

NINAETC

32ND NATIONAL INDIAN AND NATIVE AMERICAN
EMPLOYMENT AND TRAINING CONFERENCE

APRIL 17-22, 2011 - SCOTTSDALE, ARIZONA



*Kathy Atkins, Chair
National Indian and Native American
Employment and Training Conference*

Cover Artwork by Tyson Powless (Oneida), owner of Native clothing line, Un3ek Sy5tem. The design reflects how we as Native people are still able to work together to make our economy stronger in this modern world, and is infused with Native American culture through the four direction colors.

National Indian and Native American Employment and Training Conference



April 18, 2011

Dear Conference Attendees,

I would like to personally welcome you to the 32nd National Indian and Native American Employment and Training Conference in the beautiful city of Scottsdale, Arizona.

The Executive Committee members, Karen Thorne, Vice-Chair, Roselyn Shirley, Secretary, and Lorenda T. Sanchez, Treasurer, each have my sincere appreciation for their leadership, commitment and time. I am also thankful to the Planning Committee for their continued support and efforts put forth to make this year's conference successful.

This year's theme is "Today's Challenges + A Strong Native Force = Stronger Communities Tomorrow." The theme reflects the challenges within our programs as we continue to grow, adapt and remain motivated and strong while confronting a time of many changes within our communities, economy and employment opportunities available to our Indian and Native American Workforce Investment Act employment and training programs.

The focus of this 32nd annual conference is to offer workshops to improve skills and to create opportunities for networking, collaboration and sharing of program information. I encourage you to actively participate in the workshop sessions keeping in mind the challenges of your Tribes and organizations. To those who may be attending for the first time, I also encourage you to involve yourself in each aspect of the conference. The week has many activities planned for your enjoyment and learning.

In closing, I'd like to thank you for attending and bringing your expertise to this year's conference. You, as leaders, have a vision, the knowledge and experience to help us pave the way into the next generation. You are truly our greatest asset today and tomorrow. I ask you to stay engaged, keep us proactive and help to continue to shape the future of the Indian and Native American WIA program.

My personal respect and gratitude goes out to each of you and also to the men and women who protect our country, making it possible to serve our people.

Sincerely,

Kathy M. Atkins
NINAETC Chair

2011 NINAETC EXECUTIVE COMMITTEE

KATHY ATKINS
Chairman

KAREN THORNE
Vice-Chairperson

ROSELYN SHIRLEY
Secretary

LOREND T. SANCHEZ
Treasurer

Welcome from President Diane Enos

On behalf of the Salt River Pima-Maricopa Indian Community I welcome you and thank you for choosing the Talking Stick Resort to host the 32nd Annual National Indian and Native American Employment and Training Conference.

I would like to take this opportunity to share with you some information about us. The Salt River Pima-Maricopa Indian Community was federally recognized as a tribe by Executive Order on June 14, 1879 by President Rutherford B. Hayes; however our ancestors inhabited this land previously for centuries. The Community is comprised of two Indian tribes, the Akimel O'odham or Pima and Xalychidom Piipaash or Maricopa. Our people have many things to be proud of; the O'odham are superb basket weavers and the Piipaash are precise pottery makers. Both tribes have been well known as skilled farmers. Such abilities have taught our people about the importance of patience, hard work and dealing with adversity. Our history is very important to our Community and directly connected to why we uphold certain principles today.



The Salt River Pima-Maricopa Indian Community tribal government provides many services to our community members. As a self-governing tribe, we offer services to meet needs in areas such as education, health, housing, police, and fire services. We administer our own tribal codes and ordinances, have our own court system, and operate several tribally-owned enterprises. Our governing body consists of the President, Vice President and seven Council members who are elected by the people. As representatives of the Community, the Tribal Council makes and upholds policies to carry out the responsibilities of government and uphold our cultural identity pursuant to our Constitution.

Our Community continues to thrive and grow due in part to dedicated and talented employees. We value our team of employees and graciously appreciate their continuous support, their knowledge, hard work and committed teamwork. They serve this Community with quality and dedicated service and for this we are grateful.

Once again, welcome to the Salt River Pima-Maricopa Indian Community and on behalf of the Community and Council we thank you for visiting us. Enjoy your conference!

Sincerely,


Diane Enos

Salt River Pima-Maricopa Indian Community



STATE OF ARIZONA

JANICE K. BREWER
GOVERNOR

EXECUTIVE OFFICE

March 3, 2011

Welcome!

As Governor of the State of Arizona, it is my pleasure to welcome you to the National Indian & Native American Employment & Training Conference (NINAETC).

From the Grand Canyon in the north to the saguaro forests of the south, with the red rocks of Sedona in between, Arizona's spectacular landscapes are waiting for you. The State's 22 sovereign Native-American nations contribute to a unique blend of contemporary and traditional cultures, celebrating Arizona's past and present -- as artists blend Old West and Native American heritages into treasures of creative work, from all eras and in all genres, showcased in galleries, museums, and public places throughout the State.

More than a great place to visit and enjoy, Arizona is also business ready. Working closely with our economic partners around the state, our new and innovative Commerce Authority stands ready to provide the information and support services you need to properly evaluate the business opportunities and operating environment anywhere in Arizona.

So, again, welcome to Arizona, and best wishes for a successful conference.

Sincerely,

A handwritten signature in black ink that reads "Janice K. Brewer". The signature is fluid and cursive, with the first letters of each word being capitalized and prominent.

Janice K. Brewer
Governor

JB:lo



W.J. "JIM" LANE
Mayor

WELCOME TO SCOTTSDALE

On behalf of the City Council and the Scottsdale community, I am delighted to welcome the National Native American Employment and Training Conference to their 32nd annual meeting to be held at the Talking Stick Resort on Monday, April 18th here in our area.

In the uniquely beautiful Sonoran Desert, Scottsdale offers an unparalleled opportunity to enjoy world-class shopping, play challenging golf courses, and hike pristine mountains in the McDowell Sonoran Preserve--all within easy access.

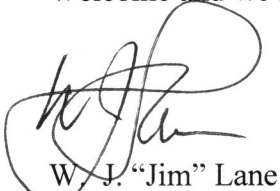
Scottsdale is the "West's Most Western Town" so we are rural and western, but also modern and urban. Our art galleries and museums offer something for everyone in our vibrant downtown. The new Waterfront area invites people to stroll along the canal and enjoy our great weather on the way to seeing the only bridge in the world created by the visionary architect, Paolo Soleri.



At the Waterfront, our "Hashknife" Pony Express monument honors our past while "The Doors" reflect Scottsdale's New West contemporary focus.

Scottsdale is also the nightlife capital of Arizona. Whether you are hanging your tie up on the ceiling at Pinnacle Peak Patio, or lifting a glass in a Downtown bistro, we hope you will visit Scottsdale's excellent restaurants that offer a great way for you to relax and enjoy the ambiance of our surroundings.

Welcome and we look forward to seeing you in Scottsdale!



W.J. "Jim" Lane
Mayor



2011 Executive Committee

Chairperson

Kathy Atkins

Goodlettsville, Tennessee

Vice-Chairperson

Karen Thorne

*Phoenix Indian Center, Inc.
Phoenix, Arizona*

Secretary

Roselyn Shirley

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

Treasurer

Lorenda T. Sanchez

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



In Appreciation to the 2011 NINAETC Planning Committee

The 2011 Executive Committee wishes to express sincere appreciation to each individual who served with dedication and diligence on the following committees during the planning process and during the conference.

Election/Site Selection

Evaluations

Exhibitors/Vendors

Facilities / Facilitators

Fundraising / Sponsorships

Luncheon / Banquet

Participant Awards

Program Booklet

Public Relations

Raffle / Drawings

Registration

Resolutions

Social Activities

Wellness Activities

Workshops & Presenters

Native American Employment and Training Advisory Council

Region I Representative

Mr. Darrell Waldron
Rhode Island Indian Council
Providence, Rhode Island

Region II Representative

Chief Anne Richardson
Mattaponi, Pamunkey, Monacan
Consortium
Indian Neck, Virginia

Region III Representative

Mr. Elkton Richardson
North Carolina Commission
of Indian Affairs
Raleigh, North Carolina

Region IV Representatives

Ms. Kim Carroll
Cherokee Nation
Tahlequah, Oklahoma

Dr. Rodney Stapp, M.D.
Urban Inter-Tribal Center of Texas
Dallas, Texas

Region V Representatives

Ms. Jessica James
Indian Center, Inc.
Lincoln, Nebraska

Ms. Christine Molle
American Indian Council
Employment and Training
North Kansas City, Missouri

Region VI Representatives

Ms. Julia Davis-Wheeler
Nez Perce Tribe
Lapwai, Idaho

Ms. Lorenda T. Sanchez
(Council Chair)
California Indian Manpower
Consortium, Inc.
Sacramento, California

Hawaii Representative

Ms. Winona Whitman
(Council Vice-Chair)
Alu Like, Inc.
Honolulu, Hawaii

Other Discipline Members

Mr. Patrick H. Andrews
Tohono O'odham Nation
Sells, Arizona

Mr. Leo Cummings
Three Affiliated Tribes
New Town, North Dakota

Mr. Urban Giff
The National Center for American
Indian Enterprise Development
Tempe, Arizona

Dr. David M. Gipp
United Tribes Technical College
Bismarck, North Dakota



Mr. Ryman LeBeau
Cheyenne River Sioux Tribe
Eagle Butte, South Dakota

Dr. M.J. Longley, Ed.D.
Anchorage, Alaska

Mr. Willie N. Noseep
Eastern Shoshone Tribe
Fort Washakie, Wyoming

Ms. Charlanne Quinto, M.Ed.
Confederated Tribes of the Colville
Reservation
Nespelem, Washington

Mr. Jonathan Windy Boy
Chippewa Cree Tribe of the Rocky
Boy Reservation
Box Elder, Montana

Dr. David Yarlott, Jr., Ed.D.
Little Big Horn College
Crow Agency, Montana

NINAETC Conferences

Conference Sites

Chairpersons

I.	1980 - Washington, D.C.	S. Diane Kelley - Cherokee Nation
II.	1981 - Tulsa, OK	Evelyn Stephens - Oklahoma Tribal Assistance Program
III.	1982 - Albuquerque, NM	Kenneth P. Martinez - Pueblo of Laguna
IV.	1983 - Spokane, WA	Lonnie Racehorse - Idaho Inter-Tribal
V.	1984 - Nashville, TN	Eddie Tullis - Poarch Band of Creeks
VI.	1985 - Los Angeles, CA	John Smith - Shoshone and Arapahoe Tribes
VII.	1986 - Reno, NV	Kenneth P. Martinez - Dallas Inter-Tribal Center
VIII.	1987 - Anchorage, AK	Randy Edmonds - Indian Human Resource Center
IX.	1988 - Albuquerque, NM	Randy Edmonds - Indian Human Resource Center
X.	1989 - Milwaukee, WI	Thomas M. Dowd - Native Americans for Community Action
XI.	1990 - St. Petersburg, FL	Fred Muscavitch - Milwaukee Indian Manpower Council
XII.	1991 - Spokane, WA	Frank La Mere - Nebraska Inter-Tribal Development Corporation
XIII.	1992 - San Diego, CA	Alice Roach - Indian Center, Inc.
XIV.	1993 - Denver, CO	Wilbur Red Tomahawk - Standing Rock Sioux Tribe
XV.	1994 - Albuquerque, NM	H. Clark Hosick - North American Indian Cultural Center
XVI.	1995 - Bismarck, ND	Karen Kay - Michigan Indian Employment and Training Services, Inc.
XVII.	1996 - Providence, RI	Darrell Waldron - Rhode Island Indian Council
XVIII.	1997 - Anaheim, CA	Karen Kay - Michigan Indian Employment and Training Services, Inc.
XIX.	1998 - Spokane, WA	Jeff Foster - Four Tribes Consortium of Oklahoma
XX.	1999 - Sioux Falls, SD	Jeff Foster - Four Tribes Consortium of Oklahoma
XXI.	2000 - San Antonio, TX	Jeff Foster - Four Tribes Consortium of Oklahoma
XXII.	2001 - Reno, NV	Larry Ketcher - Cherokee Nation of Oklahoma
XXIII.	2002 - Rapid City, SD	Larry Ketcher - Cherokee Nation of Oklahoma
XXIV.	2003 - Anchorage, AK	Darrell Waldron - Rhode Island Indian Council
XXV.	2004 - Milwaukee, WI	Darrell Waldron - Rhode Island Indian Council
XXVI.	2005 - Houston, TX	Kathy Atkins - American Indian Council of Arkansas
XXVII.	2006 - Tulsa, OK	Larry Ketcher - Cherokee Nation
XXVIII.	2007 - Newport, RI	Darrell Waldron - Rhode Island Indian Council, Inc.
XXIX.	2008 - Wisconsin Dells, WI	Darrell Waldron - Rhode Island Indian Council, Inc.
XXX.	2009 - Sacramento, CA	Darrell Waldron - Rhode Island Indian Council, Inc.
XXXI.	2010 - Albuquerque, NM	Norrman Ration - National Indian Youth Council, Inc.
XXXII.	2011 - Scottsdale, AZ	Kathy Atkins - Goodlettsville, Tennessee



Election of NINAETC Officers

ELECTION PROCEDURES FOR 2011-12 NINAETC OFFICERS

1. Nominations will be accepted from the floor during the General Assembly, Tuesday, April 19, 2011. 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, April 20, 2011.
2. The Election Committee will prepare official ballots. Ballots shall bear the names of the candidates nominated for each specific office.
3. Election Committee members shall oversee all facets of the election and will provide procedures information as needed.
4. Official ballots will be available at the polling site beginning at 10:00 AM until exactly 12:00 Noon on Wednesday, April 20, 2011.
5. ONE VOTE PER GRANTEE SHALL BE ALLOWED. Votes shall be cast by WIA Directors OR their designated proxy. The Director or their designated proxy MUST sign the voting roster to receive a ballot.
6. Proxies must be on the grantee's organizational letterhead and submitted to the Chairperson of the Election Committee prior to 10:00 AM, the start of voting on Wednesday, April 20, 2011.
7. The results of the voting will be given to the Conference Chairperson who will announce the new officers at the General Assembly on Thursday, April 21, 2011.
8. The winner for an elected term of Chairperson, Vice-Chairperson, Treasurer or Secretary shall be the candidate who receives a simple majority of the votes cast.
9. A runoff election will be held for an office or site if no candidate receives a majority of votes. If a runoff is required, it will be held on Thursday morning, April 21, 2011, from 10:00 AM to 12:00 Noon with results announced at the banquet. If a second runoff is necessary, voting will be conducted during the banquet with the results announced as soon as available. The Conference Executive Committee and Election Committee shall determine the most appropriate procedure should a subsequent runoff be necessary.
10. The Election Committee reserves the right, as granted by the Executive Committee, to initiate any procedural changes in the process, if determined necessary for reasons of fairness.

Elections/Site Selection Committee Chair: Karen Thorne, Phoenix Indian Center, Inc.



NINAETC Site Selection

PROCEDURES FOR 2013 SITE SELECTION

1. The WIA, Section 166 Grantee(s) must submit a signed endorsement for the identified city of designated area. The Grantee(s) will specify the commitment of local grantees and staff support for the conference.
2. There also must be the agreement to work closely with the NINAETC Executive Committee, including, but not limited to, terms and conditions of the Department of Labor contract.
3. All bids must be postmarked NO LATER THAN APRIL 1, 2011, and sent to the Election/Site Selection Committee Chairperson. ***There will be no site nominations from the floor during the 2011 NINAETC in Scottsdale, Arizona.***
4. Conference timelines:
 - i. Grantee(s) will be given an opportunity to present information on the endorsed city/state or area during the General Assembly on Wednesday, April 20, 2011. The presentation is the responsibility of the Grantee(s) ONLY and should be no more than twenty (20) minutes in length, including any time required for a video and advance notice of audio-visual requirements needs to be provided to conference committee.
 - ii. Each endorsed city/state or designated area will be listed on the official ballot.
 - iii. On Wednesday, April 20, 2011, voting for the site selection will be held from 10:00 AM to 12:00 Noon. **Only the WIA grantee director or a designee who has submitted an approved proxy will be eligible to vote.**
 - iv. Proxies must be on the grantee's organizational letterhead and submitted to the Chairperson of the Site Selection Committee prior to 10:00 AM, the start of voting on Wednesday, April 20, 2011.
 - v. The winner will be selected by a simple majority of votes cast. If no site receives a simple majority on the first ballot, the two sites with the most votes will be placed on a runoff ballot. If a runoff is needed, it will be held Thursday morning, April 21, 2011 from 10:00 AM to 12:00 Noon. The results will be announced that evening at the banquet.
 - vi. If there should be a tie in the runoff voting, the winner will be determined by the Conference Executive Committee.
5. The 2011-2012 NINAETC Executive Committee will coordinate conference planning with the local Grantee(s) and the designated staff of DOL/INAP.

2011 Alice BigPond Roach Memorial Award

Steven Herman, Sr.

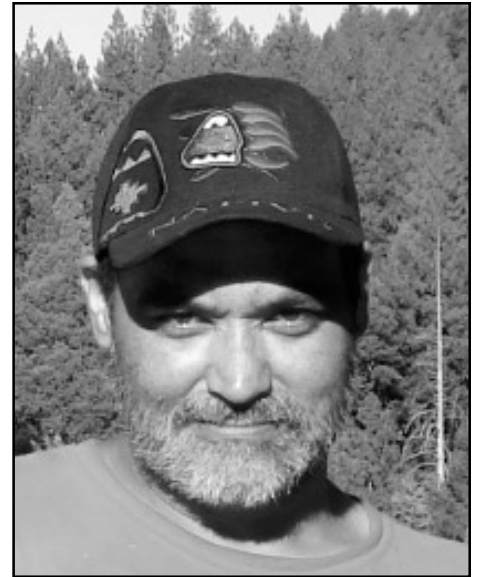
*California Indian Manpower Consortium, Inc.
Sacramento, California*

Steven Herman's outstanding leadership qualities have proven to be a valuable asset to his community and his employer, Calaveras Healthy Impact Solutions (CHIPS), through his vision to attain long-term environmental, economic, and social well-being. His efforts have been recognized by the local County Board of Supervisors, and the Amador-Calaveras Consensus Group, a community-based collaborative of 30 nonprofit organizations, towns, and county/state/federal partnerships.

Besides recruiting local Native Americans to apply for employment with CHIPS, he regularly attends community meetings, advocates to bring more jobs to the community, and encourages his co-workers to continually obtain more work related information and training. Steven, a member of the Wilton Miwok Tribe, was instrumental in the creation of the

Native Crew, which consists of several Native men. This group works to preserve watersheds and critical wildlife habitat, restore the forest to its natural state, and protect the communities from catastrophic fire. Several former CIMC participants have now been hired for full-time employment. Steven also assists CHIPS with its efforts for the local Community Food Bank by falling trees, chopping cords of wood, and delivering the wood to low-income families.

CIMC is very proud of Steven because of his resilience and exemplary leadership in maintaining the productivity level of the Native Crew, and his personal commitment to help others better themselves by encouraging them to participate in relevant, useful training opportunities. His son is especially proud of his father's accomplishments and states that he wants to be just like his dad.



2011 Howard Yackus Memorial Scholarship Award

Frank D. Waln

*Sicangu Nation Employment and Training Program
Rosebud, South Dakota*

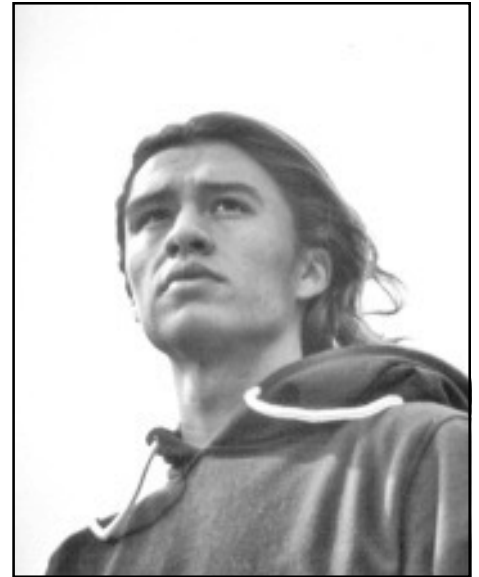
Frank D. Waln's exceptional academic and professional accomplishments have allowed him to give back to his local community and Indian Country at large. Mr. Waln is currently attending Full Sail University in Orlando, Florida, in the Recording Arts program. He previously maintained his standing on the Dean's List for four consecutive semesters at Creighton University in Omaha, Nebraska, in the Exercise Science program's premed track. He's the recipient of a Gates Millennium Scholarship, which has funded his academic career at both educational institutions. Mr. Waln is the founder of FDW Entertainment LLC, the manager/producer/engineer/promoter of hip-hop group Nake Nula Waun, the winner of the Best Producer award at the 2010 Native American Music Awards, and featured speaker at the 2011 SAMHSA (Substance Abuse and Mental Health Services Administration) State and Tribal Suicide Prevention Conference.

Mr. Waln credits his success to the Sicangu Nation Employment and Training Program (SNETP), which provided him with his first job as an elementary school's janitorial assistant when he was in the 8th grade. He learned about the value of hard manual labor, the pride in

getting the job done right, and the importance of showing up on time. He saved up his minimum wages for his dream, a basic home studio set up, which he bought piece by piece—first a music production program, followed by a keyboard, mic, and high end vocal recording program. He uses this same home studio to produce his albums today.

For his summer vacations at home from Creighton University, SNETP placed him in the physical therapy department at the local Indian Health Services agency as a Physical Therapist Assistant. He worked directly with patients (assisting them with their workouts) and conducted administrative duties. He eventually decided that working in a hospital was not what he wanted to do.

Mr. Waln is now attending Full Sail University, making music, performing at concerts, and managing his entertainment business. He plans to use his Recording Arts degree and network of contacts at the university to help further his musical group and build a successful entertainment business that provides opportunities to musicians and artists in areas that are normally overlooked, such as the reservation.



2011 Outstanding Participant Awards



Trestine McMurry

*Phoenix Indian Center, Inc.
Phoenix, Arizona*

Network and became a Recovery Support Specialist in June 2010. She helps people struggling with alcohol and drug abuse by facilitating and co-facilitating group sessions and classes, assisting others in achieving and maintaining wellness (including healing from trauma), and supporting group members in proactive planning to avoid crisis.

Trestine McMurry, of The Hopi Tribe, attended Job Readiness Training for two months and successfully completed five modules. She also completed training through Recovery Empowerment

Trestine also volunteers as a Support Assistant with City in the Desert Metro Church where she assists the homeless with personal services and provides individual support.

She has overcome a life history of homelessness, alcohol/drug abuse, psychological trauma, a felony record, and unemployment. Trestine seeks to “inspire some women who are or were addicted to drugs or alcohol who, at some point in their life, can identify with the shame of choosing drugs or alcohol over their children and abandoning their role as mother and took to the streets and lost all hope of seeing their children. To these women, know that they have an opportunity to regain the trust of their children and renew the relationship as a healthier, clean, and sober mother.”

Bernita Norton

*The Navajo Nation
Window Rock, Arizona*

Bernita Norton became a certified Dental Assistant on April 1, 2011, and she plans to return to her former worksite where she had been enrolled in the Navajo Nation WIA Work Experience Program as a Dental Assistant at Montezuma Creek, Utah, with the Utah Navajo Health Systems.

Bernita has overcome the sudden loss of her husband, which resulted in extreme emotional despair along with unexpected financial burdens. She is providing for her family and taking the right steps toward stable employment.



Frankie Tinkle

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

Frankie Tinkle is a clean and sober, self-sufficient individual who is currently employed by the Tuolumne Me-Wuk Tribal Council as Clerical Support and Janitor after successfully completing her Work Experience activity through California Indian Manpower Consortium, Inc. (CIMC) and 13-week First Offender Program with the Department of Motor Vehicles to obtain her valid California Driver's License.

With the support of her extended family and CIMC, Frankie has overcome years of homelessness, substance/alcohol abuse, domestic abuse, and chronic unemployment. She is currently working toward re-unification with her children. She also actively helps her community with educational outreach activities that warn youth about the dangers of alcohol abuse and how it can negatively affect individuals and families.

2011 Outstanding Employer Award

U.S. PHS Indian Health Service Phoenix Indian Medical Center

*Phoenix Indian Center, Inc.
Phoenix, Arizona*



During the past four-year period, the Phoenix Indian Medical Center (PIMC) provided training opportunities through the Work Experience activity for 45 WIA customers, of which 19 individuals were hired—nine individuals became permanent employees after their Work Experience activity, and ten secured other employment with the skills acquired during their Work Experience activity. Also, as a direct result of skills gained and/or enhanced during Work Experience at PIMC, 12 other individuals secured employment elsewhere in the community. Overall, the long-term partnership between PIMC and Phoenix Indian Center, Inc. – Native Workforce Services has resulted in 31 individuals entering unsubsidized employment.

Individuals entering employment with PIMC have the opportunity to move into higher positions within a department or a related department within the facility—upward mobility. PIMC provides staff development and training opportunities to keep skills current and assure that employees and trainees can deliver the best quality of care to patients. This skill building also helps individuals compete for higher level positions within the Indian Health Service (IHS) system. As individuals move up their career ladder, they also benefit by moving up the Federal GS or WG pay scale. Also, they may apply for comparable or higher level po-

sitions in other IHS service areas, which allows for transfers to home reservations or other areas/states where Indian Health care is provided.

Areas of subsidized activity include: maintenance, utility systems, security, billing and coding, housekeeping, engineering, outpatient surgery, medical lab, dental clinic, medical records, human resources, patient business, surgery, warehouse, switchboard, pharmacy, and food service. Training involves development of entry-level skills in a particular occupation as well as skill upgrading for individuals returning to a career or using transitional skills. In addition to acquiring technical skills specific to a particular job, customers enhance soft skills such as team building, following directions, time management, prioritizing tasks, showing initiative, and other elements that contribute to successful outcomes in a department.

PIMC staff members provide ongoing support during the training activity and are advocates for individuals as they apply for permanent employment within the organization or elsewhere. As a full service IHS facility, the Medical Center also maintains a community presence hosting health and information fairs, health education, prevention seminars, and pow-wows and other community gatherings.

2011 Outstanding Participant Award - Honorable Mention

Dakota Trout

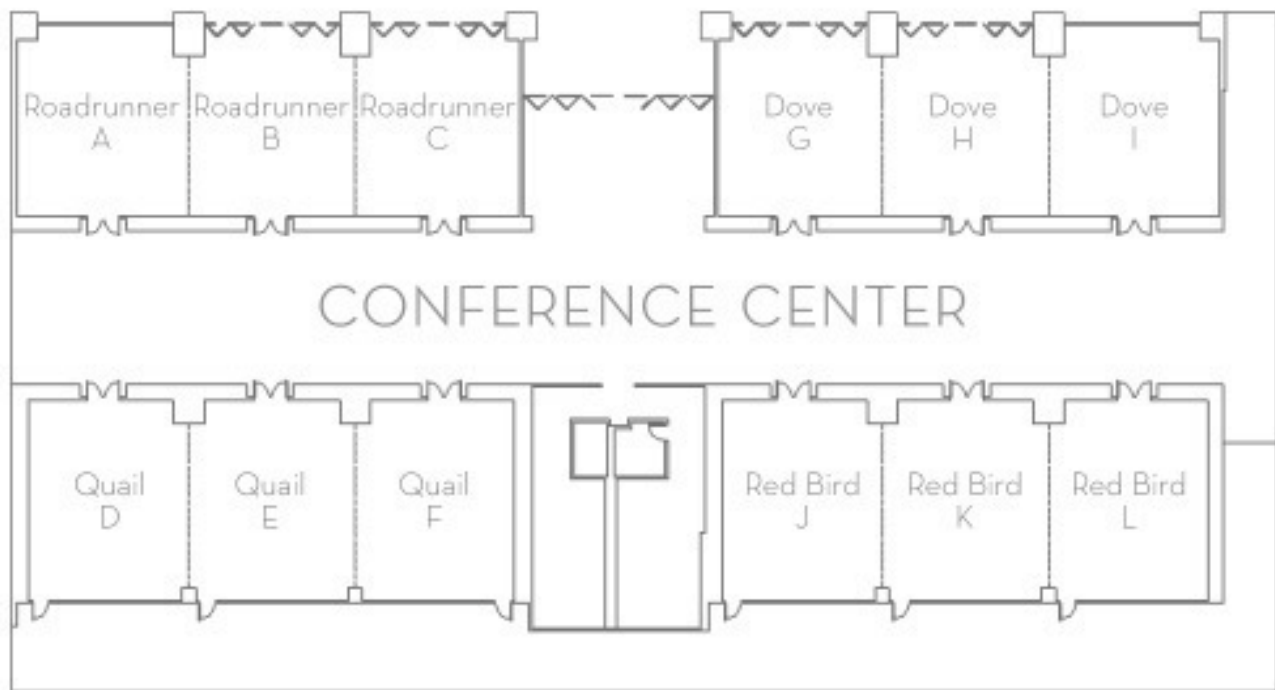
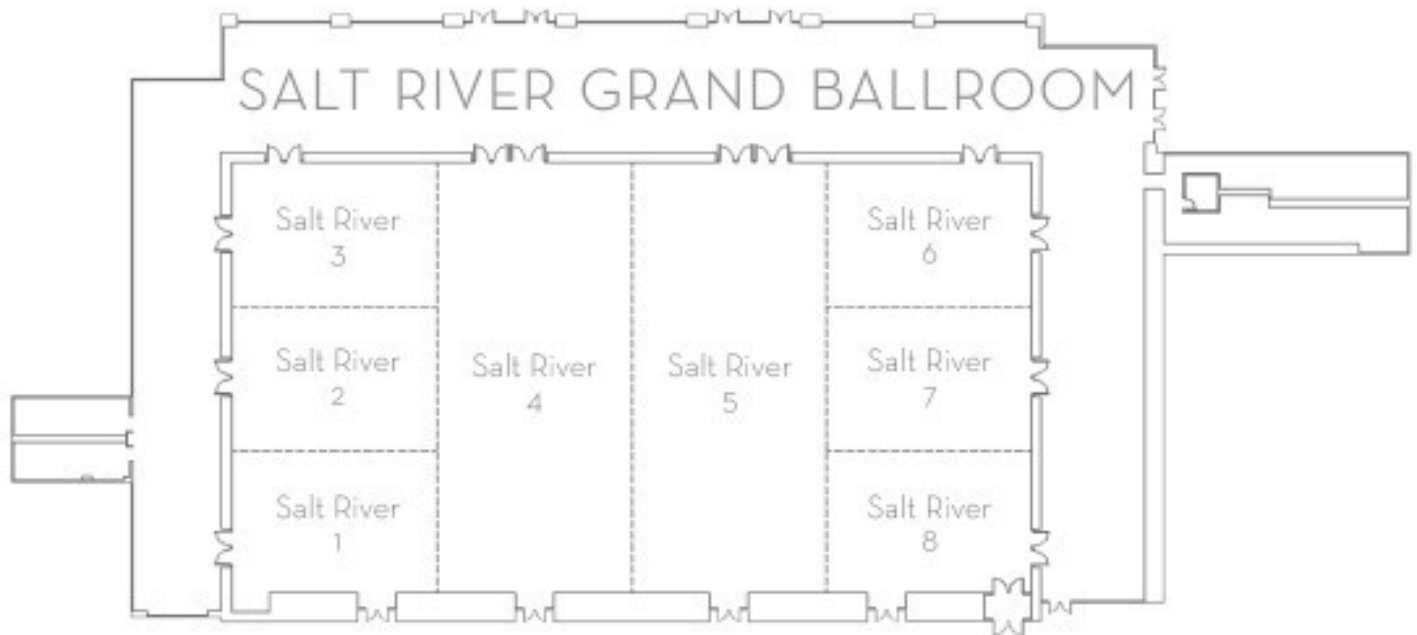
Citizen Potawatomi Nation, Shawnee, Oklahoma

32nd National Indian and Native American

Sunday		Monday, April 18, 2011	Tuesday, April 19, 2011
6:00 a.m.	Facilitator Orientation Meeting - 2:00 p.m. REGISTRATION - 2:00 p.m. - 6:00 p.m. PL 102-477 Tribal Work Group Meeting (1:15 - 4:30 p.m.) - Salt River 6	6:00 - 8:00 a.m. - Wellness Activity - Fire Garden (outside) GENERAL ASSEMBLY (9:00 a.m. - 12:00 noon) - Salt River 4/5 <ul style="list-style-type: none"> • Posting of Colors - <i>American Legion Post 114 Bushmasters</i> • Salt River Singers • Invocation - <i>Ricardo Leonard, Councilman, Salt River Pima Maricopa Indian Community</i> • Welcome - <i>Honorable Diane Enos, President, Salt River Pima Maricopa Indian Community</i> • Tribal Presentation - <i>Bird Singing and Dancing by the Water</i> • NINAETC Chairman's Address - <i>Kathy Atkins, NINAETC Chair</i> • Roll Call - <i>Roselyn Shirley, NINAETC Secretary, Director, Navajo Nation Dept. of Workforce Development</i> • Remembrance Presentation • Keynote Address - <i>Willardine Sampson, Councilwoman, Salt River Pima Maricopa Indian Community</i> • Advisory Council Update - <i>Lorenda T. Sanchez, Chair, Native American Employment and Training Council</i> 	6:00 - 8:00 a.m. - Wellness Activity - Fire Garden (outside) GENERAL ASSEMBLY PARTNERSHIP BREAKFAST (8:30 a.m. - 12:00 noon) - Salt River 4/5 <ul style="list-style-type: none"> • Invocation - <i>Joseph Enos, Gila River Indian Community</i> • Tribal Presentation - <i>Gila River Indian Community Traditional Dance Group</i> • U.S. Department of Labor Update - <i>Evangeline "Angie" Campbell, Program Manager, Indian and Native American Programs, ETA, U.S. Department of Labor</i> • Grantee Award Presentations - <i>Indian and Native American Programs, U.S. Department of Labor</i> • 30 Years of Service Recognition • 2012 Officer Nominations • Community of Practice Website Update - <i>Laura Aron, Social Policy Research Associates</i>
10:30 a.m.		REGISTRATION (8:00 a.m. - 12:00 Noon)	REGISTRATION (8:00 a.m. - 12:00 Noon)
12 Noon			
1:15 p.m.			
3:00 p.m.		LUNCH (on own) WORKSHOPS (1:15 - 2:45 p.m.) <ul style="list-style-type: none"> • True Colors Roadrunner A • Native Americans with Disabilities in the Workforce and the American Indian Vocational Rehabilitation Program ... Roadrunner B • The Seven P's of Success Roadrunner C • BearTracks Basic Overview Quail D • Organization Development in Indian Country Quail E • Help! I Need a Job Quail F • Conducting Federally Mandated Background and Character Investigations for Tribal Organizations Dove G • Financial Reporting Dove H • Oregon's Career Pathway's Initiative Dove I • Social Networking for Native Programs Red Bird J • A Tribal Workforce Investment Area & Tribal WIB: Are You Serious? Red Bird K 	LUNCH (on own) Regional Meetings (12:00 - 1:45 p.m.) WORKSHOPS (1:45 - 3:15 p.m.) <ul style="list-style-type: none"> • Career Pathways: Reservation Model Roadrunner A • Culturally Relevant Career Development Training Roadrunner B • Kahv'yoo Spirit Year 3 Roadrunner C • Your Community Website: News, Tools, and Training Resources for INAP Workforce Professionals Quail D • Cyber Mis-Use Quail E • Help! I Need a Job! Quail F • Indian Preference: What Tribal Governments Need to Know Dove G • Establishing Regional Workforce Investment Act Partnerships Dove H • Goal Setting and the Art of Delegation Dove I • Building a Financial Education Program (Part 1 of 2) Red Bird J • Tribal TANF Life Skills (Part 1 of 2) Red Bird K • PL 102-477 for New Managers and Tribal Leaders Salt River 4/5
		PL 102-477 Tribal Work Group Meeting (1:15 - 4:30 p.m.) - Salt River 6 WORKSHOPS (3:00 - 4:30 p.m.) <ul style="list-style-type: none"> • True Colors Roadrunner A • Native Americans with Disabilities in the Workforce and the American Indian Vocational Rehabilitation Program ... Roadrunner B • The Seven P's of Success Roadrunner C • Management Information Systems (MIS) Training Quail D • Effective Policy & Procedures: Employment and Training Focused Policy Development Quail E • Creative Ways to Employ, Train, Develop and Retain Tribal Members Quail F • Employment Law for Tribes and Tribal Organizations Dove G • Roundtable Discussion with the INA Program Manager Dove H • Culturally Relevant Career Development Training Dove I • Goal Setting and the Art of Delegation Red Bird J • Crystal Fire Child Red Bird K 	WORKSHOPS (3:30 - 5:00 p.m.) <ul style="list-style-type: none"> • Comprehensive Services Plan Roadrunner A • How to Restore Balance for Optimal Health and Harmony .. Roadrunner B • Choices Roadrunner C • BearTracks Troubleshooting Quail D • Design, Print, Shoot, Film, Edit Presentation by Edit Box Productions, Gila River Indian Community Quail E • Crystal Fire Child Quail F • Supervision and Management Skills - Leadership in the Tribal Workplace Dove G • Case Management for Rookies Dove H • Balancing a Two-World Perspective Dove I • Building a Financial Education Program (Part 2 of 2) Red Bird J • Tribal TANF Life Skills (Part 2 of 2) Red Bird K • PL 102-477 Best Practices Salt River 4/5
	MOVIE NIGHT	WELCOME RECEPTION (6:00 p.m.) - Salt River 4/5	OPEN SOCIAL NIGHT

Employment and Training Conference

Wednesday, April 20, 2011		Thursday, April 21, 2011	Friday, April 22, 2011
VOTING (10:00 am - 12:00 noon)	<p>6:00 - 8:00 am. - Wellness Activity - Fire Garden (outside)</p> <p>GENERAL ASSEMBLY (8:30 - 11:30 a.m.) - Salt River 4/5</p> <ul style="list-style-type: none"> Invocation - <i>Hopi Community Member</i> Tribal Presentation - <i>Hopi Senom Dance Group</i> Keynote Address - <i>Honorable Leroy Shingoitewa, Chairman, Hopi Nation</i> National Urban Indian Family Coalition Update - <i>Patti Hibbeler, Chief Executive Officer, Phoenix Indian Center, Inc.</i> Public Law 102-477 Update 25 Years of Service Recognition 2013 Site Presentations 2012 Election Campaign Speeches 	<p>6:00 - 8:00 am. - Wellness Activity - Fire Garden (outside)</p> <p>GENERAL ASSEMBLY (9:00 - 10:15 a.m.) Salt River 4-5</p> <ul style="list-style-type: none"> Invocation - <i>Freddie Johnson, Cultural Specialist, Phoenix Indian Center, Inc.</i> Keynote Address/Presentation - <i>Phoenix Indian Center, Inc.</i> 20 Years of Service Recognition Resolution Presentations 	<p>NAETC OUR STORY RESEARCH WORK GROUP MEETING (cont'd - if needed) (9:00 a.m. - 12:00 p.m.)</p>
	<p>AWARDS LUNCHEON (11:45 a.m. - 2:15 p.m.) - Salt River 4/5</p>	<p>WORKSHOPS (10:30 a.m. - 12:00 noon)</p> <ul style="list-style-type: none"> Tucson Indian Center's Career Pathways Initiative Roadrunner A Building a Financial Education Program (Part 1 of 2) Roadrunner B Public Law 93-638 As Amended and the Implementing Regulations Roadrunner C Native American Gangs/Trends Quail E Social Security - Everything You Need to Know Quail F Preparing Students for the Workplace and Beyond Dove G Optimize Your People Power - Strategies to Help Your Team Achieve Greatness Dove H Indian Nations Camp - 10th Anniversary Dove I Financial Reporting Red Bird J Management Information Systems (MIS) Training Red Bird K 	
	<p>Master of Ceremonies - Greg Madril, Pascua Yaqui Tribe</p> <p>Invocation</p> <p>Presentation of Awards:</p> <ul style="list-style-type: none"> Alice BigPond Roach Memorial Award Howard Yackus Memorial Scholarship Award Outstanding Employer Outstanding Participants (3) Outstanding Participant - Honorable Mention 	<p>LUNCH (on own)</p> <p>WORKSHOPS (1:15 - 3:00 p.m.)</p> <ul style="list-style-type: none"> Case Management for Rookies Roadrunner A Building a Financial Education Program (Part 2 of 2) Roadrunner B Veterans Roundtable Roadrunner C Native American Gangs/Trends Quail E Americorps*VISTA Native Americans to Work Project Quail F Cultural Transitioning Participants Recently Released from Prison Dove G SuccessCircles - Using Collaborative Achievement for Organizational Excellence Dove H Entrepreneurship in Indian Country Dove I Cyber Mis-Use Red Bird J Building the Powerful Organization Red Bird K 	<p>T R A V E L S A F E L Y !</p>
	<p>WORKSHOPS (2:30 - 4:30 p.m.)</p> <ul style="list-style-type: none"> The Power to Change from the Inside Out - To Serve our Native Communities Roadrunner A Youth Suicide Prevention - Myths and Facts Roadrunner B 101 Excuses for Getting the Work Done Roadrunner C BearTracks Basic Overview Quail D Documenting Your Success Stories Digitally Quail E Entrepreneurship in Indian Country Horse Assisted Training for Success (HATS) Quail F Building the Powerful Organization Dove G Services to Veterans Dove H Social Security - Everything You Need to Know Dove I Job Retention Strategies Red Bird J Comprehensive Services Plan Red Bird K 	<p>NAETC Our Story Research Work Group Meeting (cont'd) Garden Room South (1:15 - 4:30 p.m.)</p>	
	<p>INDIAN IDOL "VEGAS NIGHTS" - Salt River 4/5</p>	<p>BANQUET (6:00 p.m.) - Salt River 4/5</p>	



Workshop Descriptions

101 EXCUSES FOR GETTING THE WORK DONE - A time management, communication and motivational presentation that illustrates the reasons things don't get done at work, skills to improve time management and motivational concepts to ensure the employee stays focused, concentrated, energized and motivated to complete job assignments, meet time demands and other challenges impeding the completion of the work, goals and objectives. - *Rich Weschrob, Gila River Indian Community*

A TRIBAL WORKFORCE INVESTMENT AREA & TRIBAL WORKFORCE INVESTMENT BOARD: ARE YOU SERIOUS? - Presentation will include a history of the Nineteen Tribal Nations Workforce Investment Area/Board (NTNWIA/NTNWIB) in Arizona. This is the only Native WIB in the country. Presentation will include information about the origin and composition of the NTNWB. We will discuss challenges and struggles of the NTNWB with 13 different Administrative entities within the area currently operating WIA Programs. Information will be presented on funding, contracts and reporting. We will also talk about our ongoing efforts to help State and local officials/leaders understand the importance of the NTNWB and the unique/different challenges we encounter that are different than those faced by non-Tribal areas. We will talk about our "push" to have a seat/voice on the Governor's Council on Workforce Policy as a further means to try to generate a better understanding of the NTNWB and why it is so important. Finally, we will discuss our interaction with the Arizona Tribal Leaders through the Inter-Tribal Council of Arizona, the support they provide to the NTNWB, and how the NTNWB is beneficial for Tribes. - *Ron Trusley, Patrick H. Andrews, Fred Ferreira, Jr., Mimi Hurtado, Cody Juan, and Collette Lewis - Nineteen Tribal Nations Workforce Investment Area/Board*

AMERICORPS* VISTA NATIVE AMERICANS TO WORK PROJECT - Native Americans to Work Project (NAWP), a project of California Indian Manpower Consortium, Inc., places VISTA members with workforce development programs / employment and training programs within Indian Country. VISTA's are full-time volunteers that are placed to create and expand programs that ultimately bring low-income individuals and communities out of poverty. The NAWP service area currently consists of ten states - Arizona, Arkansas, California, Colorado, Kansas, Louisiana, Missouri, New Mexico, Oklahoma and Texas. This workshop will focus on how VISTA members can benefit your organization through the NAWP, the goals and objectives of the NAWP, requirements to receive a VISTA, the history and background of VISTA and give a brief introduction on all national community service programs that your staff or clients can access. - *Nicky Lambert, California Indian Manpower Consortium, Inc.*

BALANCING A TWO-WORLD PERSPECTIVE - This presentation will discuss the importance of WIA staff to empower Native American clients to balance themselves within a two-world perspective. The two-world view of Native Americans and mainstream ideology will be presented. This session will briefly examine Native American perspective from the past to the present, discuss Western Society

and expectations when seeking employment, training, job readiness and marketability on paper, and work interactively to seek and present ways to resolve barriers and issues of staff and clients. - *Jessica James-Grant, Indian Center, Inc., and Dr. LaNada War Jack.*

BEARTRACKS BASIC OVERVIEW - This session will provide a basic overview of the U.S. Department of Labor's Indian and Native American WIA data collection system. Attendees will learn how to add and edit clients, view alerts, and access custom reports to more effectively manage and report client data. The functionality available from the Admin Menu will also be reviewed to provide a better understanding for adding and editing users, modifying edit lookup data, backing up data, and submitting reports. - *Terrence "Terry" Clark, Florida Governor's Council on Indian Affairs, Inc.*

BEARTRACKS TROUBLESHOOTING - This session will provide answers to any questions (adult/youth) relating to data collection and reporting for the Native American Workforce Investment Act Reporting System BearTracks. Attendees are encouraged to ask questions by completing an index card available at the registration desk. All questions will be reviewed and answered during this workshop session. - *Jennifer Whitmore, California Indian Manpower Consortium, Inc.*

BUILDING A FINANCIAL EDUCATION PROGRAM - This workshop will provide an overview & resources to building a financial education program in your community. Financial education provides the ability to control money with understanding and confidence. - *Diana Blair, Sage Capital Advisors, LLC*

BUILDING THE POWERFUL ORGANIZATION - The same qualities we admire in accomplished people are those that describe what empowers the capable organization: a strong sense of purpose, wise decisions made in a timely manner, excellent communication skills, a reputation for reliability and follow-through, sound ethics, a willingness to learn, resilience in the face of crisis. Participate in this workshop and go home with practical ways your organization can strengthen each of these core capabilities. - *Sylvia WynnLindeman, Practical Management Network*

CAREER PATHWAYS: RESERVATION MODEL - Gila River Indian Community (GRIC) will present information on their participation in the Department of Labor Career Pathways Technical Assistance Initiative. Career Pathways is a systematic approach that connects training, education and employment systems. This innovative approach supports the development of a comprehensive career pathway program designed around the needs of today's learners and will focus on strengthening training and educational opportunities to low-skilled adults. The program is intended to engage employers in the program design and curriculum development, while allowing participants an easier means to access by modularized curricula into smaller, portable stackable units which will increase credential attainment. GRIC will share how they have approached this opportunity, how they selected and gathered their teams, and what

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NINAETC Workshop Descriptions (continued)

breakthroughs they have had in developing their respective Strategic Plan. Come join us to hear about the reservation-based model developed by Gila River Indian Community. - *Lana Chanda, Gila River Indian Community*

CASE MANAGEMENT FOR ROOKIES - This workshop will provide an introduction and overview of the different levels of case management while exploring the processes that make up an effective case management system. - *Gary Rickard, Mt. Shasta Native American Employment and Training*

CHOICES - The program provides general information for Native families on the cycle of dependency from the use of various types of illegal street drugs. It provides direct and practical information to the audience as to the choices they have and how the continued use of various street drugs impacts their ability to make proper ones. The program challenges youth to look at their habit and use patterns and offers other options they may have not known. Also it provides information on methamphetamine, as well as oxycodone; as spotlighted drugs. - *Reynold Nejo, Arizona Department of Gaming*

COMPREHENSIVE SERVICES PLAN - This session will provide guidelines and instructions to Indian and Native American Workforce Investment Act grantees on the development of the PY2011 one-year plan for the Comprehensive Services Program (CSP) and Supplemental Youth Services Program (SYSP) Plans. - *Guy Suetopka, Jr. and Evangeline Campbell, U.S. Department of Labor, ETA, INAP*

CONDUCTING FEDERALLY MANDATED BACKGROUND AND CHARACTER INVESTIGATIONS FOR TRIBAL ORGANIZATIONS - How confident are you with your organization's hiring practices? Will they detect potential "problem employees" and safeguard your enterprise from dishonest individuals who could destroy your organization's credibility and integrity? How do you determine who might lie, cheat, steal, or worse? Background investigations, in fact, are mandated by federal law for some positions. For example, the Indian Child Protection and Family Violence Prevention Act (P.L. 101-630) requires that a character investigation be conducted on anyone in a position that involves contact with children. Likewise, the Indian Gaming Regulatory Act (IGRA) specifies requirements for tribal gaming operations. In this class, an experienced investigator will guide you through the interviewing and background check processes. The session will help you master the skills needed to detect deception and other behaviors that could imperil your operation. The tools that you'll gain from the course will help ensure that your organization is protected. - *Richard Phelps, Falmouth Institute*

CREATIVE WAYS TO EMPLOY, TRAIN, DEVELOP AND RETAIN TRIBAL MEMBERS - Many tribal programs have run into many obstacles when employing, training, developing, and retaining tribal members. This workshop will give specific examples on two programs: SOAR (Succeed in Overcoming to Achieve Recognition) and UP (Upward Progression) in which Yakama Nation Legends Casino has developed to employ, train, develop, and retain Tribal members. They have increased their tribal member hiring percentage to 60%. Their projected goal is 80%. - *June Hicks, Yakama Nation Legends Casino Human Resources Department*

CRYSTAL FIRE CHILD - A survey of traditional Native teaching focused upon the promise 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 12 perspectives/angles from which to look at the matter at hand. Creating a personal "mastermind circle" of people will also be discussed to assist and guide participants in their quest for self-sufficiency. - *Steven A. Darden*

CULTURAL TRANSITIONING PARTICIPANTS RECENTLY RELEASED FROM PRISON - This workshop will address the difficulty of transitioning from the culture of Native Americans in the prison system to the cultural practices of Native communities. Program strategies are presented to assist Workforce Investment Act Section 166 case managers operating within the scope of services of the Section 166 Program. Participants are encouraged to share best practice ideas and provide feedback. - *Michael Alexander, Spotted Eagle, Inc.*

CULTURALLY RELEVANT CAREER DEVELOPMENT TRAINING - This workshop will provide attendees with a series of modules designed to assist youth and adults make successful transitions into the workplace. Each module will be described and selected activities from each module will be shared. The curriculum was designed from a culturally-relevant perspective so that clients truly benefit from each module. - *Dirk Soma, Kulia Career Development Services*

CYBER MIS-USE - Cell phones, internet & motor vehicles are all great tools that can do wondrous things but each one can be abused. Have you ever answered that cell phone while driving? Or worse, read or sent a text while driving? Taken a "sexy" photo and sent to your "honey"? Remember school yard bullying? Today's bullies use technology such as internet and cell phones to perpetuate their bullying. This workshop will provide counselors with eye-opening examples of just what can occur and the possible consequences. Materials will be provided for counselors to impact their participants (or their own) cyber use decisions. - *Cindy Anderson, Citizen Potawatomi Nation, and R. Lynn Heath*

DESIGN, PRINT, SHOOT, FILM, EDIT PRESENTATION BY EDIT BOX PRODUCTIONS OF GILA RIVER INDIAN COMMUNITY - We cannot escape technology. Media is everywhere, television, internet, cell phones and social networking. Join us to discover what Edit Box Productions is doing for its community through the use of technology and culture. By keeping up to pace with the ever-changing media technologies of today, we are able to provide our youth with the most up to date training. Explore the benefits of having a media department with training capabilities at your facility. Come watch videos produced professionally for community departments by Edit Box which are to be aired and played all over the country. Find out about how you could construct a Film 101 Summer Program and see videos created by our summer Workforce Investment Act (WIA) Intern participants. You will hear previous Edit Box WIA Interns give testimony on what they have learned from being part of the Media Department Training Program. Every community has a story to tell... Tell yours with the power and impact that only video can provide! - *Reuben M. Ringlero, Gila River Employment and Training*

DOCUMENTING YOUR SUCCESS STORIES DIGITALLY - With funding always in jeopardy of being cut, it's more important than ever for grantees to get the word out about the successes of their Workforce Investment Act Section 166 programs. This workshop will offer rela-

tively low-cost and low-tech solutions for recording your organization's history, services and positive impact in the community on digital media, as well as brief tutorials on camera, sound, lighting, editing and interview techniques. - *James Lujan, Southern California Indian Center, Inc.*

EFFECTIVE POLICY AND PROCEDURES: EMPLOYMENT AND TRAINING FOCUSED POLICY DEVELOPMENT - Too often the Tribal codes, policies and procedures neglect training and employment elements. This workshop will take a checklist approach to affirm current policy or assess policy for possible improvement. We will focus on pre-employment, selection, development and evaluation policies and procedures. - *Tal D. Moore, National Native American Human Resources Association*

EMPLOYMENT LAW FOR TRIBES AND TRIBAL ORGANIZATIONS - Understanding employment law is fundamental to human resources, but knowing how these laws apply to your tribal organization is crucial. This program, hands-on class will take you through every aspect of employment law, from tribal recruiting policies to disciplinary actions. After providing you with an overview of the laws, renowned instructor will present strategies that will assist you in meeting your legal requirements, developing laws and creating policies and procedures that make sense for your organization. During individual and group exercises, you'll review and revise your important employment documents to effectively meet the needs of your organization. You'll leave with a plan of action and be ready to immediately implement what was learned in this class. - *Richard Phelps, Falmouth Institute*

ENTREPRENEURSHIP IN INDIAN COUNTRY - An overview of the California Indian Manpower Consortium's Native Entrepreneur Training and Business Development programs including international trade and an emerging Community Development Financial Institution. - *PaPai X. Thomas, MPA, California Indian Manpower Consortium, Inc.*

ESTABLISHING REGIONAL WORKFORCE INVESTMENT ACT PARTNERSHIPS - Participants will review important workforce system partner programs that are part of the one stop delivery system. Participants will develop an understanding of why partnerships are important; learn how to develop a Memorandum of Understanding or a Memorandum of Agreement. Practical examples and advice will be provided from a grantee perspective. - *Darren Kroenke and Ed Werstein, Spotted Eagle, Inc.*

FINANCIAL REPORTING - This workshop will inform grantees of the reporting requirements and responsibilities for the submission of the quarterly expenditures to the U.S. Department of Labor. Topics include reporting, monitoring, procurement, indirect costs, audit requirements and other financial and administrative topics. - *Guy Suetopka, Jr., U.S. Department of Labor, ETA, INAP*

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 change in the type of work or skill sets required. This session will focus on defining goals and delegating in ways that help ensure

individual and group success. Common personnel issues are discussed, as are ways to utilize goal setting and delegation to approach those issues. - *Dr. Jan Austin, University of Arkansas at Little Rock*

HELP! I NEED A JOB! - Based on Katreena's bestselling book, attendees will learn valuable and effective strategies to get a job including: how to get a job interview, how to build, use and manage a professional network, how to appropriately integrate social networking in a successful job search, how to make a great first impression, how to ace the interview, and how to follow up after an interview. - *Katreena Hayes-Wood, Strive for Students*

HORSE ASSISTED TRAINING FOR SUCCESS (HATS) - This workshop shares information on the journey of the Three Affiliated Tribes Employment and Training Department's "Healing Horse Program" and using horses for leadership, learning, and wellness with classroom and outside horse sessions. - *Leo Cummings, Three Affiliated Tribes*

HOW TO RESTORE BALANCE FOR OPTIMAL HEALTH AND HARMONY - Most of us juggle multiple roles from mom, dad, sole provider, caregiver, community member or leader, and employee and more. Each role comes with many responsibilities that can lead to excess stress, overwhelm, guilt, and self-neglect. This session is for those who want less stress and more energy and focus on what matters. Participants will pinpoint what is out of balance and identify specific and manageable steps they can take to restore a more balanced, fulfilling and harmonious life. - *Grace Marks, Native Empowerment: Solutions for Health and Harmony*

INDIAN NATIONS YOUTH CAMP - 10TH ANNIVERSARY - Join us for an energetic presentation on this unique youth camp designed to promote Native pride. Learn the history of how this camp was developed by the Nineteen Tribal Nations Youth Advisory Council. Discover the key elements of what makes an average camp an unforgettable camp. This is our 10th Anniversary year and for the first time in our history we are opening the camp to other Tribes - first come, first served. Hear from camp directors, advisors, counselors and the campers themselves. - *Lana Chanda, Andy Miritello, Elisia Manuel, Gila River Indian Community, and JR Ramirez, SEACAP*

INDIAN PREFERENCE: WHAT TRIBAL GOVERNMENTS AND ENTERPRISES NEED TO KNOW - Understand the complete legal framework surrounding Indian preference - from Supreme Court rulings to Equal Employment Opportunity opinions - and learn to develop legally sound policies and procedures. - *Richard Phelps, Falmouth Institute*

JOB RETENTION STRATEGIES - This workshop will provide case managers with a variety of tools and techniques to assist clients with sustaining long-term employment. The session will discuss the key programmatic challenges in the design consideration for providing case management services for clients an 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, Mt. Shasta Native American Employment and Training*

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NINAETC Workshop Descriptions (continued)

KAHV'YOO SPIRIT YEAR 3 - The Kahr'y'oo Spirit Year 3 PowerPoint and video presentation of this highly successful Tribal Equine Program reviews the how and why's of a culturally based life skills program for youth utilizing horses. The presentation is followed by an actual outdoor activity utilizing horses and group participation. - *Andy Miritello, Gila River Indian Community, Shawn Rodriguez and Mary Sims-Gerdes, N40 Equine Services, LLC*

MANAGEMENT INFORMATION SYSTEMS (MIS) TRAINING - This session will provide attendees information on Workforce Investment Act regulatory requirements for the Comprehensive Services Program. Topics will include: participant eligibility, allowable program services, record maintenance, data collection and reporting. - *Jennifer Whitmore, California Indian Manpower Consortium, Inc.*

NATIVE AMERICAN GANGS / TRENDS - This presentation provides general information on local Native American gangs' trends. It provides the methods used by gang members to support their gang activities and illegal drug sales. The presentation provides options for youth not to join a gang. - *Gilbert Cervantes and Juan Garcia, Gila River Police Department*

NATIVE AMERICANS WITH DISABILITIES IN THE WORKFORCE AND THE AMERICAN INDIAN VOCATIONAL REHABILITATION PROGRAM - With reservation unemployment rates averaging 35% to 45%, the need for employment and employment skills are at an ever increasing high. This two-part, informative presentation will familiarize the audience with funding opportunities for tribes to proactively participate in the successful employment of Native American individuals with disabilities, and the services these programs can offer to enhance employment. The Department of Education, through the Office of Special Education and Rehabilitative Services, Rehabilitation Services Administration, invites Indian Tribes located on Federal and State reservations to apply for funding opportunities each year. The Vocational Rehabilitation Services Projects for American Indians with Disabilities grant is an opportunity for tribes to assist those seeking employment and employment skills necessary to be successfully employed. A general overview of the specific grant opportunity, the process and services available to successfully complete the grant application will be provided. The services by a successful program on the Hopi Reservation will be exemplified. - *Deeda Williams, Northern Arizona University, and Eva Sekayumptewa, Hopi Vocational Rehabilitation Program*

OPTIMIZE YOUR PEOPLE POWER - STRATEGIES TO HELP YOUR TEAM ACHIEVE GREATNESS - According to Jim Collins in his book *Good to Great*, if you don't have the right people positioned in the right jobs organizations cannot sustain "greatness." In this workshop, managers will learn what it takes to shift ordinary staffers to help them become extraordinary! Attendees will learn how to define key accountabilities for key positions and then reposition or recruit the right people to obtain optimal workplace performance and achievement. - *Katreena Hayes-Wood, Strive for Students*

OREGON'S CAREER PATHWAYS INITIATIVE - This Career Pathways model offers an effective approach to help students and workers gain industry-recognized and academic credentials. Pathways are designed around the needs of "nontraditional" or working adults who increasingly make up the majority of individuals receiving training. Learn what you need to know to create these systems that offer a

meaningful road to credentials and employment. - *Camille Preus, State of Oregon Department of Community Colleges and Workforce Development*

ORGANIZATION DEVELOPMENT IN INDIAN COUNTRY - Most of us agree that for an organization to prosper in the face of uncertainty and shrinking resources, it needs inspiring leaders, motivated staff, clear goals and an infrastructure that fosters creativity and timely communication. "Great," you say! But how do we get from "here" to that idealized "there" when we're already spread too thin and working as hard as we can? The burgeoning field of Organization Development (OD) may offer you some solutions. Once the esoteric step child born of Human Resource and Strategic Leadership practices, OD has matured into a pragmatic professional discipline focused on preparing human systems to be the best they can be, no matter what. Attend this interactive workshop and learn more about OD, how its underlying values are compatible with Native America's, what conditions must exist for an OD effort to succeed and how to identify a practitioner to help your organization fashion its own right path. - *Sylvia WynnLindeman, Practical Management Network*

PREPARING STUDENTS FOR THE WORKPLACE AND BEYOND - What if you could design the ultimate program to prepare your students for the workplace of today and tomorrow? Teaching the skills that students need for today's jobs is an important goal for all adult education programs. This workshop will provide strategies and hands-on activities in the areas of reading, math, and workplace skills to assist students in successfully obtaining the Workplace Readiness Credential and more importantly the skills for success in the workplace and beyond. Learn how to use WorkSkills in your classroom to help students connect what they are learning to the workplace. It's all about contextualizing instruction and helping our students succeed. It is indeed time for providing new directions in adult education as we build classrooms that effectively prepare our students for the workplace and beyond. - *Bonnie Goonen and Susan Pittman-Shetler, Education and Learning Connections*

PUBLIC LAW 102-477 BEST PRACTICES - This workshop will provide an overview of the advantages of delivering employment & training services using PL 102-477. Veteran directors and Tribal Workgroup leaders will be in attendance for comments and discussion. - *James West, Division of Workforce Development, Office of Indian Energy and Economic Development, AS-IA, U.S. Department of Interior*

PUBLIC LAW 102-477 FOR NEW MANAGERS AND TRIBAL LEADERS - This session will provide a review of the Law, discussions regarding a One-Stop Service Center as it applies to PL 102-477, programs eligible for inclusion in 477, reporting requirements, application review, and who is eligible to apply for 477 participation. - *Francis Dunne, Division of Workforce Development Office of Indian Energy and Economic Development, AS-IA, U.S. Department of Interior*

PUBLIC LAW 93-638 AS AMENDED AND THE IMPLEMENTING REGULATIONS (25 CFR, CHAPTER V. PART 900, SUBPARTS A-P) - This presentation will cover sections 2-9, and Title I of Public Law 93-638, as Amended, and the implementing regulations (25 CFR Part 900). This is a course for newly delegated agency representatives, agency program staff, and anyone interested in obtaining Self De-

termination Contracts with the Secretary of Interior. - *Frank Bitonti, Bureau of Indian Affairs, U.S. Department of Interior*

ROUNDTABLE DISCUSSION WITH INA PROGRAM MANAGER - This session will provide attendees an opportunity to participate in a Question and Answer session with the Indian and Native American Program Manager. - *Evangeline Campbell, Indian and Native American Program, ETA, U.S. Department of Labor*

SERVICES TO VETERANS - This workshop will provide grantees with an overview of what services are available to Native American veterans and how to apply for those services. - *Rhea Cichocki - American Indian Veterans Association*

SOCIAL NETWORKING FOR NATIVE PROGRAMS - An overview of Twitter and Facebook and the various methods by which employment and training programs can utilize social networking sites to engage clients, conduct outreach and network with potential employers. - *Hai-Na-Nu Saulque, California Indian Manpower Consortium, Inc.*

SOCIAL SECURITY - EVERYTHING YOU NEED TO KNOW - Presenter will provide an update and overview on Social Security's benefits and program Information, including disability, survivor's and retirement benefits, and how to use your statement as a financial planning tool, which every worker starts receiving at the age of 25. - *Kimberly Yellow Robe, Social Security Administration*

SUCCESSCIRCLES - USING COLLABORATIVE ACHIEVEMENT FOR ORGANIZATIONAL EXCELLENCE - Attendees will learn to use the dynamics of SuccessCircles for organizational success. Based on Katreena's book, *Dream Circles, How to Make Your Dreams Come True Through the Power of Sharing*, learn the SuccessCircles format, how to use the necessary tools and what it takes to inspire teams to work together to achieve more and sustain successful results. - *Katreena Hayes-Wood, Strive for Students*

SUPERVISION AND MANAGEMENT SKILLS - LEADERSHIP IN THE TRIBAL WORKPLACE - If you're a manager or supervisor, ask yourself: What will motivate my staff? How can I get people to accomplish their duties quickly and productively? How can I instill cooperation and teamwork in my staff? How do I get a difficult employee to become a good employee? How can I continue to keep my employees energized and resourceful? This course will enable you to expand on personal and on-the-job experiences by applying newly-acquired skills and techniques used by leading management experts. We'll walk you through practical, hands-on exercises, including problem-solving and workplace scenarios. - *Richard, Phelps, Falmouth Institute*

THE POWER TO CHANGE FROM THE INSIDE OUT - TO SERVE OUR NATIVE COMMUNITIES - In this workshop participants will learn techniques to create positive change from within, and out to community by refocusing, setting intention, and using an ancient Hawaiian practice, Ho'o Pono Pono. Find out the three top secrets of giving service, how words and music can affect your energy, and powerful motivational tips that help you stay "on top of your game" to make positive changes that can impact the Native Community. - *Denise Alley*

THE SEVEN P's OF SUCCESS - Prior, Previous, Planning, Prevents, Pathetically, Poor, Performance. - *Donna Anderson, Anthem Education Group*

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 module classroom experience. Participants are given knowledge, skills and abilities materials to assist them in real work situations of life. The modules are varied depending 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, Torres Martinez Tribal TANF Program*

TRUE COLORS - This workshop is designed to assist you in understanding your personality type as well as others. Did you ever ask yourself "Why does he/she act that way?" Understanding key concepts will assist you in communicating more effectively both in the workplace and in your personal life. True Colors is international and is used in the workplace, with sports teams, in schools and with couples just to mention a few. Its philosophy is that differences in people can be identified using colors as metaphors. Come join us for a fun experience and engaging activities to discover your true colors as well as those of others that have previously mystified you. No more! You will come away with a deeper appreciation of who you are as well as a new appreciation for the differences of others. (Class size is limited, 35-40 participants) - *Lana Chanda, Gila River Indian Community*

TUCSON INDIAN CENTER'S CAREER PATHWAYS INITIATIVE - This workshop will provide information on the Tucson Indian Center's participation in the DOL Career Pathways Technical Assistance Initiative, which supports the development of comprehensive Career Pathway Programs for adult and dislocated workers. Tucson Indian Center's focus on strengthening training and educational opportunities to low skilled adults and on increasing credentials attainment through better program design and policy alignment in the fields of behavioral health, hospitality, and green industries. - *Veronica Boone, Tucson Indian Center, and Evangeline Campbell, Indian and Native American Program, ETA, U.S. Department of Labor*

VETERANS ROUNDTABLE - A forum to discuss in-depth, all opportunities for veterans. - *Rhea Cichocki, American Indian Veterans Association*

YOUR COMMUNITY WEBSITE: NEWS, TOOLS, AND TRAINING RESOURCES FOR INAP WORKFORCE PROFESSIONALS - Your community website is dedicated to providing news, tools, and training materials for workforce professionals of the Indian and Native American WIA Programs. Learn how to post questions, comments, and promising practices to the site. Most importantly, you'll learn how to subscribe so that you'll receive notification every time the website is updated with new resources. Check out the site! (<http://ina.workforce3one.org/>) - *Laura Aron, Social Policy Research Associates, and Guy Suetopka, Jr., Indian and Native American Program, ETA, U.S. Department of Labor*

YOUTH SUICIDE PREVENTION -- MYTHS AND FACTS - Participants will learn about youth suicide prevention, understanding both the myths about suicide as well as statistics and facts about suicides in the State of Arizona. In addition, participants will understand the warning signs of suicide and how to intervene if a young person is exhibiting depressive symptoms. - *Michael Rhinehart, La Frontera EMPACT-SPC*

NINAETC Workshop Presenters

Michael Alexander (Grand Traverse Band of Ottawa and Chippewa Indians of Michigan) is an Employment and Training Consultant for Spotted Eagle, Inc. a WIA Section 166 Indian and Native American Program. He has presented workshops on a regional and national level.

Denise Alley (Cherokee, Shawnee, Otoe) B.A. is a professional speaker, author, workshop trainer and performer and has served in Indian Country for the last 20 years working with tribal programs, departments, and conference events. Her Native American insight, reverence for life, heartfelt 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.

Cindy Anderson, Citizen Potawatomi Nation Employment and Training. Co Presenter: **R. Lynn Heath**, Citizen Potawatomi Nation Employment and Training.

Donna Anderson, Anthem Education Group.

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

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 Educational Leadership. Austin has 36 years of experience in higher education. She presents session topics including time management, workplace writing, conflict resolution and mediation, program planning, leadership development, sexual harassment issues in the workplace, and goal setting and delegation. Courses taught include first-year experience, college writing, introduction to student affairs, student development theory, and leadership theories. Austin holds a master's degree in technical and expository writing. Her doctorate is in higher education administration.

Frank Bitonti has been employed as a Self-Determination Specialist in the Bureau of Indian Affairs since June 2002. Frank is a Level II Awarding official. Frank has worked in the Alaska Regional Office in Juneau, Alaska, the Northwest Regional Office in Portland, Oregon and presently works out of the Central Office West, Office of Indian Services in Albuquerque, New Mexico. Frank has a Bachelor of Arts Degree in Elementary Education and a Masters Degree in Education and Professional Development from Heritage University in Toppenish, Washington.

Diana Blair has been in the financial services industry since 1994, providing financial guidance and management to affluent individuals, institutions, tribal entities and nonprofit organizations. Diana was a Vice President at a national bank in the Private Client Group prior to starting Sage Capital Advisors, LLC in 2005. As President and Chief Compliance Officer, Diana works with her clients to ensure their investments are managed according to their investment guidelines and policy, providing them access to her extensive

knowledge and resources in managing their finances and goals. Diana developed a financial literacy curriculum and for the past ten years has taught financial literacy focusing on the Native American community to assist in the economic development and advancement of the community. Diana has a passion for the nonprofit community and has worked with several nonprofit start ups, and is involved in her community as an active member of several organizations.

Veronica Boone has been the Social Services Director for the Tucson Indian Center for the past five years. She has a Bachelor's of Science Degree, and a Masters Degree in Social Work from Arizona State University.

Evangeline "Angie" Campbell, MSW (Narragansett) is the Program Manager for the WIA 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.

Gilbert R. Cervantes has been employed with the Gila River Police Department for 11 years and has been assigned to the Gila River Strategic Enforcement Unit Squad for 6 years. His primary duties in the special unit consist of narcotics investigations, gang and high risk warrants apprehension. Co Presenter: **Officer Juan Garcia** is also assigned with the Gila River Strategic Enforcement Unit. He has been a police officer for 9 years with the department and has extensive knowledge with the youth of the community.

Lana Chanda is the Director of Employment & Training, Gila River Indian Community, Sacaton, Arizona. Co Presenters: **JR Ramirez**, SEACAP; **Andy Miritello**, Gila River Indian Community; **Elisia Manuel**, Gila River Indian Community

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

Leo Cummings is the 477 Administrator for the Three Affiliated Tribes of northwest North Dakota. Leo has devoted his entire career of over 36 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 such as the Healing Horse Program.

Steven A. Darden (Dine, Cheyenne) is a successful leader, business owner, executive, trainer, and public speaker. He has over 31 years experience in tribal, educational, nonprofit human services, municipal leadership, and administration. He is a former Magistrate and Councilman with the city of Flagstaff, Arizona and a former Adjunct Faculty of the Dine College (Navajo Nation). Steven 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.

Francis Dunne has 35 years experience with the Employment and Training discipline. His responsibilities have included that of Director of Personnel in the private sector, Manager of Field Operations for a large tribe, BIA Branch Chief for a Regional Office, BIA Agency Superintendent, Deputy Chief and Currently Acting Chief for the Division of Workforce Development, Washington, D.C. He is a Viet Nam Veteran having served in the US Air Force with an Honorable Discharge and is authorized to wear several campaign ribbons.

Bonnie Goonen is a well-known educational consultant, speaker, author, researcher, and developer of educational materials. During her tenure in the Osceola County Public Schools in Florida, Bonnie moved from the classroom to administration, but never left the classroom far behind. Since establishing her own consulting firm, Bonnie has developed and delivered high-quality and highly interactive trainings in over 27 states for teachers and administrators in adult, alternative, correctional, and vocational education programs, as well as the national trainings for the 2002 Series GED Tests Train the Trainer and the 2006 National GED Mathematics Training. In addition to training, Bonnie designs and develops instructional materials and has authored numerous texts. Co Presenter:

Susan Pittman-Shetler is an experienced adult educator. Susan worked as both a teacher and administrator in the Palm Beach County Public Schools in Florida. Since establishing her own consulting firm, Susan has developed and delivered high-quality and highly interactive trainings in over 27 states for teachers and administrators in adult, alternative, correctional, and vocational education programs as well as the national trainings for the 2002 Series GED Tests Train the Trainer and the 2006 National GED Mathematics Training. In addition to training, Susan designs and develops instructional materials and has authored numerous texts.

Katreena Hayes-Wood has a career that spans over 25 years as career development specialist, professional speaker and bestselling author. She has helped hundreds to discover career and life success through her workshops and seminars, including her newest seminar, "Find Your JOY," plus her other popular workshops including, "The DreamBuilder Workshop," "Positive People – Positive Results," "Using SuccessCircles for Organizational Success," and "The Gift, Defining the Purpose of Your Life." Most recently Katreena was honored as one of the Top 10 National Business Women Award by the American Business Women's Association, which is their most prestigious award. She was also named Arizona Career and Technical Education Association's Make-a-Difference Award Recipient. Katreena's personal mission is "to touch lives in positive way, every day."

June Hicks (Yakama) is the Training and Development Specialist for the Yakama Nation Legends Casino Human Resources Department. She is especially proud of the SOAR (Succeed in Overcoming to Achieve Recognition) Program and the UP (Upward Progression) Program that the Yakama Legends Casino Human Resources Department has successfully developed and imple-

mented that specifically assists Yakama Tribal members in job placements within the casino. June has worked in the HR field for the past four years, but has worked in many different capacities in the areas of social work, victim advocacy, mental health, school counseling, and administration while employed with various tribal organizations; she also serves on the NNAHRA Board. She has an Associates Degree from Haskell Indian Junior College, Bachelors Degree in Social Work from The College of Santa Fe, and a Masters Degree in Social Work from Highlands University. June is currently enrolled in the University of Phoenix and pursuing her Doctorate Degree in Educational Leadership and Curriculum Development and Instruction.

Jessica James-Grant (Pyramid Lake Paiute Tribe) was raised on the Shoshone-Bannock reservation in Fort Hall, Idaho. Jessica obtained an Associate of Arts degree in Liberal Arts and a Bachelor's of Arts degree in American Indian Studies from Haskell Indian Nations University in Lawrence, Kansas. She also obtained a Masters Degree in Indigenous Nations Studies with emphasis in Cultural Preservation Management and Indigenous Museum Studies from the University of Kansas in Lawrence, Kansas. Currently, Jessica is working for the Indian Center, Inc. located in Lincoln, Nebraska as the WIA Program Director and Youth Program Director. She also serves on the national Native American Employment and Training Council, Greater Nebraska Workforce Board and the Greater Lincoln Workforce Investment Board, and is a member of the Lincoln Chamber of Commerce- Young Professionals Group. Jessica mentors and advises youth and adults on multiple levels of education and empowers them to become educated leaders through encouraging cultural values and achieving academic and employment success. Co Presenter: **Dr. LaNada War Jack** (Shoshone Bannock Tribes) attended the University of California at Berkeley and graduated with honors in an independent major of Native American Law & Politics. LaNada is a founding member of the Native American Rights Fund. She has served as an elected councilwoman for her Tribe and completed her graduate work at Idaho State University with a Masters in Public Administration and a doctorate of Arts Degree in Political Science. She served as the Executive Director for the Shoshone Bannock Tribes for three years and is currently the President and CEO of Indigenous Visions Network. LaNada is an appointed Tribal Judge in the Shoshone Bannock Tribal Courts.

Darren Kroenke (Brothertown Indian Nation) is the Executive Director of Spotted Eagle, Inc., a nonprofit 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/

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NINAETC Workshop Presenters (continued)

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 worked 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 DOL/ETA funded training programs, and advancing regional workforce development cooperation.

Terri LaFountain has been the Torres Martinez Tribal TANF Career Guidance Counselor for the past three years with a joint position held with the education department as and Education Counselor for two years. She 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.

Nicky Lambert is the AmeriCorps* Volunteer in Service to America (VISTA) Project Supervisor for the California Indian Manpower Consortium, Inc. (CIMC). She has been volunteering and working within Indian Country for over eight years. In 2004, Nicky began working with CIMC as a National Society for American Indian Elderly VISTA member assisting with grant writing, Elder activities and sustainability. Nicky was hired by CIMC in 2004 for the Intergenerational Culture Preservation (ICP) Project, a grant from the Corporation for National Community Service (CNCS). Nicky recruited, supervised and assisted VISTA members and Site Supervisors placed with tribes and tribal organizations in California. The ICP Project focused on bridging the generation gap by mentoring youth while providing socialization opportunities for Elders. Nicky is currently coordinating CIMC's Native Americans to Work Project, another grant opportunity from CNCS. Nicky is originally from New York and currently lives in Sacramento, CA. Nicky received a Bachelors Degree in Theatre Arts and Film from the State University of New York at Purchase in 1999 and worked in the film and television industry prior to her VISTA service.

James Lujan is the program director of InterTribal Entertainment, an innovative multimedia initiative established by the Southern California Indian Center, Inc. With twenty years of experience as a filmmaker, James launched the initiative's Creative Spirit program in 2006 to provide workforce employment and training opportunities for American Indians seeking careers in the film industry, and to encourage more Tribes to tell their stories.

Grace Marks is a health educator, trainer, certified life coach, certified stress management instructor, and owner of Native Empowerment: Solutions for Health and Harmony. Grace has been customizing training experiences, from customer services to self-

care, for tribal businesses and organizations for over 20 years. She also specializes in empowering women who are in transition to reconnect with their inner strengths to make a fresh start. Grace's *Five-Step S.O.S. Program for Starting over Successfully* takes Native women on an inner journey to reconnect with their values and regain their health and balance.

Andy Miritello, who lives in Queen Creek, Arizona, is the Certified EAGALA Equine Specialist. His combination of 25 years of horse experience and 20 years with at-risk youth, and the past 14 years with youth in the Native American Community provides him with this unique background. This relationship has drawn him to Partner in Equine Spirit: Equine Assisted Growth and Learning Adventure. Co Presenters: **Mary Sims Gerdes** is a licensed Professional Counselor with a private practice in Tempe, Arizona. She also Partners in Equine Spirit. She is the Certified EAGALA Mental Health Professional. Her specialties include: corporate leadership, teambuilding, counseling individuals and couples, and Equine Assisted Psychotherapy. Her experience includes accomplishments as a businesswoman, speaker, facilitator, mediator and therapist. **Shawn Rodrigues** is a professional Counselor licensed by the State of Arizona and founder of The Heart of the Matter, PLLC. This unique private practice utilizes Equine Assisted Psychotherapy and Learning as well as traditional in-office therapy. With 20 years of experience coaching athletes, from the beginner to elite level, Shawn possesses a strong background in team building, leadership, and communication. These abilities injected into her therapy allow for a no-nonsense, concise approach to both everyday difficulties as well as issues that may present due to life stressors and/or mental illness.

Tal D. Moore currently serves as the member elected President of the National Native American Human Resource Association. He also has served in a variety of roles or otherwise presented to numerous Native American associations including: The Native American Finance Officers Association, National Congress of American Indians, National Center of American Indian Economic Development, and the Southwest Indian Gaming Association, and served as Strategic Planner for the National Johnson O'Malley Board. Tal serves Navajo Nation's Fort Defiance Indian Hospital as the Performance Improvement and Quality Assessment Director. He has taught at the university level for over ten years as well as serving Indian Country as an Organizational Development and Human Resources Trainer and consultant for over 15 years. Tal resides in Placitas, NM and is a descendant of one of the Southwest Pueblos.

Reynold Nejo, Arizona Department of Gaming

Richard Phelps, the CEO of the Falmouth Institute, has conducted hundreds of workshops for Alaska Native and American Indian Tribal governments. His areas of expertise include self-determination contracting, indirect cost issues, budgeting, finance and acquisition. In addition to his numerous training assignments, he provides technical assistance to tribal organizations on matters such as business development and financial management. Prior to founding the Falmouth Institute, Richard was a senior trainer at Sterling Institute. He holds a Bachelors Degree in Accounting and a degree in Management.

Dr. Camille "Cam" Preus is the Commissioner of the Department of Community Colleges and Workforce Development (CCWD). CCWD provides leadership and advocacy with the Governor, the legislature, and other statewide stakeholders for Oregon's 17 community colleges, seven workforce investment areas, and many community based organizations. Prior to her appointment as Commissioner, Cam held leadership roles in workforce development at the local and state levels. Cam speaks frequently at national forums about education and workforce development topics where she focuses on her philosophy of state and local partnership for improved service delivery and results for people. Prior to her government service, she held positions as a chemist and quality control manager with United States Steel. Cam graduated from Cumberland Junior College, Middle Tennessee State University, earned a MSBA from Indiana University and received her doctorate in Community College Leadership from Oregon State University.

Reuben M. Ringlero was born and raised on the Gila River Indian Community where he currently serves as the Graphics/Web Designer for the Employment and Training Department and has a degree in Media Arts. He is excited to work for Employment and Training because he is working as a community member for his community. There is nothing more satisfying than giving back to his community the best way he knows how and that is through the art of media production. Media is his passion and when he is not working on the next media project, Reuben spends his time with his wife Diana and their two sons.

Gary Rickard (Wintu), owner of Mt. Shasta Native American Employment and Training, 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. Gary has developed many innovative practices in the area of preparing the "hard-to-serve" for entry into employment. He currently serves as the Board Secretary for California Indian Manpower Consortium, Inc. Board of Directors.

Michael Rhinehart has worked as a Prevention Specialist for La Frontera-EMPACT Suicide Prevention Center for the past 3 years. Michael works in the area of suicide prevention, conducting life skills classes for youth as well as conducting community suicide prevention presentations. In addition, he is a Master Trainer for LivingWorks, using the ASIST (Applied Suicide Intervention Skills Training) model. Also, he is a member of the Tribal Youth Council for Arizona.

Hai-Na-Nu Saulque (Utu Utu Gwaitu Paiute) has been an employee of the California Indian Manpower Consortium, Inc. (CIMC) for the past 8 years and is the Census Information Center Coordinator. Hai-Na-Nu is also responsible for providing Graphic Design and Web Design services to CIMC. He has extensive experience with various social networking tools such as Facebook, Twitter, YouTube, and Blogger. He has previously presented on Social Media to the United States Census Bureau during their 2010 annual conference.

Dirk N. Soma is the founder of Kulia Career Development Services (KCDS) and DNS Consultants. KCDS provides individual and

group education and career planning services within the Hawaiian community across the State of Hawaii, while DNS Consultants focuses on economic development projects within the Hawaiian community. Born in Waimea, Kaua'i and raised in Aliamanu, O'ahu, Dirk now resides within the Kalawahine Streamside Hawaiian Homestead with his wife, Rachel and his two children, Noel and Cole. Dirk is a graduate of the Kamehameha Schools and received a BBA in Travel Industry Management and a Master's of Professional Studies in TIM from the University of Hawaii – Manoa.

Guy Suetopka, Jr., is a Federal Project Officer with DOL's Indian and Native American Programs outstationed at the Pacific Region Office in San Francisco, CA. Prior to joining DOL, he administered and managed employment and training programs for the Hopi Tribe, Inter-Tribal Council of Nevada and Pascua Yaqui Tribe. Mr. Suetopka's experience working at the grantee level has been a valuable asset in his current position.

Ron Trusley is the Executive Staff Assistant for the Nineteen Tribal Nations Workforce Investment Board (NTNWIB) - a position he has held since 2007. During his previous employment with the Arizona State Employment Service which later became the Arizona Department of Economic Security, Ron held positions as Policy Writer, Training Coordinator, Interviewer, Manager, and several others. In 1990, he became a member of the Arizona Tribal Private Industry Council, part of JTPA, the predecessor to WIA. After the transition to WIA, he continued as a board member on the Nineteen Tribal Nations Workforce Investment Board (NTNWIB). Co Presenters:

Patrick H. Andrews is the Executive Director of the Tohono O'odham Nation Education Department – a position he has held since July 2005. He is also Chairman of the NTNWIB and serves as a member of the national Native American Employment and Training Council. Patrick attained a BA-History degree in 1996 from the College of Liberal Arts & Sciences at Arizona State University. He served in the United States Marine Corps and earned the Navy Achievement Medal and Joint Service Achievement Medal. He worked as Literacy Coordinator at the United States Penitentiary in Lompoc, California. **Fred Ferreira, Jr.** is the Peridot District Councilman for the San Carlos Apache Tribe. He was the previous San Carlos Apache Tribe Education Director for 13 years where he oversaw programs of higher education, adult education, Johnson O'Malley, job placement & training, head start, and Apache kid childcare. Prior to that, he was the JTPA/CETA Director for 18 years. Fred is currently the NTNWIB Vice Chairman, and serves on several other committees and boards such as the San Carlos Unified School District Board, Tribal Employee Benefits Committee, San Carlos Library Board, San Carlos Transportation Committee, Health & Welfare Committee, Peridot Shopping Center Board, Peridot District Economic Enterprises, and the Tribe's Strategic Plan Steering Committee. Fred holds a Bachelor's Degree in Behavioral Science from Grand Canyon College. He also attended the American Management Association in New York from 1978-79.

Mimi Hurtado is the Performance Consultant for the NTNWIB and works to improve program operations and performance. She started her career in Employment and Training as the Director of

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NINAETC Workshop Presenters (continued)

the Apache County JTPA Program in 1984. She moved on to Navajo, Mohave and Yavapai Counties, and in 2002 she joined the Arizona Department of Economic Security (DES) WIA Administration in field operations. She managed the DES WIA Field Operations Unit, overseeing program monitoring and technical assistance to Arizona's 14 local areas until she retired in 2008.

Cody Juan is the One-Stop Division Manager with the Tohono O'odham Nation Education Department. He joined the One-Stop Division in 2007, working to change the way services are provided while achieving program success and increasing enrollments for the Tohono O'odham Nation's members. Previously, Cody worked as a Training Coordinator for the Tohono O'odham Gaming Coordinator. Prior to that, he worked for the Tohono O'odham Nation Police Department, holding positions as a Corrections Officer, High Risk Stops Instructor, Field Training Officer, and General Instructor. He attained a Business Management degree and a Master's degree in Organizational Management from the University of Phoenix. **Collette Lewis** (Fort Mojave Indian Tribe) has been a member of the NTNWB for 14 years and currently serves as Board Secretary. Also, she is currently the Behavioral Health Director for the Fort Mojave Indian Tribe. Previously, she was the Director for the Fort Mojave Indian Tribe WIA Program. She has work experience in the Tribal education field and has also worked in the Tribal business sector with the Fort Mojave Telecommunications, Inc. Collette holds a Bachelor of Science degree in Psychology and a Master of Counseling degree from Arizona State University.

PaPai X. Thomas, MPA (Miwok-El Dorado Rancheria / Ponca) is the Business Services Coordinator for California Indian Manpower Consortium, Inc. (CIMC) and has worked for CIMC for the past 14 years. In her current position, she oversees the USDA Rural Business Enterprise Grants which provides business development services and introducing Indian owned businesses to international trade and the Community Development Financial Institute (CDFI) California Native Entrepreneur Opportunity Fund which provides micro business loans. PaPai also works with CIMC's Green Jobs Initiative and CIMC's for-profit subsidiary Tribal Business Services. She received her Bachelors of Science from U.C. Davis and has a Master of Public Administration from the University of Southern California.

Jennifer Whitmore (Tohono O'odham) oversees the Management Information Systems (MIS) Department for the California Indian Manpower Consortium, Inc. (CIMC). She has been employed with CIMC for over seven years and is a member of the Native American Employment and Training Council's Information Technology and Reporting Performance Measures Work Group. Jennifer provides technical assistance to WIA Section 166 Indian and Native American grantees with their management information systems to enhance program quality and performance results. Co Presenter: **Tara Andrade** (Pomo) is the MIS Policy Performance Specialist at California Indian Manpower Consortium, Inc.

Deeda Williams (Mississippi Band of Choctaw) is the Project Associate for the Capacity Building for American Indian Projects housed at the Institute for Human Development at Northern Arizona University. Deeda has a rich background working with Native Americans

and individuals with disabilities, and in the research field for Native Americans with disabilities for over a decade. She lives with her family in Flagstaff, Arizona. Co Presenter: **Eva Sekayumptewa**, MA (Hopi - Rabbit/Tobacco clan) She has a Bachelors and a Masters Degree in Social Work, and has recently been accepted to the PetAir graduate program. She has 20 years combined work experience in the human services field, direct practice and administration in the areas of social services, child welfare, child protective Services, elderly services, mental health, education, employment and training, and services to individuals and families with disabilities. As the Director of the Office of Special Needs, she provides direction to seven programs, including the Hopi VR Program and the Hopi Early Intervention Program.

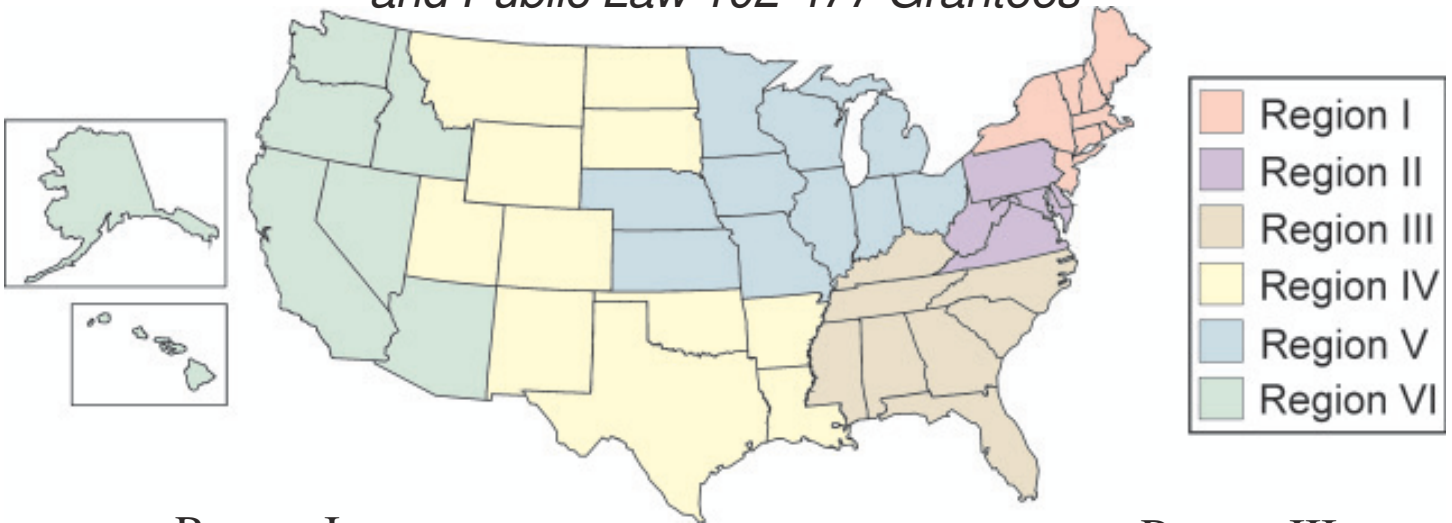
Richard Weschrob, Gila River Indian Community, Human Resources. Co Presenter: **Phil Morris**, Gila River Indian Community Human Resources

Sylvia WynnLindeman (Seminole) has provided leadership and organization development services to businesses, government and nonprofit agencies located in the greater San Francisco Bay Area for more than 30 years. In addition to earning the title of Senior Adjunct Professor, Leadership and Strategy, for her 20 years in the classroom at a well known San Francisco university, Sylvia also wrote columns and articles for various business periodicals and volunteered for community, educational and animal welfare nonprofit agencies. Now located in Sonoma County in California where she became involved with Native American issues by helping Ya-Ka-Ama Indian Education and Development rebuild their workforce investment program, Sylvia travels to assist her clients and is pursuing ongoing graduate level studies in pursuit of her doctorate. Enthusiastic and engaging, Sylvia began presenting at NINAETC three years ago and has won high praise for her useful workshops in the human dynamics of organizational life. To honor her ancestors, she offers special consulting rates to First American governments and enterprises.

Kimberly Yellow Robe (Rosebud, Sioux) Social Security Administration, San Francisco Region, American Indian Public Affairs Specialist. Working with the Social Security Administration engages Kimberly with issues specific to Indian Country while incorporating traditional concepts and understandings. Her advocacy and efforts have contributed to the formation of American Indian Disability Summits in Arizona, Nevada as well as national training conferences. Kimberly has worked within the American Indian disability community for more than twenty years.

James West is Workforce Development Specialist for the Division of Workforce Development, Office of Indian Energy and Economic Development, AS-IA, U.S. Department of Interior. He has 16 years experience working within the field of employment and training. He has worked for the University of New Mexico and New Mexico State as a Senior Advisor. He has served in Indian Country for the past 13 years working with education and 477 programs. Jim considers his specialty to be working with youth and developing programs that will produce future leaders. He is a father, a Gulf War Veteran (Marine Corps), and owns a private marketing business.

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



REGION I

Connecticut (served by)

Rhode Island Indian Council, Inc.
Providence, Rhode Island

Maine

Penobscot Indian Nation
Indian Island, Maine

Massachusetts

Mashpee-Wampanoag Indian Tribe
Mashpee, Massachusetts

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

New Hampshire (served by)

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

New Jersey (served by)

Rhode Island Indian Council, Inc.
Providence, Rhode Island

New York

American Indian Community House
New York City, New York

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

Native American Cultural Center, Inc.
Rochester, New York

St. Regis Mohawk Tribe
Hogansburg, New York

Seneca Nation of Indians

Irving, New York

Rhode Island

Rhode Island Indian Council, Inc.
Providence, Rhode Island

Vermont

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

REGION II

Delaware (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 Consortium, 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
Millbrook, Alabama

Poarch Band of Creek Indians
Atmore, Alabama

Florida

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

Miccosukee Tribe of Indians of Florida
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

(continued)

32nd National Indian and Native American Employment and Training Conference

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

REGION III (CONTINUED)

North Carolina (continued)

Guilford Native American Association

Greensboro, North Carolina

Haliwa-Saponi Tribe, Inc.

Hollister, North Carolina

Lumbee Regional Development

Association, Inc.

Pembroke, North Carolina

Metrolina Native American

Association

Charlotte, North Carolina

North Carolina Commission on Indian Affairs

Raleigh, North Carolina

South Carolina

South Carolina Indian Development Council, Inc.

Rock Hill, South Carolina

Tennessee

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

Southern Ute Indian Tribe

Ignacio, Colorado

Ute Mountain Ute Indian Tribe

Towaoc, Colorado

Louisiana

Inter-Tribal Council of Louisiana, Inc.

Baton Rouge, Louisiana

Montana

Assiniboine and Sioux Tribes

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

Crow Tribe of Indians

Crow Agency, Montana

Fort Belknap Indian Community Council

Harlem, Montana

Montana United Indian Association

Great Falls, Montana

Northern Cheyenne Tribe

Lame Deer, Montana

New Mexico

Alamo Navajo School Board

Magdalena, New Mexico

Eight Northern Indian Pueblos Council, Inc.

San Juan Pueblo, New Mexico

Five Sandoval Indian Pueblos, Inc.

Bernalillo, New Mexico

Jicarilla Apache Tribe

Dulce, New Mexico

Mescalero Apache Tribe

Mescalero, New Mexico

National Indian Youth Council, 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

Santa Clara Indian Pueblo

Espanola, 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 of Oklahoma

Tahlequah, Oklahoma

Cheyenne-Arapaho Tribes of Oklahoma

Concho, Oklahoma

Chickasaw Nation

Ada, Oklahoma

Choctaw Nation of Oklahoma

Durant, Oklahoma

Citizen Potawatomi Nation

Shawnee, Oklahoma

Comanche Tribe of Oklahoma

Lawton, Oklahoma

Creek Nation of Oklahoma

Okmulgee, Oklahoma

Four Tribes Consortium of Oklahoma

Anadarko, Oklahoma

Inter-Tribal Council of Northeast Oklahoma

Miami, Oklahoma

Kiowa Tribe of Oklahoma

Carnegie, Oklahoma

Osage Nation

Pawhuska, Oklahoma

Otoe-Missouria Tribe

Red Rock, Oklahoma

Pawnee Tribe of Oklahoma

Pawnee, Oklahoma

Ponca Nation of Oklahoma

Ponca City, Oklahoma

Seminole Nation of Oklahoma

Wewoka, Oklahoma

Tonkawa Tribe of Oklahoma

Tonkawa, Oklahoma

United Urban Indian Council, Inc.

Oklahoma City, Oklahoma

Wyandotte Nation

Wyandotte, Oklahoma

South Dakota

Cheyenne River Sioux Tribe

Eagle Butte, South Dakota

Lower Brule Sioux Tribe

Lower Brule, South Dakota

Oglala Sioux Tribe

Pine Ridge, South Dakota

Sicangu Nation

Rosebud, South Dakota

Sisseton-Wahpeton Sioux Tribe

Agency Village, South Dakota

United Sioux Tribes of South Dakota Development Corporation

Pierre, South Dakota

Yankton Sioux Tribe

Marty, South Dakota

Texas

Alabama-Coushatta Indian Tribal Council

Livingston, Texas

Urban Inter-Tribal Center of Texas

Dallas, Texas

Ysleta del Sur Pueblo

El Paso, Texas

Utah

Indian Training and Education Center

West Valley City, Utah

Ute Indian Tribe

Fort Duchesne, Utah

Wyoming

Eastern Shoshone Tribe

Fort Washakie, Wyoming

Northern Arapaho Tribe

Ethete, Wyoming

REGION V

Illinois (served by)

CIMC - Chicago Based Operations

Chicago, Illinois

Indiana

American Indian Center of Indiana

Indianapolis, Indiana

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

Pokagon Band of Potawatomi Indians

Dowagiac, Michigan

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

American Indian Council

North Kansas City, Missouri

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

CIMC - Chicago Based Operations

Chicago, Illinois

Kansas

United Tribes of Kansas and Southeast Nebraska, Inc.

White Cloud, Kansas

Michigan

Grand Traverse Band of Ottawa and Chippewa Indians

Suttons Bay, Michigan

Inter-Tribal Council of Michigan, Inc.

Sault Ste. Marie, Michigan

Michigan Indian Employment and Training Services, Inc.

Lansing, Michigan

North American Indian Association of Detroit, Inc.

Detroit, Michigan

Pokagon Band of Potawatomi Indians

Dowagiac, Michigan

Sault Ste. Marie Tribe of Chippewa Indians

Sault Ste. Marie, Michigan

South Eastern Michigan Indians, Inc.

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

Red Lake Nation

Redby, Minnesota

White Earth Reservation Tribal Council

White Earth, Minnesota

Missouri

American Indian Council

North Kansas City, Missouri

Nebraska

Indian Center, Inc.

Lincoln, Nebraska

Omaha Tribe of Nebraska

Macy, Nebraska

Winnebago Tribe of Nebraska

Winnebago, Nebraska

Ohio

North American Indian Cultural Center, Inc.

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

Wisconsin Indian Consortium

Odanah, Wisconsin

(continued)

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

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

Chugachmiut

Anchorage, Alaska

Cook Inlet Tribal Council, Inc.

Anchorage, Alaska

Copper River Native Association

Copper Center, Alaska

Kawerak, Inc.

Nome, Alaska

Kenaitze Indian Tribe

Kenai, Alaska

Kodiak Area Native Association

Kodiak, Alaska

Maniilaq Association

Kotzebue, Alaska

Metlakatla Indian Community

Metlakatla, Alaska

Orutsararmuit Native Council

Bethel, Alaska

Tanana Chiefs Conference, Inc.

Fairbanks, 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

**Native Americans for Community
Action**

Flagstaff, Arizona

Navajo Nation

Window Rock, Arizona

Pascua Yaqui Tribe

Tucson, Arizona

Phoenix Indian Center, Inc.

Phoenix, Arizona

Quechan Indian Tribe

Yuma, Arizona

**Salt River Pima-Maricopa Indian
Community**

Scottsdale, Arizona

San Carlos Apache Tribe

San Carlos, Arizona

Tohono O'odham Nation

Sells, Arizona

White Mountain Apache Tribe

Whiteriver, Arizona

California

**California Indian Manpower
Consortium, Inc.**

Sacramento, California

Candelaria American Indian Council

Ventura, California

Indian Human Resource Center

San Diego, California

**Northern California Indian
Development Council, Inc.**

Eureka, California

Southern California Indian Center

Fountain Valley, California

Tule River Tribal Council

Porterville, California

United Indian Nations, Inc.

San Leandro, California

**Ya-Ka-Ama Indian Education and
Development, Inc.**

Forestville, California

Hawaii

ALU LIKE, Inc.

Honolulu, Hawaii

Idaho

Nez Perce Tribe

Lapwai, Idaho

Shoshone-Bannock Tribes, Inc.

Fort Hall, Idaho

Nevada

Inter-Tribal Council of Nevada, Inc.

Sparks, Nevada

Las Vegas Indian Center, Inc.

Las Vegas, Nevada

Reno Sparks Indian Colony

Reno, Nevada

Shoshone-Paiute Tribes

Owyhee, Nevada

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

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

Puyallup Tribe of Indians

Tacoma, Washington

Spokane Tribe of Indians

Wellpinit, Washington

The Tulalip Tribes of Washington

Tulalip, Washington

**United Indians of All Tribes
Foundation**

Seattle, Washington

Western Washington Indian

Employment and Training Program

Tacoma, Washington

Procedures for 2011 NINAETC Resolutions

1. All resolutions must address Section 166 Indian and Native American (INA) program under Title I of the Workforce Investment Act (WIA) and the Public Law 102-477 Programs.
2. Resolutions must be in correct typed format and signed by the designated person(s) attending the conference.
3. Resolutions must be submitted to the Resolution Committee by Wednesday, April 20, 2011 at 5:00 p.m. No resolutions will be accepted after this established time.
4. Submission of resolutions must be made to the Resolution Committee and recorded as received by a member of that committee.
5. Resolutions will be reviewed by the Resolution Committee and one Executive Officer for content.
6. All resolutions will be acknowledged by the Resolution Committee Chairman at the last General Assembly on Thursday, April 21, 2011. During this time the individual(s) who developed or wrote the resolutions must be available to read and answer any questions from the floor before seeking a vote by the Chairman.
7. Resolutions will be submitted to the 2012 NINAETC Executive Officers for action.

Each resolutions should address only one issue / problem and answer the following questions:

- What is the issue / problem?
- What needs to be changed or resolved and why is the change needed?
- Who is the individual / group responsible for making change and / or providing guidance for change?
- What is the expected action or result?
- Who is responsible for ensuring issue / problem is resolved?

Once all resolutions have been received, it is the responsibility of the Committee to type and copy all resolutions for presentation and voting at the designated General Assembly.

Robert's Rules of Order Motions Chart

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

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

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

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

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

Part 3, Motions that bring a question again before the assembly. No order of precedence

Introduce only when nothing else is pending

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

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

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Belinda Taylor, Staff Assistant
Andrea Brown, Federal Project Officer - East Team
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 - Increase employment upward mobility
 - Enhance self sufficiency

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505-863-6639

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