

NINAETC 166/477 2015

36th National Indian and
Native American Employment
Training/Public Law
102-477 Training.

“SHIFTING GEARS”

AUGUST 17 - 21, 2015
DURANT, OK





NINAETC CONFERENCES

Our History of 36 Years

I.	1980	Washington, D.C.	S. Diane Kelley	Cherokee Nation
II.	1981	Tulsa, OK	Evelyn Stephens	Oklahoma Tribal Assistance Program
III.	1982	Albuquerque, NM	Kenneth P. Martinez	Pueblo of Laguna
IV.	1983	Spokane, WA	Lonnie Racehorse	Idaho Inter-Tribal
V.	1984	Nashville, TN	Eddie Tullis	Poarch Band of Creeks
VI.	1985	Los Angeles, CA	John Smith	Shoshone and Arapahoe Tribes
VII.	1986	Reno, NV	Kenneth P. Martinez	Dallas Inter-Tribal Center
VIII.	1987	Anchorage, AK	Randy Edmonds	Indian Human Resource Center
IX.	1988	Albuquerque, NM	Randy Edmonds	Indian Human Resource Center
X.	1989	Milwaukee, WI	Thomas M. Dowd	Native Americans for Community Action
XI.	1990	St. Petersburg, FL	Fred Muscavitch	Milwaukee Indian Manpower Council
XII.	1991	Spokane, WA	Frank La Mere	Nebraska Inter-Tribal Development Corp
XIII.	1992	San Diego, CA	Alice Roach	Indian Center, Inc.
XIV.	1993	Denver, CO	Wilbur Red Tomahawk	Standing Rock Sioux Tribe
XV.	1994	Albuquerque, NM	H. Clark Hosick	North American Indian Cultural Ctr
XVI.	1995	Bismarck, ND	Karen Kay	Michigan Indian E&T Services, Inc.
XVII.	1996	Providence, RI	Darrell Waldron	Rhode Island Indian Council, Inc.
XVIII.	1997	Anaheim, CA	Karen Kay	Michigan Indian E&T Services, Inc.
XIX.	1998	Spokane, WA	Jeff Foster	Four Tribes Consortium of Oklahoma
XX.	1999	Sioux Falls, SD	Jeff Foster	Four Tribes Consortium of Oklahoma
XXI.	2000	San Antonio, TX	Jeff Foster	Four Tribes Consortium of Oklahoma
XXII.	2001	Reno, NV	Larry Ketcher	Cherokee Nation of Oklahoma
XXIII.	2002	Rapid City, SD	Larry Ketcher	Cherokee Nation of Oklahoma
XXIV.	2003	Anchorage, AK	Darrell Waldron	Rhode Island Indian Council, Inc.
XXV.	2004	Milwaukee, WI	Darrell Waldron	Rhode Island Indian Council, Inc.
XXVI.	2005	Houston, TX	Kathy Atkins	American Indian Center of Arkansas
XXVII.	2006	Tulsa, OK	Larry Ketcher	Cherokee Nation of Oklahoma
XXVIII.	2007	Newport, RI	Darrell Waldron	Rhode Island Indian Council, Inc.
XXIX.	2008	Wisconsin Dells, WI	Darrell Waldron	Rhode Island Indian Council, Inc.
XXX.	2009	Sacramento, CA	Darrell Waldron	Rhode Island Indian Council, Inc.
XXXI.	2010	Albuquerque, NM	Norman Ration	National Indian Youth Council, Inc.
XXXII.	2011	Scottsdale, AZ	Kathy Atkins	Goodlettsville, Tennessee
XXXIII.	2012	Marksville, LA	Roselyn Shirley	Navajo Nation
XXXIV.	2013	Acme, MI	Darrell Waldron	Rhode Island Indian Council, Inc.
XXXV.	2014	Sioux Falls, SD	Darrell Waldron	Rhode Island Indian Council, Inc.

166/477 MERGE

XXXVI.	2015	Durant, OK	Patty Mink Darrell Waldron	Choctaw Nation of Oklahoma Rhode Island Indian Council, Inc.
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Halito Colleagues, Partners and Friends,

Welcome to Oklahoma and the Great Choctaw Nation of Oklahoma. Thank you for the support and trust you have given me to serve as Co-Chair for the 36th NINAETC 166/477 Conference. It has been an honor and learning experience to work with the executive officers and the planning committees.

As Chairman of the OETAC, I personally would like to thank the sponsors for the donations given to this conference and the Oklahoma tribes for giving their time and energy to plan this grand event.

Yakoke to my co-workers. They are the best. I could not have served on this committee if it had not been for them. They have kept the services going for our people while also burning some late night oil on conference preparations. I especially want to thank the Choctaw Nation for their support and allowing me to be able to serve as Co-Chair.

We are excited to have you here in Choctaw Country and share some of the wonderful accomplishments the Choctaw Nation have given our people, communities, and state through their support in education, training and economic development.

We know there are going to be changes in our future with the new Workforce Innovation Opportunity Act. My goal for this conference is to provide valuable information and training, share best practices and fresh ideas, and most important networking. Let's get out of our comfort zone and use this networking opportunity to build long time partnerships.

Thank you again for your support. It has been an honor to serve you as Co-Chair. I hope this conference provides a wonderful and memorable experience.

Yakoke.

In closing, Choctaw's never say good bye, so
Chi pisa la chike! (See You Later)

Patty Mink



August 17, 2015

On behalf of the Executive Committee, I would like to extend to everyone a warm welcome to the National Indian and Native American Employment and Training Conference, Choctaw Conference Center, Durant, Oklahoma. This year's conference not only encompasses both 166 and 477 grantees, but also kicks off our new WIOA program.

I would like to thank everyone on the planning committees for their hard work in organizing this conference. Co-Chair Patty Mink of Choctaw Nation and the local planning committees too should be recognized for their tremendous efforts. Our deepest gratitude goes to the Department of Labor and Chief Athena Brown for their ongoing support and guidance. I also thank you once again for allowing me to serve you all. It is with great enthusiasm that the Executive Committee reports the conference has not used the one percent for three conferences in a row. A round of applause is deserved all around.

This National Conference offers unparalleled opportunities for professional growth. It is my hope that everyone returns to work from the conference empowered by what we learn from workshops, speakers, and our peers.

We share a common mission: to serve our Native community. Each and every one of us here plays a critical role in accomplishing that mission. There are few greater gifts than the ability to improve the lives of the people we touch. Our hats go off to all for uplifting and upholding the great spirit and strength of the Natives throughout this country.

Especially in the face of ever-changing laws and technology, discouragement can be easy. We must remember that people will do to us only what we allow. We march on with fortitude.

I look forward to joining you all in making this conference unforgettable.

Sincerely,

Darrell Waldron
NINAETC, 166 Co-Chair



Dear Colleagues, Partners and Friends:

On behalf of the Executive Committee and the Planning Committees, we wish to welcome you to the 2015 National Indian and Native American Employment and Training, event here in Durant, Oklahoma.

The workshops this week will directly address some of the changes that we may face with the new Workforce Innovative Opportunity Act in the upcoming months. So, please interact with the workshop presenters, project officers, and your fellow colleagues. New Directors and staff, it's important to get involved. You will be amazed at the learning opportunities and will make lifelong friends. These are your resources use them.

It's been a pleasure to serve on this year's Executive Committee. As always, I have enjoyed learning from my fellow committee members. I encourage each of you to serve in some capacity it's a very fulfilling experience.

Thank you to the local grantees for the long hours and extra resources for this year's event. Your dedication and efforts have helped make this year's conference a success. Thank you to all our generous donors for this event.

I hope you have a wonderful week and that each of you receives information and resources to assist with each of your programs transition through our future changes.

Respectfully,

Kathy McDonald
2015 NINAETC Vice Chairperson



Halito!

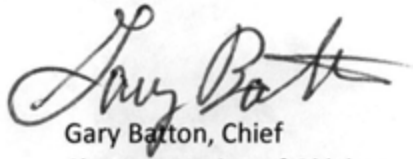
Welcome to the Choctaw Nation of Oklahoma! It is my pleasure to welcome all of our guest to the National Indian and Native American Employment and Training Conference here at the Choctaw Conference Center in Durant, Oklahoma. Our mission at the Choctaw Nation is to enhance the lives of all members through opportunities designed to develop healthy, successful and productive lifestyles.

The Workforce Innovation and Opportunity Act, WIOA, program allows all members and non-members the chance for a change in life. They present the opportunity to prepare these individuals for the workforce. These individuals can be some of the hardest to serve clients. However, with the determination and dedication of the WIOA staff they have managed to serve approximately 300 adults and 1,000 youth participants in the 2014 program year.

Twenty-eight years ago, I was a participant on the WIOA program, at that time, JTPA. It opened doors for me and allowed me to work my way up within the Choctaw Nation.

My hope is that you will achieve your full potential in obtaining the information and skills needed at this conference to carry on the important tasks of improving and assisting our native people. I also encourage you to participate and learn about the different tribal cultures you will see on cultural night.

Chi pisa la chike!



Gary Bolton, Chief
Choctaw Nation of Oklahoma



NINAETC

Executive Committee

Co-Chairman 166

Darrell Waldron

Rhode Island Indian Council
Providence, RI

Co-Chairman 477

Patty Mink

Choctaw Nation of Oklahoma
Durant, OK

Assistant to Co-Chairs

Kathy McDonald

Urban Inter-Tribal Center of Texas
Dallas, TX

Treasurer

Lorenda T. Sanchez

California Indian Manpower
Consortium, Inc.
Sacramento, CA

Secretary 166

Lois Bethards

American Indian Center of
Arkansas
Little Rock, AR

Secretary 477

Kim Carroll

Cherokee Nation
Tahlequah, OK

NATIVE AMERICAN EMPLOYMENT AND TRAINING COUNCIL

- Region 1 Mr. Darrell Waldron, Executive Director
Rhode Island Indian Council, Inc. - Providence, Rhode Island
- Region 2 Chief G. Anne Richardson, Executive Director
Mattaponi, Pamunkey, Monacan Consortium - Indian Neck, Virginia
- Region 3 Mr. Elkton Richardson, WIA Program Director
North Carolina Commission on Indian Affairs - Raleigh, North Carolina
- Region 3 Mr. James Hardin, Executive Director
Lumbee Regional Development Association, Inc. - Pembroke, North Carolina
- Region 4 Ms. Kim Carroll, Grants Compliance Director
Cherokee Nation - Tahlequah, Oklahoma
- Region 4 Dr. Rodney Stapp, MD, Executive Director
Urban Inter-Tribal Center of Texas - Dallas, Texas
- Region 5 Ms. Christine Molle, Executive Director
American Indian Council - North Kansas City, Missouri
- Region 6 Ms. Julia Davis-Wheeler, Later in Life Advocate
Nez Perce Tribe - Lapwai, Idaho
- Region 6 Ms. Kristen English, Chief Operating Officer
Cook Inlet Tribal Council, Inc. - Anchorage, Alaska
- Region 6 Ms. Lorenda T. Sanchez, Executive Director
California Indian Manpower Consortium, Inc. - Sacramento, California
- Region 6 Ms. Roselyn Shirley, Director, Department of Workforce Development
Navajo Nation - Window Rock, Arizona
- Hawaii Ms. Winona Whitman, Director, Department of Employment and Training
ALU LIKE, Inc. - Honolulu, Hawaii
- Oklahoma Ms. Carla Bowlan, Director of Career Development
Seminole Nation of Oklahoma - Wewoka, Oklahoma

Other Discipline Members:

Mr. Jacob Bernal, Executive Director
American Indian Association of Tucson - Tucson, Arizona

Mr. Michael Hunter, Tribal Chairman
Coyote Valley Band of Pomo Indians – Ukiah, California

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

Dr. David Yarlott, President
Little Big Horn College - Crow Agency, Montana



ELECTION OF NINAETC OFFICERS

ELECTION PROCEDURES FOR 2015-2016 NINAETC OFFICERS

1. Nominations for officers will be accepted from the floor during the General Assembly, Tuesday, August 18, 2015. Nominations will be closed by a vote of the General Assembly body. Candidates will be introduced and given equal campaign time at the podium during the General Assembly on Wednesday, August 19, 2015.
2. The Election Committee will prepare official ballots. Ballots shall bear the names of the candidates nominated for each specific office.
3. Election Committee members shall oversee all facets of the election and will provide procedures information as needed.
4. **Official ballots will be available at the polling site beginning at 10:00 AM until exactly 12:00 Noon on Wednesday, August 19, 2015.**
5. **ONE VOTE PER GRANTEE SHALL BE ALLOWED.** Votes shall be cast by WIOA Directors **OR** their designated proxy. The Director or their designated proxy **MUST** sign the voting roster to receive a ballot.
6. Proxies must be on the grantee's organizational letterhead and submitted to the Chairperson of the Election Committee **prior** to 10:00 AM, the start of voting on Wednesday, August 19, 2015.
7. The results of the voting will be given to the Conference Chairperson who will announce the new officers at the General Assembly on Thursday, August 20, 2015.
8. The winner for an elected term of Chairperson, Vice-Chairperson, Treasurer or Secretary shall be the candidate who receives a simple majority of the votes cast.
9. A runoff election will be held for an office or site if no candidate receives a majority of votes. **If a runoff is required, it will be held on Thursday morning, August 20, 2015 from 10:00 AM to 12:00 Noon with results announced at the banquet.** The 2015 Executive Committee and Election Committee shall determine the most appropriate procedure should a subsequent run-off be necessary.
10. The Election Committee reserves the right, as granted by the Executive Committee, to initiate any procedural changes in the process, if determined necessary for reasons of fairness.

INDIAN AND NATIVE AMERICAN WORKFORCE INNOVATION AND OPPORTUNITY ACT AND PUBLIC LAW 102-477 GRANTEES



REGION I

Connecticut (served by)

Rhode Island Indian Council
Providence, Rhode Island

Maine

Penobscot Indian Nation
Indian Island, Maine

Massachusetts

Mashpee-Wampanoag Indian Tribal Council
Mashpee, Massachusetts

North American Indian Center of Boston
Jamaica Plain, Massachusetts

New Hampshire (served by)

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

New Jersey (served by)

Rhode Island Indian Council
Providence, Rhode Island

New York - New York City (served by)

Rhode Island Indian Council
Providence, Rhode Island

New York

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

Native American Cultural Center
Rochester, New York

St. Regis Mohawk Tribe
Hogansburg, New York

Seneca Nation of Indians
Irving, New York

Rhode Island

Rhode Island Indian Council
Providence, Rhode Island

Vermont

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

REGION II

Delaware (served by)

Rhode Island Indian Council
Providence, Rhode Island

District of Columbia/Maryland
(served by)

Council of Three Rivers American Indian Center
Pittsburgh, Pennsylvania

Pennsylvania

Council of Three Rivers American Indian Center
Pittsburgh, Pennsylvania

Virginia

Mattaponi, Pamunkey, Monacan Consortium
Indian Neck, Virginia

West Virginia (served by)

Council of Three Rivers American Indian Center
Pittsburgh, Pennsylvania

REGION III

Alabama

Inter-Tribal Council of Alabama
Montgomery, Alabama

Poarch Band of Creek Indians
Atmore, Alabama

Florida

Florida Governor's Council on Indian Affairs
Tallahassee, Florida

Micosukee Tribe of Indians of Florida
Miami, Florida

Georgia (served by)

Florida Governor's Council on Indian Affairs
Tallahassee, Florida

Kentucky (served by)

Council of Three Rivers American Indian Center
Pittsburgh, Pennsylvania

Mississippi

Mississippi Band of Choctaw Indians
Choctaw, Mississippi

North Carolina

Cumberland County Association for Indian People
Fayetteville, North Carolina

Eastern Band of Cherokee Indians
Cherokee, North Carolina

Guilford Native American Association
Greensboro, North Carolina

Haliwa-Saponi Tribe
Hollister, North Carolina

Lumbee Regional Development Association
Pembroke, North Carolina

North Carolina Commission on Indian Affairs
Raleigh, North Carolina

South Carolina

South Carolina Indian Development Council
Rock Hill, South Carolina

Tennessee

Native American Indian Association of Tennessee
Smyrna, Tennessee

REGION IV

Arkansas

American Indian Center of Arkansas
Little Rock, Arkansas

Colorado

Denver Indian Center
Denver, Colorado

Continued

REGION IV(CONTINUED)

Southern Ute Indian Tribe
Ignacio, Colorado

Ute Mountain Ute Indian Tribe
Towaoc, Colorado

Louisiana

Inter-Tribal Council of Louisiana
Houma, Louisiana

North Dakota

Spirit Lake Nation
Fort Totten, North Dakota

Standing Rock Sioux Tribe
Fort Yates, North Dakota

Three Affiliated Tribes
New Town, North Dakota

**Turtle Mountain Band of
Indians** **Chippewa**
Belcourt, North Dakota

United Tribes Technical College
Bismarck, North Dakota

Oklahoma

Absentee Shawnee Tribe of Oklahoma
Shawnee, Oklahoma

Cherokee Nation
Tahlequah, Oklahoma

Cheyenne-Arapaho Tribes of Oklahoma
Concho, Oklahoma

Chickasaw Nation
Ada, Oklahoma

Choctaw Nation of Oklahoma
Durant, Oklahoma

Citizen Potawatomi Nation
Shawnee, Oklahoma

Comanche Tribe of Oklahoma
Lawton, Oklahoma

Creek Nation of Oklahoma
Okmulgee, Oklahoma

Four Tribes Consortium of Oklahoma
Anadarko, Oklahoma

**Inter-Tribal Council of Northeast
Oklahoma**
Miami, Oklahoma

Kiowa Tribe of Oklahoma
Carnegie, Oklahoma

Miami Tribe of Oklahoma
Miami, Oklahoma

Osage Nation
Pawhuska, Oklahoma

Otoe-Missouria Tribe
Red Rock, Oklahoma

Pawnee Tribe of Oklahoma
Pawnee, Oklahoma

Ponca Nation of Oklahoma
Ponca City, Oklahoma

Seminole Nation of Oklahoma
Wewoka, Oklahoma

Tonkawa Tribe of Oklahoma
Tonkawa, Oklahoma

United Urban Indian Council
Oklahoma City, Oklahoma

Wyandotte Nation
Wyandotte, Oklahoma

South Dakota

Cheyenne River Sioux Tribe
Eagle Butte, South Dakota

Lower Brule Sioux Tribe
Lower Brule, South Dakota

Oglala Sioux Tribe
Pine Ridge, South Dakota

Sicangu Nation
Rosebud, South Dakota

Sisseton-Wahpeton Oyate
Agency Village, South Dakota

**United Sioux Tribes of South Dakota
Development Corporation**
Pierre, South Dakota

Yankton Sioux Tribe
Marty, South Dakota

Texas

Alabama-Coushatta Indian Tribal Council
Livingston, Texas

Urban Inter-Tribal Center of Texas
Dallas, Texas

Ysleta del Sur Pueblo
El Paso, Texas

Utah

Indian Training and Education Center
West Valley City, Utah

Ute Indian Tribe
Fort Duchesne, Utah

Wyoming

Eastern Shoshone Tribe
Fort Washakie, Wyoming

Northern Arapaho Tribe
Ethete, Wyoming

REGION V

Illinois (served by)

CIMC - Chicago Based Operations
Chicago, Illinois

Indiana

American Indian Center of Indiana
Indianapolis, Indiana

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

Pokagon Band of Potawatomi Indians
Dowagiac, Michigan

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

American Indian Council
North Kansas City, Missouri

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

CIMC - Chicago Based Operations
Chicago, Illinois

Kansas

**United Tribes of Kansas and Southeast
Nebraska**
White Cloud, Kansas

Michigan

**Grand Traverse Band of Ottawa and
Chippewa Indians**
Peshawbestown, Michigan

Inter-Tribal Council of Michigan
Sault Ste. Marie, Michigan

**Little Traverse Bay Band of Odawa
Indians**
Harbor Springs, Michigan

**Michigan Indian Employment and
Training Services**
Lansing, Michigan

**North American Indian Association of
Detroit**
Detroit, Michigan

Pokagon Band of Potawatomi Indians
Dowagiac, Michigan

**Sault Ste. Marie Tribe of Chippewa
Indians**
Sault Ste. Marie, Michigan

South Eastern Michigan Indians
Center Line, Michigan

Minnesota

American Indian Opportunities
Minneapolis, Minnesota

Bois Forte Reservation Tribal Council
Nett Lake, Minnesota

Fond du Lac Reservation
Cloquet, Minnesota

Leech Lake Band of Ojibwe
Cass Lake, Minnesota

Continued

REGION V (CONTINUED)

Mille Lacs Band of Ojibwe
Onamia, Minnesota

Minneapolis American Indian Center
Minneapolis, Minnesota

Red Lake Nation
Redby, Minnesota

White Earth Reservation Tribal Council
Naytahwaush, Minnesota

Missouri

American Indian Council
North Kansas City, Missouri

Nebraska

Indian Center
Lincoln, Nebraska

Omaha Tribe of Nebraska
Macy, Nebraska

Winnebago Tribe of Nebraska
Winnebago, Nebraska

Ohio

North American Indian Cultural Center
Akron, Ohio

Wisconsin

Ho-Chunk Nation
Black River Falls, Wisconsin

Lac Courte Oreilles Tribal Governing Board
Hayward, Wisconsin

Lac du Flambeau Band of Lake Superior Chippewa Indians
Lac du Flambeau, Wisconsin

Menominee Indian Tribe of Wisconsin
Keshena, Wisconsin

Oneida Tribe of Indians of Wisconsin
Oneida, Wisconsin

Spotted Eagle
Milwaukee, Wisconsin

Stockbridge-Munsee Community
Bowler, Wisconsin

Wisconsin Indian Consortium
Odanah, Wisconsin

REGION VI

Alaska

Aleutian-Pribilof Islands Association
Anchorage, Alaska

Association of Village Council Presidents
Bethel, Alaska

Bristol Bay Native Association
Dillingham, Alaska

Central Council of Tlingit and Haida Indian Tribes of Alaska
Juneau, Alaska

Chickaloon Village
Chickaloon, Alaska

Chilkat Indian Village
Haines, Alaska

Chugachmiut
Anchorage, Alaska

Cook Inlet Tribal Council
Anchorage, Alaska

Copper River Native Association
Copper Center, Alaska

Kawerak Incorporated
Nome, Alaska

Kenaitze Indian Tribe
Kenai, Alaska

Knik Tribal Council
Wasila, Alaska

Kodiak Area Native Association
Kodiak, Alaska

Maniilaq Association
Kotzebue, Alaska

Metlakatla Indian Community
Metlakatla, Alaska

Orutsararmuit Native Council
Bethel, Alaska

Sun'aq Tribe of Kodiak
Kodiak, Alaska

Tanana Chiefs Conference
Fairbanks, Alaska

Yakutat Tlingit Tribe
Yakutat, Alaska

Arizona

American Indian Association of Tucson
Tucson, Arizona

Colorado River Indian Tribes
Parker, Arizona

Gila River Indian Community
Sacaton, Arizona

Hopi Tribal Council
Kykotsmovi, Arizona

Hualapai Tribe
Peach Springs, Arizona

Inter-Tribal Council of Arizona
Phoenix, Arizona

Native Americans for Community Action
Flagstaff, Arizona

Navajo Nation
Window Rock, Arizona

Pascua Yaqui Tribe
Tucson, Arizona

Phoenix Indian Center
Phoenix, Arizona

Quechan Indian Tribe
Yuma, Arizona

Salt River Pima-Maricopa Indian Community
Scottsdale, Arizona

San Carlos Apache Tribe
San Carlos, Arizona

Tohono O'odham Nation
Sells, Arizona

White Mountain Apache Tribe
Whiteriver, Arizona

California

California Indian Manpower Consortium
Sacramento, California

Candelaria American Indian Council
Ventura, California

Northern California Indian Development Council
Eureka, California

Southern California American Indian Resource Center
El Cajon, California

Southern California Indian Center
Fountain Valley, California

Tule River Tribal Council
Porterville, California

United Indian Nations
San Leandro, California

Ya-Ka-Ama Indian Education and Development
Forestville, California

Hawaii

ALU LIKE
Honolulu, Hawaii

Idaho

Nez Perce Tribe
Lapwai, Idaho

Shoshone-Bannock Tribes
Fort Hall, Idaho

Montana

Blackfeet Tribal Business Council
Browning, Montana

Business Committee of the Chippewa Cree Tribe
Box Elder, Montana

Continued

REGION VI (CONTINUED)

Confederated Salish and Kootenai Tribes

Pablo, Montana **Crow Tribe of Indians**
Crow Agency, Montana

Fort Belknap Indian Community Council

Harlem, Montana

**Fort Peck Reservation /
Assiniboine and Sioux Tribes**

Poplar, Montana

Montana United Indian Association

Great Falls, Montana

Northern Cheyenne Tribe

Lame Deer, Montana

Nevada

Inter-Tribal Council of Nevada

Sparks, Nevada

Las Vegas Indian Center

Las Vegas, Nevada

Reno Sparks Indian Colony

Reno, Nevada

Shoshone-Paiute Tribes

Owyhee, Nevada

New Mexico

Alamo Navajo School Board

Magdalena, New Mexico

Eight Northern Indian Pueblos Council

San Juan Pueblo, New Mexico

Five Sandoval Indian Pueblos

Bernalillo, New Mexico

Jicarilla Apache Tribe

Dulce, New Mexico

Mescalero Apache Tribe

Mescalero, New Mexico

National Indian Youth Council

Albuquerque, New Mexico

Ohkay Owingeh

Ohkay Owingeh, New Mexico

Pueblo of Acoma

Pueblo of Acoma, New Mexico

Pueblo of Isleta

Albuquerque, New Mexico

Pueblo of Laguna

Old Laguna, New Mexico

Pueblo of Taos

Taos, New Mexico

Pueblo of Zuni

Zuni, New Mexico

Ramah Navajo School Board

Pine Hill, New Mexico

Santa Clara Indian Pueblo

Espanola, New Mexico

Santo Domingo Tribe

Santo Domingo Pueblo, New Mexico

Oregon

Confederated Tribes of the Grand Ronde

Grand Ronde, Oregon

Confederated Tribes of Siletz Indians

Siletz, Oregon

**Confederated Tribes of the Umatilla
Indian Reservation**

Pendleton, Oregon

Confederated Tribes of Warm Springs

Warm Springs, Oregon

Organization of Forgotten Americans

Klamath Falls, Oregon

Washington

American Indian Community Center

Spokane, Washington

**Confederated Tribes and Bands of the
Yakama Nation**

Toppenish, Washington

**Confederated Tribes of the Colville
Reservation**

Nespelem, Washington

Lummi Indian Business Council

Bellingham, Washington

Makah Tribal Council

Neah Bay, Washington

Port Gamble S'Klallam Tribe

Kingston, Washington

Spokane Tribe of Indians

Wellpinit, Washington

The Tulalip Tribes of Washington

Tulalip, Washington

United Indians of All Tribes Foundation

Seattle, Washington

**Western Washington Indian Employment
and Training Program**

Tacoma, Washington

2015 Alice Bigpond Roach Memorial Award



Tiffany Ramirez
Seminole Nation of Oklahoma
Wewoka, OK

In 2009, Tiffany Ramirez completed her junior year at Eufaula high school in Eufaula, Oklahoma; applied for the WIA Summer youth program and was accepted.

As a summer youth, she was placed in the Career Service office as a receptionist/clerk. The next summer she showed interest in law and she was contracted PT with Seminole Nation Tribal court for the next three summers. She started as a court runner; learning the day to day activities, she became familiar with the court process and terminology; she has served as the Court Specialist the past two years. Tiffany has recently been hired as a permanent employee within the Probation department.

She also serves as a positive mentor to the children. She has made home visits to educate the kids about the court system, took them to local parks, to participate in activities or just listen to them talk. During the Tribal court camp, she assisted with the planning and organizing groups.

She is involved in the Road Adoption program through the Probation program; and the Juvenile Task Force created for youth in need of representation within the state and tribal court system.

Tiffany's education started at Seminole State College, and then continued at the University of Central Oklahoma, where she will graduate in December of 2015 with a B.S. in Criminal Justice with future plans to become a lawyer and a Tribal judge.

Tiffany gives credit to her grandmother, for being the example leader in her life. She influenced her life and taught her leadership skills; to always listen, have integrity, be respectful to others, and if you fall get back up. Most important, you can do anything if you put your mind to it.

Ms. Ramirez found her passion working with juveniles in the tribal court system; she can relate to them because she has been through similar struggles and understands how complicated life can be at times. Many Native American youths do not have positive role models or even a role model in their lives, they need someone to listen to them. She believes if she can make a difference in their life, she has done her job of making a better community.

Tiffany is Absentee Shawnee and Seminole.

About Alice Bigpond Roach

Alice Bigpond Roach, from the Yuchi Tribe of Oklahoma, was born in Mounds, Oklahoma to Albert and Nellie Cooper Bigpond in 1928. She married Delius Roach in 1948 and they had three sons, Chuck, Damon, and Kevin. She was of Methodist faith and a member of Trinity Methodist Church in Lincoln.

Alice was the Director of Employment and Training for the Lincoln Indian Center. She also served on their Board of Directors and was Executive Director of the Center from 1981-82. She was a member of the Private Industry Council, Executive and Strategic Planning Committees for the Community Human Services Planning Council, Lincoln Action Program Board of Directors, Nebraska Job Training Council, Nebraska Commission for National and Community Service, and National Advisory Council for Native American Employment and Training. Alice served as co-chair of the National Indian Adult Education Association, and president of the Nebraska Indian Education Association.

Alice served as the Chairperson of the National Indian and Native American Employment and Training Conference (NINAETC) held in San Diego, California in 1992. The Participant Awards Luncheon exists today due to Alice's tenacity during a NINAETC Planning Committee meeting for the 1989 NINAETC in Milwaukee, Wisconsin. Alice felt that our work in the Department of Labor Employment and Training Administration centered on building a strong Native American workforce and we should recognize the individuals in our programs. After a healthy debate, the Committee agreed to incorporate the Participant Recognition.

If there was a definition in the dictionary for "Classy Lady," Alice Bigpond Roach would be listed. Alice also fulfilled a motherly role for a number of our Indian and Native American Grantee directors.

Alice passed away on May 21, 1995 in her home surrounded by family and several close friends.



2015 Howard Yackus Memorial Scholarship Award



Natasha Louís Herman
Sicangu Nation
Employment and Training
Rosebud Sioux, South Dakota

Natasha Louise Herman was largely affected by drugs and alcohol in her family while growing up and continues to be affected by it. Natasha also recognizes the huge impact that drugs and alcohol has on the reservation and has a great desire to start helping people and the families that are affected by drugs and alcohol. Natasha has chosen the career path of becoming a Licensed Addictions counselor.

This May, Natasha graduated from the University of South Dakota with a Bachelor of Science in Psychology and a Bachelor of Science in Addiction Studies. The Sicangu Nation Employment and Training Program placed Natasha in an internship with the Rosebud Sioux Tribe Alcohol Treatment Program during the summer of 2013 to confirm the career path she has chosen. Natasha was placed again this summer and has gained valuable field experience which has helped her excel in the classroom.

The continued opportunities to intern and work directly in the field of her chosen career will play a huge role in obtaining the goal of becoming a Licensed Addiction counselor. She plans to continue her education working toward a Master's Degree.

Natasha is a member of the Rosebud Sioux tribe.

About Howard Yackytooanipah

Howard Yackytooanipah, an enrolled member of the Comanche Nation was born at the Fort Sill Indian Hospital in 1932 to Joe and Florence Yackytooanipah of Lawton Oklahoma. Howard's family abbreviated their family name to "Yackus" for the benefit of non-Comanches. Growing up, Howard loved to Powwow, and fancy war danced at every opportunity. While in high school he and his brother Kenneth, his cousin Melvin Ahhaitty and friends would hitch-hike every weekend to various powwows and tribal celebrations all over Oklahoma.

After high school Howard enlisted in the United States Navy. Howard served our Nation proudly as a Corpsman. He was attached to a number of Marine Corps units during his two tours of duty, spending 11 months in Vietnam. He left the Navy in 1966 and was relocated to the Los Angeles area. While in Los Angeles, Mr. Yackus became active in the American Indian Community by taking part in local Powwows and American Indian sports organizations with bowling being Howard's favorite pastime.

In 1972, Howard played a fundamental role in organizing the Golden State Gourd Dance Society and served numerous times as the organization's president. During this time, Howard put away his fancy war dance clothes and took up the "Straight Dance" and was a champion dancer. He was an active supporter in the early years of the Southern California Indian Center, Inc., then known as the Orange County Indian Center (OCIC). Howard was always there for fund raising events to support cultural activities like the Annual OCIC Powwow.

After OCIC incorporated and captured its first Comprehensive Employment and Training Act (CETA) grant. Mr. Yackus was tasked by the OCIC Board to manage the new grant and became the director of the OCIC Manpower Development Program.

Howard Yackus served his people all his adult life in both work and play. He was a role model to many and mentored numerous young Indian people and remained active all his life. Howard left us too soon and tragically. On Sunday August 31st, 1986 while attending a Pow-wow at the Barona Indian Reservation, Howard returned home to Cerritos to golf with plans to return to the Pow-wow that evening. That day was the day that Howard and his new family were lost to us as an Aeromexico jet crashed into his home.



2015 Outstanding Employer Award (477 Grantee)



Kopps On The Run, L.L.C.
Choctaw Nation of Oklahoma
Durant, Oklahoma

Kopps on the Run is a drug and alcohol collection facility, owned and managed by Choctaw Tribal Member Lena Kopps. Lena is a valuable asset to the Choctaw Nation WIA OJT program. Lena accepted two of our WIA participants for on the job training at her facility.

Lena provided the participants with valuable employment skills and encourages them to further their education. Lena provides opportunities to obtain certifications in Psyche medics, sample collection, hair and urine drug collecting. Lena also supports OJT participants to attend Kiamichi Vocational Technology Center to become certified in phlebotomy. Upon completion of their training, they were offered employment with Kopps on the Run L.L.C.

With the support of the Choctaw Nation and its tribal members participating through the WIA programs, Kopps on the Run received the 86th Annual Chamber of Commerce Small Business of the Year award from the Hugo Chamber of Commerce in November of 2014.

Lena has been nominated for Outstanding Employer Award for her positive attitude, creative ideas, and her dedication to helping Native Americans build their futures. She goes above and beyond to assist participants.

2015 Outstanding Employer Award (166 Grantee)



Native Health
Phoenix Indian Center
Phoenix, Arizona

Native Health is an Urban Clinic and a federally qualified Health Center providing primary medical, dental, behavioral health, WIC and disease preventive services.

Native Health works with Phoenix Indian Center in the Workforce and Employment Program. As of this date, twenty-five WEP individuals have been placed and Native Health has hired nine employees, all within the Medical Department. The areas of training are Medical Assistant, Dental Assistant, Customer Service Representative, Medical clerk and Data entry clerk, just to name a few. WEP is a temporary training period to gain soft and hard skills. OJT is available as well through NWS and Native Health to share the cost and opportunity for permanent employment.

This Department is administered by Deanna Sangster, Health Services Administrator and Justina Young, R.N. NHW Clinic Practice Manager who are supporters of the WEP. They understand and value WEP-it gives them a chance to see the "potential employee". They have been great mentors to all the WEP participants and taken additional time to help with the skills.

This year the clinic partnered with Native Workforce and provided three OJT's and seven WEP trainees at the Phoenix Center and Phoenix Native Health at Central and Northwest Phoenix serving over 17,000 individuals per year.

In the tradition of our Native American heritage, we demonstrate hospitality and respect toward every person we encounter. We are committed to offer the highest quality health care services available.

Native Health's mission is to provide holistic, patient-centered, culturally sensitive health and wellness services to all people.

2015 Outstanding Participant Award (166 Grantee)



Ora Parker
Winnebago Tribe of Nebraska
Winnebago, Nebraska

In 2011 Ora Parker started to work with the Winnebago Tribe of Nebraska TANF Program. She is the mother of six boys and three girls. She started as an emergency hire and worked her way into a full-time position as a TANF case worker and later promoted to case manger.

Ora likes working with people, she is patient under pressure, she has the ability to work smoothly and communicates well with her clients. She is firm yet compassionate and respectful in every way. She takes the time needed with each individual and is courteous to all no matter the mood when they arrive. Those individuals leave with a smile knowing Ora has done her best to help them. She works hard to find solutions to the hardships people experience and understands that she can't do everything and some things are best left for the individual to achieve for growth.

Ora is an asset to the TANF program and its clients. She goes above and beyond her duties, she has a big heart and it shows in every day in her actions. She is self-motivated and dedicated to her work. She has been role model for her peers.

Ora keeps in mind where she came from, she and her husband lived month to month on his part time job at a hospital and she would clean houses for extra money to pay the electric bill. No matter how hard things were, giving up was never an option for them. They had to keep going for the sake of their children.

The family is involved in their native culture; her boys cut wood, and haul rock for the sweat lodge ceremonies attended on a weekly basis. They have come a long way and are self sufficient as compared to a few years ago.

Ora is extremely thankful to the Winnebago Tribe of Nebraska for giving her the opportunity to work for them. She plans to continue to do the best and be a good role model for her children and for her clients.

Ora is a member of the Omaha Tribe.

2015 Outstanding Participant Award (477 Grantee)



Edward Nixon
Cherokee Nation
Tahlequah, OK

Edward Nixon, with only a GED, worked in several different jobs throughout his life such as mechanic, maintenance worker, cook/dishwasher and a welder's assistant. The only skills Edward claimed he had were very basic skills just enough for him to perform the jobs he was hired to do. Edward learned as much as possible with every job opportunity along the way.

Edward had several barriers that kept him from really advancing in his various jobs. Edward is hearing impaired and that has kept him from going further in school and has caused problems with communicating with people and limited his employment opportunities. Edward was referred to Cherokee Nation Vocational Rehab program where they were able to do a hearing evaluation and assist with the purchase of a hearing aid. The new hearing aid provided Edward with the confidence he needed to continue his education. Edward decided to participate in the Cherokee Nation Building Trades Program so that it would help him gain the knowledge and skills that were needed to do carpentry work.

Edward has always been interested in carpentry. Through the Cherokee Nation Building Trades Program Edward was able to train with local building contractors. After successful completion of the program, Edward was able to start his own business – Ed's Woodworking. Edward states that, "without the help of the Cherokee Nation Career Services P.L. 102-477 Program, I would not have had the chance that I have now and I appreciate all the program has done for me."

2015 Outstanding Participant Award (477 Grantee)



Kyle Dewayne Stick
Cherokee Nation
Tahlequah, OK

Kyle Dewayne Stick was going from job to job and his journey to full time employment was tough. Kyle had a tract record of alcoholism that he struggled with throughout his life. The choices he made in life resulted in consequences that would alter his path. He was charged with multiple felony counts and misdemeanors and his continued behavior eventually resulted in being incarcerated for a felony DUI.

Upon his release, he returned to Cherokee Nation Career Services and participated in the Day Training Program. Kyle took advantage of this opportunity and excelled at his training site. He complied with all his drug court requirements and legal obligations. When his Day Training program came to an end, he was placed on the P.L. 102-477 Work Experience Program. He was assigned to W.W. Hastings Hospital in the Dietary Department. Mr. Stick was quick to learn his new role in the department and made a great impression on his supervisors. He displayed a positive attitude, great work ethic and willingness to do all that was asked of him and more. All the while, Kyle was moving through his drug court program he maintained exemplary attendance. While participating in the Work Experience Program, Kyle was recommended for a position in the Dietary Department with countless recommendations from hospital staff including his supervisor.

Kyle has proven that people can change and come full circle. He is aware that he was viewed in a negative light for several years. But with the assistance and confidence of his tribe, Kyle is now a self-sufficient taxpaying employee. In a time when others could have easily said that Kyle didn't deserve another opportunity, the continued collaboration of tribal and federally funded programs continue to show the hard work, dedication and change one opportunity can make.

2015 Outstanding Participant Award (166 Grantee)



Charles Verdin
Inter-Tribal Council
Of Louisiana
Houma, Louisiana

Charles Verdin is from a small town where he grew up fast. He was raised by a single mother and in his younger years was a good kid who liked school, went to church and obeyed his mother.

But at the age of 15, he starting working on a fishing boat, and made good money however, he became an alcoholic and drug addict, had no respect for himself or others. At the age of 18 he traded the fishing life for the oil field, and worked on tug boat. A year later he became a father, earned his captains license and started making more money. The drinking and drugs became worse; his firstborn was pushed aside for the drug life.

He was busted for drugs twice and sent to prison for 2 ½ years. Four years later, he refused to take a drug test for his job and lost his captains license. He was no longer making enough to support his habit, so he started selling everything he owned to support his habit. He went to rehab but was kicked out three times for failing the drug screens.

Charles had purchased fake crack from two guys, went looking for them, and he found them. There was an argument, and then he saw a flash of light and heard a ringing in his ear. He found himself on the ground and saw the two guys running up the street. He ran after them and stopped because blood was pouring from the left temple of his head.

Reality had set in. He could feel his heart beat start to slow down. His eyes started to close by themselves and he couldn't stop them. He tried to move but couldn't move a muscle in his body. He started to cry and realized that he had wasted his life with drugs and he was going to die on the side of the road. But he remembered his cousin had once told him about the life available to him through Jesus; all he had to do was call on His name and He would save him. He cried out to Jesus and was saved that early morning on the side of the road.

He had been shot in the head and the bullet went through the temple and out of the top of his head and he recovered by the grace of God and given a second chance of life.

He met his wife, Joboa, at church. Then he turned himself in for his last drug charge, told the judge the truth about the change that happened to him. The judge felt like he was to give Charles a second chance instead of the 25 years to life.

Charles felt like God opened the door to obtain assistance from the Inter-Tribal Council of Louisiana, Inc's Native American Employment and Training Program. He was able to attend training again, go back to work and obtain the job he loves to do as a licensed Boat captain w/towing endorsement, as well as provide for his family.

Charles thanks God for the Inter-Tribal Council and the tribes' United Houma Nation Vocational Rehabilitation Services provided. Without those programs and encouragement from Lora Ann and Lanor the struggles could have been longer.

For almost seven years, Charles is living a drug free life with peace, joy, happiness and love for others.

Despite choosing a path early in his life that could have left him destitute, he is the picture of tenacity and proves what our Native American programs and determination for a change can do.



36TH NATIONAL INDIAN AND NATIVE AMERICAN EMPLOYMENT TRAINING / PUBLIC LAW 102-477 TRAINING



Sunday, August 16, 2015

2:00 – 5:30 pm – REGISTRATION (Business Center)	3:00 – 4:30 pm – WORKSHOPS • 166 New DirectorsOak • PL 102-477 Financial Reporting / New Forms Cedar	6:30 – 8:00 pm – RECEPTION (Pool) 8:30 pm – STICKBALL DEMONSTRATION (Choctaw Stickball Area)
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Monday - August 17, 2015

Tuesday - August 18, 2015

6:00 – 7:00 am – WELLNESS ACTIVITY: Line Dancing / Aerobics	6:00 – 7:00 am – WELLNESS ACTIVITY: Line Dancing / Aerobics
7:00 am - 6:00 pm - REGISTRATION	7:30 am – 8:00 am – WAKE UP WITH MITCH..... Magnolia Ballroom
7:30 am – 8:30 am - BREAKFAST Butterfields	8:00 am – 10:15 am - PLENARY SESSION Magnolia Ballroom
8:00 am – 8:30 am – WAKE UP WITH MITCH Butterfields	<ul style="list-style-type: none"> • Drum Group – <i>Citizen Potawatomi Nation - Brassing</i> • Invocation – <i>Linda Capps, Vice-Chair, Citizen Potawatomi Nation</i> • Welcome – <i>Chief George Tiger, Muscogee Creek Nation</i> • BREAKFAST • Speaker - <i>Portia Wu, Assistant Secretary, Employment and Training Administration, U.S. Department of Labor</i> • Partner Recognition • DINAP Grantee Awards • NINAETC Officer Nominations
8:30 am – 11:45 am - PLENARY SESSION Magnolia Ballroom	10:15 - 10:30 am - BREAK
<ul style="list-style-type: none"> • Posting of Colors – <i>Choctaw Color Guard</i> • Drum Group – <i>Bear Claw</i> • Invocation – <i>Olin Williams</i> • Lord’s Prayer – <i>Brad Joe / Sign Language by Choctaw Signers</i> • Welcome – <i>Chief Gary Batton, Choctaw Nation of Oklahoma</i> • NINAETC Chairman’s Address – <i>Darrell Waldron, Rhode Island Indian Council</i> • Roll Call – <i>Lois Bethards, American Indian Center of Arkansas / Kim Carroll, Cherokee Nation</i> • DINAP Address – <i>Duane Hall, Division of Indian and Native American Program, US DOL, ETA, OWI</i> • Advisory Council Update – <i>Darrell Waldron, Chairman, Native American Employment and Training Council</i> • PL 102-477 Tribal Work Group Update – <i>Margaret Zientek, Co-Chair (Citizen Potawatomi Nation)</i> • Side-by-Side Workforce Innovation and Opportunity Act Presentation – <i>Lorenda T. Sanchez, California Indian Manpower Consortium, Inc.</i> • Keynote Address – <i>Congressman Tom Cole, Oklahoma 4th Congressional District, US Congress</i> 	10:30 am – 12:00 pm – WORKSHOPS
12:00 - 1:00 pm - WORKING LUNCH (TANF)Magnolia 5 <i>Box Lunch Purchase Optional</i>	<ul style="list-style-type: none"> • BearTracks 2 Intermediate..... Willow • Uncovering and Fostering your Inner Entrepreneur Pecan • Career Pathways: Innovative Training Strategies..... Oak • Internal Controls Pine • How to Financially Empower Your Participants Magnolia 2 • Using Behavioral Assessments to Improve Communications and Soft Skills in the Workplace..... Magnolia 3 • Developing an Effective Case Plan Magnolia 4 • CCDF Administration under P.L. 102-477 Magnolia 5 • 166 Financial Management Magnolia 6 • PL 102-477 JOM..... Magnolia 7
1:15 – 2:45 pm – WORKSHOPS	12:00 - 1:00 pm - WORKING LUNCH (WIOA).....Magnolia Ballroom <i>Box Lunch Purchase Optional</i>
<ul style="list-style-type: none"> • BearTracks 2 Introduction Willow • Senior Community Service Employment Program 101 Pecan • Re-Entry Cedar • Career Quest: Connecting the dots of Career Clusters and Understanding the Skills Gap in America Oak • Uniform OMB Guidance: Administrative Requirements Pine • Career Management – Aviation and Aerospace..... Magnolia Ballroom • Developing an Effective Case Plan Magnolia 4 • PL 102-477 Tribal Work Group Magnolia 6 • Destress, Decompress, and Walk in Beauty Magnolia 7 	1:15 – 2:45 pm – WORKSHOPS
2:45 – 3:00 pm - BREAK	<ul style="list-style-type: none"> • Uncovering and Fostering your Inner Entrepreneur Pecan • Get Certified (Workforce Credentials) Oak • Financial Reporting.....Pine • Leading Teams through the Strategies of Team Development / CIA..... Magnolia 2 • Effective Interviewing for Case Planning Magnolia 2 • Tribal and State Vocational-Rehab: Lighting the Path Magnolia 3 • Focusing on the Individual: Impact on Successful Job Placement..... Magnolia 4 • Using Data to Tell Your Story Magnolia 5 • BIA - General Assistance..... Magnolia 6 • Senior Community Service Employment Program - 101.... Magnolia 7
3:00 – 4:30 pm - WORKSHOPS	2:45 – 3:00 pm - BREAK
<ul style="list-style-type: none"> • 166 Online Financial Reporting..... Pecan • Career Pathways: Innovative Training StrategiesCedar • Traditional Parenting Techniques Oak • Uniform OMB Guidance: Cost Principles Pine • Leading Teams through the Strategies of Team Development / CIA Magnolia Ballroom • Effective Interviewing for Case PlanningMagnolia 2 • Talking Leaves – Education and Training for Native Youth..... Magnolia 3 • PL 102-477 Tribal Work Group Magnolia 6 • Bridges out of Poverty: Strategies for Professionals..... Magnolia 7 	3:00 – 4:30 pm - WORKSHOPS
4:30 - 5:30 pm – Regional Meetings: Region I – Magnolia 2 Region II – Magnolia 3 Region III – Magnolia 4 Region IV – Magnolia 5 Region V – Magnolia 6 Region VI - Magnolia Ballroom	<ul style="list-style-type: none"> • Job Club – Etiquette for Job Seekers..... Pecan • Intro to Human Trafficking..... Oak • Indirect Costs Pine • Career Management – Aviation and Aerospace Magnolia Ballroom • Disasters: Knowing Your Role..... Magnolia 2 • Motivating Out-of-School Youth for Work Readiness and Career Success..... Magnolia 3 • PL 102-477 Financial Reporting / New Forms Magnolia 4 • The Art of Monitoring Child Care Providers..... Magnolia 5 • Creating a Positive Atmosphere at Work and Home Magnolia 6 • Destress, Decompress, and Walk in Beauty..... Magnolia 7
6:00 – 9:00 pm – Cultural Night (Event Center North)	

36TH NATIONAL INDIAN AND NATIVE AMERICAN EMPLOYMENT AND TRAINING / PUBLIC LAW 102-477 TRAINING

10:00 am – 5:00 pm – National Advisory Council Meeting (Public Comment 3:00 – 5:00 pm) - Cedar





36TH NATIONAL INDIAN AND NATIVE AMERICAN EMPLOYMENT TRAINING / PUBLIC LAW 102-477 TRAINING



Wednesday - August 19, 2015		Thursday - August 20, 2015	Friday
6:00 – 7:00 am – WELLNESS ACTIVITY: Line Dancing / Aerobics		6:00 – 7:00 am – WELLNESS ACTIVITY: Line Dancing / Aerobics	TRAVEL SAFELY!
7:30 am – 8:30 am – BREAKFAST BUFFET Butterfields		7:30 am – 8:30 am – BREAKFAST BUFFET Butterfields	
7:30 am – 8:00 am – WAKE UP WITH MITCH..... Butterfields		7:30 am – 8:00 am – WAKE UP WITH MITCH..... Butterfields	
8:30 – 10:15 am - PLENARY SESSION Magnolia Ballroom <ul style="list-style-type: none"> • Invocation – <i>Assistant Chief Lewis Johnson, Seminole Nation</i> • Storyteller • Tribal Welcome – <i>Chief Billy Friend, Wyandotte Nation</i> • Officer Speeches • Site Presentations 2016/2017 • Remembrance • Presentation - <i>Choctaw Head Start Singers</i> 		8:30 – 10:15 am - PLENARY SESSION Magnolia Ballroom <ul style="list-style-type: none"> • Invocation – <i>Tommy Wildcat, Cherokee National Treasure</i> • Tribal Welcome – <i>Deputy Chief S. Joe Crittenden, Cherokee Nation</i> • Election Results and Site Selection • Resolutions • Years of Service Recognition • Recognition of Veterans • Retire Colors – <i>Cherokee Color Guard</i> 	
Directors' Voting 10:00 am – 12:00 pm 10:00 am – 12:00 pm – National Advisory Council Meeting (Cedal)	10:15 - 10:30 am - Break	10:15 - 10:30 am - Break	
	10:30 am – 12:00 pm – WORKSHOPS <ul style="list-style-type: none"> • BearTracks 2 Introduction.....Willow • Job Club – Etiquette for Job Seekers..... Pecan • Intro to Human Trafficking..... Cedar • Uniform OMB Guidance: Administrative Requirements Pine • The Power & Personal Sovereignty of Problem Solving Magnolia Ballroom • EPA Summer American Indian Internships: Creating Partnerships with Federal Agencies Magnolia 2 • Developing Future Leaders Magnolia 4 • The Development and Submission of a P.L. 102-477 Plan Magnolia 5 • P.L. 102-477 Best Practices..... Magnolia 6 • Disasters: Knowing Your Role Magnolia 7 	10:30 am – 12:00 pm – WORKSHOPS <ul style="list-style-type: none"> • BearTracks 2 Intermediate.....Willow • WIOA Proposed Rules and Regulations..... Cedar • True Colors in Poverty Oak • Internal Controls Pine • The New GED Road Show for Indian Country Magnolia Ballroom • EPA Summer American Indian Internships: Creating Partnerships with Federal Agencies Magnolia 2 • Ethics in Tribal Programs, Workplaces, and in Tribal Governing Bodies Magnolia 3 • Developing Future Leaders Magnolia 4 • P.L. 102-477 – JOM Magnolia 5 	
12:00 – 2:45 pm – Participant / Employer Awards Luncheon (Magnolia Ballroom) Speaker: <i>RunningHorse Livingston, CEO, Mathematize Inc. (Member of Bad River Band of Lake Superior Chippewa)</i>		12:00 - 1:00 pm - LUNCH (ON OWN)	
		1:15 – 2:45 pm – WORKSHOPS <ul style="list-style-type: none"> • BearTracks 2 AdvancedWillow • WIOA Proposed Rules and Regulations..... Cedar • Financial Reporting Pine • U.S. and International Careers with the U.S. Department of State..... Magnolia 2 • Resume Building, Etiquette, & Tips Magnolia 3 • Economic Development and Business Development in Indian Country Magnolia 4 • BIA Contract Support Costs: 101 Training Magnolia 5 • BUS TOUR – Choctaw Nation Programs 	
3:00 – 4:30 pm – National Advisory Council Meeting (Cedal)	3:00 - 4:30 pm - WORKSHOPS <ul style="list-style-type: none"> • Using Interactive Classroom Tools to Teach Important Life Skills Pecan • WIOA Best Practices: Are We Ready? Oak • Uniform OMB Guidance: Cost Principles Pine • The New GED Road Show for Indian Country Magnolia Ballroom • Indian Education and Partnerships to Develop the Whole Indian Student from Cradle to Career or College..... Magnolia 2 • TERO Enhancement of WIOA and Career Pathways..... Magnolia 3 • Economic Development and Business Development in Indian Country..... Magnolia 4 • The Development and Submission of a P.L. 102-477 Plan Magnolia 5 • Creating a Positive Atmosphere at Work and Home Magnolia 6 • Career Pathways – Curriculum Design and Implementation..... Magnolia 7 	3:00 – 4:30 pm – WORKSHOPS <ul style="list-style-type: none"> • WIOA Best Practices: Are We Ready? Cedar • Indirect Costs.....Pine • U.S. and International Careers with the U.S. Department of State..... Magnolia 2 • Resume Building, Etiquette, & Tips Magnolia 3 • P.L. 102-477 Annual Reports Magnolia 5 • BUS TOUR – Choctaw Nation Programs 	
		6:00 – 9:00 pm – Banquet Magnolia Ballroom	

36TH NATIONAL INDIAN AND NATIVE AMERICAN EMPLOYMENT AND TRAINING / PUBLIC LAW 102-477 TRAINING



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 Alberty, 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 Tulalip 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 as 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.

NINAETC Resolutions

PROCEDURES FOR 2015 Resolutions

1. All resolutions must address Section 166 Indian and Native American (INA) program under Workforce Investment Act (WIOA) and the Public Law 102-477 Programs.
2. Resolutions must be in correct typed format and signed by the designated person(s) attending the conference.
3. Resolutions must be submitted to the Resolution Committee by Wednesday, August 19, 2015 at 5:00 p.m. No resolutions will be accepted after this established time.
4. Submission of resolutions must be made to the Resolution Committee and recorded as received a member of that committee.
5. Resolutions will be reviewed by the Resolution Committee and one Executive Officer for content.
6. All resolutions will be acknowledged by the Resolution Committee Chairman at the last General Assembly on Thursday, August 20, 2015. During this time the individual(s) who developed or wrote the resolutions must be available to read and answer any questions from the floor before seeking a vote by the Chairman.
7. Resolutions will be submitted to the 2015-2016 NINAETC Executive Officers for action.

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

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

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

Robert's Rules of Order Motions Chart

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

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

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

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

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

Part 3, Motions that bring a question again before the assembly. No order of precedence. Introduce only when nothing else is pending.

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

THE OKLAHOMA STATE FLAG



The first Oklahoma State Flag adopted in 1911 was a simple affair, its color palette modeled after the red, white and blue of the Stars and Stripes. The 1911 flag displayed a white star, edged in blue, centered on a field of red. Inside the star, the number "46" was shown; reference to Oklahoma as the 46th state to enter the union in 1907.

The first Oklahoma State Flag flew from 1911 - 1925. It is said that the flag began to fall into disfavor after the Russian Revolution in 1917. The Red flag and single white star began to be too closely associated with symbols of Communism.

In 1924, a contest was announced to create a new design for the flag, one that more uniquely represented the diversity of cultures in the state of Oklahoma. For the state with the largest Native American population, it is easy to see why the design submitted by Mrs. George Fluke, Jr. was chosen and officially adopted by the State Legislature on April 2, 1925.

The 1925 flag, essentially the same as today's state flag, prominently displays an Osage warrior's shield made from buffalo hide and decorated with seven eagle feathers hanging from the lower edge. The shield is centered on a field of blue borrowed from the blue flag that Choctaw soldiers carried during the Civil War. This flag honors more than 60 groups of Native Americans and their ancestors.



The shield is decorated with six white crosses (stars) representing high ideals. Superimposed over the shield are symbols of peace and unity from the cultures of the Native American and European-American settlers in the territory; the calumet or ceremonial peace pipe and the olive branch.

The flag design was revisited in 1941. The state name "OKLAHOMA" was amended to the 1925 design and is displayed in white letters below the shield. This change was not popular in some circles as it was felt that the design of the Oklahoma State Flag was significantly unique without this reminder.

In 1988, the Oklahoma State Legislature again addressed the design of the state flag. Variations in color among manufacturers did not properly align with the spirit of the design and the 41st Oklahoma Legislature voted to rectify this:

"... it is truly fitting that the Oklahoma flag uniting the ancient lore of the Indian and the white man and symbolizing the peace of a united people should be standardized in color as an example of the solidarity and patriotism of such people; and

WHEREAS, Oklahoma is entering into its 100th year and the cultural and historic integrity of the Oklahoma state flag as designed by Mrs. George Fluke, Jr., and subsequently approved by the Oklahoma Legislature should be preserved and maintained."



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Human Resources

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Benefits

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Overview of Benefits:

Medical Insurance; Dental Plan; Vision Plan; Group Term Life and Accidental Death & Dismemberment; Life Insurance (option to buy up); Short Term Disability; Long Term Disability; Merrill Lynch 401(K); Guardian Associate Assistance Program; Flexible Spending Account (FSAs) for Health Care & Dependent Care; Critical Illness; Accident and Whole Life Policies; Legal Shield; CFML (Choctaw Family Medical Leave); Associate Health Clinic, Anniversary Service Awards, Associate/Tribal Member Discounts, Employee Education Assistance Program.

Learning & Development Training

Associate Program Only



The Learning & Development department exists to foster an environment where leadership and education allow for continued growth of our organization, our associates, and the Choctaw people we serve. It is our aim to enable learning, facilitate meaningful personal development, and help people identify and achieve their own personal potential. We meet our goals by standardizing training across all entities, developing relationships with associates throughout Choctaw Nation, developing customized training to meet the unique needs of our organization, and by empowering associates with leadership, management, and workplace skills that they can pass on to their staff.

Choctaw University/ Continuing Education

Associate Program Only



Choctaw University is an award-winning program designed to align with the mission of the Choctaw Nation. We exist to develop leadership, management, and workplace skills that enhance the growth and potential of associates, so that they can create and sustain a nation of self-sufficient Choctaw people. We take a holistic approach to learning in order to better serve the adult learners that we serve and focus our energy and resources on nurturing the leadership potential in each individual enrolled in our program. The Choctaw University Leadership Series and Continuing Education Series work together in order to develop a highly-skilled, qualified employment pool within the Choctaw Nation.

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Job Connect

A community initiative in which participants receive person-to-person job search information from Recruitment Teams for current and future jobs including interviews for posted job/informational interviews and how to use the Choctaw Careers website to apply for openings, guidance from Career Development including career options, internships and resume writing, advice from Higher Education on educational goals including GED diploma to college entrance requirements, and WIA information including the short-term wage subsidization for employers if hiring a Choctaw CDIB or Member, Summer Youth Program participation.

Contact: Talent Acquisition (580) 924-8280, ext. 2589

New College Internship/ Continuing Education Cooperative Program

The Choctaw Nation implemented a new, paid Internship Program in 2015, proudly accepting 14 Choctaw college students into the Human Resources, Information Technology and Risk Management (Safety) departments for the summer. The Internship associates represented students throughout the United States including Oklahoma, Texas, Utah, Florida, Missouri and Georgia. The program is anticipated to significantly grow in 2016 and is expected to expand across all CNO business divisions. Please contact us for requirements and other information regarding the program.

Contact: Talent Acquisition (580) 924-8280, ext. 2302

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Finance



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THEY'LL KNOW WE ARE

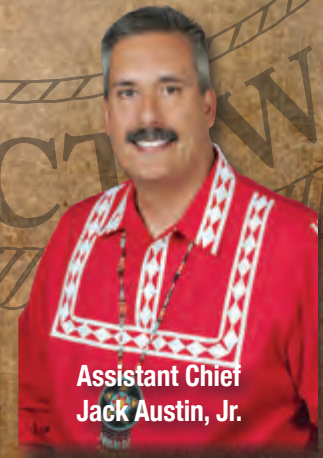
Choctaw

*The Choctaw Nation
of Oklahoma
is the third-largest
federally recognized
tribe in the
United States.*

*200,000
Tribal Members
Worldwide*



Chief
Gary Batton



Assistant Chief
Jack Austin, Jr.

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