

NINAETC WORKSHOP DESCRIPTIONS

166 Financial Management

TUES 10:30 AM – 12:00 PM MAGNOLIA 6

Participants will be able to better understand the nature of their operation's fiscal information in the following areas: budgeting, reporting, recordkeeping, internal controls, cost allocation plans and annual audits.

Kerry Jevsevar, WIOA Program Director, Council of Three Rivers American Indian Center, Inc.

166 New Directors

SUN 3:00 PM – 4:30 PM OAK 4

This orientation will provide new program directors a brief overview of the Workforce Innovation and Opportunity Act (WIOA) for Section 166, Indian and Native American Programs. Valuable resources will be shared, program agenda will be reviewed, and workshops will be suggested to benefit new staff. The session will also provide an opportunity for new directors to ask questions.

Lorenda Sanchez, California Indian Manpower Consortium, Inc.

166 Online Financial Reporting

MON 3:00 PM – 4:30 PM PECAN

Provides information on accessing the online reporting system for the submission of the WIA Financial Status Report (ETA-9130) along with definitions used for the report's cost categories.

Kerry Jevsevar, WIOA Program Director, Council of Three Rivers American Indian Center, Inc.

BearTracks 2 Introduction

MON 1:15 PM – 2:45 PM WILLOW

WED 10:30 AM – 12:00 PM WILLOW

This workshop is for Intake Specialists, Case Managers and other who want to learn the basics of BearTracks 2. This is a hands-on course where attendees will enter a client into the database and go through the different problems that could arrive while doing data entry and participation. We will talk about the different ways to keep a participant active and different strategies for exit.

Terrence L. Clark, Training Coordinator, Florida Governor's Council on Indian Affairs, Inc.

BearTracks 2 Intermediate

TUES 10:30 AM – 12:00 PM WILLOW

THURS 10:30 AM – 12:00 PM WILLOW

This workshop is for Intake Specialists who do more than intake, Case Managers and others who develop the strategies for dealing with participants or work closely with participants. 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 also highlight the changes that were released with Version 6.1.0

Terrence L. Clark, Training Coordinator, Florida Governor's Council on Indian Affairs, Inc.

BearTracks 2 Advanced

THURS 1:15 PM – 2:45 PM WILLOW

This class is encouraged for Directors, Database Administrators and anybody with administrator privileges in BearTracks 2. This class will address the Admin Menu of BearTracks 2 and its many functions. Grantees who have field offices can learn how to install BearTracks 2 in their field offices and merge the data for reports. Case Managers may want to attend to learn about available functions.

Terrence L. Clark, Training Coordinator, Florida Governor's Council on Indian Affairs, Inc.

BIA – General Assistance

TUES 1:15 PM – 2:45 PM MAGNOLIA 6

No description available

Ken Rheinfeld

BIA Contract Support Costs: 101 Training

THURS 1:15 PM – 2:45 PM MAGNOLIA 5

Full funding for Contract Support Costs (CSC) has long been a national priority for Self-Governance Tribes. The FY 2016 President's Budget proposal includes language to make CSC funds a mandatory appropriation. Each success has required Tribes to engage in administrative advocacy to better estimate CSC, to change the Departments CSC policies, and to consult on long term solutions. As congress and the Administration work collectively to find long-term solutions, this breakout session will provide an educational forum for Tribal leadership and staff to get reacquainted with the basic concepts of and current issues related to CSC.

TBD

Bridges out of Poverty: Strategies for Professionals

MON 3:00 PM – 4:30 PM MAGNOLIA 7

People in poverty face challenges virtually unknown to those in middle class or wealth – challenges from both obvious and hidden sources. Through group discussion, videos and other activities you will learn the hidden rules of poverty, middle class and wealth. With this knowledge you will gain some understanding of how different the world of poverty is from yours. This information is important for educators, social and health workers and legal professionals. We will discuss the facts of poverty, and learn practical yet compassionate strategies for working with clients living in poverty, which can ultimately lead to better outcomes for your clients and your staff.

Lorna Juvinel, Tulalip 477 / TANF Training Coordinator, Tulalip Tribes of Washington

Kathleen Morse, Tulalip 477 / TANF Training Assistant

BUS TOUR – Choctaw Nation Programs

No description available.

TBD

Career Management – Aviation and Aerospace

MON 1:15 PM – 2:45 PM MAGNOLIA BALLROOM

TUES 3:00 PM 4:30 PM MAGNOLIA BALLROOM

This workshop is intended to provide a career overview within the context of the aviation/aerospace industry. Career mapping during the practical portion of the workshop requires participants to review their current career path to identify and implement strategies they deem necessary to achieving their career goals/aspirations. *Casey Lee Fox, Board of Directors Member, Southern California Indian Center*

Career Pathways – Curriculum Design and Implementation

WED 3:00 PM – 4:30 PM MAGNOLIA 7

The purpose of this workshop is to understand how to create an employer relevant Career Pathways curriculum and learn the process of program design and implementation. The workshop will review the integral parts that are important in planning for each component. With Gila River's five industry Sectors, we have experienced a variety of ways to put curriculum together. We will share these curriculums and their individual designs. The ways to put curriculum together. We will share these curriculums and their individual designs. The program and learning experiences of the Gila River Indian Community Career Pathways will be reviewed.

Lynette Clark, Curriculum Specialist – Career Pathways Employment and Training Department, Gila River Indian Community

Career Pathways: Innovative Training Strategies

MON 3:00 PM – 4:30 PM CEDAR

TUES 10:30 AM – 12:00 PM CEDAR

Career Pathways is a systems approach connecting training, education, and employers. It is critical that training be relevant, appropriate and effective. You will learn 3 effective and innovative training strategies: 1. Development of Work Readiness and Soft Skills training utilizing and modifying the DOL Industry Competency Model for employer training making it Sector specific, 2. The use of Educational Mentors making it possible to address multiple learning styles creating tailored study plans for adult students who are in academic programs, and 3. The use of Cognitive Behavioral Therapy Techniques when working with clients who have a negative outlook in an effort to get them back on track and positively participating once again.

James Tree, Career Pathways Training Specialist / Employment & Training Department, Gila River Indian Country

Career Quest: Connecting the dots of Career Clusters and Understanding the Skills Gap in America

MON 1:15 PM – 2:45 PM OAK

Career Clusters provide students with a context for studying traditional academics and learning the skills specific to a career, and provide U.S. schools with a structure for organizing or restructuring curriculum offerings and focusing class make-up by a common theme such as interest. IT'S CALLED A SKILLS GAP, AND IT'S A GROWING PROBLEM IN THIS COUNTRY: More than half of

employers nationwide have an open job for which they cannot find qualified candidates, and 8 in 10 have difficulty filling positions altogether.

*Karen Thomas, Career Counselor, Choctaw Nation Career Development
Jamie Hamil, Career Counselor, Choctaw Nation Career Development*

CCDF Administration under P.L. 102-477

TUES 10:30 AM – 12:00 PM MAGNOLIA 5

This session will allow participants to understand the unique aspects of administering a Tribal Child Care and Development Fund (CCDF) program under P.L. 102-477. Recent changes to the CCDF program by the Child Care and Development Block Grant Act of 2014 will also be discussed.

Patti Boulanger, Consultant, National Center on Tribal Child Care Implementation and Innovation (NTC)

Creating a Positive Atmosphere at Work and Home

TUES 3:00 PM – 4:30 PM MAGNOLIA 6

WED 3:00 PM – 4:30 PM MAGNOLIA 6

No description available.

Mitch Factor

Destress, Decompress and Walk in Beauty

MON 1:15 AM – 2:45 PM MAGNOLIA 7

TUES 3:00 PM – 4:30 PM MAGNOLIA 7

We all get caught up in the moment of being busy. Sometimes we just need to step back, let go of what we are doing and walk a new path; one that dissolves tension and creates a stress free, blissful experience. Give yourself the gift of relaxation and self-care in this interactive workshop designed to help agencies give their clients better service and tools to help clients to express internal conflict that sabotages success. Through art Modalities and new ways of knowing participants will discover visual clarity, a vision for achievement and a connection to the Creative Source.

*Michael Folsom, Board Pres. Southern CA Indian Center, School Psychologist, Southern California Indian Center, Inc.
Andrea 'Joy' Coleman, Advanced Expressive Arts Practitioner*

Developing an Effective Case Plan

MON 1:15 AM – 2:45 PM MAGNOLIA 4

TUES 10:30 AM – 12:00 PM MAGNOLIA 4

Managers, staff and supervisors will understand develop an effective case plan that assists the client to move to self-sufficiency • Development of clients' goals and activities • Use of strengths-based, solution based methodology
TBD, Falmouth Institute

Developing Future Leaders

WED 10:30 AM – 12:00 PM MAGNOLIA 4

THURS 10:30 AM – 12:00 PM MAGNOLIA 4

("We can always hire the right specialists and technical staff. We can't hire leaders. Our leaders come from our youth, and it is our responsibility to prepare them." –Chairman Barrett, Citizen Potawatomi Nation) Next Generation's Native Leaders are today's youth. This workshop will discuss ways to empower these future leaders. Special emphasis will be placed on the Potawatomi Leadership Program (PLP) as a best practice. A Harvard Honoring Na-

tions Award winner, the government, culture, and economic development of the Citizen Potawatomi Nation. PLP Advisor Tesia Zientek will share details about this program as a model for interested tribal leaders and staff. In addition, she will lead one of the PLIP's most successful activities as an example, a talking circle focused on exploring Native American identity.

Tesia Zientek, Grants & Contracts Coordinator/Potawatomi Leadership Program (PLP) Advisor, Citizen Potawatomi Nation
Stephanie Hawk, Community Social Services Counselor, Citizen Potawatomi Nation

Disasters: Knowing your Role

TUES 3:00 PM – 4:30 PM MAGNOLIA 2

WED 10:30 AM – 12:00 PM MAGNOLIA 7

Discuss the disaster process and the roles of who is involved before, during and after disaster strikes. You will learn how you can be a part of the planning and the recovery process and discover avenues to acquire resources before disaster strikes.

Tim Zientek, Director of Housekeeping/Safety/Emergency Management/Homeland Security, Citizen Potawatomi Nation
Gina Bundy, Intensive Counselor/Social Services

Economic Development and Business Development in Indian Country

WED 3:00 PM 4:30 PM MAGNOLIA 4

THURS 1:15 PM – 2:45 PM MAGNOLIA 4

This session will equip Tribes to take control of their own future and move forward into economic success. Common barriers to economic development will be discussed along with best practices tribes have used to overcome such barriers, including infrastructure development and adoption of leasing authorities granted under the HEARTH Act. Session attendees will walk away with simple strategies that will help their Tribes establish a business friendly environment capable of attracting industry partnerships and outside business to Indian Country.

Kasie Nichols, Grants & Self-Governance Analyst, Citizen Potawatomi Nation

Effective Interview for Case Planning

MON 3:00 PM – 4:30 PM MAGNOLIA 2

TUES 1:15 PM – 2:45 PM MAGNOLIA 2

The Caseworker will learn the theoretical foundation and skills needed to effectively interview program clients, resulting in the development of individual case plans that lead to self-sufficiency • Staff will learn the knowledge and skills necessary to effectively establish professional boundaries when working with the program clients' • Practice interview techniques

TBD, Falmouth Institute

EPA Summer American Indian Internships: Creating Partnerships with Federal Agencies

WED 10:30 AM – 12:00 PM MAGNOLIA 2

THURS 10:30 AM – 12:00 PM MAGNOLIA 2

A panel discussion on how the Urban Inter-Tribal Center of Texas and the United States, Environmental Protection Agency, American Indian Division created a cost effective

partnership that provides valuable work experience for American Indian college students saving the U.S. EPA money and creating permanent positions for American Indians. The panel explores how the infrastructure was created and discusses some of the challenges and successes during this process.

Mark Allen, Environmental Protection Specialist, U.S. Environmental Protection Agency American Indian Division
Kathy McDonald, Employment and Training Director, UITCT

Ethics in Tribal Programs, Workplaces, and in Tribal Governing Bodies

THURS 10:30 AM – 12:00 PM MAGNOLIA 3

The first half of the workshop will concentrate on the primary components of behaving ethically in the workplace. It will provide a framework for finding honest and honorable solutions for difficult situations based on your own experiences while identifying common roadblocks and compromises to behaving ethically. Participants will be motivated to practice and learn once they leave. The second half of the workshop will focus on strategies for motivating, inspiring and legislating Ethical Behavior for tribal governing bodies.

Prosper Waukon, Compliance Officer/TERO, Gila River Indian Community

Financial Reporting

TUES 1:15 PM – 2:45 PM PINE

THURS 1:15 PM – 2:45 PM PINE

Covers ETA's financial reporting requirements and how to correctly complete the quarterly and final ETA-9130 reports. The module focuses on areas that are often misunderstood or reported incorrectly. Included are the basic financial reporting requirements contained in the Uniform Guidance and other regulations, and in the relevant authorizing laws for ETA programs, along with the expectations for how recipients are to complete key reporting elements on the 9130.

Mary Zmudzynski, U.S. DOL Accountant, U.S. Department of Labor Employment and Training Administration Financial Management and Administrative Services Division
Charles Watts, Accountant, ETA

Focusing on the Individual:

Impact on Successful Job Placement

TUES 1:15 PM – 2:45 PM MAGNOLIA 4

Throughout our collective experience in preparing clients for job search and job placement more often than not clients do not know what their own strengths are and what kinds of jobs would fit them best. We will be sharing our experience and discussing best practices on instilling confidences in client's and their capabilities and how that affects their choices and future job placement.

Denise Kranhold, Adult Ed Coordinator, Sisseton Wahpeyton Oyate
Edgar Blunt, Career Pillar

Get Certified (Workforce Credentials)

TUES 1:15 PM – 2:45 PM OAK

WHAT IS GLOBAL CAREER DEVELOPMENT FACILTATOR (GCDF)? This credential recognizes the education and experience of those working in career development occu-

pations. Candidates must have successfully completed an approved career Development Facilitator training program and meet specific educational and experience requirements. Benefits of the GCDF credential include: • A National/Portable Credential • A Marketable Certification • Professional Recognition • Clarification of Scope and Practice
Robin Counce, Career Development Director, Choctaw Nation of Oklahoma
Rhonda Mize, Coordinator – Employment Services, Choctaw Nation of Oklahoma

How to Financially Empower Your Participants

TUES 10:30 AM – 12:00 PM MAGNOLIA 2

Gain the tools to help your participants better understand how budgets, credit, and goal setting can promote financial security in your Native Community. The CPCDC will demonstrate how WIOA grantees can positively impact participants by partnering to provide or by directly providing credit consultation and debt management planning. The goal is to help your participant: • Create a financial well-being • Enable the ability to establish banking relationships • Create a more stable present and a more secure future • Create the ability to make educated financial decisions

Tina Pollard, Consumer Lending Manager, Citizen Potawatomi Community Development Corporation
Dawn Hix & Kim Houston

Indian Education and Partnerships to Develop the Whole Indian Student from Cradle to Career or College

WED 3:00 PM – 4:30 PM MAGNOLIA 2

An open discussion to learn and understand what is possible for the Indian Student when creating partnerships to develop the whole student from cradle to career or college and beyond.

Dwight M. Pickering, Director of American Indian Education, Oklahoma State Department of Education

Indirect Costs

TUES 3:00 PM – 4:30 PM PINE

THURS 3:00 PM – 4:30 PM PINE

Covers requirements of the Uniform Guidance and begins by distinguishing indirect from direct costs. It explains when recipients of a federal award need an indirect cost rate (ICR) approved by the federal cognizant agency or, in the case of subrecipients, by the pass-through entity. It describes a de minimis rate and how to use it. The module distinguishes between the different types of federally approved rates, and explains when and how to apply for a federal rate. The session summarizes the documentation requirements and forms needed for an ICR proposal, and walks through each section of the ICR proposal using examples of data and other information needed in the proposal. The module also reviews common mistakes that are made by recipients and pass-through entities on indirect costs, and how to rectify them.

Charles Watts, U.S. DOL Accountant, U.S. Department of Labor Employment and Training Administrative Financial Management and Administrative Services Division
Mary Zmudzynski, Accountant, ETA

Internal Controls

TUES 10:30 AM – 12:00 PM OAK

THURS 10:30 AM – 12:00 PM PINE

Outlines the elements, requirements, and benefits of administrative and internal controls as sound management practices to mitigate risk of fraud, waste, or abuse as specified in the Uniform Guidance. The Uniform Guidance calls attention to the need to establish an internal control framework in grant recipients' and subrecipients' systems that will reduce the number of audit findings by moving to the standards for financial and program management. The presentation describes the components of effective internal controls according to the framework articulated by the Committee of Sponsoring Organizations of the Treadway Commission (COSO) or the Standards for Internal Control in the Federal Government, also known as the "Green Book." Common weaknesses in internal controls and limitations are also discussed.

Charles Watts, U.S. DOL Accountant, U.S. Department of Labor Employment and Training Administrative Financial Management and Administrative Services Division
Mary Zmudzynski, Accountant, ETA

Intro to Human Trafficking

TUES 3:00 PM – 4:30 PM OAK

WED 10:30 AM – 12:00 PM OAK

This course is designed to present the attendee with the definition of Human Trafficking, what it is and what it isn't. The course will demonstrate common forms of trafficking in humans, current trends in the industry and common recruitment techniques. The participant will be shown current methods used to combat Human Trafficking in the United States.

Michael D. Snowden, Agent-in-Charge Human Trafficking Division – Oklahoma Bureau of Narcotics, Oklahoma Bureau of Narcotics and Dangerous Drugs (OBND)

Job Club – Etiquette for Job Seekers

TUES 3:00 PM 4:30 PM PECAN

WED 10:30 AM – 12:00 PM PECAN

Provides an overview of important topics to cover when creating a Job Club. Discussions will include • Common Challenges • Barriers for Job Seekers • Creating a Resume or Preparing for an Interview • Dress for Success

Adam Loya, Board Member Office Manager/Employment Specialist, Southern California Indian Center, Inc.
Phil Hale, Site Supervisor, Southern California Indian Center, Inc.
Susie Jensen, Employment Specialist, Southern California Indian Center, Inc.

Leading Teams through the Strategies of Team Development / CIA

MON 3:00 PM – 4:30 PM MAGNOLIA BALLROOM

TUES 1:15 PM – 2:45 PM MAGNOLIA BALLROOM

The workshop is an interactive session where the participants do a task together as a team with limited materials provided. After the exercise, the activity is used to discuss the different stages of team development and how each team went through those stages. The activity is fun and has been presented in workshops with AISES, SAIGE, and SACNAS. The workshop slides can be distributed if desired.

Opportunities for paid student internships and career opportunities are interwoven throughout the discussions. At the end of this workshop, you will be able to • Define team development. • Explain the typical development stages of a project team. • Explain how situational leadership enhances project success • Describe available opportunities for student programs with paid internships and careers opportunities at the CIA. Implementing these principles on your project or effort will increase the probability of success. Consistently delivering successful projects is beneficial to both your employer and to YOU.

James Wilkerson, Native American Outreach Program Manager, Central Intelligence Agency
Alesia Rose, Hispanic & Native American Program Manager

Motivating Out-of-School Youth for Work Readiness and Career Success

TUES 3:00 PM – 4:30 PM MAGNOLIA 3

With so much emphasis on out-of-school youth with the new WIOA it is crucial that we incorporate innovative ways to motivate our young adult program participants. Join Career Development Specialist, Katreena Hayes-Wood, of Strive for Students for this engaging 90-minute presentation to define and explore the issues that block progress for young adults and the strategies that inspire their life and career success. The discussion will include investigating and understanding the issues that hold young adults back and the ways we can reengage and motivate our out-of-school youth population, helping them become more self-reliant and thriving in the workplace.

Katreena Hayes-Wood, Owner, Strive for Students (A Division of Career Services Network, LLC)

PL 102-477 Annual Reports

THUR 3:00 PM – 4:30 PM MAGNOLIA 5

No description available.

Kenneth A. LeMieux, DOI/BIA/ISD/Division of Workforce Development Program Coordinator

PL 102-477 Best Practices

WED 10:30 AM – 12:00 PM MAGNOLIA 6

No description available.

Francis Dunn, CPM, BIA/OIS/Division of Workforce Development

PL 102-477 Financial Reporting / New Forms

SUN 3:00 PM – 4:30 PM CEDAR

TUES 3:00 PM – 4:30 PM MAGNOLIA 4

The (Version 2) "Financial Expenditure Report" document will be presented with the "Cost Categories" reference sheet. The presentation will demonstrate in detail how to produce a finished product allowing a seamless transition for the Tribal finance officers present.

Felicia Gaither, Director, Division of Tribal TANF Management/OFA-ACF-DHHS, DOI/BIA/ISD/Division of Workforce Development
James Henry, Tribal Child Care Specialist, Office of Child Care/ACF-DHHS
Kenneth A. LeMieux, DOI/BIA/ISD/Division of Workforce Development Program Coordinator

PL 102-477 JOM

TUES 10:30 AM – 12:00 PM MAGNOLIA 7

THURS 10:30 AM – 12:00 PM MAGNOLIA 5

This workshop has two parts: Part 1 will identify and discuss the JOM requirements within a 477 plan. This section will discuss the basics of a JOM contract and is mainly geared for new JOM contractors and others who want to refresh their knowledge. Part 2 will focus on ideas and concepts of employment, training, and related services within a JOM program; and how a tribe's JOM program can integrate supplemental activities with a 477 Plan regarding employment and training as intended with the spirit of P.L. 102-477.

Jennifer Davis, Program Analyst/JOM Coordinator, Bureau of Indian Education

PL 102-477 Tribal Work Group

MON 1:15 PM – 2:45 PM MAGNOLIA 6

MON 3:00 PM – 4:30 PM MAGNOLIA 6

No description available.

Margaret Zientek, Assistant Director of Citizen Potawatomi Nation Employment and Training Program/Co-Chair of PL 102-477 Tribal Work Group, Citizen Potawatomi Nation

Re-Entry

MON 1:15 PM – 2:45 PM CEDAR

No description available.

Tony Fish, Director of Muscogee Creek Nation Tribes Reintegration Program, Muscogee Creek Nation

Daryl Legg, Director of Cherokee Nation Reintegration Program, Cherokee Nation of Oklahoma

Resume Building, Etiquette, and Tips

THURS 1:15 PM – 2:45 PM MAGNOLIA 3

THURS 3:00 PM – 4:30 PM MAGNOLIA 3

Offers detailed set-up, strategies and advice for the three main types of a resume. It covers most of the common resume sections: contact information, objective statement, education, and honors & activities. Each section offers advice about what to include and what not to include. People who are in the early stages of developing their resume will benefit from and it will be useful information to clients who have never developed a resume. In addition, useful websites for developing a resume will be provided.

Jessinna McBee, Career Specialist
Kimberly Martel, Career Specialist

Senior Community Service Employment Program 101

MON 1:15 PM – 2:45 PM PECAN

TUES 1:15 pm – 2:45 pm MAGNOLIA 7

An overview of SCSEP. The session will review certain aspects of SCSEP including • Grantee Roles and Responsibilities • Participant Services • Host Agencies Responsibilities • Employer Outreach • Administrative Standards and Procedures

Joncia Johnson, M.Ed., NICOA SCSEP SE Program Manager, National Indian Council on Aging

Talking Leaves – Education and Training for Native Youth

MON 3:00 PM – 4:30 PM MAGNOLIA 3

Learn about what Talking Leaves Job Corps in Tahlequah, OK has to offer young people for education and vocational training opportunities through the Job Corps Program. Job Corps is a free education and training program that helps young people learn a career, earn a high school diploma or GED, and find and keep a good job. For eligible young people ages 16 through 24 that qualify as low income, Job Corps provides the all-around skills needed to succeed in a career and in life. Visit the workshop and learn about the vocational training programs offered at Talking Leaves Job Corps, one of three Native American preference centers in the Nation.

*Jay Littlejohn, Center Director, Cherokee Nation of Oklahoma/
Talking Leaves Job Corps*

Temporary Assistance for Needy Families

MON 12:00 PM – 1:00 PM MAGNOLIA 5

This workshop will provide a basic overview of the Tribal TANF program, including factors for a Tribe to consider when deciding if it wants to operate a TANF program and the process for implementing a Tribal TANF program. The intended audience for this workshop is any tribe or tribal staff new to the Tribal TANF programs or a tribe with interest to pursue and administer a Tribal TANF program. This workshop will also serve as a refresher training for those already administering a Tribal TANF program.

Felicia Gaither, Director, Division of Tribal TANF Management/OFA-ACF-DHHS, DOI/BIA/ISD/Division of Workforce Development

TERO Enhancement of WIOA and Career Pathways

WED 3:00 PM – 4:30 PM MAGNOLIA 3

This workshop will speak to the development of The Career Pathways Program utilizing the Tribal TERO. Specifically the construction Sector although not limited to this sector. We will address how the advantage of these two programs can enhance skills training through NCCER (National Center for Construction Education and Research), and apprenticeship training. The presentation will share strategies that enhance the TERO relationships with outside contractors as well as development of trainee positions for Tribal Department.

Andy Miritello, Employment & Training Department Building Trades Instructor/TERO Supervisor, Gila River Indian Community

The Art of Monitoring Child Care Providers

TUES 3:00 PM – 4:30 PM MAGNOLIA 5

Going into a person's home or center to monitor for compliance can be uncomfortable as well as stressful. This session will identify and elaborate on the skills, tools and strategies which will assist staff that monitor child care facilities. There will be interactive exercises to illustrate the variety of challenges which they will encounter as well as provide approaches to help difficult issues.

Judy Collins, Technical Assistance Specialist for Child Care Licensing, National Tribal Center

The Development and Submission of a P.L. 102-477 Plan

WED 10:30 AM – 12:00 PM MAGNOLIA 5

WED 3:00 PM – 4:30 PM MAGNOLIA 5

Introduction to PL 102-477 plan workshop, PowerPoint Slides on PL 102-477 Plan Development, Spread Sheets on required Plan Elements and Approval time frame, and discussion/questions.

Jeffrey Barwick, DOI / BIA Workforce Development Specialist, Department of Interior / Bureau of Indian Affairs

Vincent Romero, Director, Taos Pueblo Employment & Training Division

Maria Chacon, Case Manager/ Taos Pueblo Employment & Training Division

The New GED Road Show for Indian Country

WED 3:00 PM – 4:30 PM MAGNOLIA BALLROOM

THURS 10:30 AM – 12:00 PM MAGNOLIA BALLROOM

Join us for a 2014 GED discussion panel. The new 2014 GED effective January 1, 2014 is used by Indian ET programs working in partnership with State adult learning offices. In turn, States work in partnership with the GED Testing Service. This panel presentation is a gathering of Tribe/State with the GED Testing Service to share our Native experience assisting individuals attain a high school equivalence. GED Testing Service will provide an overview of their tools and strategies aimed at helping students achieve a brighter future.

Landra Albery, Manager of Career Literacy, Career Services, Cherokee Nation

Oklahoma State Department of Education, Adult Education

Rafael Diaz & Amber Williams, GED Testing Service

Kay Seven, Adult Education Program, Nez Perce Tribe

The Power and Personal Sovereignty of Problem Solving

WED 10:30 AM – 12:00 PM MAGNOLIA BALLROOM

This energetic, hands-on session will highlight the inherent mathematical ability of Native people. Math comes easy to us as children yet we struggle as we get older, and are least likely to choose a math-based profession. This session will focus on strategies for maximizing and integrating this ability. The foundation of mathematics is problem solving and problem solving is simply defined as what we (human beings) do when we don't know what to do. We face challenges every day in both our private and professional lives. In this sense, we use mathematics every day. Participants will learn how to use their natural problem solving ability and apply it in various situations. Come, have fun, and be empowered!

RunningHorse Livingston, CEO, Mathematize, Inc.

Traditional Parenting Techniques

MON 3:00 PM – 4:30 PM OAK

No description available.

Paula Star, Executive Director, Southern California Indian Center, Inc.

Tribal and State Vocational-Rehab: Lighting the Path

TUES 1:15 PM – 2:45 PM MAGNOLIA 3

Consists of a 6-8 panel of Tribal & State Vocational Rehabilitation directors, program managers, and counselors. We will explain some history of our unique working relationship, our MOU and how we share joint cases. We will also show a 20 min DVD co-produced by the two agencies and will strongly encourage questions and answers throughout the presentation.

Rowana J. Condry, Vocational Rehabilitation Counselor, Iowa Tribe of Oklahoma

Carmaleta S. McQuay, Rehabilitation Specialist, Oklahoma Department of Rehabilitation Services

Michelle Wilson, Director Chickasaw Tribal VR Program, Chickasaw Nation

Gladys Monroe, Visuals Services Counselor, Oklahoma Department of Rehab Services

True Colors in Poverty

THUR 10:30 AM – 12:00 PM OAK

No description available.

Lana Chanda, Employment and Training Director, Gila River Indian Community

Uncovering and Fostering your Inner Entrepreneur

TUES 10:30 AM – 12:00 PM PECAN

TUES 1:15 PM – 2:45 PM PECAN

A basic training on how to develop your clients as entrepreneurs. This session will be focused on the “how to”, “reality of”, “access to” and “sharing of” tips, steps and processes to starting a business. As an Indian entrepreneur of over 27 years, and advocate for Indian Country business success; we have developed a training that has real information for assisting anyone wanting to become a business owner. We will provide an overview to identifying your traits for being an entrepreneur and how that will affect the type of business you may want to start; business planning; business structures; tribal policies; and access to start up funds/capital.

Tracy Stanhoff, President – American Indian Chamber; VP, SoCal Indian Ctr, Southern California Indian Center

Uniform OMB Guidance: Administrative Requirements

MON 1:15 PM – 2:45 PM PINE

WED 10:30 AM – 12:00 PM PINE

An overview of the new Uniform Guidance Subparts C and D. Subpart C – Pre-Award requirements covers how the Uniform Guidance changes federal agencies’ funding opportunity announcements, grant reviews, and award of grants. The discussion of Subpart D – Post Federal Award requirements provides an overview of changes the Uniform Guidance makes that will impact grant operations and policies. Additional material from the Uniform Guidance is covered in two companion modules, OMB Uniform Guidance: Overview and OMB Uniform Guidance: Cost Principles.

Charles Watts, U.S. DOL Accountant, U.S. Department of Labor Employment and Training Administrative Financial Management and Administrative Services Division

Mary Zmudczynski, Accountant, ETA

Uniform OMB Guidance: Cost Principles

MON 3:00 PM – 4:30 PM PINE

WED 3:00 PM – 4:30 PM PINE

Take an in-depth examination of the consolidation of three sets of circulars into one piece of uniform guidance related to cost principles. The general principles governing the allocability, allowability, and reasonableness of costs to the federal award will be discussed. New definitions as well as significant changes to selected items of cost will be reviewed. The module also highlights DOL’s exceptions to the Uniform Guidance published at 2 CFR Part 2900. Additional material from the Uniform Guidance is covered in two companion modules, OMB Uniform Guidance: Overview and OMB Uniform Guidance: Administrative Requirements. *Charles Watts, U.S. DOL Accountant, U.S. Department of Labor Employment and Training Administrative Financial Management and Administrative Services Division*
Mary Zmudczynski, Accountant, ETA

U.S. and International Careers with the U.S. Department of State

THURS 1:15 PM – 2:45 PM MAGNOLIA 2

THURS 3:00 PM – 4:30 PM MAGNOLIA 2

General Careers Information Brief on the U.S. Department of State, describing three main career fields: Civil Service (U.S. Based); Foreign Service Specialists (technical backgrounds, such as IT, Doctor, etc.) & Foreign Service Officers (Diplomats – negotiations, reporting, political, economic, public diplomacy, administration, consular); and Student Programs, including Internships and Fellowships for university-level students. Will also describe main Federal Employment Website to apply for most federal jobs: how to create an account, basic navigation skills, build a resume, etc. Will use PowerPoint, video’s, Q&A session.

Robert Andrew, Diplomat in Residence, U.S. Department of State

Using Behavioral Assessments to Improve Communications and Soft Skills in the Workplace

TUES 10:30 AM – 12:00 PM MAGNOLIA 3

Understanding how people communicate is the first step toward effective communication and healthy relationships in the workplace. During this interactive 90-minute presentation, Certified Behavioral Specialists, Katreena Hayes-Wood of Strive for Students will administer an abbreviated version of the DISC Assessment, which she uses in her two and three-day Work Readiness Training program. Participants will learn about the different communication styles, understanding their own behavioral style and how to use that information to make career decisions and become more effective at work by improving their soft skills and communication in the workplace. Attendees will receive a link to take a complimentary, full-version, DISC Assessment. *Katreena Hayes-Wood, Owner, Strive for Students (A Division of Career Services Network, LLC)*

Using Data to Tell Your Story

TUES 1:15 PM – 2:45 PM MAGNOLIA 5

Presenters are CCDF Peer Learning and Leadership Network, Tribal Child Care Fellows. They will provide information about Data Collection and Analysis and provide tips on using data to tell your program story to Tribal Leaders, Federal Officials and other elected government leaders.

*Tammy McCord Charles, Director of Education, Wyandotte Tribe
Carolyn Codopony, Child Care Coordinator, Comanche Nation*

Using Interactive Classroom Tools to Teach Important Life Skills

WED 3:00 PM – 4:30 PM PECAN

Engaging your participants in the learning process is the best way to improve retention of the classroom topic.

Join Career Development Specialist and professional trainer, Katreena Hayes-Wood for this 90-minute presentation where she will discuss a variety of ways to engage your students including playing one of her most popular workshop games: The Family Budget Game™ that teaches participants how to budget their money, pay bills and save for the future.

Katreena Hayes-Wood, Owner, Strive for Students (A Division of Career Services Network, LLC)

WIOA Best Practices: Are We Ready?

WED 3:00 PM – 4:30 PM OAK

THURS 3:00 PM – 4:30 PM CEDAR

Interactive Workshop based on best practices used on Common Causes that staff, both 477 and 166, see in programs and workshops. Questions asked in a peer to peer roundtable that concerns their job development: sex offenders, older workers, returning clients with disabilities, hacking work history, homeless, halfway houses, and veterans. An end of day workshop, on next day based questions left unanswered – discussion.

Kathy Atkins, Business Owner, Redbird Consulting & Events

WIOA Proposed Rules and Regulations

THURS 10:30 AM – 12:00 PM CEDAR

THURS 1:15 PM – 2:45 PM CEDAR

Provides WIOA Directors and staff with the changes that have been made to the Native American Employment and Training program as the result of the passage of the Workforce Innovation and Opportunity Act WIOA. Topics to be covered are eligibility requirements under WIOA, changes in allowable program activities, membership to State and local workforce investment boards (LWIBs) and One-Stop Center / American Job Centers, MOU's with LWIBs and changes to competition and 4-year plans. This workshop will also discuss what has "not" changed from WIA to WIOA.

Duane Hall, Federal Project Officer, U.S. Department of Labor Employment and Training Administration Division of Indian and Native American Programs

2015 NINAETC WORKSHOP PRESENTERS

Landra Alberty has worked at Cherokee Nation for 28 years, first as an Adult Education Teacher and then as a GED Examiner/Testing Coordinator. She is responsible for overseeing three assessment sites and administering over 95 different computer based tests offered through PearsonVue which include the GED; CEOE (Certification Examinations for Oklahoma Educators); Cisco; and CompTia. In addition to the PearsonVue Tests, the assessment sites also administer MOS (Microsoft Office Certifications), the OKCIS (Oklahoma Career Information System) assessment and the ACT WorkKeys Career Readiness Certifications. Landra is a graduate of Northeastern State University with a Bachelor of Science in Education. Prior to working for Cherokee Nation, Landra taught in the public school system.

Mark W. Allen has been employed as an Environmental Protection Specialist at EPA Region VI Office of Environmental Justice and Tribal Affairs since March of 1998. Duties include General Assistance Program (GAP) Grant Project Officer, Tribal Liaison, Tribal Ombudsman, Consultation Coordinator, and Environmental Justice contact for the State of Oklahoma. Mark has also been a Special Emphasis Program Manager for the Region. In addition, Mark has over 25 years experience working for and with Tribes and Tribal organizations. Mark currently is a member of the Board of Trustees at the Urban Intertribal Center of Texas. Mark was born in Tahlequah, Oklahoma. Graduated from Anadarko High School, attended Haskell Indian Junior College, (Now Haskell Indian Nations University), Northeastern Oklahoma State University, and Graduated from Dallas Baptist University in 1993 with bachelor degrees in Business Administration, and Psychology. Mark is a member of the Muscogee (Creek) Nation.

Robert B. Andrew is a Foreign Service Officer in the U.S. Department of State and is currently the Diplomat in Residence for the Central Region of the United States (Oklahoma, Arkansas, Missouri, Kansas, Nebraska, North and South Dakota). He was most recently the Political Section Chief at the U.S. Embassy in Stockholm, Sweden from 2011-2014. In that capacity, he reported extensively on Sweden's evolving relationship with NATO as well as Sweden's leading role in the European Union's outreach to Eastern European countries. Prior to the posting in Sweden, Mr. Andrew served as the Deputy Political Counselor at the U.S. Embassy in San Jose, Costa Rica from 2007- 2010, working closely with Costa Rican authorities to help train and equip their police force to combat drug trafficking. As the political-military officer at the U.S. Embassy in Moscow from 2005-2007, Mr. Andrew reported on Russia's defense and security policies. He also served in several capacities within the U.S. Embassy in Mexico City, Mexico from 2003-2005. Before joining the Foreign Service, Mr. Andrew was a U.S. Army officer from 1989-2002, during which time he earned the Army Commendation Medal with Valor for his actions in Iraq in Operation Desert Storm in 1991. He has served in Fort Hood, Texas; Fort Sill, Oklahoma; and Presidio of Monterey, California. Born in Norman, Oklahoma and raised in Northern California, Mr. Andrew has a Bachelor of Arts degree in Political Science from California State University, Chico and a Master of Arts

in National Security Affairs from the Naval Postgraduate School in Monterey, California.

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 Nation Indian and Native American Employment and Training Conference. Ms. Atkins is a graduate of Leadership Middle Tennessee and Board Member, Governor appointed to the Middle TN. Regional Transportation Board and is a consultant to the NY Six Nation Agricultural Society. Ms. Atkins is a recipient of the Tennessee Native American Eagle Award and was featured in the Well Nations Magazine and is an award winner of the National Conference for Community Justice. She was also featured in 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 Native American related issues and is a business owner of Redbird Consulting and Events.

Jeff Barwick is a current Workforce Development Specialist in the BIA. Jeff is a Veteran of the U.S. Army who worked 14 years in public and private human services areas before graduating from the College of Menominee Nation and working the Menominee Indian Tribe for years as a Prevention Specialist and AODA Counselor before becoming a Job Counselor with the tribes P.L. 102-4 77 Job Placement and Training Program. Jeff has spent 6 years working for the Bureau of Indian Affairs in Washington D.C.

Edgar Blunt, co-founder and current CEO of Career Pillar, is a social entrepreneur, avid learner, professional advisor and coach. He is a California native and is committed to making a positive difference in people's lives. Career Pillar, a company that develops video-based tutorials which empower job seekers to increase their confidence in and create personalized strategies for selecting, landing, and keeping a career, has partnered with Native American organizations in: Alaska, California, Nevada, Washington, South Dakota, Wisconsin, Minnesota, and Missouri. Together with our partners we are helping end users, job seekers young and old, achieve their goals of securing meaningful, sustainable employment. Often referred to as "Student Activities Director", Edgar has a great passion for people. He is energized by laughter, transformative social change, innovative collaboration, as well as getting down on the dance floor (with or without a karaoke mic). Edgar possesses a BS in Education from CSU, Fresno.

Patti Boulanger is a consultant for the National Center on Tribal Child Care Implementation and Innovation (NTC). Patti has 13 years of experience in providing training and technical assistance to Child Care and Development Fund (CCDF) grantees. Prior to working as a consultant, she served as a Children and Families Program Specialist for the Administration for Children and Families for over 10 years, working with State and Tribal programs in Region VI.

Gina Bundy is the Intensive Employment and Social Services Case Manager at Citizen Potawatomi Nation in the Employment & Training Department as part of P.L. 102-477. Being part of this department has challenged her to find creative ways to overcome barriers and other obstacles. She is actively involved with the other employment counselors in teaching employment classes & providing motivation to participants that may not otherwise have the motivation to succeed. Gina has spent more than 25 years in Customer Service dealing with people including supervisor positions, etc. When she came to Employment & Training, she really wanted to be able to impact lives in a positive way as she does know how important it is to have that person on your side. In 2013 with the Social Services duties, Gina assisted with disaster relief due to the large number of Tribal members affected and has taken FEMA certified courses since that time. Gina has also attended classes at the Emergency Management Institute in Maryland and taken other related courses locally. Gina really enjoys all of the hats she is able to wear as part of her job and there is never a dull moment in the office.

Maria Elena Chacon is a Case Manager for Taos Pueblo Education and Training Division in Taos, New Mexico, and has been employed by Taos Pueblo since January 2013. Maria Elena has spent 14 years previous to her employment with Taos Pueblo in Education & Training Advisement and Supportive Services in Northern New Mexico Covering close to 8000 sq miles. Before becoming involved in Education and Training Maria Elena spent 9 years as a hospice, urgent care and home health nurse.

Lana Chanda has served as the Director of the Employment & Training Department at Gila River Indian Community for 25 years. Lana has a BA in Psychology and an MA in Student Personnel. She began her Workforce Development experience with the CETA Program as a CSE participant. She went on to become a CETA Youth Counselor in the Program. She also worked as Assistant Director for Residence Life at the University of Pittsburgh prior to relocating to Arizona where supervised Resident Assistants and Directors and developed training programs in residential halls for college students. 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 the Vice Chair of the Nineteen Tribal Nations Workforce Investment Board Member (NTNWIB), Chair of the State NTNWIB Youth Advisory Council, Chair of the Tribal WIA Directors. Lana holds two certifications as a True Colors Trainer, in the areas of Basic Awareness and Team Building. Most recently she was successful in acquiring a 3 million dollar Workforce Innovations Grant for Gila River Indian Community to develop a first ever Native American Career Pathways System on reservation land, where she now serves as the project lead.

Lynette Clark graduated with a Bachelor of Science degree in Zoology and a minor in Chemistry from Northern Arizona

in 2003. She then received her Master of Arts degree in Secondary Education from University of Phoenix in 2011. Lynette is the Curriculum Specialist for Career Pathways. She 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 gets to use her education, knowledge of science, and organizational skills to build program and help others be successful.

Terrence Clark is a Training Coordinator for the Florida Governor's Council on Indian Affairs, Inc. He has worked with the Council for over 20 years in assisting participants from the days of the JTPA program through WIOA. He is also the Information and Technology person for the council and keeps their computers and network up and running. Terry has been teaching BearTracks and BearTracks 2 at conference for at least 13 years and has traveled to do custom sessions with individual Grantee's and Tribes. With his knowledge of computers and experiences with participants he is able to understand and appreciate difficulties other Case Managers have in performing their day to day duties. He also on the IT Workgroup which is responsible for the creation of BearTracks and the subsequent revisions. He takes the feedback he gets from teaching to the IT Workgroup and recommend changes that express to him. Terry has Bachelor Degree from Florida State University and is a Microsoft Certified Professional.

Judy Collins has worked in the field of early care and education for over 40 years. Her Masters in Child Development has supported her work as a preschool teacher, director of a child care center and varied positions within the child care licensing program in the state of Oklahoma. While Licensing Coordinator for the State, Ms. Collins was one of the architects to develop and implement Oklahoma's successful Reaching/or the Star's Quality Rating and Improvement System (QRIS). She is a nationally recognized expert in child care licensing policy and regulation and has served as a consultant with more than 30 states and 2 territories as they have worked to improve their licensing programs. She has extensive experience working with Tribal programs across the country, particularly in the areas of health and safety and emergency preparedness. Ms. Collins served as president of the National Association for Regulatory Administration, worked as a State Technical Assistance Specialist for the National Child Care Information Center and as a Senior Content Specialist for the Tribal Technical Assistance Center. Currently she is a Technical Assistant Specialist in Child Care Licensing for the National Tribal Child Care Implementation and Innovation Center.

Robin Counce is the Director of the Career Development Program for the Choctaw Nation of Oklahoma. Under the Career Development's umbrella are both the Choctaw Asset Building Program (CAB) and the Native American Business Resource Center (NABRC) Program. The Career Development Program provides Career Guidance services

to Choctaw Tribal members across the U.S. including academic remediation, employment services as well as tuition assistance for tribal members wishing to pursue an industry license or credential. The CAB program is a matched savings program that can be used for post-secondary education, business capitalization or first-time homeownership. The NABRC is a program that provides relevant economic development services that support Native American businesses. The Career Development program is certified as a High Performance Career Development by the Centers for Credentialing. Robin has 24 years of experience in primary, secondary and career and technical education working as a teacher, administrator and career counselor. She has presented at numerous state and national educational conferences, sharing the program successes of career education. Robin holds a MS in Education Administration and is a certified Marketing and Business Educator. She is currently a Master's candidate in Native American Leadership. She is a Certified Global Career Development Facilitator (gCDF) and recently obtained the Instructor Level gCDF.

Jennifer L. Davis is a member of the Navajo Nation and is also a 1/4 Hopi and 1/4 Gila River Pima. She was born for the Hopi Sun Clan and belongs to the Navajo Edge Water clan. She grew up in Window Rock, Az. which is the capitol of the Navajo Nation. She works as a Program Analyst with the Bureau of Indian Education located in Washington, D.C., and started her new position in December 2014. She also serves as the federal Coordinator for the Johnson O'Malley Program nationwide. Ms. Davis has been a federal employee for 22 years and has worked as an educator for 34 years. She's taught children (infancy-21 yrs. of age) in special education, general education, adult basic education and higher education. Her prior employment involves working within BIE schools; the Phoenix Union High School District; the Gila River tribe; the U.S. Dept. of Education; Indian Health Service and the Phoenix Agency. Prior to her new position, she worked in a youth regional treatment center. Her academic background includes: an undergraduate degree (B.A.E.) in secondary education from Arizona State University; a Master's degree (M.Ed.) from the University of Phoenix in Education Leadership & Policy Studies; and from The Pennsylvania State University, a Master's degree (M.Ed.) in Special Education and being a current Doctoral Candidate in the Education Leadership & Policy Studies program.

Rafael Diaz has worked for GED Testing Service since 2014 as a state relationship manager working closely with stakeholders at all levels in 7 states. He was formerly a college instructor for two years and is a previous policy director for San Antonio City Council. His previous experience includes advocacy and public relations consulting for non-profits, elected officials and private sector companies. He is a Texas native and is based out of San Antonio.

Francis Dunne, CPM

I am a Vietnam Veteran honorably discharged from the US Air Force as a Sargent. I have been directly involved with the workforce development discipline including the Job Placement & Training program (revised its regulations

twice) for 35 years. Along the way I have been a BIA Regional Office Program Officer, a BIA Field Officer, a BIA agency Superintendent and an Acting Division Chief in Washington, D.C. I have been associated with the P.L. 102-477 "477" program since shortly after the Bill became law and was in D.C. when the first plan was approved and signed by the AS-IA. For the last 10 years, I have been the Supervisor of the Washington based Division of Workforce Development which includes the "477" program. In addition, for the last 6 years, as an Awarding Official Technical Representative (AOTR), I have concentrated on the Alaska group of "477" contractors, which by the way, has been an honor. Working with our AOTRs, our "477" contractors nationwide, and our Tribal Work Group has been one of the best experiences of my life. Were that not so, I might have retired 8 years ago when I was eligible. P.L. 102-477, when maximized, is one of the most empowering pieces of Indian Legislation that has come along in a long time.

Mitch Factor is one of the top Indian comedians in the United States. Mitch has performed for thousands over the last ten years from Anchorage Alaska to Germany and most of Indian country. The fast pace and high energy comedy of Mitch Factor is a breath of fresh air and simply something new. His topics include children, relationships, teachers, getting older and Indian way of life. His comedy also includes original characters such as "Joseph From Up Nort" who sings an original blues song titled "Fry Bread Momma, Why Did You Sit On my Dog and Kill Him?" and "Garage Sale Babe". Mitch has performed for National Indian conferences, casinos, Indian music festivals, POW WOWs, Indian Head Start programs, Indian banquets and private corporate events across the United States.

Mitch Factor is a Seminole and Menominee Indian who was born the youngest of ten and raised in Oklahoma. Mitch has also been involved in Indian Head Start since the early ninties and has served as a teacher as well as an education manager of Head Start. Mitch performs comedy simply because he loves to see people laugh together.

Tony Fish is an enrolled member of the Muscogee (Creek) Nation and serves as Director of the tribes Reintegration Program. Tony received his education from Mid-America Christian University studying Criminal Justice Management and Public Administration. In March of 2005, Tony assisted in the development and implementation of the first ever tribal reintegration program for ex-prisoners. During his tenure, the Reintegration Program has received High Honors from Harvard University Honoring Nations Project on American Indian Economic Development and semi-finalist from the Ash Institute for Democratic Governance and Innovation. Through his Leadership, Tony has been able to secure funding to build a regional transitional living facility for returning citizens. Tony has been an advocate for prisoner re-entry speaking at national forums and has been instrumental in working with Oklahoma State Legislature in reform of current justice practices. Tony traveled to Peru and spoke on prisoner re-entry and the effects it has on indigenous people. In 2012, Tony assisted in founding the Oklahoma Inter-Tribal Re-Entry Coalition for all tribes to

promote public safety and best re-entry practices. Prior to coming to the Muscogee (Creek) Nation, Tony worked for the Davis Correctional Facility as a Correctional Officer, Field Training Officer, member of the Security Threat Group Task Force, and Security Sergeant. Tony is currently the Chairman for the Wetumka Indian Community and Vice Chair for the Board of Directors of the East Central Oklahoma Family Health Center, Inc.

Casey Lee Fox is an enrolled Arikara of the Three Affiliated Tribes on the Fort Berthold Reservation in North Dakota. Casey has accumulated over 25 years of aviation leadership/management experience: commercial & military aviation programs - 19 years; United States Marine Corps F/A-18 Avionics Maintenance/Quality Inspector/Supervisor - 6 years. Casey volunteers personal time toward supporting the following events/organizations: Science, Technology, Engineering, Math (Compton), Special Olympics (Long Beach) and Veteran Affairs Hospital Operation Stand Down (Compton), Southern California Indian Center Board of Director Member (Fountain Valley), JPR Diversity In Leadership Conference (Long Beach). Casey is also pursuing a Doctorate of Education in Organizational Leadership from Pepperdine University in the research area of Native American Women & Leadership.

Felicia Gaither is the Director for the Division of Tribal TANF with the U.S. Department of Health and Human Services, Administration for Children and Families, Office of Family Assistance (OFA). Dr. Gaither is responsible for the oversight and administration of the Tribal TANF Program, Native Employment Works Program and the Tribal TANF Child Welfare discretionary grants, providing technical assistance and guidance to Regional Offices, states, and Tribes administering the TANF program throughout the Nation. Previously Dr. Gaither served as the Region VIII-Denver Program Manager in OFA where she was responsible for providing technical assistance and guidance to state and tribal administrators in Colorado, Montana, Utah, Wyoming, South Dakota and North Dakota. Dr. Gaither has years of experience working in human services. She has served in many capacities working for a variety of organizations at the local, state and federal levels. Dr. Gaither received her Bachelor of Arts in Political Science from the University of Nebraska, earned a Master's degree in Public Administration from Wichita State University and has earned a PhD in Human Services from Capella University.

Jon Grant, As a Grant Writer and Project Manager, Jon Grant develops funding programs for Indian tribes. With more than 24 years of experience in Grant Writing, Project Development and Program Management, Mr. Grant has been an adjunct instructor for Falmouth since 2004. Prior to his current position, he most recently worked for Dry Creek Rancheria in Healdsburg, California as the grant and Contract Writer, where he was responsible for new grant development, BIA 638 contract negotiation and compliance, and assisted in assuring grant compliance with agency requirements and OMB Circulars. He has successfully written grant applications for: U.S. Dept of Energy; U.S. Dept of Justice

(BJA, TCAP and OJJDP); U.S. Dept of Interior (BIA and NPS); Institute of Museum and Library Services; U.S. Dept of Education; U.S. Dept of Health and Human Services (ACF, ANA, Children's Bureau, SAMHSA); U.S. Dept of Agriculture (Rural Development); U.S. Dept of Transportation; U.S. Dept of Commerce (Economic Development Administration); State of California (Caltrans and Office of Emergency Services). Mr. Grant has been a Project Director for two medium sized substance abuse prevention programs and Temporary Assistance for Needy Families (TANF) programs for American Indian tribes. His background also includes child welfare and juvenile justice services. He has extensive experience in Social Services including TANF and Child Welfare development including the development of four TANF programs and three child welfare systems. He also assisted in the development of three tribal courts. Mr. Grant holds a B.S. in Psychology from Missouri State University. He is committed to continually upgrading and expanding his skills and plans to complete his Master's Degree in Public Administration.

Duane Hall 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, TX from 1989 to 1993. Duane has also been a part-time GED teacher for the Dallas Independent School District and the Montgomery County School District in Bethesda, MD where worked evenings teaching GED classes. Duane was the lead staff person for the DINAP office in writing the proposed WIOA regulations Duane is a member of the Crow Cree Sioux Tribe and a Native South Dakotan.

Jamie Hamil, currently works as a Career Counselor with Choctaw Nation Career Development Program, and has been with the program since July 2007. Before starting with Choctaw Nation Career Development program, she was employed, at Durant High School as a Spanish Teacher from 2003 through 2007. She received her Bachelor of Arts degree in Spanish Education and her Master of Education degree in School Counseling from Southeastern Oklahoma State University. She is a 6 year member of the National Career Development Association, and a lifetime member of the National Association of Workforce Development Professionals. Jamie is a certified School Counselor with the state of Oklahoma and is nationally certified as a Global Career Development Facilitator. She has presented at the National Career & Technical Education Equity Council Conference as well as at the International Association of Workforce Professionals Oklahoma Chapter Conference.

Vickie Hanvey currently serves in the capacity of Self Governance Administrator for the Cherokee Nation. She has served the Nation during the past four administrations in various capacities and responsibilities. Ms. Hanvey has also performed services as an On-site Review Consultant for the American Indian Headstart Bureau and serves on the Early Childhood Unit Policy Council for the Tribe. She is currently serving on the ACF Tribal Advisory Committee and the DOI Self Governance Advisory Committee and is also a member of the TSGAC and SGAC Technical Workgroups as well as a

variety of national tribal/federal workgroups. She is the CSC Workgroup Tribal Representative for the DOI Eastern Oklahoma Region.

Ms. Hanvey has a Masters Degree in Business Administration, is a Certified Public Accountant and a Certified Fraud Examiner. She is an adjunct instructor for the Business College at Northeastern State University in Tahlequah. Ms. Hanvey is a Cherokee citizen and a life-long resident of Westville, Oklahoma. Vickie and her husband, Skip, have three children and pastor a local church. She was named the "2011 Mother of the Year" by the University of Oklahoma Parents Association and Campus Activities Council.

James Henry an enrolled member of the Estom Yumeka Maidu of the Enterprise Rancheria is the Tribal Child Care Specialist for the Program Operations Division with the U.S. Department of Health and Human Services, Administration for Children and Families, Office of Child Care (OCC). As a long-time public servant; Mr. Henry has accumulated over 15 years of federal services, of which five plus have been with OCC providing technical assistance and guidance to Regional Offices and Tribes administering the Child Care and Development Fund (CCDF) program. He is familiar with The Indian Employment, Training and Related Services Demonstration Act of 1992 (P. L. 102 477) which permits tribal governments to consolidate a number of federal programs including the CCDF program to streamline tribal services. As a member of the P. L. 102-477 Flexibility Work Group has contributed ideas and worked on the development of the 4 77 Checklist and the new 4 77 reporting forms.

Dawn Hix, M.Ed. GCDF, is currently the IDA Coordinator at Choctaw Nation of Oklahoma. Being a proud native of southeastern Oklahoma has given her insight to the culture of rural economics. Her passion is to empower tribal members with the knowledge needed to achieve their financial dreams. She currently serves on Oklahoma Native Asset Coalition Leadership Team.

Kim Houston, I am originally from Tahlequah Oklahoma but currently reside in Claremore. I have three children and one grandchild. I attend Little Rock Baptist Church in Locust Grove Oklahoma where I am the church secretary along with a member of the praise and worship team. I enjoy attending church functions, outings with my family and occasionally looking for bargains at local yard sales. I have been with the Cherokee Nation for 14 years with 3 1/2 of those years in the Commerce Department. I am the Self-Sufficiency Supervisor for the Mortgage Assistance Program where we offer \$20,000 for closing cost and down payment assistance towards a home purchase. We also offer financial coaching to guide our clients with better money management.

Joncia Johnson is the SC SEP Southeast Region Program Manager for the National Indian Council on Aging whose mission is to advocate for the improved comprehensive health, social services, and economic well-being for American Indian and Alaska Native Elders Prior to joining NICOA she was a Professor at Oklahoma City Community College teaching Political Science. Ms. Johnson has several years un-

der her belt as a Program Manager with Title III programs and service including, caregiver services, grandparents raising grandchildren, senior nutrition, and senior centers. Ms. Johnson graduated with a Master's degree of Political Science and Public Administration in 2014 and with a Master's of Education-Gerontology from the University of Central Oklahoma in 2011. She hold a Bachelor's in Sociology - Juvenile Delinquency and Treatment from Oklahoma State University. Ms. Johnson is a leadership scholar through the American Society on Aging and the University of Oklahoma's Geriatric Education Center. In her spare time she is involved with several community organizations: the Upsilon Theta Omega Chapter of Alpha Kappa Alpha Sorority, Inc., Sigma Phi Omega Gerontology Honor's Society and Gamma Phi Beta Service and honors Society. She is also a mother to two beautiful young ladies Lyric, age 12 and McKinzey, age 10.

Lorna Juvinel is a Tulalip Tribal member, who has lived and worked within the Tulalip community for most of her life. She earned a Bachelor of Science in Psychology from University of Washington and studied advanced psychology in the Doctoral program at Antioch University, including specializations in Child and Family Systems; Adult Integrative therapy and Forensic Psychology. Within the Tulafip Tribes organization, Lorna has worked in the Human Services Departments as a Mental Health Case Manager, Chelh (ICW) Manager, and Senior Manager of Adult Services. She is currently the Tulalip 477 /TANF Training Coordinator and is certified as a facilitator for Dependable Strengths, Bridges out of Poverty and Building Native Communities: Financial Skills for Families. She has 3 grown sons and four grandchildren, loves to travel and is an avid Crossfitter.

Michael Kheyfets has over 18 years of experience in high technology. Throughout his career at Aztec Software, Mr. Kheyfets has helped pioneer much of the company's innovation and growth, with a focus on student success and outcomes. Mr. Kheyfets joined Aztec in 2003 and has held many roles in the company, giving him a clear understanding of the day-to-day operations. Mr. Kheyfets has spoken at conferences both domestically and internationally on various topics, including technology and education. Mr. Kheyfets sits on the board of various non-profits including his local Board of Education.

Denise Kranhold has been the 477 / Employment and Training (ETDemo) Adult Ed. Coordinator for the past 17 years. She has been a dynamic staff participant in many areas of this program such as Job Readiness Instructor, Professional Empowerment Program consultant, Case Manager to Tech bound students, GED Instruction / Support staff. In her position she has provided a wide variety of services to numerous participants. She has been an active member with the South Dakota Association of Lifelong Learning (SDALL) board since 2000, and was awarded the Adult Educator of the year award in 2009. Denise has personally experienced many of the same struggles as her students. She has compassion as well has high expectations for all people. Denise possesses high energy and a love for learning, teaching and

coaching. She firmly believes that Education is empowering and the door to your future! She is dedicated to helping others to make positive change in their lives and has a strong belief in the power of change! Denise has been using Career Pillar in her Job Readiness Classroom for over a year and has had some excellent success. Denise holds an AA in Social Services as well as a BS in Sociology with emphasis in Human Services and Criminal Justice from NSU, Aberdeen SD.

Daryl Legg has been employed with Cherokee Nation since 2006. He attended CASC and received his AA in Psychology. He then attended Northeastern State University where he earned a BA degree in Psychology and Minor in Social Welfare. After graduation he went to work full-time for the Cherokee Nation to work as a Vocational Rehabilitation counselor. Today, he is the Director of Economic Development and the "Coming Home" re-entry program. Assisting with removing barriers through vocational training and economic development is Daryl's passion. In June of 2014 Daryl received the "Champions of Change Award" from the Whitehouse for his efforts on Re-Entry to Employment. Daryl was recently elected as City Commissioner for Ward 4 in Sallisaw and is excited about serving the community.

Kenneth A. LeMieux is a Bear clan member [Hoti'hu] with the Wisconsin Ho Chunk Nation. He works as the DWD Program Coordinator with additional duties as an Awarding Official Technical Representative (AOTR) for (18) eighteen tribes within the Department of the Interior/Bureau of Indian Affairs/ Office of Indian Services/ Division of Workforce Development.

Jay Littlejohn, has been in his current role as Talking Leaves Job Corps Center Director since the fall of 2009. Job Corps is a career technical training program contracted by the Cherokee Nation and administered by the U.S. Department of Labor. Prior to taking the reigns as center director, he served in several different capacities within the Job Corps family since early 2000. Some of which include, GED Instructor, Business & Community Liaison and Outreach Admission/Career Transition Services Manager, giving him the experience and leadership skills necessary to make this program a success. After receiving his bachelor's degree in Business Administration from Northeastern State University in 1998, Littlejohn immediately began his career with Cherokee Nation as a human resources analyst. Two short years later, he began his tenure with Talking Leaves. Under his leadership as center director, Talking Leaves has excelled in both academics and vocational training and continues to trend upward while focusing on preparing trained applicants for area employers. Littlejohn and his wife Michelle, currently live in Tahlequah and have two sons, Hunter and Tyler Littlejohn. Hunter is a sophomore at Northeastern State while Tyler is a senior this year at Tahlequah High School.

RunningHorse Livingston is the founder and CEO of Mathematize Inc., whose mission is to promote education and educationally related opportunities for Native people. RunningHorse, a nationally recognized educator and consultant, has spent 13 years helping teachers across the coun-

try make sense of their roles in the age of Common Core standards and making schools more constructive places for Native children. He is an expert in mathematics instruction and school reform. A member of the Bad River Band of Lake Superior Chippewa, he has for the past 10 years, provided professional development to teachers, school administration, school boards, and tribes around the nation in the areas of mathematics, and school and tribal professional relations. RunningHorse's hundreds of hands-on workshops and conference presentations are known for being thoughtful, practical, and entertaining. He has spoken at dozens of prominent conferences in the United States. Throughout the year, RunningHorse travels to both public and tribal school districts to assist in the implementation of culturally responsive pedagogy. Most recently, RunningHorse contributed his pedagogical insight to an exploratory study by the Mid-continent Research in Education Laboratory into the effectiveness of teaching approaches on student achievement. RunningHorse believes that our society, culturally responsive teaching reflects democracy at its highest level. It means doing whatever it takes to ensure that OUR children are achieving and ever moving toward realizing their potential.

Kimberly Martel, I am a Career Specialist at Muscogee (Creek) Nation Employment & Training Administration. I have worked for more than 10 years under Muscogee (Creek) Nation Department of Education & Training Department. I worked with at risk preschool children, adolescents, and adults in educational settings. I earned a Bachelor of Arts in Education from Bacone College. I enjoy identifying and breaking barriers, advocating, and ensuring citizens reach goals set in their individual employability plan

Jessinna McBee is Career Specialist with the Muscogee (Creek) Nation Employment and Training Administration. Jessinna is a member of the Muscogee (Creek) tribe and belongs to the Wind Clan. She currently holds an Associate in Applied Science in from Oklahoma State University I.T. She is working towards a Career and Education Advisor Certification from The Council for Adult and Experiential Learning. She has over 5 years' experience in training including CPR, First Aid, AED and many other topics. She is extremely passionate about helping people in multiple capacities, especially college students. This is a major turning point in their lives. She enjoys helping others to succeed in reaching their employability goals, while assisting them in resume building, etiquette and interview skill building.

Kathy McDonald is the Employment and Training Director for the Urban Inter-tribal Center of Texas. She has 23 years' experience in education and 20 years' experience working for a non-profit in the Dallas/Fort Worth American Indian Community. She has participated as a volunteer, advisor and mentor to many of the other American Indian community organizations such as the American Indian Chamber of Commerce Scholarship Committee, Bernice Johnson Scholarship Committee, The THUNDER Alliance student organization as an advisor, the American Indian Community Council, UNITY Tribal Council of Texas - Advisor and the

American Indian Heritage Day Initiatives. She has also been active with community organizations such as: Think Non-traditional Advisory Board, Mountain View College, Dallas Public School District Adult Basic Education Advisory Board, and Dallas County Adult Literacy ALLS Task Force. She has presented various workshops both regionally and nationally for NINAETC.

Andy Miritello, is an NCCER (National Center for Construction Education and Research), Certified Master Trainer who has been employed with the Gila River Indian Community for 16 years as the Employment & Training Building Trades Instructor. Prior to teaching at Gila River Indian Community Employment & Training, Andy's construction background included training and work as a journeyman Plumber and Carpenter. He was the qualifying party for three different State Licensed Residential and Commercial contracting companies. He owned his own plumbing repair company as well as wood and steel framing company. Currently Andy is a TERO Supervisor, Career Pathways Construction Sector Chairperson and continues to provide training in the Trades at Gila River Indian Community.

Rhonda Mize is the Academic and Employment Services Coordinator for the Choctaw Nation of Oklahoma's Career Development Program. She leads her team in assisting tribal members across the U.S. with academic enhancement, obtaining Career Readiness Certifications, and effective job search strategies. Rhonda played a key role in her program's attaining the High Performance Career Development credential, and has been selected to share her experiences with career development strategies and the ACT WorkKeys/KeyTrain systems at various state and national conferences. Rhonda is a leader in organizing and facilitating the annual Choctaw Career Expo, which is the nation's largest tribal career fair. She is also a key partner in the development of a partnership program which lead to a 13 county region in SE Oklahoma in becoming a certified Work Ready Community and has presented numerous CRC employer-education workshops. She has also worked as a Workplace Readiness Instructor in the Oklahoma CareerTech system where she taught job search skills, implemented an effective soft-skills development program, and organized career fairs. Rhonda facilitated the implementation of WorkKeys and the CRC program for technology center students and area high school seniors. Rhonda has been selected as a presenter at numerous state and national level conferences involving career development and the utilization of KeyTrain/Career-Ready 101 and WorkKeys. Rhonda graduated from East Central University and is a certified Business Educator, a Global Career Development Facilitator, and a Character Counts Trainer. She also holds a Gold level Career Readiness Certification. In 2014 Rhonda earned the Instructor Level Global Career Development Facilitator Certification through the Center for Credentialing in Education.

Kasie Nichols graduated in 1997 from Southeastern Oklahoma State University with a degree in Biological Health Sciences and in 1999 with a Master's degree in Microbiology & Immunology from the University of Oklahoma Health Sci-

ences Center (OUHSC). Under the direction of Dr. J. Murphy, she earned a National Institutes of Health (NIH) PhD Training Fellowship to conduct and publish her research project as part of Dr. Murphy's long-standing "R01" NIH grant. The training she received included scientific proposal development, conducting immunological experiments, analyzing research results, and critically evaluating peer grant proposals and research publications. In 2000, she became a Sponsored Programs Administrator within OUHSC's Office of Research Administration, providing grant and contract administration services to academic research faculty. In 2010, she accepted the Grants Analyst position in the Office of Self-Governance at the Citizen Potawatomi Nation. Currently, she develops a variety grant proposals, provides general and technical post-award grant administration support, and assists the Self-Governance Director with various Indian Health Service (IHS) and Bureau of Indian Affairs (BIA) matters relating to tribal self-governance. She became a Technical Workgroup member of the IHS's and BIA's Tribal Self-Governance Advisory Committees in 2013.

Dwight M. Pickering serves as the current Director of American Indian Education for the Oklahoma State Department of Education where he implements new state plans of education for American Indian children. Within his position, Mr. Pickering is dedicated to planning and developing statewide technical assistance and professional development programs to improve the learning environment for American Indian children enrolled in Oklahoma public schools. As a graduate of Haskell Indian Nations University, Mr. Pickering has continued to demonstrate his commitment to education by serving as the Director of Education for the Caddo Nation of Oklahoma, the Athletic Director at Sapulpa Public Schools, the Director of Indian Education at Tulsa Public Schools, and the Director of Indian Education at Haskell Indian Nations University. In addition to Mr. Pickering's professional career, he serves as the Vice President of the Oklahoma Indian Higher Education Scholarship Administrators Association, holds memberships in the Oklahoma Advisory Council on Indian Education and the National Indian Education Association. Dwight Pickering is Caddo, Otoe, and Kaw, from Oklahoma.

Tina Pollard has been the Consumer Lending Manager for the Citizen Potawatomi Community Development Corporation for five years. She has been instrumental in closing almost \$4 million in consumer loans and provided one-on-one credit counseling at each loan closing. She has countless numbers of hours teaching a range of personal finance subjects to adults and children. She has successfully lobbied against predatory lending during the 2014 Oklahoma legislative session. Ms. Pollard is currently a business student at St. Gregory's University.

V. Michael Romero is currently serving in his third year as Education and Training Division Director, which includes P.L. 102-477 Programs (JOM, Higher Education, Child Care Development, Summer Youth, Job Placement and Training for Youth and Adult, and the newly reorganized Workforce Innovation and Opportunities Act), as well as the Taos Pueblo

Head Start and the Tiwa Language Project, a tribal language instruction and maintenance program. As a tribal member of Taos Pueblo, Michael has a BA in History from Fort Lewis College and nearly fifteen years working and volunteering in both education and employment training programs. Before working for Taos Pueblo, Michael worked over seven years for the Eight Northern Indian Pueblos Council's (ENIPC) Education Talent Search Program as an Education Advisor, and three years as Coordinator of ENIPC's Higher Education Scholarship Program.

Kay Seven is a member of, and an employee with the Nez Perce Tribe. Kay has been with Indian employment and training programs for (33) years starting as a CETA work experience participant and now the director of the Tribe's Public Law 102-477 program. Kay has served with the DOL Native American Employment and Training Council, and the P.L. 102-477 Tribal Work Group Executive Committee.

Michael Snowden is the Agent-in-Charge of the Human Trafficking Division for the Oklahoma Bureau of Narcotics and Dangerous Drugs. An Oklahoma law enforcement officer for over thirty-two years, he started his career at the Woods County Sheriffs Office and came to the Oklahoma Bureau of Narcotics in 1996. At OBNDD, he has served in Enforcement, High Impact Drug Trafficking Area (HIDTA) Task Force, Training Division, and Wire Intercept Division. In addition to his regular duties, Michael teaches a number of classes including Human Trafficking, Drug Identification and Pharmacology, the Neurobiology of Addiction, and Drugs and Rock-n-Roll.

Karen Thomas, currently serving as a Career Counselor with Choctaw Nation Career Development Program. I joined this team in July 2007. Previously, I was employed at Oklahoma Department of CareerTech as Career Development Services Manager and a Regional Career Development Services Specialist from 1995 through July 2007. I am a certified Global Career Development Facilitator. Organizations I have participated in are ACTE, OKACTE, and OK Counselors Association. Prior to this I was a Career Education teacher and working to complete counselor certification. My other classroom experience was teaching Family and Consumer Sciences from 1987 to 1992. School Counselor Certification was completed in February 1997, a Masters in Secondary Education and Bachelors degree in Vocational Home Economics was completed at Southeastern Oklahoma State University, Durant, OK, in 1988 and 1987 respectively.

James Tree (Tewa/Hopi) is a member of the Hopi Tribe, Arizona. Mr. Tree is currently a Training Specialist with the Gila River Indian Community, Employment & Training Department. Prior to working with the Employment & Training Department, James worked 12 years in the Public Health field in Community Health Promotion and Prevention Education where he has provided leadership and participated in community health campaigns, policy development and health prevention education. He has presented at the American Public Health Association and Native Women & Men's Wellness Conference. Mr. Tree obtained a Bachelor's of Science

degree in Psychology from Brigham Young University in Provo, Utah and a Master's Degree in Social Work from Arizona State University, Tempe, Arizona. He has a passion for empowering people and helping them achieve personal goals, academic and employment success.

Charles Watts received his Bachelor of Science in Accounting from Regis University in Denver, Colorado. He has served in the U. S. Army, worked for the State of Colorado as a Labor and Employment Specialist and U.S. Department of Labor (USDOL) as an Unemployment Insurance Program Specialist. Currently he is an Accountant with USDOL's Employment and Training Administration (ETA). In his current position he conducts monitoring reviews and provides technical assistance in the areas of fiscal and administrative grant management to ET A grantees and their subrecipients.

Prosper Waukon is an accomplished businessman, youth development advocate, management/employee training specialist, community developer, organizational strategist, and human resources trainer. Prosper has over 33 years of leadership/management experience, 23 of those years, managing, restructuring, and transforming American Indian organizations and businesses into peak performing teams. Prosper comes from a long line of Hocak (Winnebago) hereditary leaders from the Thunderbird Clan (tribal leadership clan). As a single father, he supported his family and put himself through college while working three jobs and graduated with a degree in Business Administration from the University of St. Thomas, St. Paul, Minnesota. He was hired by Honeywell, Inc., and with his considerable management and negotiating skills, he rose quickly through the ranks to assume the role of principal advisor/negotiator for Honeywell in a Black Hills land dispute between the Pine Ridge Indian Reservation, the Cowboy and Indian Alliance, Honeywell, and the state of South Dakota. Prosper was successful in negotiating a win-win situation for all parties concerned. He later returned to the University of St. Thomas to work on his MBA graduate studies. After Honeywell, Prosper ran his own award-winning business in some of the most economically deprived and troubled neighborhoods of the inner city, where he trained and employed the hardest-to-hire, local neighborhood residents and gang members. In 1994, his company, Prosper Industries, Inc. (PPI) was awarded the National Minority Supplier of the Year in Washington, D.C. In 2002 Prosper returned to live and work on the Winnebago Indian Reservation in Nebraska where he born and grew up. This move re-connected him more deeply with his tribe's traditional knowledge and values-and with his life's calling: to bring forward the indigenous perspectives of our multi-dimensional universe. Prosper serves as a guide through intersections of modern times and past generations, the empirical and the intuitive worlds, the seen and unseen worlds, and the Sacred and the Profane. In August of 2012, Prosper and his wife Jan Waukon, along with their two grandchildren, Takotah Spirit and Ciarrh Reine relocated to Oracle, Arizona. In August of 2012, Prosper formed a business with partner Rick Turner to incorporate, The Pros-Turn HVAC Consulting, L.L.C. Prosper currently resides in Tucson and is employed as a Tribal Employment

Rights Office (TERO) Compliance Officer at the Gila River Indian Community in Sacaton, Arizona.

James E. Wilkerson, recently retired as a member of the Central Intelligence Agency (CIA) Senior Intelligence Service (SIS), and is currently serving as an Independent Contractor for the CIA as a Program Manager for Native American Outreach. In 2014, Mr. Wilkerson received the Agency's Donald B. Cryer Award for Diversity and Inclusion, which is the Agency's highest award for diversity efforts. Mr. Wilkerson was also a recipient of the Intelligence Community Diversity Award in 2002 and twice received the National Reconnaissance Office (NRO) Diversity Award.

Mr. Wilkerson began his federal service with a temporary assignment at the Centers for Disease Control. He worked as a research Chemist for the Dow Chemical Company and then joined the Agency in 1985 as a Chemist. Throughout his career, he has held a variety of positions of increasing responsibility across the DS&T, including the Office of Technical Service, Office of Development & Engineering at the National Reconnaissance Office (NRO), Office of Technical Collection, Office of Global Access, the George Methlie School, and the Office of TIO Development. These positions encompassed a wide range of responsibilities ranging from program manager, to group manager, to recruiting and hiring advisor, to intelligence educator. Mr. Wilkerson served as an Instructor in CIA University and led the Directorate's Academic Outreach Program during his last years at the CIA. Mr. Wilkerson received his Bachelor of Science from Texas A&M University and received a Master of Science in Microbiology and a Master of Science in Chemistry from Texas A&M University. He received a Master of Science in Engineering Management from George Washington University (GWU).

Tesia Zientek is a Citizen Potawatomi Nation tribal member. With financial help from a prestigious Gates Millennium Scholarship, she graduated magna cum laude from the University of Notre Dame in 2009 with her Bachelor of Arts in English. Tesia spent two years teaching and running an afterschool program in Puerto Rico before deciding to pursue her passion for education through graduate study. In 2013, she graduated with her Master of Arts in Education Policy from Stanford University. To celebrate her educational and employment-related achievements, Tesia was recognized in 2013 for the Howard Yackus Memorial Award. A fierce advocate for Native American rights and education, Tesia has returned to Oklahoma to work for her tribe, the Citizen Potawatomi Nation, in its Office of Self-Governance. As a Grants and Contracts Coordinator, she develops grant proposals, provides technical assistance, and advocates for tribal self-governance. For the past four years, Tesia has served as Potawatomi Leadership Program (PLP) Advisor, helping to restructure and implement curriculum for the Harvard

Honoring Nations Award-winning program. In her free time, she enjoys sharing her experience with local students in order to help them prepare for their future.

Tim Zientek I worked nearly twenty years in the automotive industry most of which was served as a safety officer. I began my Emergency Management career with the Citizen Potawatomi Nation (population 30,000) in 2000. I began to work with Federal, State and Local governments on several disasters. I have served on several focus groups, committees, panels and advisory councils pertaining to emergency management aspects of preparedness and preservation of life and property. I am a member of the Tribal Cadre of Instructors for EMI. I wrote the Citizen Potawatomi Nation's first FEMA approved Pre-Disaster Mitigation Plan and have updated the current plan. I helped coordinate and found the InterTribal Emergency Management Coalition which has most of the 38 tribes in the state of Oklahoma as members and currently serve as Chairman. I am one of the original members of the Oklahoma InterTribal Safety Council. I am a member of the Oklahoma Medical Reserve Corp and serve as the Logistics Officer for one of the Point of Distribution sites in Potawatomie County. I am currently in the second term of the FEMA Region VI Advisory Council.

Mary Zmudczynski started working for the Department of Labor with the Bureau of Labor Statistics in 1997 and transferred to The Employment and Training Administration in 2000. She completed her Accounting Degree in 2010 and is now an Accountant and Grant Specialist in the Division of Financial, Administrative and Management Services in the Dallas Regional Office. In her current position she has financial/ grants management oversight for grant modifications, conducts compliance reviews, and provides technical assistance in the areas of fiscal and administrative grant management to ETA grantees and their subrecipients.