

NINAETC Workshop Descriptions

American Indian Vocational Rehabilitation: Assisting American Indians with Disabilities with Employment

(Mon, Apr 29 · 3:30-5:00 pm; Tue, Apr 30 · 1:15-2:45 pm) – This presentation will include several aspects of the current thought and practice in American Indian Vocational Rehabilitation (AIVR). The presenter will touch base on the grant that currently funds programs on reservations to promote and support employment of American Indians with disabilities and share current data that supports the need for tribal community-based VR services. The presenter will then share information on the current number of programs that exist and round out the presentation with information on projects that assist tribes with AIVR training and support. – *Deeda Williams, Capacity Building for American Indians Project, Northern Arizona University*

Appropriate Case Management Services for Our Native Communities

(Tue, Apr 30 · 1:15-2:45 pm) – This workshop is an introduction to Case Management principles and practices. The participants will focus and comprehend the functions of case management as it appears in every position description regardless of the context of the work. Participants will learn the basic knowledge of case management which includes client assessment, planning, service provision, coordination, monitoring, exiting and review. Participants will also learn the benefits of implementing appropriate case management services in their Native communities. – *Ronda D. Jones, MSW, Rhode Island Indian Council*

BearTracks 2 – Advanced (Wed, May 1 · 3:00-4:30 pm; Thu, May 2 · 10:30 am-12:00 pm) – This class will address the Admin Menu of BearTracks 2 and its main functions. Grantees that have field offices can learn how to install BearTracks 2 in their field offices and merge the data 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. – *Terry Clark, Florida Governor's Council on Indian Affairs, Inc. and Jennifer Whitmore, California Indian Manpower Consortium, Inc.*

BearTracks 2 – Beginner (Mon, Apr 29 · 1:45-3:15 pm; and 3:30-5:00 pm) – This is a hands-on course where attendees will enter a client into the database and go through many of the different scenarios clients can have. We will talk about the different ways to keep a participant active and different strategies for exit. This class is designed for Intake Specialists. – *Terry Clark, Florida Governor's Council on Indian Affairs, Inc. and Jennifer Whitmore, California Indian Manpower Consortium, Inc.*

BearTracks 2 – Intermediate (Tue, Apr 30 · 1:15-2:45 pm; Wed, May 1 · 10:30 am-12:00 pm; Wed, May 1 · 1:15-2:45 pm) – This class will review the intake process and 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 to the Admin Menu. This class is designed for Case Managers, Directors, and Intake Specialists who want to advance their skills. – *Terry Clark, Florida Governor's Council on Indian Affairs, Inc. and Jennifer Whitmore, California Indian Manpower Consortium, Inc.*

BearTracks Support Group (Tue, Apr 30 · 3:00-4:30 pm) – Struggling with Bear Tracks? This session provides support to WIA Section 166 grantees for the adult and youth BearTracks software. The presenter will review frequently asked questions and trouble-

shoot data collection and reporting problems. Information on correcting inadvertent exits, reporting the attainment of credentials and employment will be covered. – *Jennifer Whitmore, California Indian Manpower Consortium, Inc.*

Best Practices for Tribal Re-entry (Mon, Apr 29 · 3:30-5:00 pm) – Panel presentation will offer three different tribal approaches to successful prisoner reintegration. The panel will offer information regarding their respective programs' approach to serving tribal citizens with the goal of reducing recidivism (re-offending), and self-sufficiency. – *Daryl Legg, Cherokee Nation, Tony Fish, Muscogee Creek Nation, and Burt Patadal, Citizen Potawatomi Nation*

Building the Powerful Organization (Mon, Apr 29 · 1:45-3:15 pm; and 3:30-5:00 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; 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 – You Have a Plan, Now What? (Tue, Apr 30 · 3:00-4:30 pm) – Career pathways-oriented workforce development has the goal of increasing individuals' educational and skills attainment and improving their employment outcomes while meeting the needs of local employers and growing sectors and industries. Come prepared to roll up your sleeves – let's move your career pathways plans forward! – *Laura Aron, Social Policy Research Associates; and Evangeline "Angie" Campbell, U.S. DOL, ETA, Division of Indian and Native American Programs*

Career Pathways System - The Basics, Reservation Model (Wed, May 1 · 1:15-2:45 pm) – Gila River Indian Community (GRIC) continues to use the Career Pathways Model to develop their workforce delivery system as a result of receiving a three million dollar Workforce Innovations Grant in July of 2012. Career Pathways is a systematic approach that connects training, education while engaging employers in program design and curriculum development that is made up of stackable, transferable, and portable curricula units that increase skill attainment. You will learn a systematic and innovative approach to blend workforce, education and employers into one seamless system for participants. This workshop will cover the six elements of a Career Pathways System in an effort to assist you in the development of your own Career Pathways System. You will receive a toolkit that will guide you through the steps of development including; 1. Identification of Team Members; 2. Identification of Industry Sectors; 3. Identifying Roles and Partner Responsibilities; 4. Program Design; 5. Funding Identification; and 6. Policy Alignment. GRIC will share lessons learned and how they are approaching the development of this system....what is essential and what to avoid. Come join us! – *Lana Chanda, Gila River Indian Community*

Career Pathways through the Native American Career and Technology Education Program (Wed, May 1 · 10:30 am-12:00 pm) – This workshop discusses how Cherokee Nation has used the Native American Career and Technical Education Program to develop Career Pathways for adult Native Americans. – *Kim Carroll, Cherokee Nation; Daryl Legg, Cherokee Nation; and Amy Dean, Cherokee Nation*

Census Data and Your Grant (Tue, April 30 · 3:00-4:30 pm; Wed, May 1 · 10:30 am-12:00 pm) – This workshop will present and discuss the use of data from the Census Bureau's American Community Survey (ACS) in the formulas that determine every Section 166 grantee's funding. Strengths and weaknesses of ACS data will be described and alternatives to its use will be discussed. Data on Native unemployment and poverty in reservations and other Native areas and in counties will be available. – *Norm DeWeaver*

Client Assessment (Tue, Apr 30 · 1:15-2:45:15 pm; Wed, May 1 · 3:00-4:30 pm) – Provide attendees with knowledge and skills required to conduct effective assessments that are based on program goals and services. Provide attendees with familiarity and skills on career, psycho-social, health, basic skills, and career readiness instruments for assessment. Including those instruments or skills to measure employment retention rate, earnings change, credential and diploma attainment rate, and skill attainment rate. Provide attendees with knowledge and skills to use assessment data in the development of case management plans. – *Kristine Hill, Falmouth Institute*

Client Motivation and Skill Building (Tue, Apr 30 · 3:00-4:30 pm; Wed, May 1 · 1:15-2:45 pm) – Attendees will acquire strategies for motivating and empowering clients to self-sufficiency. Provide attendees with opportunities to develop insight and understanding of special client concerns and barriers. Provide attendees with skills and techniques to identify and address special client concerns and issues through direct client training and coaching. Provide staff with skills and knowledge supporting the healthy development of youth and their families. – *Kristine Hill, Falmouth Institute*

Developing Strong Partnerships / Green Energy Development (Wed, May 1 · 10:30 am-12:00 pm) – This session will focus on working with other entities, tribal and non-tribal, to develop plans and agreements to meet the needs of the community and increase the success rate of job security, job training and economic development. The presenter will highlight current partnerships, green energy development, and the Rosebud Sioux Tribe's Log Home Initiative and Energy Auditing. – *John Charles Arcoren, Sicangu Nation Employment & Training Program*

Developing Your Action Strategy: Methods for Improving Implementation of Your Employment and Training Strategies (Wed, May 1 · 10:30 am-12:00 pm; and 3:00-4:30 pm) – This hands-on work session will help participants develop the skills of good E&T strategic leadership: Strategic Thinking, Strategic Planning and Strategy Execution. We will review the process used by the Nez Perce Education Department to develop actionable plans and utilize tracking systems to improve strategy implementation. – *Charles Dayton, Action Strategy/Nez Perce Tribal Education Department; and Kay Kidder, Nez Perce Tribe*

Enhancing Participant Outcomes Under Common Measures (Tue, Apr 30 · 1:15-2:45 pm) – Learn key concepts and definitions, how each performance measure is calculated, and how to improve performance outcomes. – *Laura Aron, Social Policy Research Associates*

Family Development - Intensive Case Management Moves Individuals and Families Forward (Wed, May 1 · 3:00-4:30 pm) – The five areas of family development – Joining,

Assessment, Planning, Support, and Linkage will be discussed. Specific tools and techniques will be presented. Best practices will be shared from tribal staff who have presented trainer with examples. Return on investment calculations will be done on specific families. – *Robert Swanson, RS Consulting*

Finance, Workforce and Entrepreneur Program Set-Up (Tue, Apr 30 · 3:00-4:30 pm; Thu, May 2 · 2:30-4:30 pm) – Come learn how to set up financial and entrepreneur programs for your participants and community. This course will cover all three topics in an interactive and educational format to assist you in building a program for your community. The presenters will share their stories and knowledge with you as they give you tips in setting up programs that get results. – *Diana Blair, Sage Capital Advisors; and PaPai X. Thomas, MPA, California Indian Manpower Consortium, Inc.*

Financial Management (Mon, Apr 29 · 3:30-5:00 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 allocations. After this presentation the target audience (Tribal Council Members, Program Directors, Board of Directors) 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 as they may pertain to their own organizations. – *Kerry Jevsevar, Council of Three Rivers American Indian Center, Inc.*

Financial Reporting (Wed, May 1 · 10:30 am-12:00 pm; Thu, May 2 · 10:30 am-12:00 pm) – This workshop will review the reporting requirement, process and method for completing and submitting the quarterly ETA Form 9130-Financial Status Report. – *Guy Suetopka, Jr., US Department of Labor, ETA, Division of Indian and Native American Programs*

Finding Your Stride – The Paradox of the Productive Leader (Wed, May 1 · 3:00-4:30 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 Wynn Lindeman, Practical Management Network*

Green Job Training for Natives by Natives (Tue, Apr 30 · 1:15-2:45 pm; and 3:00-4:30 pm) – Collaborators Henry Red Cloud, Proprietor of Lakota Solar Enterprises (LSE), and Lacy Gaechter, National Director for Trees, Water & People (TWP), will share the success stories of the Red Cloud Renewable Energy Center (RCREC). More than 150 tribal members have been certified through the RCREC in green job skills including solar air heating, solar electricity, wind generation, and energy efficiency. Red Cloud and Gaechter have worked with Employment & Training offices of the White Earth Ojibwe, Rosebud Sioux, Eastern Shoshone, Spirit Lake, Standing Rock Sioux, and Cheyenne River Sioux tribes. The workshop will discuss LSE's and TWP's success

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in utilizing employment and training resources in this way to train unemployed tribal members in need. The interactive nature of the workshop will also provide an opportunity for Employment & Training representatives to provide invaluable feedback as to how the RCREC can further meet the needs of the tribal communities. – *Henry Red Cloud, Lakota Solar Enterprises; and Lacey Gaechter, Trees, Water, & People*

Indian Youth - How to Ensure Financial Literacy (Wed, May 1 · 1:15-2:45 pm) – What are the tools, techniques and resources that will allow Indian youth to have the financial literacy to work effectively in today's job market? – *Robert Swanson, RS Consulting*

Industry Sector Development, Career Pathways System Reservation Model (Mon, Apr 29 · 1:45-3:15 pm; Wed, May 1 · 3:00-4:30 pm) – Key to a successful Career Pathways System is the development of Industry Sectors. Industry Sectors are a team of like-Employers who meet separately and regularly to identify credentials, create career ladders and coordinate training for our local workforce. Keeping employers engaged in the process is challenging but possible. Employers are the cornerstone for the System in creating program design and new curriculum. Without their input we are at a loss of what our potential workforce needs. We can be more effective in placing our participants if we work closely with employers as you know but working with them in Sectors is more efficient and rewarding. Employers work with Education to create new and unique credentials needed for our workforce in Indian Country. Join us and meet two of our Industry Sectors Chairs representing the Government Sector Employers and Hospitality Sector Employers. Learn what they are developing as part of the overall system. You will be given an Industry Sector Toolkit for the development of Industry Sectors and a step by step process to follow. We will share lessons learned and what to avoid in developing your own very unique Sectors. Come meet our Industry Sector Chairs! – *Kimberly A. Dutcher, and Melody Lewis, Gila River Indian Community*

Job Club to Job Placement (Wed, May 1 · 1:15-2:45 pm) – Follow this simple, yet effective, Job Club model to help your program participants learn to successfully navigate their job search. During this 90-minute workshop, presenter Katreena Hayes-Wood will introduce attendees to an effective 9-step program that will help your WIA clients to explore career choices, gain improved interviewing and job search skills and expand career opportunities. Materials to implement this successful Job Club program will be provided. – *Katreena Hayes-Wood, Strive for Students*

Job Retention Strategies (Wed, May 1 · 10:30 am-12:00 pm; and 3:00-4:30 pm) – This workshop will provide Case Managers with a variety of tools and techniques to assist clients with sustaining long-term employment. Discussions will center on the key programmatic challenges in the design considerations for providing case management services to clients at pre-employment, immediate post-employment, and for post employment stabilization. We will explore methods to 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*

Job Search through Social Media, Job Clubs, & Client Recruitment and Retention (Tue, Apr 30 · 3:00-4:30 pm) Session will present information on how the Tucson Indian Center works and engages clients, potential clients, and community members. Will show how to post job opportunities on Facebook and Twitter. Will show the potential to upload video tutorials for clients (e.g., how to upload a resumé to an online employment site). Will describe how the weekly Job Clubs are coordinated for job seekers and its tie to WIA services. Will share how staff approaches, engages, and maintains contact with clients. – *Vicky Mullins, Community Liaison Coordinator, Tucson Indian Center*

Manage Team Stress - Improve Team Success (Tue, Apr 30 · 3:00-4:30 pm; Wed, May 1 · 3:00-4:30 pm) – Managing team stress is critical for any team to achieve success. Join presenter, Katreena Hayes-Wood, for this fun and out-of-the-box workshop and discover helpful strategies to manage your team's penchant for tension and explore new and effective ways to realize team achievement. Bring a coworker and plan to walk away with a couple of interesting strategies to tackle workplace pessimism. – *Katreena Hayes-Wood, Strive for Students*

Management Information Systems (Mon, Apr 29 · 3:30-5:00 pm; Wed, May 1 · 3:00-4:30 pm) – This session will review the Workforce Investment Act (WIA) regulatory requirements for the Comprehensive Services Program and Supplemental Youth Services. Topics will include: participant eligibility, allowable program services, record maintenance, data collection and program reporting. – *Jennifer Whitmore, California Indian Manpower Consortium, Inc.*

Native Digital Nations (Wed, May 1 · 10:30 am-12:00 pm; Thu, May 2 · 2:30-4:30 pm) – Native Digital Nations (NDN) is a project that focuses on utilizing technology including social media and iPads for workforce development. Learn how the California Indian Manpower Consortium, Inc. (CIMC) has implemented this project including developing digital literacy curriculum and integrating social media for employment purposes. In addition, workshop participants will gain an introduction into Facebook, Twitter, and LinkedIn and explore how these networks can benefit workforce professionals. – *Kristi Synold, California Indian Manpower Consortium, Inc.*

New Credential Attainment Goal – Linking Participants to Meaningful Training (Wed, May 1 · 10:30 am-12:00 pm; and 1:15-2:45 pm) – The value of credentials to employers and workers cannot be understated. For employers, credentials demonstrate and document skills, increasing their ability to fill skilled positions, build talent pipelines, and compete. For job seekers, credentials improve their labor market experience through higher earnings and enhanced job security. Your employment and training program plays a critical role in ensuring that job seekers have access to training that leads to meaningful credentials. Participants will learn about the new credential attainment goal and hear promising practices from their peers. – *Laura Aron, Social Policy Research Associates; and Duane Hall, US DOL, ETA, Division of Indian and Native American Programs*

Online Networks: Communicating with Youth Where They Are (Wed, May 1 · 1:15-2:45 pm) – Young people of today are known as Generation Y. A group of tech-savvy, “I want now” and “I want it my way” individuals. Communicating with these youth

can be challenging. If you learn their lingo and use their online environments, the results will be a world of opportunities for both the youth and your agencies. Participants will be aware of social media perks and challenges and know how to initiate conversations about social media and staying safe in the cyber world. Participants will also take away resources to help them enter the world of online communication. – *Nancy Mason, Muscogee Creek Nation*

Public Law 102-477 Advocacy Roundtable Discussion

(Wed, May 1 · 1:15-2:45 pm) – P.L. 102-477 Tribal representatives are encouraged to participate in a roundtable discussion regarding proposed changes in federal law, possible impact to tribes, and advocacy actions tribes may choose to take. – *Carrie McMillian, Cook Inlet Tribal Council, Inc.; Margaret Zientek, Citizen Potawatomi Nation; Kim Carroll, Cherokee Nation; and Evangeline Campbell, US DOL, ETA, Division of Indian and Native American Programs*

Public Law 102-477 Listening Session

(Tue, Apr 30 · 3:00-4:30 pm) – On behalf of the Administrative Flexibility Work Group comprised of designated P.L. 201-477 tribal representation and federal partner program administration, AFWG members present are soliciting input from other P.L. 102-477 tribal representatives regarding the proposed changes in reporting. – *Carrie McMillian, Cook Inlet Tribal Council, Inc.; Margaret Zientek, Citizen Potawatomi Nation; Kim Carroll, Cherokee Nation; and Evangeline Campbell, US DOL, ETA, Division of Indian and Native American Programs*

Public Law 102-477 New Directors Training

(Thu, May 2 · 10:30 am-12:00 pm; and 2:30-4:30 pm) – New directors to Public Law 102-477 have a unique responsibility for the delivery of an integrated/consolidated array of program services to tribal communities. Each Tribe is unique with the menu of services: education, training, employment, child care, cash assistance, and economic development. This workshop will address the direct role of the 477 Director as the “Keeper of the Process.” – *Kay Kidder, Nez Perce Tribe; and Sue Blodgett, Menominee Tribe*

Public Law 102-477 Tribal Work Group - Report on Administrative Flexibility Work Group

(Tue, Apr 30 · 1:15-2:45 pm; Wed, May 1 · 10:30 am-12:00 pm) – Tribal & Federal Partner representatives involved in the Administrative Flexibility Workgroup will review draft of proposed reporting changes; discuss possible changes required to capture the data; highlight tribes’ opportunity to comment and possibly make changes to these proposed reporting changes. – *Margaret Zientek, Citizen Potawatomi Nation; Carrie McMillian, Cook Inlet Tribal Council, Inc.; Kim Carroll, Cherokee Nation; and Evangeline Campbell, US DOL, ETA, Division of Indian and Native American Programs*

Public Law 102-477 Tribal Work Group Meeting

(Mon, Apr 29 · 1:45-5:00 pm) – P.L. 102-477 Tribal Grantees meeting with federal partners via telephone conference call. Update on federal activities and issues affecting tribal grantees.

Phases & Stages (Wed, May 1 · 1:15-2:45 pm) – Southern California Indian Center’s American Indian Families Partnership is proud to present a series of ongoing traditional workshops to encourage intergenerational/family discussions in preparation for welcoming newborns into the family and native community. Parti-

pants in our program learn how to construct cradleboards, umbilical cord bags, and baby moccasins. This is an excellent opportunity for families to strengthen their support system in an urban environment. Additionally, this provides an opportunity to dialogue about their future that includes education and career planning. – *Paula Starr and Starr Robideau, Southern California Indian Center, Inc.*

Priority of Service for Veterans and Eligible Spouses

(Mon, Apr 29 · 3:30-5:00 pm; Tue, Apr 30 · 3:00-4:30 pm) – This workshop is to provide attendees guidance on implementing and enhancing the priority of service for veterans and eligible spouses in the WIA, Section 166 programs derived from the appropriate law, regulations, and applicable policies. A background of the priority is provided as well as ideas on how grantees can enhance their program applications and processes to track and report on Indian and Native American veterans and eligible spouses. In addition, a special emphasis is placed on identifying One Stop Career Center resources, especially the local Disabled Veterans’ Outreach Program and Local Veterans Employment Representatives. – *Craig Lewis, US DOL, ETA, Division of Indian and Native American Programs*

Recruitment, Retention and Advancement of Native Americans in the Veterans Health Administration

(Mon, Apr 29 · 1:45-3:15 pm) – War, healthcare, and social justice are at the forefront of many of today’s conversations. This is particularly true when it comes to the Native American community. Our Tribal brothers and sisters continue the tradition of serving in the United States military in numbers greater than any other minority group. In recent years, the Department of Veteran Affairs (VA) has shared a vision for more Native American health care professionals to join their workforce by stating “it takes the proud to care for the brave.” This session will benefit participants wanting to promote and enhance the quality of life for Native employees in the workforce by exploring the need for diversity management and then, discussing a strategic plan to increase the retention of American Indian employees from the broad context of social services for veterans. – *Candice Craig, Kathryn M. Buder Center of American Indian Studies*

Small Grantee Roundtable Best Practices

(Wed, May 1 · 3:00-4:30 pm) – Session will provide opportunity to discuss grant demographics, partnerships developed, program successes, barriers/unmet needs, and innovative practices. – *Kurtis Barker, Confederated Tribes of Siletz; Whitney Nuttle, Pawnee Nation; Deborah Jones, Copper River Native Association; and Sandra Carley, Lac Courte Oreilles Lake Superior Band*

Small Things – The Underpinnings of a Healthy Organizational Culture

(Tue, Apr 30 · 1:15-2:45 pm) – At a time when keeping up the “Big Picture” issues seems to draw so much time and energy, this workshop invites you to step back and appreciate what keeps your organization humming. A sort of Back to Basics for Senior Leadership, attend and leave smiling – more aware of the patterns and expectations that set the stage not only for good morale and steady productivity but for your staff’s capacity to weather the tides of change. *Sylvia Wynn Lindeman, Practical Management Network*

NINAETC Workshop Descriptions (continued)

Sovereignty, Self-Determination, and Self Governance:

Establishing Meaning and Practice in Tribal Communities in the Workforce Investment Context (Tue, Apr 30 · 1:15-2:45 pm; Thu, May 2 · 10:30 am-12:00 pm) – Working with and for sovereign Indian tribes and their members necessarily requires an understanding and appreciation for their unique status as tribal governments. The terms “sovereignty”, “sovereign nation” and others are often used by tribal members, tribal government officials, and others. In this interactive session, we will 1) discuss and distinguish these terms; 2) explore how to employ Indian tribes’ unique status in your work; and 3) discuss current issues. – *Kimberly Dutcher, Gila River Indian Community*

SuccessCircles - Harnessing the Power of Workforce Collaboration

(Tue, Apr 30 · 1:15-2:45 pm) – SuccessCircles are for any group who wants to explore ways to collaborate and succeed more effectively in the workplace. Presenter Katreena Hayes-Wood will provide proven strategies and resources to put into operating a SuccessCircles program in your organization, including planning, implementation and ongoing activities to motivate your team to work in partnership to thrive. – *Katreena Hayes-Wood, Strive for Students*

Successful Transitions to Adulthood (Mon, Apr 29 · 1:45-3:15 pm) – Youth employment programs have the unique opportunity to help young people establish and develop career and educational goals and plans. The definition of success is different for each individual and so the goals and planning will have a unique spin for each youth. In this workshop, participants will learn how to use a holistic approach of assessing youth’s strengths and challenges to help the youth develop goals and a plan. Participants will also become aware of the importance of connecting youth with resources and people to assist the youth in achieving success. – *Nancy Mason and Courtney Josie, Muscogee Creek Nation*

The School of Employment: Work Readiness Course

(Mon, April 29 · 3:30-5:00 pm; Thu, May 2 · 2:30-4:30 pm) – In a Career Pathways System, there is an unique opportunity for Workforce to connect with Education. In this workshop you will learn the benefits of bringing your Educational partners to the table in assisting in the development of workforce workshops. The desire to address the gaps between employers’ needs and demands for qualified reliable workers and the personal or professional challenges of tribal workers entering the workforce, creates the backdrop for Gila River Indian Community’s (GRIC), “*School of Employment.*” Focusing on adults entering the workforce, this workshop will outline the scope and sequence of a *holistic Adult Work Readiness training program* that expands the typical Work Readiness Class into a sequenced, client-centered continuing adult education experience. By blending academic standards-based “best practices” with Multiple Intelligence Theory (MI), Emotional Intelligence (EQ) and Conflict Resolution Education, the “school” is dedicated to offering practical relevant training that builds community and includes cultural identity and celebration so as to motivate and promote positive growth and provide real-life tools that clients can use as they navigate through any workforce system. – *Zephyryn Conte and Lynette Clark, Gila River Indian Community*

The Use of Business Contacts (Tue, Apr 30 · 3:00-4:30 pm) – At the end of this workshop, you will network more effectively. You will get insight into which events to attend, how to make contact with

someone, how to get the conversation to the next level, and how to answer the question “and what do you do?” in a way you will be remembered. Participants will learn how to set up a successful follow-up strategy and understand the real power of the network. – *Darrell Waldron, Rhode Island Indian Council, Inc.*

True Colors (Mon, Apr 29 · 1:45-3:15 pm; Thu, May 2 · 10:30 am-12:00 pm) – This workshop is fun and designed to assist you in understanding your personality type as well as others. Did you ever ask yourself “Why do people act the way they do?” or “Why do I always have difficulty communicating with that one coworker.” Understanding what motivates key personality types will assist you in communicating more effectively both in the workplace and in your personal life. As a society, we have studied personality types through the ages with the research of Hippocrates, Carl Jung, and Myers Briggs. Don Lowry is the creator of True Colors. True Colors is international and is used in the workplace, with sports teams, in schools, and with couples, just to mention a few. Its philosophy is that differences in people can be identified using colors as metaphors. Come join us for a fun experience and engaging activities to discover your true colors as well as those of others that have previously mystified you. No More! You will come away with a deeper appreciation of who you are as well as a new appreciation for the differences of others. (Class size is limited - 40 to 50) – *Lana Chanda, Gila River Indian Community*

What is Your Legacy? (Thu, May 2 · 10:30 am-12:00 pm) – How do you make sure future leaders in tribal business ventures and governance are anchored in the mission and cultural aspects? What has been the return on investment of current efforts and what will be the ROI in future endeavors? – *Robert Swanson, RS Consulting*

WIA Section 166 New Directors Orientation (Sun, Apr 28 · 5:00-6:00 pm) – To further support the New Director’s Journey, this session will provide an opportunity for New Directors to meet their colleagues who are also new to the Indian and Native American (INA) program and meet with several “seasoned” INA directors and INA program staff. A brief overview of the History of INA Workforce Programs will follow introductions. We will share a peer review of “basic need to know” and “where do I go” with the New Directors. A review of the National Conference Agenda workshop sessions recommended for the New Directors to attend during the Conference will be covered. One-on-One, peer-to-peer opportunities will also be scheduled for New Directors at the conclusion of the session. The outcome for this session will be to connect with one another and establish a network forum for our New Directors. – *Lorenda T. Sanchez, California Indian Manpower Consortium, Inc.*

Workforce Investment Act 101 (Mon, Apr 29 · 1:45-3:15 pm) – This workshop is to provide attendees a framework of the basics of WIA, Section 166 programs derived from the law, regulations, and applicable policies. Also, this session is intended to allow participation from attendees to generate ideas on how to best provide services for the adult and youth programs. WIA 101 is for new grantee staff and also for those who have been around for a while and may need a refresher session. – *Craig Lewis, USDOL, ETA, Division of Indian and Native American Programs*

NINAETC Workshop Presenters

John Charles Arcoren (Rosebud Sioux Tribe) is the current Employment Specialist for the Sicangu Nation Employment & Training Program. In this position, he works with the Adult and Youth Components, which consist of Work Experience, On-the-Job-Training, Job Placement and Job Creation, and various training sessions and seminars. Mr. Arcoren has been with the program for more than ten years and proud to be a product of the 477 program. He serves on various committees and commissions for the Rosebud Sioux Tribe.

Laura Aron, MSW is a Technical Assistance and Training Specialist for Social Policy Research (SPR) Associates in Oakland, California and has provided technical assistance to the Indian and Native American WIA Section 166 program for many years. SPR has provided assistance with the development of web technology, capacity building in a range of areas of program operations, and training on subjects such as career pathways, performance measures, program planning, and management information systems.

Co-Presenter (*Career Pathways*):

Evangeline "Angie" Campbell, MSW (Narragansett) has served as the Division Chief at the U.S. Department of Labor, Workforce Investment Section 166 - Division of Indian and Native American Program for five years. She has provided services to Indians and Native Americans for more than fifteen years. Angie is a graduate of the University of California, Los Angeles with a master's degree in Social Work. She 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.

Co-Presenter (*New Credential Attainment Goal*):

Duane Hall (Crow Creek Sioux) has been a Project Officer for the U.S. Department of Labor, Division of Indian and Native American Programs since 1994. Prior to working for the Department of Labor, Duane worked for the Dallas Inter-Tribal Center in Dallas, Texas from 1989 to 1993. He has also been a part-time GED Teacher for the Dallas Independent School District and the Montgomery County School District in Bethesda, MD where he worked evenings teaching GED Classes.

Kurtis Barker is the 477 Self-Sufficiency Director for the Confederated Tribes of Siletz.

Co-Presenters:

Whitney Nuttle, Intake Specialist, Program Assisted Education Division, Pawnee Nation;

Deborah Jones, Copper River Native Association;

Sandra Carley, Lac Courte Oreilles Band of Lake Superior Chippewa Indians

Diana Blair has been in the financial services industry since 1994, providing financial guidance and management to affluent individuals, institutions, tribal entities and nonprofit organizations. Prior to starting Sage Capital Advisors, LLC in 2005, she served as a vice-president for a national bank in the Private Client Group. As President and Chief Compliance Officer, Diana works with her clients to ensure their investments are managed according to their investment guidelines and policy, providing them access to extensive knowledge and resources in managing their finances and goals. She also developed a financial literacy curriculum and for the past ten years has taught financial literacy focusing on the Native American community to assist in the economic development and advancement of the community. Diana has a passion for the nonprofit community and has worked with several nonprofit start ups, and is involved in her community as an active member of several organizations.

Co-Presenter:

PaPai X. Thomas, MPA (Miwok-El Dorado Rancheria / Ponca) is the Business Services Coordinator for California Indian Manpower Consortium, Inc. (CIMC) and has worked for CIMC for the

past 16 years. In her current position, she oversees the USDA Rural Business Enterprise Grants which provides business development services and introduces Native owned businesses to international trade and the CIMC Community Development Financial Institution (CDFI) California Native Entrepreneur Opportunity Fund which provides micro business loans. PaPai also works with CIMC's for-profit subsidiary Tribal Business Services. She received her bachelor's degree from U.C. Davis and has a master's degree in Public Administration from the University of Southern California.

Kim Carroll has been employed with the Cherokee Nation in Tahlequah, Oklahoma for the past 25 years. In her current position as Director of Grants and Compliance, she is responsible for grant development and management, compliance, and both federal and tribal reporting for the Career Services Department, in which all employment and training programs are administered. Ms. Carroll supervises the Central Records Office, Data Entry, Intake, and Compliance Monitoring. She is responsible for the internal Balanced Scorecard, serves on the tribal Community Strategy Workgroup, and as point of contact with the legislative office. Ms. Carroll has served on numerous work groups concerned with employment and training issues, served as a field reader for the Department of Education and the Department of Labor, and is active in the National Congress of American Indians. She is currently the Secretary of the National Public Law 102-477 Tribal Work Group and a member of the Native American Employment and Training Council for the US Department of Labor.

Co-Presenters:

Daryl Legg, Director of Vocational Programs, Cherokee Nation;

Amy Dean has been employed with Cherokee Nation since 2006. She began serving her tribe as a teacher in the Child Development Center while attending college at Northeastern State University where she obtained her bachelor's degree in Psychology with a minor in Social Welfare. After nearly five years of working as a teacher in child care, Mrs. Dean transferred to work in Behavioral Health, and subsequently, transferred to Career Services as a Vocational Student Services Specialist where she is a counselor for the NACTEP Child Care Training Program. It is with great joy that she fulfills this position as it encompasses two of her greatest passions: child care and serving people in the community. Mrs. Dean has received numerous hours in Child Care and Substance Abuse prevention trainings. She is certified in Mental Health First Aid, and has received training in Applied Suicide Intervention Skills Training and QPR Gatekeeper instructor for suicide prevention

Lana Chanda has served as the Director of the Employment & Training Department at Gila River Indian Community for 23 years. Lana has a bachelor's degree in Psychology and a master's degree in Student Personnel. She began her Workforce Development experience with the CETA Program as a CSE participant and went on to become a CETA Youth Counselor. Lana also worked as Assistant Director for Residence Life at the University of Pittsburgh prior to relocating to Arizona. In Arizona, she worked as a Vocational Rehabilitation Consultant for a risk management company and as a JTPA Director for the Urban League before coming to Gila River in 1990. Over the years, she has developed many innovative youth and adult career development programs, including Indian Nations Camp. Lana currently serves as a Nineteen Tribal Nations Workforce Investment Board Member (NTNWIB), Chair of the State NTNWIB Youth Advisory Council, Assistant Chair of the Tribal WIA Directors and member of the National Tribal Youth Advisory Council. Lana is certified as a True Colors Trainer, and is certified in the areas of Basic Awareness and Team Building. Most recently she was successful in acquiring a Workforce Innovations Grant for Gila River Indian Community to develop a first ever

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Native American Career Pathways System on reservation land, where she now serves as the project lead.

Terrence “Terry” Clark has been the Training Coordinator for the Florida Governors 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.

Co-Presenter:

Jennifer Whitmore, (Tohono O’odham), MIS Specialist, California Indian Manpower Consortium, Inc.

Candice J. Craig (Muskogee Creek) will graduate from Washington University in St. Louis with a Masters in Social Work this May. She has focused on the mental health practice and policy development specific to Indigenous communities. While completing her studies in St. Louis, Candice has assisted the Veteran Health Administration’s (VHA) Suicide Prevention team. Her position at the VHA provided her the opportunity to assist the American Indian Equal Employment Opportunity committee in developing a strategic plan for recruitment, retention, and advancement of American Indians as federal employees.

Zephyr Conte, GRIC E&T Training Specialist brings over 20 years of experience in the fields of Education and Training, Program Design/Management and Professional Development. She is a nationally published author/educator and has consulted (Environarts, Inc[®]) at the national, state and local levels creating programs like: *The Art in Peacemaking* © 2002. [www.arts.gov/pub/artinpeacemaking.pdf]; *Promoting Your Cause: From Mission To Message* © 2012 [CNCS Corporation For National and Community Service; AZ Governor’s Office of Children, Youth and Families].

Co-Presenter:

Lynette Clark, GRIC Career Pathways Curriculum Specialist: graduated with a bachelor’s degree in Zoology and a minor in Chemistry from Northern Arizona in 2003. She then received her master’s degree in Secondary Education from University of Phoenix in 2011. Lynette has a variety of experiences in various fields related to education, healthcare and science. More recently, she served as the science chair and developed high school science curricula for: biology, chemistry, earth/space science, and anatomy and physiology to be used district wide. Lynette enjoys being in a challenging career where she has the opportunity to use her education, knowledge of science, and organizational skills to help others be successful.

Charles Dayton is the President of the ActionStrategy / Nez Perce Tribal Education Department in Cokeville, Wyoming.

Co-Presenter:

Kay Kidder (Nez Perce Tribe), Director of Adult/Higher Education Program, Nez Perce Tribe

Norm DeWeaver has been an analyst of data on the American Indian and Alaska Native workforce since 1980. He was also a long time participant in the Census Bureau’s special program to distribute population data to tribes and urban Indian organizations. Norm served as an advocate for Native workforce development programs at the national level for more than 25 years.

Kimberly A. Dutcher (Navajo) is from Fort Defiance, Arizona and a graduate of Window Rock High School. She received her bachelor’s degree in Foreign Service from Georgetown University in 1990, focusing on international relations, Latin America, and development economics. After working for a U.S. Agency for International Development education and technical training program, Ms. Dutcher obtained her master’s degree in Education and Human Development from the George Washington University in

1995. She proceeded to work with ORBIS Associates, an Indian owned firm in Washington, DC where she worked with many Indian tribes in the upper Midwest, Southeast, and Northeast U.S. on various education challenges. In 1998, Ms. Dutcher returned to Arizona to pursue a law degree, earning a Juris Doctorate with a Certificate in Indian Law from the Arizona State University’s College of Law (now the Sandra Day O’Connor College of Law). Since 2002, she has served the Gila River Indian Community as Prosecutor, Senior Assistant General Counsel, and most recently since June 2011, as Division Manager in the Office of the Community Manager, providing direction and guidance to Community elected leadership as well as six administrative departments. In Ms. Dutcher’s capacity as Division Manager, one of her responsibilities is to plan for the long term employment needs of the Gila River Indian Community and its tribal members.

Co-Presenter:

Melody Lewis (Fort Mojave) is a recent team member of Gila River Indian Community (GRIC) Career Pathways. Melody began her career with the Fort Mojave Indian Tribe (FMIT) in 2008 in the capacity of Human Services Worker for the FMIT Social Services Department. Then in 2009 Melody transferred to the FMIT Workforce Investment Act (WIA) – One Stop Department where she was a Youth Case Worker until 2011 when she became the Program Director for the Department. During her time at FMIT, Melody was involved in numerous committees and programs. She hopes to achieve the goal of establishing capacity building and community development to fulfill the Career Pathway endeavors specific to Gila River Indian Community, and ultimately, Indian Country.

Katreena Hayes-Wood has a career that spans over 28 years as career and workforce development specialist, professional speaker and bestselling author. She has helped hundreds to discover career and life success with her fun and interactive seminars. Katreena 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 AZ as well as providing WIA work readiness training for many tribes in AZ. Katreena is the recipient of the National Top 10 Business Women’s award from the American Business Women’s Association and the AZ Career and Technical Education Association’s Visible Difference award.

Kristine Hill brings fourteen years of experience in Gaming and Tribal leadership positions to Falmouth Institute. As manager of the Gaming Employee Development department for the Oneida Casino, Ms. Hill oversees employee education compliance and employee development initiatives. During her tenure of tribal employment, she also has served as Vice Chair of the Oneida Nation School System, served on a General Tribal Council-directed project team to restructure the compensation system for the Oneida Nation, conducted leadership training for all levels and areas of the organization and recently worked on the training team for an organizational restructure initiative. Ms. Hill has also worked closely with the local technical college to create and implement an associate’s degree program dedicated to the needs of Native American gaming. She is an instructor for the Native American Gaming program, the Supervisory Management program and also conducts teacher in-services on Diversity in Classrooms. Ms. Hill holds a bachelor’s degree in Human Resource Management, a master’s degree in Management and Organizational Behavior and is currently working on her doctoral studies in Administration and Leadership.

Kerry Jevsevar 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 since 2009. Prior to this assignment, since 1987, he worked 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.

Ronda D. Jones, MSW (Lumbee/Tuscarora) has provided leadership and organizational development to business, tribal governments, and nonprofit agencies and served as an advocate to promote the preservation of Native American families throughout the northeast and southeast US. She is also a motivational speaker and trainer on cultural awareness, domestic violence, and historical trauma. While living in New Jersey, Ronda obtained her bachelor's degree and master's degree from Rutgers University. She is the Program Coordinator for the Rhode Island Indian Council, Inc.

Kay Kidder (Nez Perce Tribe) is the Director of the Nez Perce Tribe's Adult/Higher Education Program and has been and employee of the Tribe's Indian employment and training programs for a total of thirty years. Highlights of her life are the leadership experiences with the North Central Idaho Private Industry Council, Native American Employment and Training Council for the US Department of Labor, Idaho Rural Partnership, Northwest Area Foundation poverty reduction Idaho program, and the Tribe's General Council and tribal housing authority. In 2004, Kay earned a bachelor's degree in interdisciplinary studies in social science and business administration, and started a graduate interdisciplinary program in bioregional planning.

Co-Presenter:

Sue Blodgett is the Director of the Community Resource Center for the Menominee Indian Tribe of Wisconsin, which operates the Tribal TANF and PL 102-477 programs.

Daryl Legg has been employed with Cherokee Nation since 2006. He started out as a participant on Vocational Rehabilitation, attending college at Northeastern State University where he obtained his bachelor's degree in Psychology with a minor in Social Welfare. Upon graduation, Mr. Legg was recruited by Cherokee Nation to work as a Vocational Rehabilitation counselor. He then was transferred to Employment and Training and became a Job Developer. In 2009, he was promoted to Director of Vocational Programs, which includes R.O.S.S., NEG-OJT, Economic Development, Career Tech, Vocational Work Prep, Vocational Assistance, EA-AVT, PL 102-477 CRT, Vocational Education, and NACTEP. Assisting with removing barriers is Mr. Legg's passion, especially for ex-offenders. He is working diligently now to start up a Re-Entry Program called "Coming Home". Mr. Legg is a certified Offender Employment Specialist and a certified Re-Entry Professional. He also serves on the "One Fire Against Violence Task Force" board that has recently been implemented within the Tribe.

Co-Presenters:

Tony Fish (Muscogee Creek) earned his education from Mid-America Christian University in Criminal Justice Management and Ethics. He has more than ten years of correctional experience in various capacities including Correctional Officer, Field Training Officer, Security Threat Group Task Force, and Security Sergeant. In 2005, Tony came to work for the Muscogee (Creek) Nation Reintegration Program as a case manager and assisted in the development and implementation of the first ever tribal reintegration program, shortly thereafter advancing to manager. During his tenure, the Reintegration Program has received high honors from Harvard University Honoring Nations Project on American Indian Economic Development and semifinalist for Ash Institute for Democratic Governance and Innovation.

Burt Patadal (Kiowa) has been employed with the Citizen Potawatomi Nation for eight years. He obtained numerous certifications in Behavioral Health Counseling, volunteered in prisoner counseling, runs a sweat lodge for recovering alcoholics and substance abusers. Burt uses a down-to-earth approach to reach his participants and help them make good decisions. "Been there, done that!" and "Be honest with yourself" are phrases he often uses in counseling his participants.

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. He 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. Mr. Lewis has a bachelor's degree from Arizona State University and is an US Army veteran.

Nancy Mason is the Youth Coordinator with the Muscogee Creek Nation Employment & Training Association. She graduated from the University of Oklahoma with a Master of Human Relations degree. Nancy has worked primarily with teens transitioning to adulthood and specializes in the areas of positive youth development, diversity and strategic planning.

Co-Presenter (Successful Transitions):

Courtney Josie, Muscogee Creek Nation

Vicky Mullins is the Community Liaison Coordinator, American Indian Center of Tucson, Inc./Tucson Indian Center

Henry Red Cloud began his work in renewable energy in order to bring economic development to Native communities in a manner that builds upon and evolves a healthy relationship with Mother Earth. He founded and owns Lakota Solar Enterprises (LSE), which manufactures and installs a broad array of renewable energy sources on and off of the Pine Ridge Reservation in South Dakota. Since 2008, Henry has also managed the Red Cloud Renewable Energy Center (RCREC) with nonprofit partner Trees, Water & People. Operating as a living/learning site, the RCREC offers green job training to Native Americans. In recognition of his work, Henry has received several awards, including the 2012 World Energy Globe Award, the 2010 IREC Annual Innovation Award, the 2010 Nuclear-Free Future Award, and the 2009 Innovative Idea Champion.

Co-Presenter:

Lacey Gaechter is the National Director of Trees, Water & People. She oversees the organization's National Programs, including the Tribal Renewable Energy Program, through which she coordinates the distribution of renewable energy systems to tribal families, organizes renewable energy trainings for Native Americans, and facilitates sustainable business development.

Gary Rickard (Wintu), owner of Mt. Shasta Native American Employment and Training, has worked in the field of employment and training for the past 28 years. His experience includes work at the federal, state, tribal and county levels, 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.

Paula Starr (Cheyenne and Arapaho Tribes) belongs to the Bow String Society and the Hairy Rope Clan and is a direct descendant of Chief Black Kettle. Currently, she is the Executive Director for Southern California Indian Center, Inc. Paula is a local board member for several Local Workforce Investment Boards in Orange and Los Angeles Counties, and member of the American Indian Chamber of Commerce of California Advisory Board. She also is a member of the Western Regional Planning Committee for the In-

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dian and Native American Workforce. Paula is the Executive Producer of nine short films and one documentary. She has been featured in "Keeping the Campfires Burning," by Joan Weibel-Orlando, PhD., and coauthored *Child Welfare: Multicultural Focus, Chapter on American Indians*, published in July 1999. Paula served on President Clinton's Interagency on Women Committee and was included in President Clinton's Urban Indian Leaders in the 1990s. She has a bachelor's degree from the University of California, Irvine and attended graduate school at California State University, Long Beach with an emphasis in Lighting Design. Paula has been on several local radio and television programs, and in newspaper articles discussing various issues on health and education, and American Indian issues.

Co-Presenter:

Starr Robideau is the Human Resource Manager/Board Secretary for the Southern California Indian Center, Inc. Her experiences have been directly tied to her culture and the American Indian Community in the Southern California area. From the countless hours of volunteer work, organizing and planning a major annual fundraiser to a job providing support and assistance to TANF recipients and WIA Clients, her primary focus is to raise the awareness of the issues American Indians face living in LA/Orange Counties and to work in partnership to fight poverty and hunger within the American Indian community. She is proficient in case management, administrative support, human resources, cultural preservation through dance and song, public speaking, and event planning.

Guy Suetopka, Jr. (Hopi) is a Federal Project Officer with the US Department of Labor's Division of Indian and Native American Programs, providing technical assistance and grant management oversight to 28 Indian and Native Americans designated grantees funded under Section 166 of the Workforce Investment Act. Mr. Suetopka is out-stationed from the Washington, DC office to the San Francisco Regional office. He has been actively involved in the employment and training field for 33 years, having administered and managed DOL programs under the Comprehensive Employment and Training Act (CETA) and Job Training Partnership Act (JTPA).

Robert Swanson has worked with community-based nonprofit organizations for more than 24 years. He was the Executive Director of a Community Action Agency, Neighborhood House, in Seattle for two and one-half years, and the Executive Director for the Washington State Community Action Partnership for sixteen years. Robert has conducted Family Development Specialist Certification training for nineteen years, in addition to his work with Indian tribes and other organizations in delivering the family development curriculum.

Lorenda T. Sanchez (Northern Paiute) has dedicated the past 40 years to the administration of Indian job training efforts and enhancing the lives of Native Americans. She began her initial job training administrative experience in 1972 with the Public Employment Program (PEP), Neighborhood Youth Corps (NYC), and Operation Mainstream Program funded under the U.S. Department of Labor. From the Comprehensive Employment and Training Act (CETA) Program to the current Workforce Investment Act (WIA) Program, service to the community and improving the conditions which exist through Indian Country has always remained a priority. Since late 1977, Ms. Sanchez has served as the Executive Director of the California Indian Manpower Consortium, Inc. (CIMC). Ms. Sanchez has served on local, state, regional and national boards to advocate for programs and services to address the employment, training, social and economic needs of the Native American population and communities. Most notable are the Native American Employment and Training Council (advisory council to the Secretary of Labor), serving as Chair for many years; National

Indian and Native American Employment and Training Conference Executive Committee for eighteen years, and the State of California Department of Transportation (CalTrans) Native American Advisory Committee. Ms. Sanchez is also a lifetime member of the National Congress of American Indians.

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 bachelor's degree in Mass Communications and Art History from the University of California, Los Angeles.

Darrell Waldron (Narragansett) is the Executive Director of the Rhode Island Indian Council, Inc. which serves the states of Rhode Island, Connecticut, New York, Maryland, and New Jersey. He has acknowledged expertise in employment, technical training and economic development for Native Americans on a national level. He currently serves on the Native American Employment and Training Council (NAETC), also serving as a member of the NAETC Business Relations Work Group, and serves on the Advisory Board for the US Civil Rights Commission in Rhode Island. Darrell also serves on numerous national, regional, state and local boards and committees, including the US Office of Management and Budget's Urban Indian Policy Coalition. He is the past recipient of the prestigious "Chief's Award" from the US Department of Labor Division of Indian and Native American Programs. Darrell is the current Chairman of the National Indian and Native American Employment and Training Conference and has served six times previously in this capacity.

Jennifer Whitmore (Tohono O'odham) oversees the Management Information Systems (MIS) Department for the California Indian Manpower Consortium, Inc (CIMC). Ms. Whitmore has been employed with CIMC for more than nine years and is a member of the Native American Employment and Training Council Information Technology Reporting and Performance Measures Work Group. She provides technical assistance to WIA Section 166 Indian and Native American grantees with 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 more than ten years combined experience with American Indian disabilities research, services, outreach and training.

Sylvia Wynn Lindeman (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 five years ago and has won high praise for her useful workshop in the human dynamics of organizational life. To honor her ancestors, she offers special consulting rates to First American governments and Enterprises.