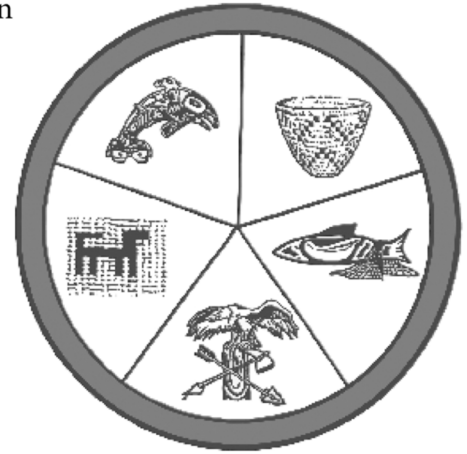
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# South Puget Intertribal Planning Agency

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)
- 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)
- Minority Business Development Agency (MBDA)

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## Tulsa Entertainment Schedule and Ideas

- ♦ **Tulsa Drillers vs. Corpus Christi Hooks:** Sunday, May 1 @ 1:05pm (gates open at 12pm) Chairback-\$10, Lawn-\$7
- ♦ **Tulsa Symphony:** May 1, 4:00-6:00 pm, Free concert on Guthrie Green, 111 E. Reconciliation Way
- ♦ **Philbrook Museum of Art:** Advance, timed entry tickets required. Tickets available for reservation online <https://philbrook.org> or at 918-748-5300.
- ♦ **Woody Guthrie Center:** 10am–6 pm, Wednesday – Sunday. <https://woodyguthriecenter.org/>
- ♦ **Cinco de Mayo Street Festival:** Thursday, May 5, 11:30 AM - 11:00 PM, Elote Café & Catering, 514 S. Boston Ave., Tulsa
- ♦ **Mother Road Market:** Tuesday – Sunday, 11:00 AM – 9:00 PM. Bustling food hall featuring craft cocktails, street tacos, rotisserie platters & gourmet pizza. 1124 S. Lewis Ave., Tulsa 74104
- ♦ **Tulsa Botanic Garden:** Tuesday – Sunday, 10:00 AM – 5:00 PM, 3900 Tulsa Botanic Dr., Tulsa 74127
- ♦ **Circle Cinema:** <http://www.circlecinema.org/> . 10 S. Lewis Ave., Tulsa 74104



### 2022 42nd NINAETC 166/477—LOGO WINNER!

◆ *Eva Oldman*

**Little Traverse Bay Band of Ottawa Indians**



My name is Eva Oldman. I am a member of the Little Traverse Bay Bands of Odawa Indians and also Northern Arapaho. I grew up in Harbor Springs, Michigan. I am a graphic designer of over 15 years. I graduated from the Center of New Media from Kalamazoo Valley Community College with two Associates of Applied Science degrees, one in Graphic Design and one in Web Design.

I am the owner of creative graphics by eva where I build brands, design logos, create marketing materials, vectorize images and create digital artwork for clients who are passionate about their work like me.

In February 2021 I launched my new indigenous product line that features items with my original artwork. Please visit [www.creativegraphicsbyeva.com](http://www.creativegraphicsbyeva.com) to view my portfolio and new product line.

Miigwech / A'hou / Thank You



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*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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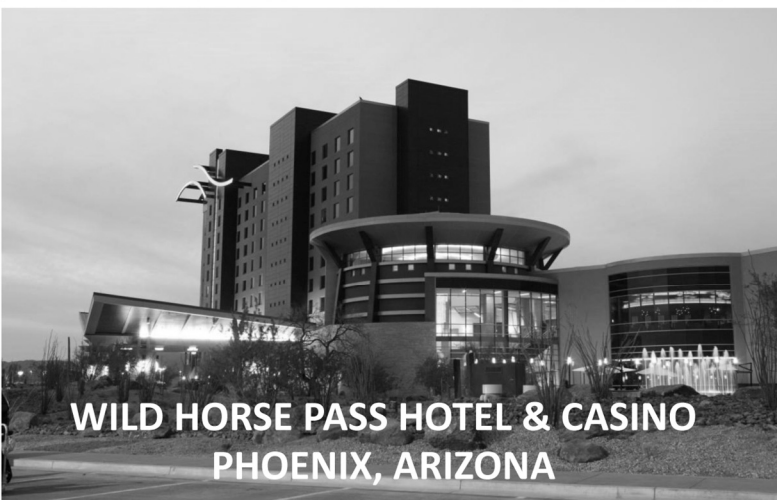
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## 42nd National Indian and Native American Employment and Training Conference



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