

NINAETC Workshop Descriptions

ALCOHOL IN THE WORKPLACE – What starts as a social hour with friends, co-workers, or family can become a debilitating disease that can take over all aspects of your life, personal and professional. - *Sharon Julian, Karen Keating*

AMERICAN RECOVERY AND REINVESTMENT ACT OF 2009 (ARRA) – This workshop is to provide attendees an update on recent OMB changes to the ARRA, Section 1512 reporting process, the statutes of Recovery Act Section 166 INA grantees, an overview of critical Section 1512 reporting elements, upcoming reporting requirements for summer months and the jobs created element, best practices, and a creative planning activity. - *Sonya French-Begay, Craig L. Lewis*

AMERICORPS *VOLUNTEERS IN SERVICE TO AMERICA AND THE CALIFORNIA INDIAN MANPOWER CONSORTIUM, INC. (CIMC) NATIVE AMERICANS TO WORK PROJECT – This workshop will talk about CIMC's Native Americans to Work Project (NAWP) and AmeriCorps *VISTA members who serve in nonprofit community and faith-based organizations and agencies to develop permanent infrastructure that aids and expands services, and strengthens programs – with the ultimate goal of bringing low-income people out of poverty. - *Nicky Wittig*

BEARTRACKS – ADMINISTRATORS – This class will cover the “Admin” button and all of its functions. We will talk about backing up your database and restoring your database. If you have multiple offices, this class will show you how to import and export the data into one file for reporting. - *Terrence L. "Terry" Clark*

BEARTRACKS – BEGINNERS – The class will start off entering a participant into the system and will conclude with the participant exiting. We will go through all the available fields and the main part of the program that would be used by in Intake Specialist and Case Manager. - *Terrence L. "Terry" Clark*

BEARTRACKS – INTERMEDIATE – This class assumes the participant has used BearTracks or has taken the Beginner's class. We will rapidly go through a refresher course of the Beginner's class and build on that knowledge. We will go through the procedure of sending 9084 and the SPIR reports. - *Terrence L. "Terry" Clark*

BEST PRACTICES – P.L. 102-477 SUCCESS STORIES – Success stories and how to form current P.L. 102-477 Tribal programs featuring child development, TANF, economic development, educational partnerships, unions, memorandums of understanding, reporting, and more. - *Margaret Zientek, Carrie McMillan*

BUILDING NETWORK SOURCES & BUSINESS RELATIONSHIPS – An interactive workshop and exchanging of established marketing tools to build relationships with companies and businesses for client employment and how to make a lasting impression on your networking prospects. - *Kathy Atkins*

BUILDING TRIBAL CAPACITY FOR A GREEN ECONOMY – This session will provide information and insights on the following: definition of Green Economy, Training, and Jobs; examples of Green Jobs for labor forces through education and training; example of “sizing” a photovoltaic system for residential (solar electricity); investing in Tribal champions; renewable energy technologies; and examples of energy efficiency and renewable energy projects in Indian Country. - *Debby Tewa*

COLLABORATION “HOW IMPORTANT OTHER’S ARE TO YOUR PROGRAMS” – Description of how our Department works with WIA and others. How programs each department offer make a successful program. Some of the supportive services we offer are first aid, CPR, food handlers, fitness, diabetes education, cancer educations, and environmental health. - *Sabrina Armen-Darez, Augustine Nunez*

CONFIDENCE IN CAREERS – Take charge of your individual professional development. The convenience of an online classroom provides anonymity for self improvement that will increase your self-confidence. You can qualify for that new job or advance your career. You are in control. - *Rebecca Kaspari and Julie Levi*

CULTURALLY RELEVANT EDUCATION AND CAREER COUNSELING – Come hear and participate in effective career counseling strategies that incorporate cultural awareness and sensitivity. Participants will be able to add to their Career Coaching Toolbox and provide successful strategies that they have used with clients. - *Dirk N. Soma*

DEVELOPING A WIN-WIN PARTNERSHIP FOR YOUR YOUTHBUILD PROGRAM – The workshop presentation will focus on two items: 1) How to pursue funding for the development, implementation and continuation of your YouthBuild program after you identify the reasons for wanting one for your community(s) and 2) the development and implementation of a win-win partnership with businesses, non-profits, and government agencies to provide training/educational opportunities for your YouthBuild students and also provide a valuable lesson in demonstrating to others what young people can accomplish when given the opportunity. - *Patrick Keptner, Rodney Armstead, Cody Howard*

DEVELOPMENT AND GROWTH OF NATIVE AMERICAN PILOT TRAINING PROJECTS – A panel presentation to include a coalition of professional people involved in some of the Native American Pilot Training Projects that are currently happening in different areas of the Country. - *Jeff Barwick, Gladys Ambrose, Jeff Baloo, Kimberly Dixie, Lisa Lee, Barbara Schmitt, Michael J. Shue*

NINAETC Workshop Descriptions (continued)

ESTABLISHING REGIONAL WORKFORCE INVESTMENT ACT PARTNERSHIPS –

Review of important Workforce System Partners. Two Parallel Systems: why are partnerships important? Methods of Partnership: MOU – Memorandum of Understanding, MOA – Memorandum of Agreement. Practical examples will be provided from a representative grantee's experience. - *Darren Kroenke, Ed Werstein*

FINANCIAL LITERACY FOR NATIVE COMMUNITIES –

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

FINANCIAL MANAGEMENT SESSION I –

In session I, we will walk through the Grant Award Package and briefly highlight key items it contains. Please bring your grant award package with you to session I. Topics will include: Grant Award Letter details, uniform administrative requirements, administrative cost, indirect cost rate and cost allocation plan, grant/budget modifications and other special conditions of the grant award. - *Stacey Jones*

FINANCIAL MANAGEMENT SESSION II –

During session II, we will provide an overview of the financial management requirements and processes grantees should be familiar with when managing a USDOL grant. Topics will include: fiscal system requirements, financial reporting, accrual reporting, allowable costs, direct vs. indirect costs and cost allocation. - *Stacey Jones*

GOAL SETTING AND THE ART OF DELEGATION –

Goal setting and delegating are important components of a successful work environment and vital to both those leading and those being led. When done well, goal setting and delegation allow for outcomes in which responsibilities can be fixed or fluid, based on individual/group needs and changes in work required. This session will focus on defining goals and delegating in ways that help ensure group success. Common personnel issues are discussed, as are ways to utilize goal setting and delegation to approach those issues. - *Jan Austin*

HOW TO BE EFFECTIVE IN TRIBAL / URBAN WORK ENVIRONMENT UTILIZING NATIVE WISDOM –

Workshop will present everyday work scenarios of challenges and hostile clients. Develop and determine how to best deal with those situations. Determine how managers need to be best equipped to do their jobs to

meet optimal performance. Present professional work environment with differences in native and non-Native offices emphasizing educational empowerment. - *LaNada War Jack, Sheryl Slim, Jessica James*

JOURNEY THROUGH THE HORSES EYES –

Equine Assisted Psychotherapy uses the power of the horse and their senses to help people who are struggling with issues in life. Horses mirror back to us how we are feeling and provide a medium to help people explore some of the hardships in their lives. Our program is in its third year and continuing to expand and trying to help those that are around us. We continue to partner with the horse to help those in need. We have begun working with professional women in support groups, working with at-risk youth, developing curriculum with veterans and employee assistant programs. - *Leo Cummings, Jennifer Lenning, Jessica WhitePlume, Marty YoungBear,*

LEADERSHIP SKILLS TO INCREASE ENERGY AND MOTIVATION –

The purpose of this workshop is to enhance leadership and motivational skills for individuals in the workforce for both personal and professional development. Goals and objectives include teaching and learning the "Seven Steps of Successful Leadership" to re-charge and increase personal energy for everyday living and working in a more positive way. This information is both practical and spiritual in nature as participants will learn hands-on skill building that involves the mind, body, and spirit using simple techniques and Native American teachings to strengthen personal leadership and increase motivation in the workforce. - *Denise Alley*

KAHV'YOO SPIRIT YEAR 2 –

(Kahv'yoo - Pima for Horse) This is an update of the successes of the Equine Assisted Learning Program used with WIA youth programs. How we utilize the EAGALA model to better prepare our youth. We will again bring horses so that workshop participants are able to experience some of what our youth are exposed to. We have new activities and many stories. - *Andy Miritello, Mary Sims Gerdes*

LISTEN TO THE HEARTBEAT OF THE WOMEN –

The presentation entails definitions of Domestic Violence and the effects domestic violence has on the children. How the children are impacted by domestic violence and how it affects their development. - *Colleen Vigil, Loudine Wanoskia*

MAXIMIZING RESOURCES –

Workshop will include following topics: working with employment and training clients; where to find additional resources; working side-by-side with TANF, General Assistance, Higher Education, and Vocational Training; and Employability Development Planning - *Cathy Reamey, Desirae Kroener*

Cultivating Today's Native Workforce to Harvest Tomorrow's Leaders

NATION TO NATION GREEN TRADE VENTURES – This workshop will discuss CIMC's USDA Rural Business Enterprise Grants focusing on creating a World Trade Center for Native Americans and introducing Native American entrepreneurs to importing and exporting. - *PaPai X. Thomas*

NAVAJO NATION DEPARTMENT OF VETERAN'S AFFAIRS SERVICES – This workshop will share best practices of the Navajo Nation's veterans program. - *TBD*

OFFENDER EMPLOYMENT SPECIALIST TRAINING - IDENTIFYING AND MANAGING BARRIERS – Participants will be able to identify the most critical offender barriers to employment. - *Dana Zaskoda, Danielle Padilla, Aaron Givens, Herb Greenwall*

OFFENDER EMPLOYMENT SPECIALIST TRAINING - JOB SEEKING AND JOB RETENTION – Participants will be able to coach offenders in effective job finding and interview techniques and identify job retention strategies. - *Dana Zaskoda, Aaron Givens, Herb Greenwall, Danielle Padilla*

ORGANIZATION DEVELOPMENT IN INDIAN COUNTRY – Ever feel that various aspects of your organization are working against each other? That suddenly you or your department is out of the loop? Or that those around you have lost their focus on long term goals? Welcome to the reasons that the field of Organization Development (OD) evolved from the practices of HR Management and Strategic Leadership. Attend this workshop and learn more about the field of OD, how Native culture and an OD orientation are naturally compatible, the conditions that must exist for an OD initiative to succeed and how to identify a practitioner to help your organization fashion its own right path. - *Sylvia WynnLindeman*

ORGANIZING A SUCCESSFUL JOB SEARCH FOR PARTICIPANTS – We all know that organization is a critical for workplace success. Now you can learn how to successfully manage a job search for your program participants. You will learn to use several of her software tools including the Contact Information Notebook and Business Card Resume. - *Katreena Hayes-Wood*

OVERCOMING BURNOUT – This workshop will help the participant to define burnout, as well as identify the causes, symptoms, and behaviors associated with burnout. The participant will also learn to recognize the onset of burnout and learn strategies for coping with and preventing it. - *Donna Anderson*

PREPARING NATIVE AMERICANS TO BE COLLEGE AND CAREER READY – A generation ago having a high school diploma or GED was sufficient to obtain a decent job. With changes in technology and higher demands for communications and problem solving in a team environment, the same level of knowledge is required whether one enters the workforce after high school or chooses to pursue higher education. This is true for youth in the 18-24 age group as well as for adults returning to the workforce or seeking to upgrade skills for better paying jobs.

This workshop will explore what these skills are, identify resources that can help older youth with making these critical decisions, and discuss lessons learned from various job-ready programs. - *Monieca West, Jolane Cook*

PRIORITY OF SERVICES FOR VETERANS AND ELIGIBLE SPOUSES – This workshop is to provide background on the Jobs for Veterans Act and the implementation of its Federal Regulation through ETA policy. This also includes an overview on eligibility, policy and procedure development, and tracking and reporting followed by a question and answer session. It is anticipated that there will be at least two Native veterans who will discuss their military experiences. - *Craig L. Lewis, Sonya French-Begay*

STARTING OVER: FINDING YOUR INNER STRENGTHS – Most of us juggle multiple roles from mom, dad, housekeeper, provider, caregiver, community member or leader, employee and more. Each role comes with many responsibilities that can lead to excess stress, overwhelm, and self-neglect. This three-hour session will focus on identifying what is out of balance, especially for those in transition due to job loss, career change, relationships, or health issues. Participants will evaluate their lives, create manageable and realistic goals, and identify specific action steps to re-balance and find their inner strengths. They will learn how to manage negative self-talk and reframe limited thinking through various hands-on activities. By uncovering their imbalances and identifying their own strengths, participants will have more tools to assist others in the process of starting over. - *Grace Marks*

STRATEGIES FOR IMPROVING JOB RETENTION – This workshop will provide case managers with a variety of tools and techniques to assist clients with sustaining long-term employment. Discussion will center around the key programmatic challenges in the design considerations for providing case management services for clients at pre-employment, immediate post-employment, and for post-employment stabilization. We will explore methods that will provide case managers with the skills and knowledge to develop a successful job retention strategy for their case management system. - *Gary Rickard*

STRESS MANAGEMENT IN THE WORKPLACE – Session will identify symptoms of stress, compassion, fatigue and burnout and share ways to develop recovery skills for a more positive work experience. - *Sharon Julian, Karen Keating*

THE ART OF MANAGING THEATER – DEALING WITH WORKPLACE DRAMA – This workshop will help the participant to identify and effectively address different types of workplace drama. It will also help managers understand their role in directing this theatre. - *Donna Anderson*

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NINAETC Workshop Descriptions (continued)

THE CRYSTAL FIRE CHILD – TRADITIONAL NATIVE PERSPECTIVES – A survey of traditional Native teaching focused upon the premise that each person is a “Crystal Fire Child” and that when one embodies this premise fully one will see that each circumstance(s) and/or situation(s) has a minimum of twelve perspectives/angles from which to look at the matter at hand. Creating a personal “Master-Mind Circle” of people will also be discussed to assist/guide participants in their quest for self-sufficiency. - *Steven A. Darden*

THE HEALING JOURNEY – A PROJECT TO ADDRESS THE HISTORICAL TRAUMA IN THE JICARILLA APACHE NATION – This workshop will present an awareness of the impact of past trauma on the current social problems that are evident in the Jicarilla Apache Nation and many native communities. This workshop will provide a background for understanding how employers and employees may exhibit problematic behaviors in the workplace. - *Inky Vicenti, Iola Begay, Miriam Cachucida, Nancy Miquelon*

THE IMPORTANCE OF AMERICAN INDIAN CULTURE AND LANGUAGE IN THE WIA PROGRAMS – American Indian Language and Culture are presented to the WIA youth participants during the summer months. In addition, WIA participants attend the language camps as participants and chaperones and any other cultural presentation in the community. Samples of the lesson, demonstrations, and materials will be shared. Several WIA programs, Hualapai WIA Youth Program from Peach Springs, AZ, Mescalero Apache Language Program will present at this session. - *Lucille Watahomigie, Lynn Roanhorse*

TIME MANAGEMENT FOR CASEWORKERS – Do you run out of week before you finish your work? It's a common complaint of caseworkers: Not enough time to get the job done right. Work with a professional trainer and organizational expert to realize a better way to work your day. You will learn to use her unique, time management tool The KAT BOX, to manage the “stuff” in your personal and professional life. - *Katreena Hayes-Wood*

TRANSITION FROM RESERVATION / RURAL TO URBAN / NON-RESERVATION – This workshop will consist of Directors and Case Managers who have had experience dealing with clients who are relocating from a reservation and /or rural area to an urban area. Issues to be discussed: how are the urban grantees receiving these clients; and how can the reservation / rural and the urban / non-reservation grantees partner to obtain a stable base for the client to keep them employed. - *Lois Bethards, Larry Ketcher, Darren Kroenke, Kathy McDonald, Lynn Roanhorse*

TRIBAL TANF LIFE SKILLS – Workshop will share information on Life Skills classes for Temporary Assistance for Needy Families (TANF) participants which is presented in a to module

classroom experience. Participants are given knowledge, skills and abilities materials to assist them in real work situations of life. The modules are varied dependent on the participants attending and all information or help from other authors are recognized. This program also invites reading and writing into the classroom, and teaches the participant the value of knowing themselves and recognizing their own personal barriers. - *Terri LaFountain*

UNDERSTANDING POVERTY AS A COMMUNITY DEVELOPMENT TOOL – People from families who have lived in poverty for two or more generations often feel trapped in the daily struggle for survival and have never experienced social and professional experiences generally associated with the middle class. This lack of experience can often prevent talented and hard working individuals from obtaining well paying jobs or from receiving promotions that help them move up the economic ladder and break the cycle of generational poverty. This workshop will review concepts presented in two books – *Bridges out of Poverty* and *Understanding the Hidden Rules of Class at Work* – and identify strategies that Native American youth and adults can learn to achieve higher success in the workplace. Workforce development strategies will be discussed for organizations that provide job-training and other services to low income individuals. - *Monieca West, Jolane Cook*

USING WEB TECHNOLOGY TO TRAIN AND CONNECT ISOLATED NATIVE AMERICA WITH GLOBAL FIRMS FOR ACCELERATED EMPLOYMENT OPPORTUNITY – This workshop will present and demonstrate how web technology can be used as an innovative means to provide: New jobs with global firms who are increasingly hiring “Tele-Workers” to save overhead expenses; and as a means to provide Career/Resume Development, Job Skills Training, and Recruiting Services for Native Americans who can no longer wait and need help now. - *Jon MacErnie*

YOUR COMMUNITY WEBSITE: NEWS, TOOLS, AND TRAINING RESOURCES FOR INAP WORKFORCE PROFESSIONALS – Your new community website is dedicated to providing news, tools, and training materials for workforce professionals of the Indian and Native American Programs of the Workforce Investment Act. Learn how to post questions, comments, and promising practices to the site and enter a drawing to win iPod Touch! Check out the site! <http://ina.workforce3one.org/>. - *Laura Aron, Duane Hall, Vinz Koller*

WIA REAUTHORIZATION – This workshop is to provide attendees an opportunity to discuss the reauthorization of the Workforce Investment Act (WIA) and Program Year (PY 2010) strategic planning. This also includes WIA Section 166 Program update and a question and answer session with the INA staff and Advisory Council member. - *Evangeline “Angie” Campbell*

NINAETC Workshop Presenters

Denise Alley (Cherokee, Shawnee, Otoe) B.A. is a professional speaker, author, workshop trainer and performer has served in Indian Country for the last 19 years working with tribal programs, departments, and conference events. Her Native American insight, reverence for life, heart-felt love, sense of humor, and spirit make her a dynamic speaker. She annually performs with Willie Nelson's Farm Aid and Neil Young's Bridge School benefit concerts. Denise is the author of her new book, *Native Heart* and resides in Arizona. Her website is www.denisealley.com.

Donna Anderson, Anthem Education Group

Sabrina Armen-Darez is the Assistant Director for Jicarilla Community Health & Fitness Center, Dulce, NM.

Co Presenter:

Augustine Nunez, Diabetes Manager, Jicarilla Community Health & Fitness Center, Dulce, NM

Laura Aron is a Technical Assistance and Training Specialist for Social Policy Research Associates (SPR), Oakland, California and has provided technical assistance to the Section 166 program for many years.

Co Presenters:

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

Vinz Koller, Director of Training and Technical Assistance, SPR

Kathy Atkins is the Tennessee Coordinator for the American Indian Center of Arkansas and has more than 16 years experience with Native American programs. She has a Business Management Degree specializing in Marketing and has been successful in bringing together public and private resources. Ms. Atkins is a graduate of Leadership Middle Tennessee, a board member of four Workforce Investment Act Boards in Tennessee and is the NINAETC Vice-Chair for this year's conference.

Jan Austin, Ed.D. is the director of the Office of Campus Life at the University of Arkansas at Little Rock (UALR) and serves as an adjunct faculty member for the College of Education's graduate program in Higher Education. Dr. Austin has 35 years of experience in higher education.

Jeff Barwick, Workforce Development Specialist, Office of Indian Energy & Economic Development is a Veteran of the United States Army and a graduate of the College of Menominee Nation. Mr. Barwick has worked in Human services for 20+ years and has been state certified as an AODA Counselor and a White Bison Fire Starter.

Co Presenters:

Gladys Ambrose, Regional Director for Chinle Division of Social Services, oversees a large array of services. She has a long career in the Human Services field working as a direct service worker than as a supervisor and now at the management level. Ms. Ambrose is an advocate for social change for programs and social systems to be more responsive to the needs of Native American People.

Jeremy Baloo (Navajo), Pipefitter Apprentice third year, Local 597th, UA is a graduate of the 2nd Pipefitters Local 597th Native American Hybrid welding class. Mr. Baloo is currently an employed Union member working Joliet, Illinois.

Kimberly Dixie is a Tribal Employment Rights Office representative from the Shoshone-Bannock Tribes from Fort Hall Idaho and has experience in Native American Employment issues on and around Native American reservations.

Lisa Lee, Administrator of Native American Fabricators Facility which is hosting a 16 week Hybrid Welding Pilot Project and is located on the Lummi Nation Reservation in Bellingham, Washington. Lisa oversees a vast array of responsibilities in relation to the day to day operation of the training facility.

Barbara Schmitt (Turtle Mountain Band of Chippewa Indians), the Economic Development Director, United Tribes Technical College, has over 25 years of experience in the community and economic development field. Ms. Schmitt has been successful in contributing to projects throughout Indian Country in areas such as education, community and economic development, and research and development.

Michael J. Shue, Instructor, Pipefitters Local 596th Training Fund, has been instructing pipe-fitters in welding and math since 2004. In 2008, Mr. Shue accepted a full time position to teach the UA's Native American Hybrid Welding Program. He brings over 15 years of field experience to the classroom and has numerous welding certifications, degrees in industrial Training and Construction Supervision, Authorized Testing Representative (ATR) for the UA, and a Certified Welding Inspector (CWI) through the American Welding Society.

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

Co Presenters:

Larry Ketcher (Cherokee) is the Director of Cherokee Nation Employment & Training Programs.

Darren Kroenke (Brothertown) is the Executive Director of Spotted Eagle, Inc., Milwaukee, Wisconsin.

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

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

Terrence "Terry" L. Clark has been the Training Coordinator for the Florida Governor's Council on Indian Affairs since 1994. He holds a Bachelors Degree in Political Science. Mr. Clark has been involved with the conference computer lab since 1995, which has included diagnosing computer problems and teaching internet skills to conference participants.

Evangeline "Angie" Campbell, MSW (Narragansett) is the Program Manager for the Section 166 Indian and Native American Program, U.S. Department of Labor. Ms. Campbell served as the Acting Division Chief during her previous employment with the Bureau of Indian Affairs, Office of Indian Services. She is a graduate of the University of California, Los Angeles with a Masters Degree in Social Work. She is also an inactive Commissioned Officer in the United States Army Reserves.

31st National Indian and Native American Employment and Training Conference

NINAETC Workshop Presenters (continued)

Donna Coriz is the Director of the Santo Domingo Tribe's Office of Employment and Training. She was certified as a Financial Education Trainer in February 2008 by First Nations Oweesta Corporation through Building Native Communities "Financial Skills for Families" curriculum. Since the spring of 2007, Ms. Coriz has been collaborating to design and deliver self-sufficiency programs to the Santo Domingo Pueblo community members that empower individuals to identify their strengths and make educational/career choices.

Co Presenter:

Lavern Garcia, is a Tenant Counselor with the Santo Domingo Tribal Housing Authority which partnered with the Office of Employment and Training in 2008 to pilot the Kewa Financial Fitness Project and now delivers an indepth financial fitness class for potential homebuyers and tenants of the rental subdivision in Santo Domingo Pueblo. Ms. Garcia is a certified financial educator in the Building Native Communities and Homebuyers Pathways curriculum developed by First Nations Oweesta Corporation and the Fannie Mae Foundation

Leo Cummings is the 477 Administrator for the Three Affiliated Tribes of northwest North Dakota. Mr. Cummings has devoted his entire working career of over 35 years with the Tribe as an employment training professional. The Tribe is one of the four original 477 Tribes and with that has developed many new innovative types of services to meet the people's needs and most recently founded the Healing Horse Program.

Co Presenters:

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

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

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

Steven A. Darden (Dine, Cheyenne) is a successful leader, business owner, executive, trainer, and public speaker. He has over 30 years experience in tribal, educational, non-profit human services, municipal leadership, and administration. He is a former Magistrate and Councilman with the city of Flagstaff, Arizona and a former Adjunct Faculty of the Dine College (Navajo Nation) Mr. Darden is a student of cutting edge leadership, excellence in organization and personal wellness. He provides motivational public speaking, counseling, and behavioral change training and is experienced in teaching culturally diverse environments and organizations.

Sonya French-Begay is the Workforce Analyst with the U.S. Department of Labor (DOL), Employment and Training Administration, Office of Workforce Investment, Indian and Native American Program (INAP). based in Washington, D.C. Ms. French-Begay received her B.A. degree from Eastern Kentucky University in 1998 and is currently finishing her Masters of Public Administration degree. In 2008, Ms. French-Begay has awarded the DOL INAP Outstanding Participant Award

Co Presenter:

Craig L. Lewis (Mohave/Choctaw), Federal Project Officer, U.S. Department of Labor, Employment and Training Administration, Office of Workforce Investment, Indian and Native American Program.

Katreena Hayes-Wood has a career that spans over 25 years as career development specialist, professional speaker and best-selling author. She has written three books, developed four career manuals and produced a career DVD. Ms. Hayes-Wood is the recipient of the 2008 National Top 10 Business Women award from the American Business Women's Association and the Arizona Career and Technical Education Association's Visible Difference award. She has worked as a consultant with several school districts in Arizona and served on the steering committee for the CTE Career Expo. Ms. Hayes-Wood believes that she is putting passion to work and is personally committed to touching lives in a positive way...everyday.

Stacey Jones is a Resolution Specialist in the Office of Grants and Contract Management, Division of Policy Review and Resolution, U.S. Department of Labor (DOL). Ms. Jones started her career with the DOL in the Division of Federal Assistance. In her current position, she helps develop policy guidance and technical assistance tools for new legislation and grant initiatives. She also delivers training on various grant management topics to ETA staff and the larger workforce community. Ms. Jones holds an M.A. from George Washington University and a B.A. from Rutgers University.

Sharon Julian (Jicarilla Apache) has worked for Jicarilla Behavioral Health for the last 19 years as the Detox Program Supervisor and completed Alcohol and Drug studies at UNM in Albuquerque, NM. She has received numerous certifications in the fields of Substance Abuse and Behavioral Health, and has adapted much of her education and experience to meet the needs of the people she works with on the reservation. Ms. Julian has a sense of humor that makes her presentations fun and engaging.

Co Presenter:

Karen Keating, M.Ed. LPCC, LADAC, Jicarilla Behavioral Health, has worked for Jicarilla Behavioral Health Department for seven years at both the Detox and the Mental Health Unit. She has worked in-patient, out-patient, with acute clients, a residential treatment program for teenagers, as an OBRA Co-coordinator with the elderly. Ms. Keating has a Master in Counseling from the University of North Texas and has licensure in both New Mexico and Colorado. She does presentations all over the State of New Mexico on topics of Substance Abuse, Stress, Trauma and Grief.

Cultivating Today's Native Workforce to Harvest Tomorrow's Leaders

Patrick Keptner has spent 25 years of his professional career as a Teacher and Administrator in the field of disabilities. Since September 1998, he has served as CEO of Tohatchi Area of Opportunity & Services, Inc. (TAOS, Inc.) on the Navajo Nation. Mr. Keptner and TAOS has facilitated at Strategic Planning Sessions for non-profit and government organizations and has presented/sponsored several grantwriting workshops for non-profits, chapters and Navajo Nation government agencies. TAOS, an affiliate member of YouthBuild USA, has received funding from the Department of Labor in 2009 for its YouthBuild program serving youth on the Navajo Nation.

Co Presenters:

Rodney Armstead, Program Manager, Tohatchi Area of Opportunity & Services, Inc. (Tohatchi YouthBuild)

Cody Howard, Student, Tohatchi YouthBuild

Darren Kroenke (Brothertown Indian Nation) is the Executive Director of Spotted Eagle, Inc., a non-profit community based organization serving the off-reservation Native American population residing in Southeast Wisconsin. Mr. Kroenke is a graduate of Michigan State University where he attended the James Madison College of Political Science and Public Policy and received a specialization in American Indian Studies. His professional experience has been in working with Native American public policy issues, specifically in the areas of workforce development, education, tribal sovereignty/government, and tribal justice systems.

Co Presenter:

Ed Werstein, CWDP (Certified Workforce Development Professional), is an Employment and Training Specialist and works on regional outreach issues for Spotted Eagle, Inc. He has been working in workforce development since 1995 after spending 22 years in manufacturing. Mr. Werstein has work at job centers in Milwaukee and in the surrounding counties. His experience includes dislocated worker case management, rapid response to mass layoffs and plant closings, managing DOLETA funded training programs, and advancing regional workforce development cooperation.

Terri LaFountain has worked for the Los Angeles County Union High School District for over 25 years with youth and adults in probation, correctional, group and special education areas of study. She has been a contracted Job Developer/Employability Specialist and Tutor for the Department of Rehabilitation and The City of Beverly Hills. Ms. LaFountain has been employed as a Case Manager to work with street outreach for the County of Los Angeles Mental Health and with Sheriff and LA Police Departments. Her experiences have given her knowledge and understanding of the benefits of singular, specific assessments and training helps for youth and adults 'lost' in systems of education.

Julie Levi brings more than 25 years of professional experience to Project Literacy. She obtained her Bachelor's degree in Business Administration from Utah State University. Ms. Levi has a broad range of experience ranging from working in the legal field, the travel industry, the Department of Defense, and most recently in Project Management for retail development. Now working for Project Literacy, she hopes to spread the news about how literacy can transform an individual's life. Ms. Levi's strengths lie in her ability to create strong relationships, as well as her experience in negotiating, project tracking, and working in concert with governmental entities.

Co Presenter:

Rebecca Kaspari, Project Literacy

Craig L. Lewis (Mohave and Choctaw) is a Federal Project Officer with the U.S. Department of Labor, Employment and Training Administration, Office of Workforce Investment, Indian and Native American Program based in Washington, D.C. Mr. Lewis earned his Bachelors Degree from Arizona State University in 1998 and is a four-year U.S. Army veteran. Mr. Lewis has served as the Employment and Training Coordinator for the Arizona Nineteen Tribal Nations Workforce Investment Area great recipient office.

Co Presenter:

Sonya French-Begay, Workforce Analyst, U.S. Department of Labor, Employment and Training Administration, Office of Workforce Investment, Indian and Native American Program

Jon MacErnie (Gidutikad Band - Northern Paiute) is a passionate and visionary leader, who has ambitions to develop new large organization to help Native Americans prosper. Mr. MacErnie is the founder and current successful business owner of a retail store in Scottsdale, AZ with his wife since 2001, and prior since 1994. He also holds active licenses for health, life insurance, and securities having worked in the financial services industry for the last five years. Mr. MacErnie formerly worked 16 years in the aerospace, semiconductor, and medical industries as a Designer, Engineer, Technical Lead, holding several patents as an Inventor; and as an international Vice President of Operations & Engineering. He holds a Bachelor of Science in Business Administration degree from University of Phoenix. Mr. MacErnie has extensive organizational, administrative, technology, business, and financial experience, and has solved complex organizational problems internationally.

Grace Marks, MPH, CPC, HSMI is an experienced and passionate trainer, facilitator, and life coach with 26 years of experience working with Native American tribes. She is a Certified Holistic Stress Management Instructor with an academic background in health education and administration. Throughout her 26-year tenure with Northern Arizona University, Ms. Marks created and coordinated a variety of cultural immersion programs on the Hopi Reservation and Navajo Nation for faculty and staff, and Indian Health Services health and social service providers to bridge the gap in cultural understanding. She provides group coaching and training services to Native American clients and tribal organizations searching for individual and organizational balance and optimal performance. Ms. Marks is skilled at creating a sage environment and providing the encouragement and support participants need to find success, self-empowerment, and change—from the inside out.

Andy Miritello who lives in Queen Creek, AZ, is the EAGALA Equine Specialist. His 18 years working with at-risk youth, and the past 12 years with youth in the Native American Community, provides a unique background. This relationship with horses and youth has drawn him to partner in Equine Assisted Growth & Learning Adventure.

Co Presenter:

Mary Sims Gerdes is a Licensed Professional Counselor with a private practice in Tempe, AZ. She also partners with Equine Spirit. She is the Certified EAGALA Mental Health Professional. Her specialties include: corporate leadership, teambuilding, counseling individuals and couples and Equine Assisted Psychotherapy. Her experience included accomplishments as a businesswoman, speaker, facilitator, mediator and therapist.

(continued)

31st National Indian and Native American Employment and Training Conference

NINAETC Workshop Presenters (continued)

Cathy Reamey is the Employment & Training Program Manager for the Bristol Bay Native Association (BBNA), and has been employed by BBNA since 2002. Ms. Reamey is responsible for managing the daily operations for Youth Services, General Assistance and Employment and Training. While managing these duties, Ms. Reamey also works hard in the development of on-the-job training opportunities, public presentations and is an active volunteer within the local school system. Ms. Reamey is the current Alaska Representative for the National Council for Tribal Employment Rights.
Co Presenter:

Desirae Kroener is the Employment & Training Case Worker for the Bristol Bay Native Association (BBNA), and has been with BBNA since 2006. She was recognized as BBNA's employee of the Quarter in 2008 and continues working very closely with program participants on a daily basis. Ms. Kroener is also enrolled in the local University of Alaska Fairbanks Dillingham Campus part time and is dedicated to achieving an advanced education. She strives to partner with other agencies and is very dynamic in her ability to advocate for her clientele.

Gary Rickard (Wintu) has worked in the field of employment and training for the past 26 years. His experience includes work at the federal, state, tribal and county levels and with a wide variety of programs. Mr. Rickard has developed many innovative practices in the area of preparing the "hard-to-serve" for entry into employment. He is the Vice Chairman of the Board of Directors for California Indian Manpower Consortium, Inc.

Jay Shannon is an educator, musician, and pastor who has spent the better part of his life motivating others to reach their full potential. Dr. Shannon received his training at three institutions of higher learning: Clearwater Christian College, New Geneva Theological Seminary, and Northwestern Theological Seminary. As an educator, Dr. Shannon inspires his students to always think for themselves and to always think outside of the box in solving various situations that confront the average individual.

Dirk N. Soma, GCDF, is Native Hawaiian born on Kaua'i, Hawai'i. He is the founder of Kulia Career Development Services (KCDS). KCDS provides individual and group education and career planning services within the Hawaiian community across the state of Hawai'i. Mr. Soma has had the opportunity to work in the field of education and career planning with other indigenous communities including American Indian, Alaskan Native, Chamorro, and other Pacific Island peoples. He is active in the community in multiple community and professional organizations.

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

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

Inky Vicenti is currently a family and crisis intervention mental health counselor at Dulce Elementary School, Dulce, New Mexico. She has been in this position for almost ten years. Prior to this she worked in a similar position at Dulce Middle School and Dulce High School. Ms. Vicenti has worked as counselor in several previous settings, including Santa Fe Indian School, Four Corners Regional Adolescent Treatment Center, and the Attachment and Bonding Facility, all in New Mexico.

Co Presenters:

Iola Begay is currently the Education Specialist at the Jicarilla Apache Department of Education in Dulce, New Mexico. She served the community as an elementary school teacher for many years. Ms. Begay was the Executive Director of JADE, and served on the New Mexico Indian Education Board. Ms. Begay was involved in Decade of Hope Project.

Miriam Cachucha is currently the Director for the Department of Youth and has served in this position for 15 years. She also has worked for the tribe for many years, including as a field nurse for IHS and being a Health educator during the Decade of Hope Project.

Nancy Miquelon is Behavioral Health Counselor with Sangre de Cristo Community Health Partnership, working in the Dulce community in this position for four years. Prior to this she worked in the Jicarilla Student Residence as a guidance counselor. Prior experience includes working with adults, children and families in different settings for 17 years.

Colleen Vigil (Sisseton-Wahpeton Dakota) is presently working for the Jicarilla Behavioral Health Department in Dulce, New Mexico, as the Domestic Violence Program Manager. She provides presentation on Domestic Violence, Dating Violence and related subjects throughout the State. She facilitates the Women's Support Group for victims of crime in Dulce, NM. Ms. Vigil is currently a board member for the Coalition to Stop Violence Against Native women. She is also a member of the Coordinated Community Response Team of Rio Arriba County, and the NM Intimate Partner Violence Death Review Team.

Co Presenter:

Loudine Wanoskia was born and raised on the Jicarilla Apache reservation. She currently works as the Domestic Violence Client Advocate/Case Manager and is a member of the Jicarilla Apache Nation. Ms. Wanoskia has worked for Behavioral Health in various capacities for a total of five years.

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

Cultivating Today's Native Workforce to Harvest Tomorrow's Leaders

Co Presenters:

Sheryl Slim, is employed with Indigenous Visions Network, Pocatello, Idaho.

Jessica James, MA (Pyramid Lake Paiute Tribe) is the WIA Director for Indian Center, Inc., in Lincoln, Nebraska. She obtained her Bachelors Degree in American Indian Studies for Haskell Indian Nations University and a Masters Degree in Indigenous Nations Studies from the University of Kansas.

Lucille Watahomigie is the Hualapai DOL WIA Director for the Hualapai Tribe, Peach Springs, Arizona.

Co Presenter:

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

Monieca West is an experienced economic and community development professional. As program manager of the Carl Perkins federal program for the Arkansas Department of Higher Education, she oversees funds for career and technical education projects at the postsecondary level. She retired from Southwestern Bell-Arkansas as director of economic development in 2001. West just completed her second term as chair of the board of directors of the American Indian Center of Arkansas and directs the North Little Rock Chamber of Commerce youth leadership program. She is past president of the North Little Rock School Board, past president of both the International Community Development Society and its Arkansas chapter, former chair of the Community Development Council, and the recipient of numerous awards for services to community organizations and public education.

Co Presenter:

Jolane Cook joined the UACCH family in 1999, and has since grown the division by providing timely, affordable solutions for the employers in South West Arkansas. As a division director, she oversees all of the non-credit training, leisure classes and professional development events at a small community college in a very rural area of Arkansas. Jolane has served on the board of the American Indian Center of Arkansas for more than 15 years. She is a life time member of Girl Scouts, and currently volunteers as a co-leader for her daughter's Junior Girl Scout troop in Texarkana.

Nicky Wittig is the VISTA/Wellness Project Supervisor for the California Indian Manpower Consortium, Inc. (CIMC). She has been volunteering and working within Indian Country for over six years. Ms. Wittig works with CIMC after initially serving two years as a National Society for American Indian Elderly (NSAIE) Americorps Vista member under CIMC Elders Program. She recruits, supervises and assists VISTA members placed with Tribes and Tribal organizations in California participating in CIMC's Intergenerational Culture Preservation (ICP) Project and will be the CIMC Native Americans to Work Project Supervisor. Ms. Wittig's work also includes researching, writing, and performing outreach to tribal communities on VISTA and health and wellness. Ms. Wittig holds a Bachelor's Degree in Theatre Arts and Film from the State University of New York at Purchase College and worked in the film and television industry prior to her VISTA service.

Sylvia WynnLindeman consulted to organizations of every size, shape and industry during her 30-year career in management and organization development and earned the title of Senior Adjunct Professor, Leadership and Strategy, at a well known San Francisco university. After a brief try at retirement, she found fulfillment helping Ya-Ka-Ama Indian Education and Development rebuild their workforce investment program. Now returned to consulting – this time in Indian Country – Ms. WynnLindeman applies her expertise

to projects she believes will allow First Americans to gain experience in the transformative power of synergy. Enthusiastic and engaging, she began presenting at NINAETC two years ago and has won high praise for her useful workshops in the human dynamics of organizational life.

Dana Zaskoda is the Research Coordinator for the New Mexico Corrections Department Education Bureau. While at NMCD, she has been the research liaison for three federal grants and is tasked with performance measuring and evaluation of the programs in conjunction with outside independent researchers. She is a certified Global Career Development Facilitator for the Offender Workforce Development Specialist program through the National Institute of Corrections. Ms. Zaskoda is also a member of Workforce Links which helps ex-offenders realize personal and professional growth by overcoming barriers to employment.

Co Presenters:

Aaron J. Givens is a U.S. Probation Officer for the District of New Mexico in Albuquerque. He is certified as an Offender Workforce Development Specialist through the National Institute of Corrections and is a certified as a Global Career Development Facilitator. As part of the New Mexico Employment Committee, Mr. Givens has been directly involved in job fairs, employer breakfasts, job readiness workshops, ongoing resume writing, focus group implementation and job orientation classes.

Herb Greenwall, Acting Bureau Chief of Economic Resources/ Department of Workforce Solutions

Danielle Padilla has been with the Federal Courts for seven years and is currently a U.S. Probation Officer Assistant with the District of New Mexico. She began working with offender employment in February of 2008 and holds a Bachelor's Degree in Social Work. Ms. Padilla is certified as an Offender Workforce Development Specialist through the National Institute of Corrections and is a certified as a Global Career Development Facilitator. As Chair of the New Mexico Workforce Links Committee, Ms. Padilla has been directly involved in the "Right Track" job fair for ex-offenders, job readiness workshops, ongoing resume writing, job development and job orientation classes.

Margaret Zientek (Citizen Potawatomi Nation) is a graduate of Northeastern Oklahoma State University in Tahlequah, Oklahoma, majoring in Business Administration and Tourism Management. Ms. Zientek's employment background and experience includes over 28 years involved with businesses and their employment needs. As Assistant Director of the Citizen Potawatomi Nation Employment and Training Program, she works closely with the employment and training needs of Native Americans residing in a 4-½ country area within central Oklahoma. In this capacity, Ms. Zientek serves on two Oklahoma Workforce Investment Boards and the Central Oklahoma Community Action Board. The Citizen Potawatomi Nation has operated a P.L. 102-477 Program since 1996. In 2005, Margaret was elected to begin serving as the National P.L. 102-477 Tribal Work Group Co-Chair.

Co Presenter:

Carrie McMillian (Gwichyaa Zhee Gwich'in) is the Director of Agency Affairs for Cook Inlet Tribal Council (CITC) in Anchorage, Alaska. She oversees the administration of CITC's P.L. 102-477 contract and serves as the Co-Chair of the National P.L. 102-477 Tribal Work Group. CITC has successfully operated under P.L. 102-477 since the legislation's inception in 1992, integrating programs funded by the Bureau of Indian Affairs, the Department of Health and Human Services, and the Department of Labor. She received a bachelor's degree in business administration from the University of Georgia.