



33RD NATIONAL INDIAN AND NATIVE AMERICAN
EMPLOYMENT AND TRAINING CONFERENCE
April 22-27, 2012 - Marksville, Louisiana



Roselyn Shirley

Cover Artwork: Rodney John (Delaware) is a resident of Lancaster, Pennsylvania and is employed by the Council of Three Rivers American Indian Center. He enjoys painting and creating in his spare time and sells his artwork at www.etsy.com/shop/highhorsegallery.

National Indian and Native American Employment and Training Conference



April 22, 2012

Welcome to the 33rd National Indian and Native American Employment and Training Conference, at the Paragon Casino Resort in Marksville, Louisiana. On behalf of the Executive Committee and the Planning Committee, we are very pleased to be hosting this year's conference in collaboration with the Tunica Biloxi Tribe and the local Indian and Native American grantees.

In light of funding challenges for our national conferences, an array of conference activities have been planned for each day for your productive attendance. The workshops are intended to assist all Workforce Investment Act (WIA) staff in implementing even more exemplary programs and provide opportunities for one-on-one technical assistance with the presenters. This year, we have requested the assistance of the Florida Governor's Council on Indian Affairs to have the on-site computer lab for training and access to internet during the conference. We are thankful for their consent to make our conference a much-needed hands-on learning experience.

The conference theme "United Native Leadership Is Our Pathway to Success" truly depicts the continuing challenges we overcome with the support of our Native American communities, for which we remain steadfast for continuing program funding. Our programs provide guidance and intervention strategies to many participants with their career paths to get employed or complete an educational goal.

I encourage everyone to have a productive involvement in this year's conference. Make it a positive "time out" from your work routine, to learn new information and do not forget to devote some time to enjoy the available amenities of the Paragon Casino Resort. Your active involvement is very essential to our conference's success.

Sincerely,

A handwritten signature in cursive script that reads "Roselyn Shirley".

Roselyn Shirley, Chair
33rd National Indian & Native American Employment & Training Conference

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Welcome!

As Mayor of the City of Marksville, it is my pleasure to extend a warm welcome to the 33rd annual National Indian and Native American Employment and Training Conference (NINAETC) to be held in Marksville, Louisiana, April 22-27, 2012 at the Paragon Casino Resort.

While in Marksville, we hope you will take the time to visit and meet our friendly residents and the many sights our city has to offer. Marksville is the kind of city where your participating will be greeted by the warm, southern hospitality of genuine, friendly people.

Again, welcome to Marksville. Best wishes for an enjoyable stay and a successful event.

Sincerely,

John H. Lemoine
Mayor of Marksville

"The City of Marksville is an equal opportunity provider."



Tribal Council

*Earl J. Barbry, Sr., Chairman
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Joey P. Barbry, Secretary/Treasurer
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David Rivas, Jr., Council Member
Marshall R. Sampson, Council Member*



WELCOME!!!

On behalf of the Tunica-Biloxi Tribe of Louisiana and our Tribal Council, it is my extreme pleasure to welcome all of you to the 33rd Annual National Indian and Native American Employment and Training Conference (NINAETC) held here at our beautiful Paragon Casino Resort. We feel privileged that our venue was selected to host this event. We recognize and applaud the fact that the end purposes and goals of this organization are focused on providing a means to enhance the quality of life for all of us through fostering a better understanding of our Native American governments, people and rights by insuring that our voices are heard regarding national employment and training issues.

The south is well-known for its warmth and hospitality, and we encourage all of you to make yourselves at home. Please take time to lounge by our tropical or outdoor pool, enjoy our spa and partake of the exquisite food our restaurants have to offer. Don't be afraid to enjoy some of our local favorites like cochon de' lait, crawfish, gumbo, jambalaya, or maybe even some fried alligator. Our bayou-themed atrium is beautiful and offers another view of Louisiana life. You might even spot a 'gator or two while crossing over the bayou. We would also be pleased to have you tour our reservation and visit our museum and gift shop. It is our sincere hope that your stay with us is memorable for all of the right reasons – a great conference, wonderful hospitality, delicious food, great gaming, and restful nights.

Again, our most gracious welcome. We're so very glad you joined us!

Sincerely,


Earl J. Barbry, Sr.
Tribal Chairman



2012 National Indian and Native American
Employment and Training Conference
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Roselyn Shirley

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

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Rhode Island Indian Council
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Employment and Training
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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.
Alaska Native Science Commission
Anchorage, Alaska

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

Ms. Roselyn Shirley
Navajo Nation
Window Rock, Arizona

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

NINAETC Conferences

<u>Conference Sites</u>	<u>Chairpersons</u>
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
XXVIII. 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
XXXIII. 2012 - Marksville, LA	Roselyn Shirley - Navajo Nation

2012 Howard Yackus Memorial Scholarship Award



Petra Solimon

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

Ms. Petra L. Solimon's welcoming attitude, independence, and spirit are tools she uses to achieve success. Ms. Solimon, a Pueblo of Laguna Native, was fueled by her desire to become a role model for her family and community when she decided to enroll in Tallahassee Community College in pursuit of an Associate's Degree.

With assistance from the Florida Governor's Council on Indian Affairs, Inc., Ms. Solimon was given the opportunity to become a Youth Program Assistant for the Work Experience program while she proceeded to achieve her Bachelor's Degree from Barry University. This was a very challenging task for Ms. Solimon, who is a single parent; however, her resilience led her to complete an 18-hour class schedule with a GPA of 3.0. Ms. Solimon is now pursuing a Master's degree in Public Administration, and plans to return to the Pueblo of Laguna in hopes of creating a resource center for teens.

2012 Alice BigPond Memorial Award

Almona Kills in Water

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

Ms. Almona Kills In Water has demonstrated exceptional leadership and service during her employment at the Sicangu Oyate Tipi (Rosebud Sioux Tribe Homeless Shelter). Ms. Kills In Water, a veteran and mother of nine, originally began employment as a temporary employee demonstrating determination and professionalism, gaining permanent employment at the shelter.

Apart of her determination is her faithfulness to provide services for veterans, women and children. Her colleagues describe her duties as "a challenge," but through these challenges, she has "accomplished so much." Apart from her career at



the center, Ms. Kills In Water also involves herself in activities which promote cultural preservation. One of her accomplishments is a workshop entitled *Learning and Preserving the Lakota Language* presented at the Lakota/Nakota Language Summit in 2009.

2012 Outstanding Participant Awards



Frankie Cook

The Navajo Nation - Window Rock, Arizona

Frankie Cook is a proud husband and father of three, who serves as one of Navajo Nation's JTPA classroom trainee graduates. Mr. Cook began his exploration to success in 1994 when he enrolled in Navajo Nation's JTPA Classroom Training program as a member of a low income household - with no running water or electricity.

He began his pursuit of higher education after engaging in a presentation by High Tech Institute of Phoenix, Arizona, where he would soon achieve an

Associate's Degree in Computer Electronics. This was a tremendous transformation and display of determination by Mr. Cook.

Since his CRT graduation, he has held employment for fifteen consecutive years, acting as an inspector, Quality Assurance Analyst, and Repair Technician. Mr. Cook "has prepared himself to be an indispensable employee" which grants him the ability to "become a better... provider" for his family.

Michele Honanie

Phoenix Indian Center, Inc. - Phoenix, Arizona

Ms. Michele Honanie serves as an "inspiration" through her tireless efforts to reestablish her life. Ms. Honanie entered the Native Workforce Program at the Phoenix Indian Center as a homeless, transitional treatment participant who was suffering from long-term unemployment. During her enrollment in the Native Workforce Program, Ms. Honanie demonstrated "professional growth" and admirable "initiative." Her goals in

the program were clear; her objective was to complete her treatment program, succeed at acquiring permanent employment, and build a new life for her family.

Ms. Honanie used diligence to meet her very difficult challenges and exceeded all expectations. Ms. Honanie now serves as a Housing Manager at the same transitional institution where she was once a tenant.



Oscar Patch, III

American Indian Association of Tucson, Inc. - Tucson, Arizona

Mr. Oscar Patch, III is an example of persistence and effort. Mr. Patch received CDL training, while managing an 80 hour work week schedule and attending college courses at his local community college. Mr. Patch received assistance from Tucson Indian Center to overcome his obstacles of living in transitional housing, possess-

ing a criminal record, holding minimal work experience and limited skills.

Mr. Patch has acquired great success through his determination and self-motivation. He now has established stability in his life by obtaining his CDL license, established a permanent residence, and is in the process of gaining custody of his children.

2012 Outstanding Employer Award



***Sicangu Oyate Tipi is
here to help***

*Sicangu Oyate Tipi
(Rosebud Sioux Tribe Homeless Shelter)
Sicangu Nation Employment and Training Program
Rosebud, South Dakota*

Sicangu Oyate Tipi (Rosebud Sioux Tribe Homeless Shelter) is the first homeless shelter for the Rosebud Sioux Tribe. Despite many obstacles the staff has fought hard to make it a successful program in a relatively short period of time. One example of support measures taken

by management is the continuous quest for grants to provide supportive services for veterans.

Sicangu Oyate Tipi has become a place where homeless tribal members can have a new beginning. It has also become a place where

former residence can apply and obtain full time employment.

The administrative staff provides staff development training to enhance the knowledge, skills, and quality of service for multi-barrier clients.

NINAETC Keynote Speakers



Jane Oates

Assistant Secretary of Employment and Training Administration U.S. Department of Labor

Jane Oates was nominated by President Barack Obama to join Secretary of Labor Hilda L. Solis' leadership team at the Department of Labor in April, 2009. Confirmed as Assistant Secretary for Employment and Training on June 19, 2009, she now leads the Employment and Training Administration (ETA) in its mission to design and deliver high-quality training and employment programs for our nation's workers. Working with States and territories, municipalities, labor management organizations, employers, educational institutions, fellow Federal agencies, and other partners, ETA strives to assist workers in gaining the skills and credentials needed to enter careers that pay family supporting wages and offer opportunities for advancement. With a nationwide reach and focus on good jobs in promising industries, ETA programs are designed to serve every American who aspires to career success. Prior to her

appointment, Ms. Oates served as Executive Director of the New Jersey Commission on Higher Education and Senior Advisor to Governor Jon S. Corzine. In that position Oates worked to strengthen the connections among high school, post-secondary education and the workforce. Ms. Oates served for nearly a decade as Senior Policy Advisor for Massachusetts Senator Edward M. Kennedy. She worked closely with the Senator on a variety of education, workforce and national service legislative initiatives, including the Workforce Investment Act of 1998. Ms. Oates began her career as a teacher in the Boston and Philadelphia public schools and later as a field researcher at Temple University's Center for Research in Human Development and Education. She received her BA in Education from Boston College, and an M.Ed in Reading from Arcadia University.

David Sickey

Coushatta Tribe of Louisiana

David Sickey is a member of the 873-member Coushatta Tribe of Louisiana (Deer clan), a federally recognized Native American Tribe located in Southwest Louisiana. The Coushatta Tribe regained U.S. government recognition in 1973, thanks in large part to the work of David's father, Ernest Sickey.

As a council member of the Tribe, David deals with public policy issues on Tribal, local, state, and national levels. He plays a key role in Tribal governance, community relations, sovereignty issues, social and economic development, and land use planning. He is focused on the establishment of long-term economic and social stability for the Tribe and the surrounding communities. In 2008, David helped create the Coushatta Tribal Department of Commerce in order to coordinate all non-gaming economic development efforts for the Tribe, including diversification of business holdings, generation of long-term sustainable income, job creation, and promotion of economic development initiatives.

Along with his brother, Tribal Chairman Kevin Sickey, David helped plan and launch a major effort by the Tribe to establish ties with foreign governments in order to bring about cultural exchange and business development. The first significant step in this effort took place in the fall of 2008 when the Coushatta became the first Native American tribe to recognize, honor and welcome official representatives of the State of Israel. David was the architect of this nation-to-nation outreach effort and he has continued to develop the Tribe's relationship with Israel by traveling to the country for meetings with high-ranking officials and business leaders.

In addition to business development and international relations efforts, David's priorities for the Tribal community include building interest in public service among Tribe members, creating opportunities for Tribal youth, and the development of a new generation of leadership for the Coushatta Tribe. He is also working to promote the Coushatta history, culture and language by supporting the construction of a new, 20,000-square-foot Coushatta Heritage Center, which will be completed in 2010.

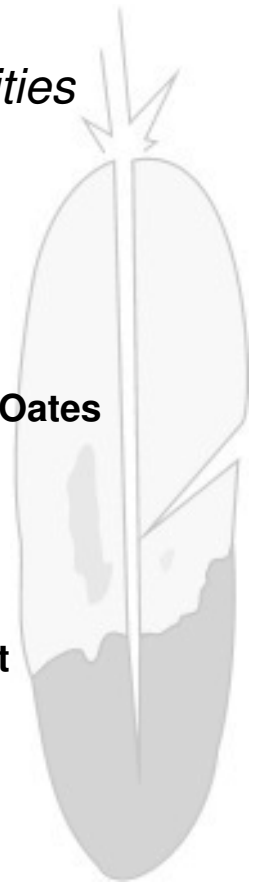
David was the recipient of a 2008 Times/Fusion Five "Up & Coming Under 40" Award presented by Fusion Five and The Times of Southwest Louisiana in Lake Charles, La. He is a member of the Southwest Louisiana Economic Development Alliance Board of Directors and the Louisiana State University National Diversity Advisory Board. He is involved in a variety of other organizations, including the Native American Finance Officer's Association, the National Indian Child Welfare Association, the National Congress of American Indians, the Native Financial Education Coalition, Indigenous Language Institute, the National Tribal Environmental Council, the National Museum of the American Indian, and the James A. Baker III Institute for Public Policy at Rice University. In 2009, David represented the Coushatta Tribe at the White House Tribal Nations Conference in Washington, D.C.

Because of his strong leadership role within the Tribe, David has been featured in a variety of state and national media. He has been interviewed for articles in *USA Today*, *The Washington Post*, *The Hill*, and *The New York Times*.



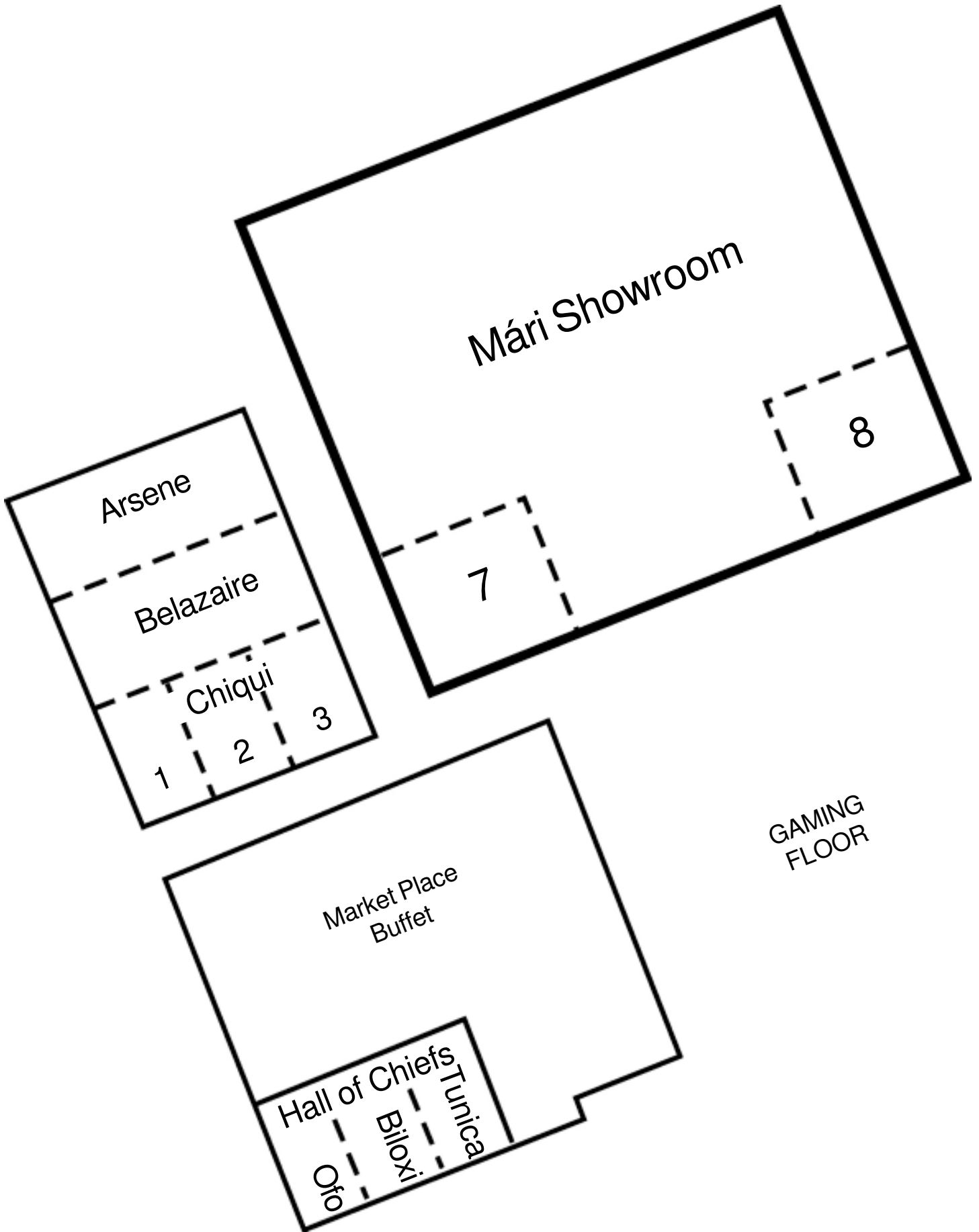
NINAETC Conference Highlights and Social Activities

Sunday 4/22/12	10:00 am	 4-man Golf Scramble Tamahka Trails Golf Course
	5:00 - 7:00 pm	 Volleyball Tournament Tunica-Biloxi Gymnasium
Monday 4/23/12	9:00 am - 12:00 pm	General Assembly Keynote Address: Assistant Secretary Jane Oates Mári Showroom
	1:15 - 4:30 pm	Skill-Building Workshops for Workforce Development Professionals
	6:00 - 9:00 pm	 Reception: Chairman's Cochon de'Lait Mári Showroom
Tuesday 4/24/12	8:30 am	General Assembly Grantee Awards Presentation Mári Showroom
	1:45 - 5:00 pm	Skill-Building Workshops for Workforce Development Professionals
	6:30 pm	 Basketball Tournament Tunica-Biloxi Gymnasium
	6:30 pm	 Fashion Show Hotel Atrium
Wednesday 4/25/12	11:45 am - 2:15 pm	Awards Luncheon Mári Showroom
	2:30 - 4:30 pm	Skill-Building Workshops for Workforce Development Professionals
	5:00 - 8:00 pm	 Slot Tournament Casino Floor
	8:00 pm	 Karaoke The Pelican Stage
Thursday 4/26/12	10:30 am - 3:00 pm	Skill-Building Workshops for Workforce Development Professionals
	10:30 am - 12:00 pm 2:30pm - 4:30 pm	Advisory Council Meeting Advisory Council Meeting- Public Comment Tunica-Biloxi Tribal Complex
	6:00 - 9:00 pm	BANQUET Keynote Address: David Sickey, Coushatta Tribe of LA Mári Showroom



Employment and Training Conference

Wednesday, April 25, 2012		Thursday, April 26, 2012		Friday, April 27, 2012
VOTING (10:00 am - 12:00 noon)	6:00 - 8:00 am. - 1K Walk GENERAL ASSEMBLY (8:30 - 11:30 a.m.) - Mári Showroom <ul style="list-style-type: none"> • Invocation - <i>Christine Norris, Jena Band of Choctaw</i> • Public Law 102-477 Update - <i>Margaret Zientek, Co-Chair, PL 102-477 Tribal Work Group</i> • 2014 Site Presentations • 2013 Election Campaign Speeches • 25 Years of Service Recognition 	6:00 - 8:00 am. - Self Defense by Tunica-Biloxi Police Dept. GENERAL ASSEMBLY (9:00 -10:15 a.m.) - Mári Showroom <ul style="list-style-type: none"> • Invocation - <i>Clyde Jackson, Jena Band of Choctaw</i> • Resolution Presentations • 20 Years of Service Recognition • 34th NINAETC Update - <i>Rex O'Connor, Grand Traverse Resort & Spa</i> 	ADVISORY COUNCIL MEETING (cont'd) Tunica-Biloxi Tribal Complex (9:00 a.m. - 12:00 p.m.)	
		WORKSHOPS (10:30 a.m. - 12:00 noon) <ul style="list-style-type: none"> • BearTracks 2 - Advanced Arsene • Priority of Service for Veterans and Eligible Spouses in Indian Country Belazaire • Staff Engagement - One Method Behind the Magic Chiqui 2 • Plan and Prepare to Prosper - Setting Up a Financial Education Program Chiqui 3 • Successful Leadership through Education and Application of Best Practices Ofo • Oil Patch Preparation System Biloxi • Entrepreneurship in Indian Country Tunica • Career Pathways - Identifying Industries and Engaging Employers: Tribal Grantees Mári 7 		
	AWARDS LUNCHEON (11:45 a.m. - 2:15 p.m.) - Mári Showroom Presentation of Awards: <ul style="list-style-type: none"> • Alice BigPond Roach Memorial Award • Howard Yackus Memorial Scholarship Award • Outstanding Employer • Outstanding Participants (3) 	LUNCH (on own)		
	WORKSHOPS (2:30 - 4:30 p.m.) <ul style="list-style-type: none"> • BearTracks 2 - Intermediate Arsene • Priority of Service for Veterans and Eligible Spouses in Indian Country Belazaire • Creating and Implementing Client Support Groups Chiqui 2 • Native Digital Nations Chiqui 3 • Department of Labor Tribal Consultation Policy Listening Session Ofo • How to Implement a Successful Self-Directed Career Coaching Program Biloxi • An 'Ahu of Aloha Tunica • YOUR Community Website: News, Tools, and Training Resources for INAP Staff Mári 7 • Empowering & Inspiring the 7th Generation through Education and Employment Mári 8 • True Colors Pelican Stage 	WORKSHOPS (1:15 - 3:00 p.m.) <ul style="list-style-type: none"> • Financial Management Belazaire • Finding Your Stride - the Paradox of the Productive Leader Chiqui 2 • How to Implement a Successful Self-Directed Career Coaching Program Chiqui 3 • Job Retention Strategies Ofo • Building Networks for Business Relationships Biloxi • Cyber Mis-Use Tunica • Career Pathways - Identifying Industries and Engaging Employers: Non-Profit Grantees ... Mári 7 • Investing in Native Youth "Expanding the Circle" Mári 8 	T R A V E L S A F E L Y !	
Slot Tournament - Paragon Casino Floor (5:00-8:00 pm) Karaoke - The Pelican Stage (8:00 pm - ?)	BANQUET - Mári Showroom (6:00 p.m.) Keynote Address: David Sickey, Coughatta Tribe of LA			



NINAETC Workshop Descriptions

American Indian Vocational Rehabilitation: Employment & American Indians with Disabilities (Mon 3:30-4 pm) - This informative, three-part presentation will familiarize the audience with the history of American Indian Vocational Rehabilitation, provide information to Tribal people to participate in successful employment of American Indians with disabilities, and the services and success in American Indian communities. - *Deeda Williams, Institute for Human Development, Northern Arizona University, and Amanda Vinson, Central Louisiana Intertribal Vocational Rehabilitation*

An 'Ahu of Aloha (Mon 1:15-2:45 pm; Wed 2:30-4:30 pm) - Through the integration of Hawaiian Cultural concepts, participants will actively engage in an actively designed workshop to address barriers, challenges, and opportunities to making successful career transitions in life. Each participant who completes the activity will be presented with a token of Aloha that will remind them of their experiences of attending the workshop. - *Dirk N. Soma, Kulia Career Development Services*

BearTracks 2 - Introduction (Tue 1:45-3:15 pm) - This is a hands-on course where attendees will enter a client into the database and go through as many possible situations. We will talk about the different ways individuals can exit and give scenarios of possible situations. This class is designed for Intake Specialists, Case Managers, and Directors if they desire. - *Terrence "Terry" Clark, Florida Governor's Council on Indian Affairs, Inc.*

BearTracks 2 - Intermediate (Wed 2:30-4:30 pm) - This class will review the intake process and try to go in-depth into the different scenarios confronting Case Managers. We will also go through the different ways to generate reports from BearTracks 2. We will end with a quick introduction into Admin Menu. This class is designed for Case Managers, new Directors, and Intake Specialists who want to advance. - *Terrence "Terry" Clark, Florida Governor's Council on Indian Affairs, Inc.*

BearTracks 2 - Advanced (Thur 10:30 am - 12:00 pm) - This class will address the Admin Menu and its different functions. Staff from grantees who have field offices can learn how to install BearTracks 2 in those office and merge the date for reports. This class is encouraged for Directors, Database Administrators and anybody with Administrator privileges in BearTracks 2. Case Managers may want to attend to learn about available functions. - *Terrence "Terry" Clark, Florida Governor's Council on Indian Affairs, Inc.*

BearTracks Session I (Mon 1:15-2:45 pm) - Is your organization struggling with Bear Tracks? The first session of Bear Tracks will provide an overview of U.S. Department of Labor's Indian and Native American Program's data collection system. Attendees will learn the basic functionality of Bear Tracks to effectively maintain client data and prevent inadvertent exits. Topics include how to add participants, edit client data, add self-directed core services, view and manage alerts. - *Jennifer Whitmore, California Indian Manpower Consortium, Inc.; Duane Hall, U.S. Department of Labor*

BearTracks Session II (Mon 3:00 - 4:30 pm) - Do you want to understand what's behind the numbers in your program report? The second session of Bear Tracks will review the capabilities of the administrative menu to effectively manage program data. Attendees will gain a deeper understanding of program reports and strategies to maximize performance outcomes. Topics will include case management reports, add and edit case management users, modify lookup data, back up client data, as well as previewing, detailing, and submitting U.S. Department of Labor's quarterly program performance report. - *Jennifer Whitmore, California Indian Manpower Consortium, Inc.; Duane Hall, U.S. Department of Labor*

Building Networks for Business Relationships (Thur 1:15-3:00 pm) Learn how to build a rapport with businesses/companies with rules of building relationships for better leads that open doors. - *Kathy Atkins*

Building the Powerful Organization (Mon 3-4:30 pm) - 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, and 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 Wynn Lindeman, Practical Management Network*

Career Pathways - Building Effective Partnerships: Non-Profit Grantees (Mon 3-4:30 pm) - A career pathways system cannot be developed without strong, cross-agency partnerships. The expertise necessary for designing successful education and training programs is dispersed across different arenas; strong working partnerships are what allow that expertise to be shared, leveraged, and effectively applied. Key steps: 1) Engage a team of partners including employers and education and training providers; 2) Establish a shared vision, mission, set of goals, and plan; 3) Define the roles and responsibilities of all partners; and 4) Connect with existing career pathways initiatives in your state and/or region. - *Laura Aron, Vinz Koller, Social Policy Research Associates, and Michael Delaney, U.S. Department of Labor*

Career Pathways - Building Effective Partnerships: Tribal Grantees (Mon 1:15-2:45 pm) - A career pathways system cannot be developed without strong, cross-agency partnerships. The expertise necessary for designing successful education and training programs is dispersed across different arenas; strong working partnerships are what allow that expertise to be shared, leveraged, and effectively applied. Key steps: 1) Engage a team of partners including employers and education and training providers; 2) Establish a shared vision, mission, set of goals, and plan; 3) Define the roles and responsibilities of all partners; and 4) Connect with existing career pathways initiatives in your state and/or region. - *Laura Aron, Vinz Koller, Social Policy Research Associates, and Evangeline "Angie" Campbell, U.S. Department of Labor*

(continued)

NINAETC Workshop Descriptions (continued)

Career Pathways - Identifying Industries and Engaging Employers: Non-Profit Grantees (Thur 1:15-3 pm) - A career pathways system must be employer driven. This means that it has active employer involvement from inception through implementation. Engaging employers early on in the design of your initiative will help ensure that your career pathways system is aligned with growing sectors and industries. Workshop attendees will learn the following key steps to identifying industries and engaging employers: 1) Conduct labor market analysis; 2) Target high-demand and growing sectors; and 3) Identify and build relationships with key employers. - *Laura Aron and Vinz Koller, Social Policy Research Associates, and Duane Hall, U.S. Department of Labor*

Career Pathways: Identifying Industries and Engaging Employers (Tribal Grantees) (Thur 10:30 am - 12:00 pm) - A career pathways system must be employer driven. This means that it has active employer involvement from inception through implementation. Engaging employers early on in the design of your initiative will help ensure that your career pathways system is aligned with growing sectors and industries. Workshop attendees will learn the following key steps to identifying industries and engaging employers: 1) Conduct labor market analysis; 2) Target high-demand and growing sectors; and 3) Identify and build relationships with key employers. - *Laura Aron and Vinz Koller, Social Policy Research Associates, and Duane Hall, U.S. Department of Labor*

Career Pathways: Reservation Model (Tue 1:45-3:15 pm) - 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 curricula 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 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, and Evangeline "Angie" Campbell, U.S. Department of Labor*

Creating and Implementing Client Support Groups (Wed 2:30-4:30 pm) - This workshop covers the theory and practice of creating successful client support groups. Attendees will learn how to set up and facilitate support groups and to develop an action plan for starting support groups in their program. - *Gary Rickard, Mt. Shasta Native American Employment and Training*

Cyber Mis-Use (Mon 1:15-2:45 pm; Thur 1:15-3 pm) - This work shop will discuss the effects of cyber bullying, teen texting and driving, and teen suicide. - *R. Lynn Heath, Citizen Potawatomi Nation*

Department of Labor Tribal Consultation Policy Listening Session (Wed 2:30-4:30 pm) - Recently, the Department of Labor published a request for public comment in the Federal Register regarding the Department's Tribal Consultation Policy. Please come and learn more about the policy and provide comments about the policy. - *Jeremy Bishop, U.S. Department of Labor*

Developing "Tools" for Employment (Tue 3:30-5 pm) - An interactive workshop introducing new and actively used methods to develop strategies for employment of clients by filling their "toolbox." - *Kathy Atkins*

Documenting Success Stories Digitally (Mon 3-4:30 pm) - 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 WIA Section 166 programs. This workshop will offer relatively low cost and low tech solutions to recording your organization's history, services, and positive impact in the community using digital media. Also included will be brief tutorials on camera, sound, lighting, editing and interview techniques. - *James Lujan, Southern California Indian Center, Inc.*

Empowering & Inspiring the 7th Generation Through Education and Employment (Wed 2:30-4:30 pm) - The seventh generation is a continuance of recreating positive awareness of identity as a race and culture in acknowledgment of the past, present and future. Empowerment with learning and gaining the ability to become self supporting through education and employment, inspiring clients by letting them know they are taking the important steps in the right direction by securing the tools they need to gain more knowledge and understanding of the world we live in. Staff have important roles as the vehicles to take the knowledge and pass this empowerment and inspiration onto their clients, who are also seeking direction. - *Jessica James-Grant, Indian Center, Inc., and Dr. LaNada War Jack*

Entrepreneurship in Indian Country (Thur 10:30 am - 12:00 pm) - This workshop will provide a description of the California Indian Manpower Consortium's Entrepreneurship training program and other business services programs. - *PaPai X. Thomas, MPA, California Indian Manpower Consortium, Inc.*

Financial Management (Tue 3:30 - 5 pm; Thur 1:15-3 pm) - Workshop participants will be able to better understand the nature of an organization's fiscal information in areas of budgeting, accounting, reporting, record keeping, internal controls, and cost allocation plans. After this presentation, the target audience of which should be program directors, tribal council/board of directors and fiscal personnel, attendees will be better equipped to plan their program's budget and understand such fiscal concepts as record keeping, internal controls which assist in preventing fraud and waste, and cost allocation

plans. The workshop will be formatted as a lecture, but attendees will be encouraged to ask questions that may pertain to their own organizations. Materials to be disseminated will be a hard copy of the Power Point presentation. - *Kerry Jevsevar, Council of Three Rivers American Indian Center, Inc., and Duane Hall, U.S. Department of Labor (Tuesday session only)*

Finding Your Stride – The Paradox of the Productive Leader (Thur 1:15-3 pm) - Workshop participants will be guided to ask themselves some difficult questions related to their use of authority, their use of time when under pressure, and the unintended messages their interpersonal style may be sending. Come prepared to embrace your status as a Human Being, laugh in delight at the treasures you bring to your mission and leave the room ready to improve the one area where you really could be more effective! - *Sylvia WynnLindeman, Practical Management Network*

Goal Setting and the Art of Delegation (Mon 1:15-2:45 pm; Tue 1:45-3:15 pm) - 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*

How to Implement a Successful Self-Directed Career Coaching Program (Wed 2:30-4:30 pm; Thur 1:15-3 pm) - Do you have a Job Club in your organization? How is it working? Most organizations complain that they have a Job Club but that participants just aren't getting jobs. Here's something new, the bestselling Career Development author and trainer, Katreena Hayes-Wood used during her post-secondary teaching days for her students that gained her 95% job placement for over five years. Katreena will walk you through her program, and provide you with effective materials and a list of competencies and accountabilities vital to the program's success. If you do what she teaches you, your program participants will get jobs. - *Katreena Hayes-Wood, Strive for Students*

How to Unload Stress and Restore Your Energy for a Healthy Life (Tue 3:30-5 pm) - Have you heard yourself say, "I'm so busy" or "There's just not enough time?" You try to juggle all the responsibilities of being a spouse, parent, sibling, employee, and community member. Where do you fall in the list of priorities? Your mind, body, and spirit try to bring to your attention that something is out of balance – perhaps you're overeating, losing your temper, having body aches and pains, and barely getting enough sleep. Learn simple steps you can take to de-stress and restore your energy in just five minutes. Take away two secrets for success to help you change and manage stress once and for all. - *Grace Marks, Native Employment: Solutions for Health and Harmony*

Introduction to Facebook and Twitter (Tue 3:30-5 pm) - Ever wondered what a Friend Request means or what exactly a "Tweet" consists of? This workshop will provide an overview on Facebook and Twitter, why they are important to join, and how employment and training programs can utilize them to engage clients, conduct outreach and network with potential employers. Each participant will be able to create a Facebook page and Twitter account as well as obtain instructions on the basic operations of their account. - *Hai-Na-Nu Saulque, and Nicky Lambert, California Indian Manpower Consortium, Inc.*

Introduction to Global Speed of Trust in Indian Country (Tue 1:45 -3:15 pm) - This workshop will present key principles in leadership, individual effectiveness and execution of building trust in an organization. The presentation will cover key concepts on Trust Taxes, Trust Dividends, the waves of trust, the four key principles of trust and the 13 behaviors. These are important for changing Native American Communities and organizational environments. The facilitator is a Native American licensed client facilitator of the FranklinCovey organization. The mission of this workshop is to enable greater communication in our Native American Communities. – *Leila Help-Tulley, Navajo Nation Staff Development and Training Department*

Investing in Native Youth “Expanding the Circle” (Tue 1:15-3:15 pm; Thur 1:15-3 pm) - This workshop presents an inside out approach to teaching, mentoring, advising and retaining Native American students. The status of our Native Americans students is rooted in the histories of our people's experiences, starting with the removal of our people from ancestral lands, the removal of generations of Native children to boarding schools and mission schools to the assimilation of our people. - *Jackson Sanderson-Harris, Sun House Alliance*

Job Placement “Thinking Outside the Box” (Mon 3-4:30 pm) -This workshop will discuss new ideas of how to place Native Americans with different companies. - *Jon Overacker, Cherokee Nation*

Job Retention Strategies (Tue 1:45-3:15 pm; Thur 1:15-3 pm) - 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 and 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*

Management Information System (MIS) (Tue 3:30-5 pm) - This session will provide attendees information on Workforce Investment Act (WIA) regulatory requirements for the Comprehensive Services Program and Supplemental Youth Services Program. Topics will include: participant eligibility, allowable program services, record maintenance, data collection and reporting. - *Jennifer Whitmore, California Indian Manpower Consortium, Inc.*

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NINAETC Workshop Descriptions (continued)

Moving Mountains – Transforming your Strategic Plan from Words into Action (Tue 3:30-5 pm) - This workshop

examines why so many well intentioned – and well run – strategic planning retreats yield a beautiful document but execution falls short. Attend to learn what steps prior, during, and after the planning process facilitate implementation; and what they require of senior leadership to succeed. - *Sylvia WynnLindeman, Practical Management Network*

Native Digital Nations (Wed 2:30-4:30 pm) - Learn how to get connected with clients, employers, and agencies through social media. Twitter, Facebook, LinkedIn, and Google offer a variety of tools that can be utilized for employment and training purposes. This workshop will provide an overview of these networks as well as tips and hints to utilizing social media resources to outreach, network, and engage the public. - *Kristi Synold, California Indian Manpower Consortium, Inc.*

Oil Patch Preparation System (Thu 10:30 am - 12:00 pm) - The Oil Patch Preparation System (OPPS) is a 9-day program of specialized professional training focusing on safety and workforce development including hands-on and classroom training in subjects such as hazard operations, water survival, and rigging. Although originally developed for the oil and gas industry, OPPS has grown to apply to many other industries such as construction, manufacturing, and utilities. – *Danny Eaker, PEC, Premier*

Plan and Prepare to Prosper – Setting Up a Financial Education Program (Mon 1:15-2:45 pm; Thu 10:30 am - 12:00 pm) - In today's world, money skills are an important part of workforce and life skill development programs. In this course, you will learn how to develop a financial education program that will teach participants the basics in managing their money, budgeting, saving and how to avoid financial and job loss due to emergencies. This course will cover how to build your program for success and will include an overview of Individual Development Account (IDA's) Programs. - *Diana Blair, Sage Capital Advisors, LLC*

Priority of Services for Veterans and Eligible Spouses in Indian Country (Wed 2:30-4:30 pm; Thur 10:30 am - 12:00 pm) - This workshop will review the appropriate authorities, such as the applicable section of the Jobs for Veterans Act, its regulations, ETA's TEGL 10-09, and provide a basic background on the priority. Attendees will be able to define a Veteran and Eligible Spouse and review eligibility requirements. The INA protocol handbook will be incorporated while providing implementation strategies. Attendees will also discuss other resources such as the Gold Card Initiative, what is a "DVOP" and "LVER"? - *Craig L. Lewis, and Michael Delaney, U.S. Department of Labor*

Public Law 102-477 Administrative Flexibility Workgroup and Advocacy Updates (Tue 3:30-5 pm) - The PL 102-477 Tribal Work Group (TWG) and Federal partners have met almost weekly to resolve issues and streamline several pro-

cesses involving 477 plan approval, reporting, financial, statistical, and narrative. This panel will provide updates and discuss outcomes achieved. – *Margaret Zientek, Citizen Potawatomi Nation E&T Assistant Director and PL 102-477 TWG Co-Chair, Carrie McMillan, Cook Inlet Tribal Council and PL 102-477 TWG Co-Chair, and Evangeline "Angie" Campbell, U.S. Department of Labor*

Public Law 102-477 – The Short Course (Tue 1:45-3:15 pm) - The Public Law 102-477 Act authorizes Tribal Leaders to integrate the funds they receive from DOL, DHHS, & DOI into a single, coordinated, comprehensive plan to provide employment, training and related services (in their Tribal service area) to Federally recognized Native American and/or Alaska Native tribal members. This session will discuss the annual report documents required to fulfill the Public Law 102-477 contractual requirement. Participants will be enlightened and inspired, and will discuss strategies for how to report and compile the information accordingly. – *Kenneth A. LeMieux, DOI/AS-IA, OIEED, Division of Workforce Development, and Kay Kidder, Nez Perce 477 Director, P.L. 102-477 Tribal Work Group At-Large Representative*

PY 2012 Training and Employment Guidance Letter (TEGL) (Mon 3-4:30 pm) - The purpose of this session is to provide technical assistance on the PY 2012 Training and Employment Guidance Letter (TEGL), which authorizes WIA Section 166- Indian and Native American Grantees of the Employment and Training Administration's (ETA) decision to authorize designated grantees with the option to extend or modify the Comprehensive Services Program (CSP) plan and Supplemental Youth Services Program (SYSP) plan through PY 2013 (June 30, 2014). The session will also offer an overview of how grantees can incorporate the Career Pathways model in their 2 Year Strategic Plan. – *Evangeline "Angie" Campbell and Craig L. Lewis, U.S. Department of Labor*

Shift Happens (Tue 3:30-5 pm) - What if...is the theme to this dynamic workshop that challenges attendees to take their personal character and professional work ethic up a notch by focusing on the What If's in their lives. This highly interactive workshop encourages all to develop a personal plan for excellence at work and in life! – *Katrina Hayes-Wood, Strive for Students*

Staff Engagement - One Method Behind the Magic (Thur 10:30 am - 12:00 pm) - This workshop explores what can happen when the structured process of Action Research is utilized to identify organizational strengths and developmental opportunities. Attend to learn the distinct steps of the process, its groundrules and why it produces such significant improvements in morale and productivity - when correctly done. Attend also to learn why senior leadership must be fully committed to the process and how to avoid common missteps that can cause more damage than good. - *Sylvia WynnLindeman, Practical Management Network*

Strengths-Based Strategies for Serving Customers:

Opening Doors for Everyone (Tue 1:45-3:15 pm) - What would happen if you focused on customers' strengths instead of on the barriers they face? A common pattern in workforce development is to identify barriers first. This is only natural, since barriers are often what make a customer eligible for a program or for intensive and training services. However, to enhance retention and placement rates in your program, you need to reframe how you work with customers by maximizing their strengths. Customers who work in partnership with staff to uncover their talents are more likely to stay connected to the program and flourish. This interactive workshop will provide: 1) Access to a toolkit, a video, and webinars for your staff at no cost; 2) Tools and techniques to create partnerships with customers to help them achieve their goals; 3) Training scenarios that include practical guidelines and skills-building exercises; and 4) Examples of engaging strengths-based conversations between frontline staff and customers. Check out the free resources here: <https://doors.workforce3one.org/> - *Laura Aron, Vinz Koller, Social Policy Research Associates, and Duane Hall, U.S. Department of Labor*

Successful Leadership Through Education and Application of Best Practices (and a little outside-of-the-box thinking)

(Thur 10:30 am - 12:00 pm) - This session will be conducted in a collaborative setting where participants will examine leadership functions, tactics, techniques, and procedures designed to educate learners and employers on how to take advantage of teaming and networking. Participants will explore how to gain access to employment markets and shape the opportunity so that we meet the needs of the employer and participants in a manner that improves the odds of employment after successful completion of a training program. - *Robert Russell, Dr. Theresa Pelfrey, Auburn University at Montgomery, and Dr. Lisa Zanglin, PLX Consulting*

The Crystal Fire Child – A Traditional Native Perspective

(Mon 3-4:30 pm; Tue 3:30-5 pm) - A traditional Native teaching focused upon the premise that each person is a "Crystal Fire Child" and that when one embodies this premise fully, one will see that each circumstance(s) and/or situation(s) has a minimum of 12 perspectives/perceptions from which to begin to deal with matters at hand. Creating a personal "Master-Mind Circle" of people will also be discussed to assist/guide participants in their quest for personal wellness and to better advocate self-sufficiency in their circles of everyday life. - *Steven A. Darden, Success and Directions Enterprises*

The Four Keys to Successful Leadership

(Tue 1:45-3:15 pm) - In this workshop participants will brush-up on their leadership skills by refocusing, and setting intention to strengthen the spirit within. Learn how the "wheel of focus" can propel you and your clients to greater success in the workforce. Motivational tips and energy techniques will be taught to let go of negativity and align your vision, purpose, and power to greater service in the Native community. - *Denise Alley*

True Colors (Wed 2:30-4:30 pm) - 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 at 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 (Tue 3:30-5 pm) - This workshop will provide information on the Tucson Indian Center's participation in 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*

Workforce Investment Act (WIA) 101 for Section 166 (Mon 1:15-2:45 pm; Tue 1:45-3:15 pm) - This introductory session will review the WIA and its regulations, as it pertains to Section 166 adult and youth programs, using a hands-on, ground level approach. The session will review eligibility requirements for both Section 166 programs, including a discussion on how to use the ETA 70% Lower Living Standard Income Level. Descriptions of each level of services (Adult Core, Intensive, Training, Support and Follow-up) will be provided. DOL reporting requirements as well as the "do's and don'ts" will also be discussed. This workshop is delivered in a manner to include participation. Grantees are encouraged to provide examples of local situations for discussion. - *Craig L. Lewis and Michael Delaney, U.S. Department of Labor*

YOUR Community Website: News, Tools, and Training

Resources for INAP Staff (Wed 2:30-4:30 pm) - New to the program? Looking for BearTracks training? Need resources to help you manage your program? Turn to one source: INAP's community website! In this workshop, we'll discover the rich resources on INAP's community website, including: 1) Trainings and tools related to case management, performance measures, program management, and the youth program; 2) Funding opportunities, DOL guidance, and events; and 3) Guy Suetopka's Blog and more! - *Laura Aron, and Vinz Koller, Social Policy Research Associates*

NINAETC Workshop Presenters

Denise Alley (Cherokee, Shawnee, Otoe) is a professional speaker, Author and has inspired audiences in Indian country for over 22 years. Her topics range from job readiness skills, customer service, to personal development. She is the author of *Native Heart: The Seven Keys to Peace and Gratitude in Your Life*, and performs with Neil Young and Willie Nelson annually at benefit concerts. Denise resides in Gilbert, Arizona and has a son and granddaughter. (nativestarspeaker.com)

Kathy Atkins (Tuscarora) has been recognized for her outstanding leadership in Native American communities throughout her home state of New York, Tennessee and Indian country. She served as Secretary, Vice-Chair, and Chair with the National Indian and Native American Employment and Training Conference. Ms. Atkins is a graduate of Leadership Middle Tennessee and is an Executive Board member. She was appointed by the Governor to the Middle TN Regional Transportation Board and is consultant to the NY Six Nation Agricultural Society. Ms. Atkins is a recipient of The Native American Eagle Award from the State of Tennessee, was featured in the *Well Nations* magazine, and is an award winner of the National Conference for Community Justice. She was also featured as the cover story in the "Tennessean" woman's magazine and the "Culture", Nashville's leading source publication on diversity and leadership excellence from Middle Tennessee State University. Ms. Atkins presents on topics relating to Native American issues.

Laura Aron is a Technical Assistance and Training Specialist for Social Policy Research Associates (SPR), Oakland, California and has provided assistance with the development of web technology, capacity building in a range of areas of program operations, and training on career pathways, performance measures, program planning, and management information systems.

Co-Presenter: **Vinz Koller**, Director of Technical Assistance and Training, Social Policy Research Associates

Dr. Jan L. Austin is assistant vice chancellor for student life and leadership development 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. Dr. Austin has 38 years of experience in higher education and 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. Austin has taught 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.

Jeremy Bishop is a Special Assistant to the Secretary, in the Office of Public Engagement. In his current role, his primary responsibilities include engagement with the Native American and Alaska Native community, the lesbian, gay, bisexual, and transgender community, the disability community, people and families affected by HIV / AIDS, and also issues dealing with pensions and retirement. A native North Carolinian, Jeremy

received his Bachelor of Arts in Political Science and Religion at Wake Forest University in 2000 and in 2007, he participated in the Harvard University John F. Kennedy School of Government's Senior Executives in State and Local Government program.

Diana Blair is the co-owner of Sage Capital Advisors, LLC, an investment management firm and the owner of DJ Blair Corporation, a company that teaches and develops financial education programs. Diana has been in the financial industry for the past 20 years. She started Sage Capital Advisors, LLC in 2005 after leaving Wells Fargo's Private Client Services Group where she was a Vice President and Relationship Manager. Diana has developed several financial education and loan programs for both tribal and non-tribal entities and teaches a course on business and personal finances for the CIMC Native Entrepreneur Training Program. Diana is the current Treasurer for the California Native Entrepreneurs Opportunity Fund and is Treasurer for the Partnership for Philanthropic Planning in San Diego.

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

Lana Chanda is the Director of Employment & Training, Gila River Indian Community, Sacaton, Arizona.

Terrence "Terry" Clark has been the Training Coordinator for the Florida Governor's Council on Indian Affairs since 1994. He holds a Bachelor's 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.

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.

Danny Eaker - Workforce Account Coordinator, PEC/Premier

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 Master's 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 Master's 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.

Katreena Hayes-Wood has a career that spans over 27 years as career and workforce development specialist, professional speaker and best-selling author. Katreena has helped hundreds of people to discover career and life success with her fun and interactive workshops. She has written three self-help books, developed four career manuals and developed a nationally recognized Work Readiness Training program. She was instrumental in helping revise the standards for K-12 career education competencies in conjunction with the AZ Department of Education, has worked as a consultant with several school districts in Arizona as well as providing WIA Work Readiness Training for nearly every tribe in Arizona. She is the recipient of the National Top 10 Business Women's award from the American Business Women's Association and the Arizona Career and Technical Education Association's Visible Difference award.

R. Lynn Heath (Seminole Nation of Oklahoma) is the Admissions Counselor for the Citizen Potawatomi Nation (CPN) Employment & Training Program. She has worked for the Tribe in various positions over the past ten years within the PL 102-477 Program. Lynn has been a counselor in the Native American Vocational Tech Education program administered by CPN. She has assisted with youth services including job placement and youth conferences.

Leila Help-Tulley, MSW was welcomed into the world by Todich' ii'nii's (Bitter Water clan) and born for Hask'aa hadzohi (Yucca Fruit-Strug -Out-In-A-line Clan) which is her father's clansmen. Her maternal grandfathers are Naneesh't'ezhi Tachii'nii (Zuni/Red-Running-Into-The-Water clan) and her paternal grandfathers are Tsi'najinii (Black-Streaked-Wood People clan). She received a Bachelor of Science Degree in the field of Social Work from Brigham Young University and her Master's Degree in the field of Social Work from the University of Utah in Salt lake City, Utah as she studied an administrative and direct service tracts. Since her graduation

from University of Utah she has been serving her Dine people. Currently, she is a Training Manager for the Navajo Nation Staff Development and Training in Window Rock, Arizona.

Kerry Jevsevar, since 2009, has been the WIA Program Director for the Indian and Native American Job Training Assistance and Employment Program at the Council of Three Rivers American Indian Center in Pittsburgh, PA. Prior to this assignment, he worked since 1987 in the agency's Finance Office, serving as Senior Finance Officer from 1997 to 2009. He has a Bachelor's Degree in Labor Studies from Penn State University and a Master's Degree in Management from Robert Morris University.

Kenneth A. LeMieux, a.k.a Hoti'hu (Bear clan member with the Ho Chunk Nation). Kenneth relocated to Washington D.C. in December 2009 and is currently employed as Program Coordinator/Subordinate Awarding Official Technical Representative for DOI/ AS-IA/ OIEED/ Division of Workforce Development. Previously, he worked for the Ho Chunk Nation (HCN) Department of Labor as 477 Federal Program Director. He served on the HCN Grievance Review Board, the Wisconsin Workforce Investment Act Workforce Development Board and the Western Wisconsin Technical College Supervisory Management Program Board. He has attained a Bachelor of Arts degree in Sociology & Political Science from the University of Wisconsin/Lacrosse, plus an Associate of Arts degree in Supervisory Management from the Western Wisconsin Technical College.

Co-Presenter: **Kay Kidder** (Nez Perce) is the Adult Education Director and the administrator of the Nez Perce Tribe's Public Law 102-477 Program in the Tribal Education Department. She served on the U.S. Department of Labor's Indian and Native American Program Council from 2002 to 2008, and during the Job Training Partnership Act (JTPA) era, served on the Northern Idaho regional Private Industry Council (PIC) from 1984-1998. Kay completed an interdisciplinary bachelor program in social science and business administration in 1984 within Indian economic development. She currently serves as a Member-at-Large representative of the PL 102-477 Tribal Work Group.

James Lujan is the Director of InterTribal Entertainment (ITE), an innovative workforce development initiative based at the Los Angeles offices of the Southern California Indian Center, Inc. With over twenty years of experience as a filmmaker, Lujan oversees ITE's programs which are designed to provide employment training opportunities for American Indians seeking careers in the entertainment industry.

Grace Marks, MPH, CPC, HSMI is an experienced and passionate trainer and facilitator with certifications in life coaching and Holistic Stress Management. She combines her educational background in health education to provide insightful and interactive programs to inform and motivate those ready to make long-lasting life changes. Grace is skilled in making the learning process fun and simple by identifying small steps that lead to big changes. Grace has over 26 years experience working with

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NINAETC Workshop Presenters (continued)

Native American tribes. Her business, *Native Empowerment: Solutions for Health & Harmony*, focuses on bringing balance back to the workplace.

Jon Overacker, Director of TERO, Cherokee Nation

Gary Rickard (Wintu), owner of Mt. Shasta Native American Employment and Training, has worked in the field of employment and training for the past 27 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.

Robert (Rob) Russell (Seneca), is a disabled Native American Veteran who retired at the rank of Lieutenant Colonel after 28 years of services in the Army. Rob became involved with the Inter-Tribal Council of Alabama during his search for more information on native events in Alabama, and quickly decided to become a council volunteer. In this capacity, he learned about the WIA program and quickly established a program at Auburn University at Montgomery to facilitate training and enhance the likelihood of future employment of WIA participants at the University. Rob has laid a foundation for expansion into other educational institutions, businesses, and governmental agencies as a part of this effort, and will continue to expand opportunities as WIA funds become available. Along with volunteering his time with the Council, Rob is an active member of the Auburn American Indian Association as well as being a member of the National Native American Veterans Association, Veterans of Foreign Wars, and Disabled American Veterans to name a few. Rob has given time to the nine Tribes in Alabama, assisting young Indians in their efforts to prepare for college and seek scholarship opportunities, facilitating WIA applications and securing training, and participating in numerous job fairs.

Co Presenters: **Dr. Lisa Zanglin**, PLZ Consulting, and **Dr. Theresa Pelfrey**, Assistant Professor, Auburn University at Montgomery.

Jackson Sanderson-Harris (Gila River Indian Community) has ties to the Dine' Nation, Hopi and the Tohono O'odham, respectively.

Jackson has worked in the entertainment business for 20 years as an actress, model, booking agent, and talent scout specializing in Native American Talent and has recently launched her own business, "Sun House Alliance", Entertainment to Empower, Educate and Enrich. She has produced and directed fashion shows, concerts, film screenings, casting for films and commercials and a feature for a German Magazine. Jackson has also worked extensively with Native American youth and Native communities in partnership with several entities, on and off the reservations. Most recently, she has worked with the Hoop of Learning program at Mesa Community College. As a survivor of the "mission school experience", she has a real empathy for our youth, especially those with challenges and barriers that threaten their hope for a good education and finally a career.

Hai-Na-Nu Saulque (Utu Utu Gwaitu Paiute) has been an employee of the California Indian Manpower Consortium, Inc. (CIMC) for the past 9 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.

Co-Presenter: **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. Nicky is currently coordinating CIMC's Native Americans to Work Project. Nicky is originally from New York and currently lives in Sacramento, CA. She holds a Bachelor's Degree in Theatre Arts and Film from the State University of New York at Purchase and worked in the film and television industry prior to her VISTA service.

Dirk N. Soma is the founder of Kulia Career Development Services and DNS Consultants, providing individual and group education and career planning services and economic development planning within the Hawaiian community across the State of Hawai'i. Dirk has served as the Director for Community Initiatives and Pacific Region Manager for Kuder, Inc. In this role, Dirk worked with communities in planning and implementing education and career planning services at the grass-roots level following the Project Popoho Na Pe'a Model. Dirk has also served as Director for the Career Education and Lifelong Learning Department of the Extension Education Division of the Kamehameha Schools. He served as an Instructor, Assistant Professor and Assistant Dean at Kapi'olani Community College on O'ahu. Dirk serves as the President of the Hawai'i Association for Career and Technical Education, President for the Native Hawaiian Chamber of Commerce, and the Board of Directors of the Travel Industry Management International Alumni Association. Dirk is a graduate of the Kamehameha Schools and received a BA in Travel Industry Management and a Master's of Professional Studies in TIM from the University of Hawai'i – Manoa.

Kristi Synold is the ANA Project Coordinator for the California Indian Manpower Consortium, Inc. (CIMC) Native Digital Nations project. She has worked with CIMC in a variety of capacities including Youth Development Coordinator, an AmeriCorps VISTA Leader for the Native Americans to Work Project, and as an AmeriCorps VISTA Member on the Lone Pine Paiute-Shoshone Reservation. She has a background in media and holds a degree in Mass Communications and Art History from the University of California, Los Angeles (UCLA).

Papai X. Thomas, MPA (Miwok-El Dorado Rancheria / Ponca) is the Business Services Coordinator for the California Indian Manpower Consortium, Inc. (CIMC) and has worked for CIMC for the past 15 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 Bachelor's 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. She has been employed with CIMC for over eight 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.

Deeda Williams (Mississippi Band of Choctaw) is the Project Associate for the Capacity Building for American Indians Project (CBAIP) housed in the Institute for Human Development at Northern Arizona University. Her educational background includes cultural studies, business management, and education. She has over 10 years combined experience with American Indian disabilities research, services, outreach and training.

Co-Presenter: **Amanda Vinson** (Four Winds Cherokee Confederacy) is currently the Director of the Central Louisiana Intertribal Vocational Rehabilitation (CLIVR) program, where she has been working for the past eight years. Prior to working for CLIVR, Amanda earned a bachelor's degree in social work from Northwestern State University in Natchitoches, Louisiana, graduating cum laude. While working as a vocational rehabilitation counselor for the CLIVR Program, Amanda earned her master's degree in rehabilitation counseling in 2007 from Southern University in Baton Rouge, Louisiana and completed her certified rehabilitation counselor's certification (CRC) in 2008. In 2009, Amanda was promoted to and is currently working as director/counselor.

Sylvia WynnLindeman (Seminole) has provided leadership and organization development services to business, 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 four 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.

U.S. DEPARTMENT OF LABOR
DIVISION OF INDIAN AND NATIVE AMERICAN PROGRAMS

Evangeline "Angie" Campbell, MSW (Narragansett) has served as the Division Chief at the U.S. Department of Labor, Workforce Investment Section 166- Indian and Native American Program for four years. Mrs. Campbell (who prefers to be called Angie) is an enrolled member of the Narragansett Indian Tribe of Rhode Island. Mrs. Campbell has provided services to Indians and Native Americans for more than 15 years. Mrs. Campbell is a graduate of the University of California, Los Angeles with a Master's Degree in Social Work (MSW). Mrs. Campbell is also an inactive Commissioned Officer in the United States Army Reserves. She enjoys volunteer work with youth and military spouses, as well as reading, drawing, and physical fitness.

Michael Delaney is currently employed as a Workforce Development Specialist and Special Assistant to Evangeline Campbell, Program Manager of the Division of Indian and Native American Program at the National Office of the Department of Labor (Department). Mr. Delaney obtained a Bachelor's of Arts degree in Communications from Howard University in Washington, DC and he is current working on his Master's Degree in Public Administration from the University of Maryland. In his brief time with the government and the Department, he has received numerous accolades and several Secretaries' Awards for his diligence and dedication to providing excellent service to the internal staff and public sector. Mr. Delaney spends a major part of his personal time mentoring and advising youth and adults from his church on multiple levels of education and empowers them to become educated leaders through encouraging spiritual values and achieving academic and employment success.

Duane Hall (Crow Creek Sioux) is a Project Officer for the U.S. Department of Labor, Division of Indian and Native American Programs. Duane has been with the Department of Labor's Native American division since January 1994 and is stationed in the Dallas Regional office. Duane administers 20 Native American employment and training grants located in Arkansas, Colorado, North Dakota, Oklahoma, South Dakota, Texas, and Utah. Prior to working for the Department of Labor, Duane worked for the Dallas Inter-Tribal Center in Dallas, Texas from 1989 to 1993.

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

Election of NINAETC Officers

ELECTION PROCEDURES FOR 2013 NINAETC OFFICERS

1. Nominations will be accepted from the floor during the General Assembly, Tuesday, April 24, 2012. Individuals must be present to accept or decline nominations. 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 25, 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 a.m. until exactly 12:00 Noon on Wednesday, April 25, 2012.
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 25, 2012.
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 26, 2012.
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 run-off election will be held for an office or site if no candidate receives a majority of votes. *If a run-off is required, it will be held on Thursday morning, April 26, 2012, from 10:00 AM to 12:00 Noon with results announced at the banquet.* If a second run-off is necessary, voting will be conducted during the banquet with the results announced as soon as available. The 2012 Executive Committee and Election Committee shall determine the most appropriate procedure should a subsequent run-off 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.

NINAETC Site Selection

PROCEDURES FOR 2014 SITE SELECTION

1. The WIA, Sec. 166 Grantee(s) must submit a signed endorsement for the identified property. 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 6, 2012**, and sent to the Election and Site Selection Committee Chairperson. **THERE WILL BE NO SITE NOMINATIONS FROM THE FLOOR DURING THE 2012 NINAETC IN MARKSVILLE, LOUISIANA.**
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 25, 2012. 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.
 - ii. Each endorsed property will be listed on the official ballot.
 - iii. On Wednesday, April 25, 2012, 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 April 25, 2012.
 - v. The three (3) properties with the most votes will be selected for review by the 2012 Executive Committee for feasibility, ability to provide requirements/considerations and cost-effectiveness for both the conference and the individual grantees.
 - vi. The results will be announced that evening at the banquet on Thursday evening, April 26, 2012.
5. The 2014 NINAETC Executive Committee will coordinate conference planning with the local Grantee(s) and the designated staff of DOL/DINAP.

NINAETC Resolutions

PROCEDURES FOR 2012 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 25, 2012 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 26, 2012. 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.

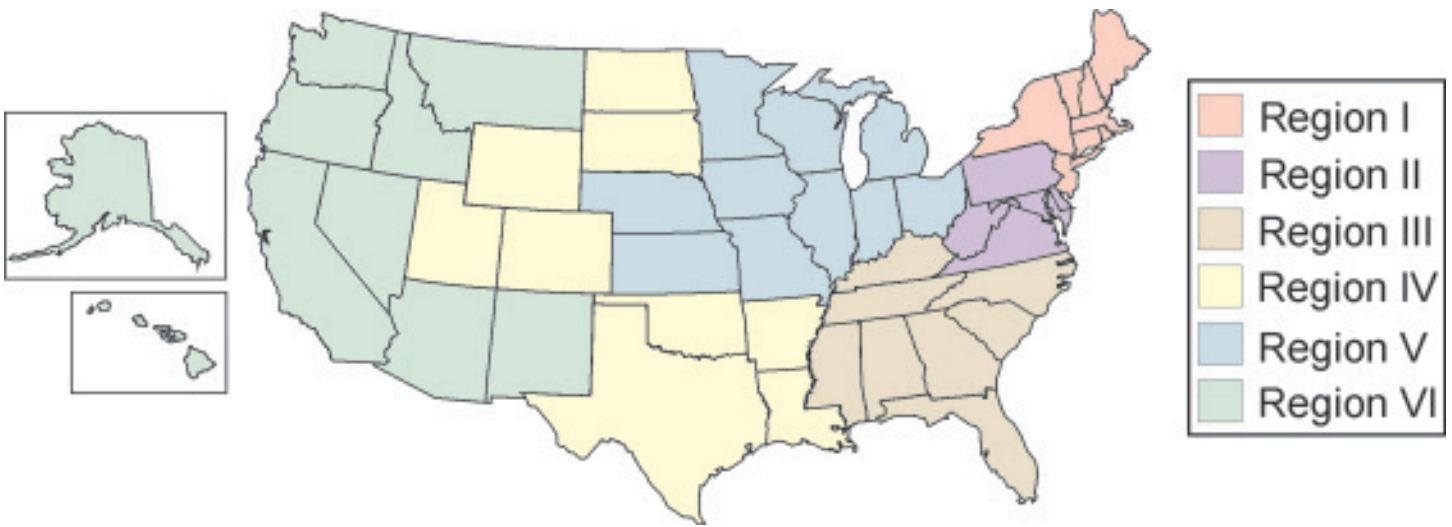
§	PURPOSE	YOU SAY:	INTERRUPT?	2 ND ?	DEBATE?	AMEND?	VOTE?
§23	Enforce rules	Point of Order	Yes	No	No	No	None
§24	Submit matter to assembly	I appeal from the decision of the chair	Yes	Yes	Varies	No	Majority
§25	Suspend rules	I move to suspend the rules	No	Yes	No	No	2/3
§26	Avoid main motion altogether	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

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

Micosukee 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

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

(continued)

33rd 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)

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

North Dakota

Spirit Lake Nation
Fort Totten, North Dakota

Standing Rock Sioux Tribe
Fort Yates, North Dakota

Three Affiliated Tribes
New Town, North Dakota

Turtle Mountain Band of Chippewa Indians
Belcourt, North Dakota

United Tribes Technical College
Bismarck, North Dakota

Oklahoma

Absentee Shawnee Tribe of Oklahoma
Shawnee, Oklahoma

Cherokee Nation
Tahlequah, Oklahoma

Cheyenne-Arapaho Tribes of Oklahoma
Concho, Oklahoma

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

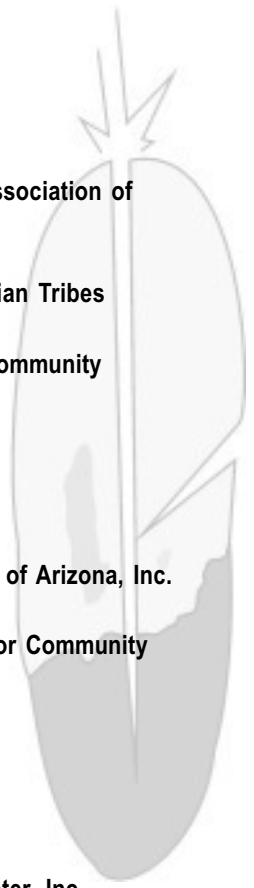
Southeast Nebraska, Inc.

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

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, Inc.

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, Inc.

San Diego, California

Northern California Indian Development Council, Inc.

Eureka, California

Southern California Indian Center, Inc.

Fountain Valley, California

Tule River Tribal Council

Porterville, California

United Indian Nations, Inc.

San Leandro, California

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

Orutsarmuit Native Council

Bethel, Alaska

Tanana Chiefs Conference, Inc.

Fairbanks, Alaska

33rd National Indian and Native American Employment and Training Conference

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

REGION VI (CONTINUED)

California (continued)

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

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
Española, New Mexico

Santo Domingo Tribe
Santo Domingo Pueblo, New Mexico

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, Inc.
Klamath Falls, Oregon

Washington

American Indian Community Center
Spokane, Washington

Confederated Tribes and Bands of the Yakama Nation
Toppenish, Washington

Confederated Tribes of the Colville Reservation
Nespelem, Washington

Lummi Indian Business Council
Bellingham, Washington

Makah Tribal Council
Neah Bay, Washington

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

NINAETC Wellness Activities



For those of you who workout in the evening, the gymnasium will be open every night from 6:00-9:00pm

**Gymnasium Location:
Tunica-Biloxi Tribal
Complex**

Monday, April 23, 2012 from 6:00-8:00 am

Adam Crappel will provide exercise workouts and aerobics

Tuesday, April 24, 2012 from 6:00-8:00 am

Adam Crappel will provide exercise workouts and aerobics

Wednesday, April 25, 2012 from 6:00-8:00 am

1K Walk & T-Shirts

Sponsored by: Tunica-Biloxi Health /Social Services Department

Thursday, April 26, 2012 from 6:00-8:00 am

Self Defense provided by: Tunica-Biloxi Police Department

Location: All exercise, walk and self defense classes will meet in the air-conditioned tent behind the casino at the RV Park



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As a Workforce Professional, let us help you with news, tools, and training resources at:
<https://ina.workforce3one.org> !

- Read Guy Suetopka's blog for funding opportunities and guidance
- Access training and tools related to case management, performance measures, program management, the youth program and more

Make the Community of Practice your home page!



Still wandering?



CAREER PATHWAYS

U.S. Department of Labor – Division of Indian and Native American Programs
200 Constitution Avenue, NE – Room S – 4209 / Washington, DC 20210
202-693-3949 / 202-693-3890 (fax)



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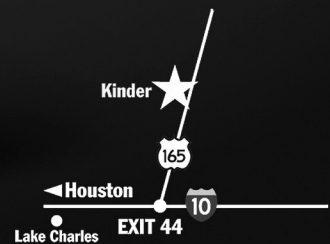
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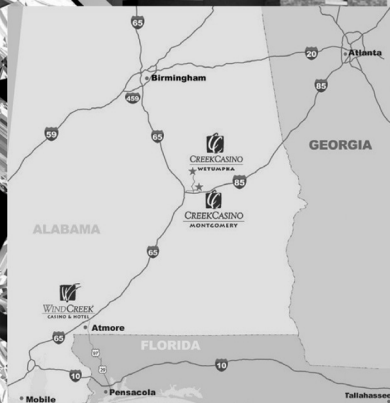


WINDCREEK

The Poarch Band of Creek Indians Welcomes you to the 33rd National Indian and Native American Employment and Training Conference in Marksville, LA.

The mission of the Poarch Band of Creek Indians is **"Seeking Prosperity and Self-Determination."** Guiding our Tribe toward a position of self-sufficiency and good citizenship, our initiatives also provide such essential services as housing, health clinics, education, elder care, and police and emergency services. The only federally recognized Tribe in the state of Alabama, the Poarch Band of Creek Indians supports itself through its enterprises.

Tribal businesses provide more than 2,000 jobs in Alabama, 90 percent of which are held by our non-indian neighbors.




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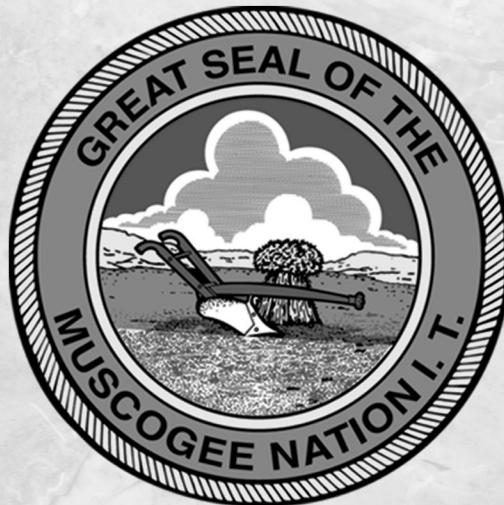
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Jena Band of Choctaw Indians



Standing left to right: Ricky Jackson, Christy Murphy, Leon Allen
Seated: Dana Masters and Chief B. Cheryl Smith

Welcomes the Grantees
to the 33rd Annual
NINAETC in
Marksville, Louisiana

*Thomas Dardar Jr
Principal Chief*

*Lora Ann Chaisson
Vice-Principal Chief*

Albert Solet

Janie Luster

John Silver

Charlton Duthu



Maryal Mewherter

Lawrence Billiot

April Guidry

Lucretia McDonald

*Welcomes the Grantees
to the 33rd Annual
NINAETC in
Marksville, Louisiana*

Inter-Tribal Council of LA, Inc.

Board of Directors and Staff



*Welcome you to the
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April 22 – 27, 2012

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Established in 1971, the Urban Inter-Tribal Center of Texas serves as a resource center for tribal citizens offering comprehensive services such as medical, dental, family services, and employment and training assistance. The Urban Inter-Tribal Center of Texas staff holds one common commitment: *“To enhance the health and socio-economic status of the*

“40 years of successfully serving our DFW American Indian community”

Center Services:

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- ~ Diabetes Management
- ~ Dental Health Education and Promotion
- ~ Nutrition Education
- ~ Mental Health & Family Counseling
- ~ Career Counseling
- ~ Employment Readiness Services
- ~ Financial assistance with higher education and technical training



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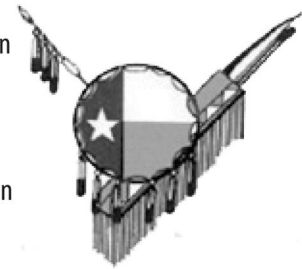
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Tribal Employment & Training Program

Looking for Native American Indians, Alaskan Natives, or Native Hawaiians needing assistance finding employment or vocational training.

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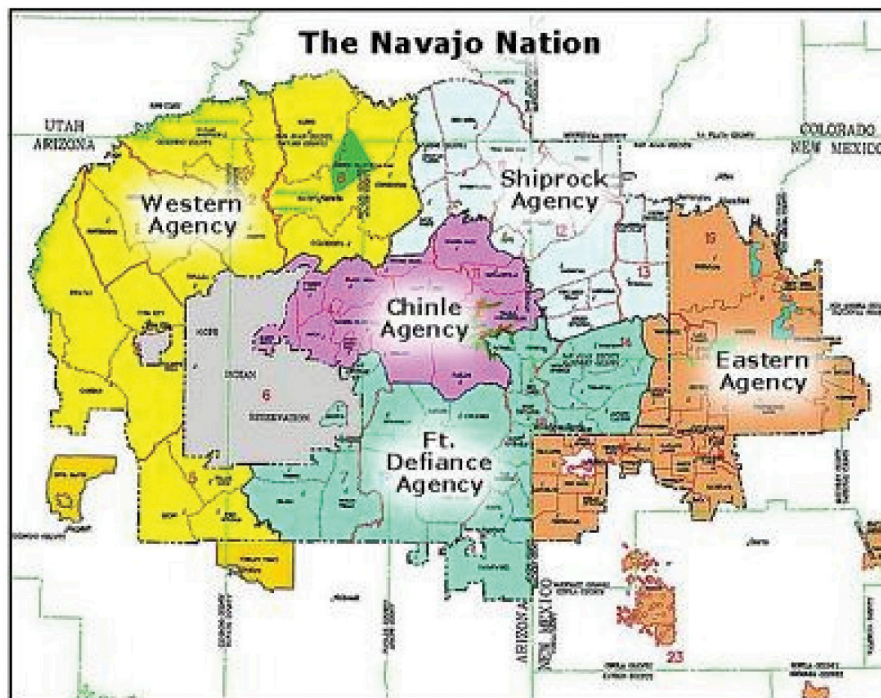


Navajo Department of Workforce Development

Preparing the Navajo Workforce for Better and New Jobs

Welcomes all the 33rd Annual NINAETC Conference
Attendees to Marksville, Louisiana

The Navajo Department of Workforce Development serves
110 local communities (chapters) on the Navajo Nation.
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