

40th NINAETC/P.L. 102-477

National Indian and Native American
Employment and Training
and Public Law 102-477 Conference



Choctaw Conference Center



Welcome from the Executive Committee



Erwin L. Pahmahmie, Jr.
Co-Chair (166)
Cheyenne and Arapaho Tribes
Concho, OK



Margaret Zientek
Co-Chair (477)
Citizen Potawatomi Nation
Shawnee, OK

Dear WIOA Section 166 and P.L. 102-477 Grantees,

The Executive Committee for our 40th National Indian and Native American Employment and Training and Public law 102-477 (NINAETC/477) welcomes you to beautiful Durant, Oklahoma. TEAM 40 is the conference theme for the training, networking, and related federal updates. TEAM 40 celebrates forty (40) years of excellent training to our Native American Community as well as celebrate the success of Native American Workforce Professionals that have positively impacted Native Americans. Together Everyone Achieves More certainly describes the partnership of tribes and federal partners!

It is with great pride that we can come together in partnership with our Federal Partners and Professionals in Indian Country. The workshops and training sessions directly address issues impacting our Native Communities. Best practices, program designs, and services deliverables prove the successful outcomes.

As Native Americans, we appreciate our natural resources, cultural uniqueness as we strive for balance in life. The Choctaw Nation is the local grantee hosting the 40th NINAETC and P.L. 102-477 Training at the beautiful Choctaw Casino and Resort. We feel the casino resort provides many amenities for entertainment in the game of chance, bowling and many delicious food options.

On behalf of the Executive Committee, we welcome you to Durant, Oklahoma for your stay at the Choctaw Casino and Resort as we celebrate TEAM 40!

Kay Seven
Vice-Chairman



Nez Perce Tribe

Lorenda T. Sanchez
Treasurer



**California Indian
Manpower Consortium, Inc.**

Penny Norseworthy
Secretary (477)



Cherokee Nation





Choctaw Nation

Workforce Innovation and Opportunity Act

The Tribal Youth Work Program welcomes
you to the Choctaw Nation of Oklahoma

www.choctawnation.com





Creek Nation Council House

Hours of Operation: 10 a.m. - 4 p.m., Tuesday - Saturday



Newly-Renovated 1878 Creek Nation Council House

From losing possession of the Council House to the U.S. Department of Interior in 1906; then purchasing the building and regaining ownership from the City of Okmulgee in 2010; to acquiring its collections back into possession in 2013; the Nation has worked tirelessly to preserve the Mvskoke history.

Still standing today, the 1878 sand-stone structure has been restored to its original state through funding of an MCNNC appropriation which covered 60 percent of renovation costs and the remaining 40 percent of funds provided in Historic Tax Credits.

The Muscogee (Creek) Nation's Cultural Center & Archives Department recently held a Grand Opening of the Creek Nation Council House at the center of the historic Okmulgee town square in Okmulgee, Okla.

During the ceremony, Chief Floyd expressed gratification for the opportunity to take part in a significant breakthrough in preserving the Mvskoke culture for years to come.

"This restoration, it's for you, it's for all of our citizens," Floyd said. "Those who reside in other states or throughout the world, when they come back to Okmulgee, they like to come back here. Now, they can come in and they can see our history displayed and they can teach that to their children and grandchildren; and for that, Second Chief and I are so grateful."

The building renovations began in March 2017, following the Nation's longstanding efforts to regain ownership of its history, dating back to the forced removal of Muscogee people from their Southeastern homelands.

Muscogee (Creek) Nation, Hwy 75 & Loop 56, Okmulgee, OK 74447 | 1 (800) 482-1979 | www.mcn-nsn.gov





GWY.9 DBP
CHEROKEE NATION®
CAREER SERVICES

2019



Congratulations on 40 Years!

We wish everyone a successful meeting while in Durant, Oklahoma at the 40th Annual National Indian and Native American Employment and Training/PL 102-477 Conference!



EAGLESUN



Eaglesun Systems Products has been providing tribes data management solutions since 1992. We've led the way with over 60 tribes across the US utilizing our system for collecting data and filing federal reports. In addition to our fully customizable Tribal Assistance System, we also offer installation services, custom programming, consulting services, education, training, and technical support.

Call Eaglesun for a demo at 918-743-9855 or email info@eaglesun.com.





Choctaw Nation of Oklahoma

P.O. Box 1210 • Durant, OK 74702-1210 • (580) 924-8280

Gary Batton
Chief

Jack Austin, Jr.
Assistant Chief

Halito and welcome to the Choctaw Nation of Oklahoma!

It is my pleasure to welcome all of our guests to the 40th National Indian and Native American Employment and Training Conference at the Choctaw Conference Center in Durant, Oklahoma.

Our mission at Choctaw Nation is to be Choctaw proud, ours is the sovereign nation offering opportunities for growth and prosperity. Our Workforce Innovation and Opportunity Act (WIOA) program offers these opportunities to all natives. WIOA provides life changing opportunities to native participants in order to prepare for the workforce.

Thirty-two years ago, I participated in the, then named, JPTA Program. It opened doors and allowed me to work my way up within the Choctaw Nation.

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

Chi Pisa la chike!

A handwritten signature in cursive script that reads "Gary Batton".

Gary Batton, Chief
Choctaw Nation of Oklahoma

CHOCTAW

CASINO & RESORT DURANT



Keynote Presenters

Wake Up with Mitch



Mitch Factor

1st NINAETC Chair



S. Diane Kelley
Cherokee Nation

Ninja Warrior



Hoan Do

Partners

Norm Deweaver

Terry Parks, U.S. Department of the Interior

Athena Brown, U.S. Department of Labor

Oklahoma Tribal Leaders

Choctaw Nation



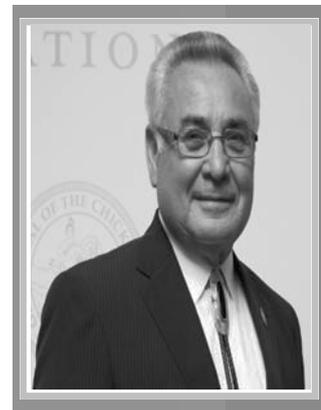
Chief Gary Batton

Citizen Potawatomi Nation



Linda Capps—Vice-Chairman

Chickasaw Nation



Jefferson Keel—Lt. Gov.





FORTY YEARS OF WISDOM—LEADERSHIP



1980 to 2014 NINAETC

National Indian and Native American Employment and Training Conference

2015 to Present NINAETC/477

National Indian and Native American Employment and Training and Public Law 102-477

1st Decade 1980 to 1989 Comprehensive Employment and Training Act (CETA) Job Training Partnership Act (JTPA)

I Washington, D.C. 1980
S. Diane Kelley
Cherokee Nation
Unity and Purpose: A Future With Progress

II Tulsa, OK 1981
Evelyn Stephens
Oklahoma Tribal Assistance Program
Challenges in the 80's

III Albuquerque, NM 1982
Kenneth P. Martinez
Pueblo of Laguna
Employment and Training...It Works

IV Spokane, WA 1983
Lonnie Racehorse
Idaho Inter-Tribal
Building Pride Through Employment and Training

V Nashville, TN 1984
Eddie Tullis
Porch Band of Creek Indians
A New Beginning

VI Los Angeles, CA 1985
John Smith
Shoshone and Arapaho Tribes
The Best of Two Worlds Through Employment and Training

VII Reno, NV 1986
Kenneth P. Martinez
Dallas Inter-Tribal Center
New Horizons Through Employment and Training

VIII Anchorage, AK 1987
Randy Edmunds
Indian Human Resource Center
Culture—Technology—Success

IX Albuquerque, NM 1988
Randy Edmunds
Indian Human Resource Center
Based on Tradition, Grasping the Future

X Milwaukee, WI 1989
Thomas M. Dowd
Native Americans for Community Action
A Decade of Success

2nd Decade 1990 to 1999 Job Training Partnership Act (JTPA) Workforce Innovation Act (WIA)

XI Petersburg, FL 1990
Fred Muscavitch
Milwaukee Indian Manpower Council
Joint Partnership Agreement to Serve Our People Most in Need

XII Spokane, WA 1991
Frank La Mere
Nebraska Inter-Tribal Development
Working Together for a Better Tomorrow

XIII San Diego, CA 1992
Alice Roach
Indian Center, Inc.
Lifting as You Climb

XIV Denver, CO 1993
Wilbur Red Tomahawk
Standing Rock Sioux Tribe
Strategies for Promoting Self-Sufficiency into the 21st Century

XV Albuquerque, NM 1994
H. Clark Hosick
North America Indian Culture Center
Celebrating 15 Years of Partnership and Shared Vision for the Future

XVI Bismarck, ND 1995
Karen Kay
Michigan Indian E & T Services, Inc.
When Patterns are Broken—New Visions Emerge

XVII Providence, RI 1996
Darrell Waldron
Rhode Island Indian Council, Inc.
Surviving Broken Promises

XVIII Anaheim, CA 1997
Karen Kay
Michigan Indian E & T Services, Inc.
Native American Bridge to the Future

XIX Spokane, WA 1998
Jeff Foster
Four Tribes Consortium of Oklahoma

XX Sioux Falls, SD 1999
Jeff Foster
Four Tribes Consortium of Oklahoma
Two Decades of Dedicated Service





FORTY YEARS OF WISDOM—LEADERSHIP



1980 to 2014 NINAETC

National Indian and Native American Employment and Training Conference

2015 to Present NINAETC/477

National Indian and Native American Employment and Training and Public Law 102-477

3rd Decade 2000 to 2009 Workforce Innovation Act (WIA)

XXI San Antonio, TX 2000
Jeff Foster
Four Tribes Consortium of Oklahoma
Facing the New Millennium

XXII Reno, NV 2001
Larry Ketcher
Cherokee Nation of Oklahoma
Circle of Partners—Building Our Native Workforce Through Traditions

XXIII Rapid City, SD 2002
Larry Ketcher
Cherokee Nation of Oklahoma
Our Journey Continues—Strengthening Our Future

XXIV Anchorage, AK 2003
Darrell Waldron
Rhode Island Indian Council, Inc.
First People of the Great Land

XXV Milwaukee, WI 2004
Darrell Waldron
Rhode Island Indian Council, Inc.
Commemorating 25 Years of Commitment and Service

XXVI Houston, TX 2005
Kathy Atkins
American Indian Center of Arkansas
Indian and Native American Employment and Training—It Works!

XXVII Tulsa, OK 2006
Larry Ketcher
Cherokee Nation of Oklahoma
Determination—Inspiration—Drive

XXVIII Newport, RI 2007
Darrell Waldron
Rhode Island Indian Council, Inc.
Respect the Past—Live the Present—Build the Future

XXIX Wisconsin Dells, WI 2008
Darrell Waldron
Rhode Island Indian Council, Inc.
Voices Spoken, Voices Heard, Strengthen our Voices Through Encouragement and Balance

XXX Sacramento, CA 2009
Darrell Waldron
Rhode Island Indian Council, Inc.
Tribute to the Past, Empowering the

4th Decade 2010 to 2019 Workforce Innovation Act (WIA) Workforce Innovation and Opportunity Act (WIOA)

XXXI Albuquerque, NM 2010
Norman Ration
National Indian Youth Council, Inc.
Cultivating Today's Native Workforce to Harvest Tomorrow's Leaders

XXXII Scottsdale, AZ 2011
Kathy Adkins
Goodlettsville, Tennessee
Today's Challenges + A Stronger Workforce = Stronger Communities Tomorrow

XXXIII Marksville, LA 2012
Rosalyn Shirley
Navajo Nation
United Native Leadership is Our Pathway to Success

XXXIV Acme, MI 2013
Darrell Waldron
Rhode Island Indian Council, Inc.
Spirits United—Controlling our Own Destiny

XXXV Sioux Falls, SD 2014
Darrell Waldron
Rhode Island Indian Council, Inc.
Keys to our Community's Independence

XXXVI Durant, OK 2015
Shifting Gears
477 Patty Mink Choctaw Nation
166 Darrell Waldron Rhode Island Indian Council, Inc.

XXXVII Reno, NV 2016
Creating Life Success from Cradle Board to Golden Years
477 Margaret Zientek Citizen Potawatomi Nation
166 Paula Starr Southern California Indian Center, Inc.

XXXVIII Los Angeles, CA 2017
Weaving Native Pathways to Success
477 Margaret Zientek Citizen Potawatomi Nation
166 Paula Starr Southern California Indian Center, Inc.

XXXIX Marksville, LA 2018
Together Achieving Balance
477 Margaret Zientek Citizen Potawatomi Nation
166 Paula Starr Southern California Indian Center, Inc.



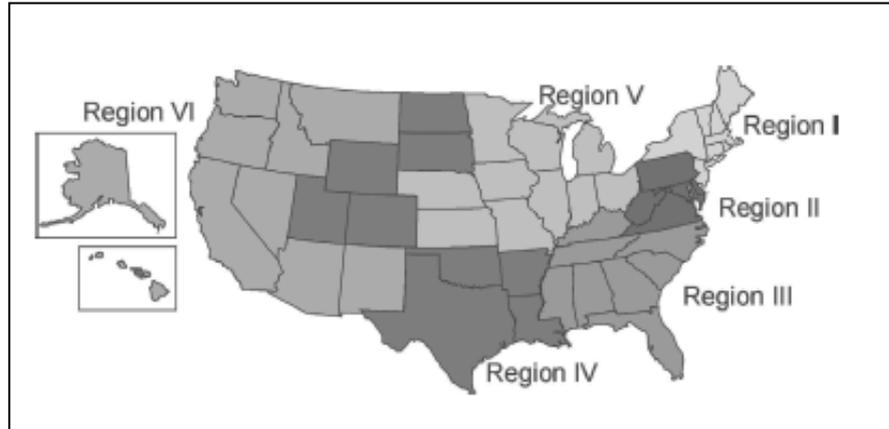
NATIVE WORKFORCE DEVELOPMENT FAMILY NETWORK



WIOA Section 166



P.L. 102-477 as amended by P.L. 115-93



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 Plains, Massachusetts

NEW HAMPSHIRE served by



Maquam Bay of Missisquoi, Inc.
Swanton, Vermont

NEW JERSEY served by



Rhode Island Indian Council
Providence, Rhode Island

NEW YORK



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



Native American Cultural Center, Inc.



New York City, New York served by
Rhode Island Indian Council



Seneca Nation of Indians
Irving, New York



St. Regis Mohawk Tribe
Hogansburg, New York

RHODE ISLAND



Rhode Island Indian Council

VERMONT



Maquam Bay of Missisquoi, Inc.
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, Inc.
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's Council on Indian Affairs
Tallahassee, Florida



Miccosukee Tribe of Indians
Miami, Florida



NATIVE WORKFORCE DEVELOPMENT FAMILY NETWORK continued

REGION III continued

GEORGIA served by



Florida'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, Inc.
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
Nashville, Tennessee

REGION IV

ARKANSAS



American Indian Center of Arkansas, Inc.
Little Rock, Arkansas

COLORADO



Denver Indian Center, Inc.
Denver, Colorado



Southern Ute Indian Tribe
Ignacio, Colorado



Ute Mountain Ute Tribe
Towaoc, Colorado

LOUISIANA



Inter-Tribal Council of Louisiana, Inc.
Houma, Louisiana

MONTANA



Assiniboine & Sioux Tribes, Fort Peck Reservation
Poplar, Montana



Blackfeet Tribal Business Council
Browning, Montana



Business Committee of the Chippewa Cree Tribe
Box Elder, Montana



Confederated Salish and Kootenai Tribes
Pablo, Montana



Fort Belknap Community Council
Harlem, Montana



Little Big Horn College
Crow Agency, Montana



Montana United Indian Association
Great Falls, Montana



Northern Cheyenne Tribe
Lame Deer, Montana

NEW MEXICO



Alamo Navajo School Board, Inc.
Magdalena, New Mexico



Eight Northern Indian Pueblo Council, Inc.
San Juan Pueblo, New Mexico



Five Sandoval Indian Pueblos, Inc.
Bernalillo, New Mexico



Jicarilla Apache Tribe
Dulce, New Mexico



Mescalero Apache Tribe
Mescalero, New Mexico



National Indian Youth Council
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
Pueblo of Laguna, New Mexico



NATIVE WORKFORCE DEVELOPMENT FAMILY NETWORK continued

REGION IV continued

NEW MEXICO continued



Pueblo of Taos
Taos, New Mexico



Pueblo of Zuni
Zuni, New Mexico



Ramah Navajo School Board, Inc.
Pine Hill, New Mexico



Santo Domingo Tribe
Santo Domingo Pueblo, New Mexico

NORTH DAKOTA



Spirit Lake Sioux Tribe
Fort Totten, North Dakota



Standing Rock Sioux Tribe
Fort Yates, North Dakota



Three Affiliated Tribes
New Town, North Dakota



Turtle Mountain of Chippewa Indians
Belcourt, North Dakota



United Tribes Technical College
Bismarck, North Dakota

OKLAHOMA



Absentee Shawnee Tribe
Shawnee, Oklahoma



Cherokee Nation
Tahlequah, Oklahoma



Cheyenne and Arapaho Tribes of Oklahoma
Concho, Oklahoma



Chickasaw Nation
Ada, Oklahoma



Choctaw Nation of Oklahoma
Durant, Oklahoma



Citizen Potawotomi Nation
Shawnee, Oklahoma



Comanche Tribe of Oklahoma
Lawton, Oklahoma



Muscogee Creek Nation of Oklahoma
Okmulgee, Oklahoma



Inter-Tribal Council of Northeast Oklahoma
Miami, Oklahoma



Kaw Nation
Kaw City, Oklahoma



Kiowa Tribe of Oklahoma
Carnegie, Oklahoma

REGION IV continued

OKLAHOMA continued



Osage Nation
Pawhuska, Oklahoma



Otoe - Missouri Tribe
Red Rock, Oklahoma



Pawnee Nation of Oklahoma
Pawnee, Oklahoma



Ponca Tribe of Oklahoma
Ponca City, Oklahoma



Tonkawa Tribe of Oklahoma
Tonkawa, Oklahoma



United Urban Indian Council, Inc.
Oklahoma City, Oklahoma



Wyandotte Nation
Wyandotte, Oklahoma

SOUTH DAKOTA



Cheyenne River Sioux Tribe
Eagle Butte, South Dakota



Lower Brule Sioux Tribe
Lower Brule, South Dakota



Ogla Sioux Tribe
Pine Ridge, South Dakota



Rosebud Sioux Tribe (Sicangu Nation)
Rosebud, South Dakota



Sisseton-Wahpeton Ojate
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



Dallas Inter-Tribal Center
Dallas, Texas



Ysleta Del Sur Pueblo
El Paso, Texas

UTAH



Indian Training and Education Center
West Valley, Utah



Ute Indian Tribe
Fort Duchesne, Utah



NATIVE WORKFORCE DEVELOPMENT FAMILY NETWORK continued

REGION IV continued

WYOMING



Eastern Shoshone Tribe
Fort Washakie, Wyoming



Northern Arapaho Business Council
Ethete, Wyoming

REGION V

ILLINOIS served by



California Indian Manpower Consortium, Inc.
Sacramento, California

INDIANA



American Indian Center of Indiana, Inc.
Indianapolis, Indiana

IOWA Counties of Dallas, Madison, Polk, Warren & Woodbury served by



American Indian Council
Kansas City, Missouri

IOWA Counties of Clinton, Scott, Muscatine served by



California Indian Manpower Consortium, Inc.
Sacramento, California

KANSAS



United Tribes of Kansas and Southeast Nebraska, Inc.
White Cloud, Kansas

MICHIGAN



Grand Traverse Band of Ottawa and Chippewa Indians
Peshawbestown, Michigan



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



Little Traverse Band of Odawa Indians
Harbor Springs, Michigan



Michigan Indian Employment and Training Services, Inc.
Lansing, Michigan



North American Indian Association of Detroit, Inc.
Detroit, Michigan



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



South Eastern Michigan Indians, Inc.
Center Line, Michigan

REGION V continued

MINNESOTA



American Indian Opportunities, Inc.
Minneapolis, Minnesota



Bois Forte Reservation Tribal Council
Nett Lake, Minnesota



Fond Du Lac Reservation
Cloquet, Minnesota



Leech Lake Band of Ojibwe
Cass Lake, Minnesota



Mille Lacs Band of Ojibwe Indians
Onamia, Minnesota



Minneapolis American Indian Center
Minneapolis, Minnesota



Northwest Indian OIC
Minneapolis, Minnesota



Red Lake Nation
Redby, Minnesota



White Earth Reservation Tribal Council
Naytahwaush, Minnesota

MISSOURI



American Indian Council
Kansas City, Missouri

NEBRASKA



Omaha Tribe of Nebraska
Macy, Nebraska



Ponca Tribe of Nebraska
Niobrara, Nebraska



Winnebago Tribe of Nebraska
Winnebago, Nebraska

OHIO



North American Indian Cultural Center, Inc.
Akron, Ohio

WISCONSIN



Ho-Chunk Nation
Black River Falls, Wisconsin



Lac Courte Oreilles Tribal Governing Board
Hayward, Wisconsin



Lac Du Flambeau Band of Lake Superior Chippewa
Indians, Inc.
Lac Du Flambeau, Wisconsin



NATIVE WORKFORCE DEVELOPMENT FAMILY NETWORK continued

REGION V continued

WISCONSIN continued

-  Menominee Indian Tribe of Wisconsin
Oneida, Wisconsin
-  Oneida Tribe of Indians of Wisconsin
Oneida, Wisconsin
-  Spotted Eagle, Inc.
Milwaukee, Wisconsin
-  Stockbridge-Munsee Community
Bowler, Wisconsin

REGION VI

ALASKA

-  Aleutian-Pribilof Islands Association, Inc.
Anchorage, Alaska
-  Association of Village Council Presidents
Bethel, Alaska
-  Bristol Bay Native Association
Dillingham, Alaska
-  Central Council of Tlingit and Haida Indian Tribes
Juneau, Alaska
-  Chickaloon Village
Haines, Alaska
-  Chilkat Indian Village
Haines, Alaska
-  Chugachmiut
Haines, Alaska
-  Cook Inlet Tribal Council, Inc.
Anchorage, Alaska
-  Copper River Native Association
Copper Center, Alaska
-  Kawerak Incorporated
Nome, Alaska
-  Kenaitze Indian Tribe
Kenai, Alaska
-  Knik Tribal Council
Wasilla, Alaska
-  Kodiak Area Native Association
Kodiak, Alaska
-  Maniilaq Association
Kotzebue, Alaska

REGION VI continued

ALASKA continued

-  Metlakatla Indian Community
Metlakatla, Alaska
-  Orutsarmuit Native Community
Bethel, Alaska
-  Sun'aq Tribe of Kodiak
Kodiak, Alaska
-  Tanana Chiefs Conference
Fairbanks, Alaska
-  Yakutat/Tlingit Tribe
Yakutat, Alaska

ARIZONA

-  American Indian Center of Tucson
Tucson, Arizona
-  Colorado River Indian Tribes
Parker, Arizona
-  Gila River Indian Community
Sacaton, Arizona
-  Hopi Tribal Council
Kykotsmovi, Arizona
-  Hualapai Tribe
Peach Springs, Arizona
-  Inter-Tribal Council of Arizona, Inc.
Phoenix, Arizona
-  Navajo Nation
Window Rock, Arizona
-  Pascua Yaqui Tribe
Tucson, Arizona
-  Phoenix Indian Center, Inc.
Phoenix, Arizona
-  Quechan Indian Tribe
Yuma, Arizona
-  Salt River Pima-Maricopa Indian Community
Scottsdale, Arizona
-  San Carlos Apache Community College
San Carlos, Arizona
-  Tohono O'odham Nation
Sells, Arizona
-  White Mountain Apache Tribe
White River, Arizona



NATIVE WORKFORCE DEVELOPMENT FAMILY NETWORK continued

REGION VI continued

CALIFORNIA

-  California Indian Manpower Consortium, Inc.
Sacramento, California
-  Northern Indian California Development, Inc.
Eureka, California
-  Southern California Indian Resource Center, Inc.
El Cajon, California
-  Tule River Tribal Council
Porterville, California
-  United Indian Community Involvement
Los Angeles, California
-  United Indian Nations, Inc.
San Leandro, California

HAWAII

-  Alu Like, Inc.
Honolulu, Hawaii

IDAHO

-  Nez Perce Tribe
Lapwai, Idaho
-  Shoshone-Bannock Tribes, Inc.
Fort Hall, Idaho

NEVADA

-  Inter-Tribal Council of Nevada, Inc.
Sparks, Nevada
-  Las Vegas Indian Center, Inc.
Las Vegas, Nevada
-  Reno Sparks Indian Colony
Reno, Nevada
-  Shoshone-Paiute Tribes
Owyhee, Nevada

OREGON

-  Siletz Tribes of Siletz Indians
Siletz, Oregon
-  Confederated Tribes of the Umatilla Indian Reservation
Pendleton, Oregon
-  Confederated Tribes of Warm Springs
Warm Spring, Oregon
-  Organization of the Forgotten American
Klamath Falls, Oregon
-  The Confederated Tribes of Grand Ronde
Grand Ronde, Oregon

REGION VI continued

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'Kallam Tribe
Kingston, Washington
-  Spokane Tribe
Wellpinit, Washington
-  Suquamish Tribe
Suquamish, Washington
-  The Tulip Tribes
Tulip, Washington
-  United Indians of All Tribes Foundation
Seattle, Washington
-  Western Washington Indian Employment
and Training Program
Seattle, Washington



WORKSHOP DESCRIPTIONS

Workshop Legend



One Stop Workshop
Ideal for 166 and 477



WIOA Section 166 Workshop



P.L. 102-477 Workshop



477 Annual Report – Financial Report, Version 2

Presenter: Jerel Kee

Day: Wednesday, April 17

Time: 3:00 p.m. to 4:30 p.m

Room: Oak

How to complete the Federal Mandated Annual Report form per the OMB 1076-0135 reporting requirement; specifically the Version 2 Financial Report will be explored with the Cost Categories reference sheet. We will explore how to produce the seamless integration referencing 477 budgetary formulations for the Administrative costs, with careful considerations of the Indirect Cost Rates.



477 Annual Report – Statistical and Narrative Report

Presenter: Jerel Kee

Day: Thursday, April 18

Time: 3:30 p.m. to 5:00 p.m

Room: Pine

How to complete the Federal Mandated Annual Report forms per the OMB 1076-0135 reporting requirement; specifically the Statistical and Narrative Report. We will explore how to fill out the statistical and best practices for publishing a comprehensive narrative.



Addressing Challenging Behaviors in Early Childcare and School Aged Children

Presenter: Patti Jo Wilson

Day: Monday, April 15

Time: 1:30 p.m. to 3:00 p.m.

Room: Magnolia 2

This session is designed to give teachers the tools to implement powerful teacher-child interactions, address the many varied emotional needs of children and offer a perspective into challenging behaviors. Together we will collaborate with others about techniques to help children with self-control and self-regulation. Crying, aggressive actions, and defiance are areas that children need extra support. Together we can succeed.



An Introduction to Free Services for Business on Disability Accommodation in the Workforce

Presenter: Simonne Jones & Fatos Floyd

Day: Thursday, April 18

Time: 10:30 a.m. to 12:00 p.m

Room: Magnolia 2

Day: Thursday, April 18

Time: 3:30 p.m. to 5:00 p.m.

Room: Willow

The Business Services Program has been added to the new WIOA to provide free services to businesses about how to accommodate people with disabilities in the workplace. The goal of the presentation is to inform the community of what trainings we provide and identify common types of disabilities. Participants will be introduced to who we are and what we do because of our state wide Business Liaisons that are a free available resource to them. Businesses can learn how Disability in the workplace can be improved without having to pay for training and improve a diverse workforce. BSP is a new program that is reaching out to all the communities in the state of Oklahoma to promote awareness and more equal opportunities for people with disabilities.



BearTracks 2 Administrators

Presenter: Terrence Clark & Jennifer Whitmore

Day: Tuesday, April 16

Time: 10:30 a.m. to 12:00 p.m.

Room: Computer Lab

In this workshop we will go through the many functions of the Administrators button. We will talk about and review the 9084 and SPIR reports. We will also talk about how to edit your grantee data, how to make sure you have a back-up of your data and how to edit some of your drop down menus. If you do not have Admin. Rights to your software it is still good to know some of this information.



BearTracks 2 Introduction

Presenter: Terrence Clark & Jennifer Whitmore

Day: Monday, April 15

Time: 1:30 p.m. to 3:00 p.m.

Room: Computer Lab

Day: Wednesday, April 17

Time: 10:30 a.m. to 12:00 p.m.

Room: Computer Lab

This workshop is for people who are new to the program and need to learn the BearTracks software. We will go through the Main Menu and explain the function of each button. Then go into software and explain each tab and the information it is requesting.



WORKSHOP DESCRIPTIONS continued



BearTracks 2 Overview

Presenter: Terrence Clark & Jennifer Whitmore

Day: Tuesday, April 16

Day: Thursday, April 18

Time: 3:30 p.m. to 5:00 p.m.

Time: 10:30 a.m. to 12:00 p.m.

Room: Computer Lab

Room: Computer Lab

If you have questions, stubborn cases, or just need a refresher course then this workshop is for you. We will do an overview of the program and then review the many reports you can use to get information out. If time permits we will review the Admin. button and its features.



Board Training – What is a Board of Directors & What Do They Do?

Presenter: Patricia Hibbeler

Day: Monday, April 15

Day: Thursday, April 18

Time: 1:30 p.m. to 3:00 p.m.

Time: 10:30 a.m. to 12:00 p.m.

Room: Willow

Room: Oak

What is a nonprofit Board of Directors supposed to do? Is yours performing at a high level? This workshop will share some of the effective practices for organizing and supporting your Directors.



Build a Career Via Apprenticeship Training and Without Student Debt

Presenter: Kay Seven

Day: Thursday, April 18

Time: 10:30 a.m. to 12:00 p.m.

Room: Magnolia 3

A workshop designed for case workers who offer education outreach to and prepare program participants for pre-apprenticeship and apprenticeship opportunities. Topics include how apprenticeship systems are administered by a State; the difference between non-union and union apprenticeship programs; and apprenticeship standards.



Building Partnerships With Emergency Management

Presenter: Tim Zientek & Gina Bundy

Day: Thursday, April 18

Time: 3:30 p.m. to 5:00 p.m.

Room: Oak

This session will provide the benefits and skills needed to coordinate Employment & Training or Workforce Services with Emergency Management agencies during time of emergencies and disasters.



Building Pathways to Registered Apprenticeship in the Building Trades: Apprenticeship Readiness Programs and the MC3

Presenter: Art Lujan & Dr. Tom Kriger

Day: Thursday, April 18

Time: 3:30 p.m. to 5:00 p.m.

Room: Magnolia 4

Building on our national partnership that was approved at last year's NINAETC conference. The purpose of this workshop is to introduce the Building Trades Apprenticeship Readiness Programs (ARP's) and the Multi-Craft Core Curriculum (MC3) to NINAETC attendees, and to provide information to conference participants as to how they can contact local Building Trades leaders in their area to participate in the existing programs designated to diversity in the pool of qualified applicants for Registered Apprenticeship. This workshop will also review ongoing NABTU efforts to engage with National Indian and Native American leaders and prospective apprentices on the topic of workforce development.



Case Management and Intake Strategies for 477

Presenter: Vincent Romero

Day: Thursday, April 18

Time: 10:30 a.m. to 12:00 p.m.

Room: Pine

Case Management and Intake Strategies for 477 will provide an overview of approaches and best practices to Case Management within 477 Programs.



Case Management for Rookies

Presenter: Gary Rickard

Day: Monday, April 15

Day: Tuesday, April 16

Time: 1:30 p.m. to 3:00 p.m.

Time: 1:30 p.m. to 3:00 p.m.

Room: Magnolia

Room: Magnolia Ballroom

In this workshop participants will learn the levels of Case Management and acquire an understanding of the process that make up a Case Management system. Participants will acquire tools needed to be effective in their personal approach to working with clients.



WORKSHOP DESCRIPTIONS continued



CCDF Activities to Improve the Quality of Child Care

Presenter: Melody Redbird-Post, Jessica Farley, & Tammy Charles
Day: Tuesday, April 16 **Time:** 1:30 p.m. to 3:00 p.m. **Room:** Magnolia 2

The final rule requires all Tribes to spend a percentage of their total CCDF expenditures on quality improvement activities. There are a wide range of quality improvement activities that Tribes have the flexibility to implement, including training for child care providers, small grants to improve health and safety, or investigating in curricula that incorporates native languages. Participants will learn about the many options Tribes have in meeting the quality expenditure requirements.



CCDF in 477

Presenter: Rae Belle Whitcomb
Day: Thursday, April 18 **Time:** 10:30 a.m. to 12:00 p.m. **Room:** Magnolia Ballroom

The workshop will discuss opportunities in having CCDF included within a P.L. 102-477 plan. It will go over reporting differences when CCDF is not in 477 and the streamlined reporting within 477.



Child Care Service – Tribal Flexibility with CCDF Funds

Presenter: Jessica Farley, & Tammy Charles
Day: Tuesday, April 16 **Time:** 3:30 p.m. to 5:00 p.m. **Room:** Magnolia 2

The Child Care and Development Fund (CCDF) allows Tribes flexibility in how child care services are provided to eligible Tribal Children. There are three categories of care: Center, family, and in-home. Care can be provided through use of a tribally operated center, child care subsidies, or by using grants or contracts. Tribes must offer a 12 month eligibility and have the option of using categorical eligibility.



Client Assessment

Presenter: Kristine Hill
Day: Monday, April 15 **Time:** 1:30 p.m. to 3:00 p.m. **Room:** Oak

Provide Staff with knowledge and skills required to conduct effective assessments that are based on program goals and services. Providing staff with familiarity and skills on career, psycho-social, health, basic skills, and career readiness instruments for assessment including those instruments or skills to measure employment retention rate, earnings change, credential and diploma attainment rate, and skill attainment rate. Providing staff with knowledge and skills to use assessment data in the development of case management plans.



Client Motivation & Skill Building

Presenter: Kristine Hill
Day: Tuesday, April 16 **Time:** 1:30 p.m. to 3:00 p.m. **Room:** Pecan

Staff will acquire strategies for motivating and empowering clients to self-sufficiency. Providing staff with opportunities to develop insight and understanding of special client concerns and barriers. Providing staff with skills and techniques to identify and address special client concerns and issues through direct client training and coaching. Providing staff with skills and knowledge supporting the healthy development of youth and their families.



Communicating for an Extraordinary Performance

Presenter: Elaine Seat, PhD
Day: Wednesday, April 17 **Time:** 10:30 a.m. to 12:00 p.m. **Room:** Magnolia 4
Day: Thursday, April, 18 **Time:** 1:30 p.m. to 3:00 p.m. **Room:** Magnolia 5

In this workshop, participants will learn the communication skills that are found in high performing organizations. The basis for this training comes from the discipline of Positive Leadership in Management. These skills are presented as ratios of types of statements and behaviors used in everyday working together. The skills are specific. The learner will leave with behaviors and skills that can be put into immediate practice. The skills work in dyad conversations and group/team meetings and focus on how-to's for the positive skills while eliminating behaviors that are often used to create communication problems, misunderstandings, and ill-will.



Communicating in a Multiple Generation Workplace

Presenter: Chris Welch & Will Lowe
Day: Tuesday, April 16 **Time:** 10:30 a.m. to 12:00 p.m. **Room:** Magnolia Ballroom
Day: Thursday, April 18 **Time:** 3:30 p.m. to 5:00 p.m. **Room:** Cedar

The generational dynamic in the workforce is changing and will be the most diverse that we have ever seen. By 2025 75% of the workforce will be of the "millennial" generation. The most misunderstood generation of them all "The Game Changers." This course discusses the difference between each generation's works style, work characteristics and value system in the workplace. It also provides effective communication techniques for each generation currently active in the workplace. Employers and managers learn proven methods to communicate and manage their employees by learning the value system that each generation possesses.



WORKSHOP DESCRIPTIONS continued



Comprehensive Overview of WIOA Reporting Requirements for Adult and Youth Programs using the ETA 9084, SPIR, and ETA 9085

Presenter: Jennifer Whitmore
Day: Tuesday, April 16 **Time:** 1:30 p.m. to 3:00 p.m. **Room:** Cedar

A Comprehensive overview and step-by-step instruction to adult and youth reporting requirements using the ETA 9084, SPIR, and ETA 9085.



Cost Principles & Selected Items Of Cost

Presenter: Edward Donohue, Jr.
Day: Thursday, April 18 **Time:** 1:30 p.m. to 3:00 p.m. **Room:** Redbud

This workshop will cover the cost principles and selected items of cost found at 2 CFR 200.400 - 200.475 as well as WIOA specific allowable cost issues addressed in the regulations at 20 CFR Part 283. Our presenter will discuss the general principles of allowable costs and include specific treatment of some of the selected items of cost - allowable, unallowable and allowable with conditions or prior approval.



Creating Your Vision: A Vision Board Workshop

Presenter: Jessinna McBee & Mia Hoskison
Day: Thursday, April 18 **Time:** 1:30 p.m. to 3:00 p.m. **Room:** Magnolia 2

Visualizing our goals is an essential tool in attaining the things we want most in life. By creating a Vision Board, we can physically set those intentions to have a visual reminder of the actions we must take to achieve our goals. Creating a Vision Board may also help us discover our intentions by identifying what goals we want to achieve. During this workshop we will guide several goal and intention setting exercises and at the end of our workshop you will leave with a complete Vision Board tailored to your specific goals. This workshop is meant to be fun, so be sure to bring a positive attitude and an open mind!



Customer Service

Presenter: Patti Mitchell & Chris Welch
Day: Wednesday, April 17 **Time:** 10:30 a.m. to 12:00 p.m. **Room:** Pecan

When you successfully create a connection with your customers and employees, many of them stay loyal for life—and you'll have the chance to increase your overall business plus build a solid brand foundation and positive consumer reputation. The companies that succeed are the ones that stay true to their core values over the years. The "moment of truth" is that moment when you come into contact with a customer and you create an image of your company to the customer. We call this....Delivering Excellent Customer Service and we want to show you have Excellence Starts Here....



De-escalation / Active Shooter

Presenter: Danny Tanner & Shawwna Roach
Day: Monday, April 15 **Time:** 1:30 p.m. to 3:00 p.m. **Room:** Redbud
Day: Tuesday, April 16 **Time:** 3:30 a.m. to 5:00 p.m. **Room:** Oak

Captain Tanner will be discussing how to deal with Individuals that employees may come in contact with who are mad, upset, or needing questions answered. Investigator Roach will do the next half of the training teaching employees how to react if the subject becomes an active shooter or has some type of weapon.



Developing an Advisory Council to Promote Job Development and Placement

Presenter: Katreena Hayes-Wood
Day: Tuesday, April 16 **Time:** 10:30 a.m. to 12:00 p.m. **Room:** Magnolia 3

An effective Advisory Council is one of the most powerful tools an organization that provides job placement can have at their disposal. Join Professional Career Development Specialist, Katreena Hayes-Wood as she walks you through the steps required to set up an engaged and effectual Advisory Council and Community Mentoring Program to help promote Job Development and Placement for your organization. You will learn what an Advisory Council is, their purpose and ways they can benefit your program. Katreena will cover the techniques and materials needed to set up your advisory council as well as ways to recruit, meet with and coordinate a successful Advisory Council.



Developing an Effective Case Plan

Presenter: Kristine Hill
Day: Tuesday, April 16 **Time:** 10:30 a.m. to 12:00 p.m. **Room:** Pecan

Managers, staff and supervisors will understand developing and effective case plan that assists the client to move to self-sufficiency with development of client goals and activities and use of strengths-based, solution based methodology.



WORKSHOP DESCRIPTIONS continued



Disability Etiquette 101

Presenter: Marsha White & Chrystal Lofton, & Lyndon Smith
Day: Tuesday, April 16 **Time:** 3:30 p.m. to 5:00 p.m.

Room: Magnolia 4

The number of people with disabilities in the workforce will continue to increase. Currently over 15% of the worldwide population has some type of disability. In this workshop you will learn the proper way to interact with individuals with disabilities using "People First" language and tips. It's important to remember that individuals with disabilities are people first: they want to be appreciated, respected, and productive. It is important to be mindful of how best to do so, depending on his or her disability.



Don't be a Frog – Networking for Job Search Success

Presenter: Katreena Hayes-Wood
Day: Tuesday, April 16 **Time:** 1:30 p.m. to 3:00 p.m.
Day: Wednesday, April 17 **Time:** 10:30 a.m. to 12:00 p.m.

Room: Magnolia 3
Room: Magnolia 3

Are you a frog? Hopefully, not! Do you have what it takes to build and maintain a strong professional network? Are you teaching your participants how to work a job fair, how to follow up with potential employers for job openings? If you're not sure, join Katreena Hayes-Wood, Work Readiness trainer and Behavioral Specialist, to learn the best way to network for job search and career success. During this lively session plan to learn valuable skills and gather helpful information about your networking style, how to work a job fair to get that job and plan to put your new skills to the test.



Enhancing Participant Outcomes Under WIOA Performance Indicators

Presenter: Laura Aron
Day: Tuesday, April 16 **Time:** 3:30 p.m. to 5:00 p.m.
Day: Wednesday, April 17 **Time:** 10:30 a.m. to 12:00 p.m.

Room: Cedar
Room: Magnolia 2

Learn key concepts and definitions, how each performance indicator is calculated and how to improve performance outcomes while learning about which indicators your organization/tribe may apply to waive.



Essential Skills for Career Services Providers

Presenter: Monieca West & Wanda McGuire
Day: Monday, April 15 **Time:** 3:30 p.m. to 5:00 p.m.
Day: Tuesday, April 16 **Time:** 3:30 p.m. to 5:00 p.m.

Room: Magnolia 3
Room: Magnolia Ballroom

Quality career advising is more than pointing someone to a company that is hiring. It is about understanding the career development process and its underlying theory and application. This is achieved by establishing relationships with clients as well as employers and resource providers, using assessment tools, preparing and delivering training for individuals or groups, understanding the roll of technology and accessing labor market information. It is about serving diverse populations and organizing an effective career services delivery program. This workshop is designed to sharpen the skills of employment specialists and prepare them to seek the Certified Career Services Provider certification if so desired.



Financial Management for the Non-Accountant

Presenter: Kerry Jevsevar
Day: Tuesday, April 16 **Time:** 1:30 p.m. to 3:00 p.m.

Room: Magnolia 4

This workshop will assist those managers, directors, boards, and Tribal council members in areas of financial management with which they may be unfamiliar. Topics include cash management, budgeting, fiscal reporting (with an emphasis on the Section 166 WIOA 9130 report and expense definitions), cost allocation plans, and single agency audit basics.



Giving Feedback for Extraordinary Performance

Presenter: Elaine Seat, PhD
Day: Wednesday, April 17 **Time:** 3:30 p.m. to 4:30 p.m.
Day: Thursday, April 18 **Time:** 3:30 p.m. to 5:00 p.m.

Room: Magnolia 4
Room: Magnolia 5

In this workshop, participants will learn a specific 3-Step process for giving feedback that helps people improve performance. This process can be used in decision-making and negotiation to clarify and break through stalemates. This research-based process is the second part of the communication techniques that lead to extraordinary performance. Participants will learn this specific process. The session will conclude with practice role-plays to promote understanding of the technique and how to construct statements that invite engagement rather than defensiveness.



Grantee Risk Factors: Key Regulations Every Grantee Should Know and How to Avoid Disallowed Costs, Audit Findings, and Monitoring Findings

Presenter: Duane Hall
Day: Monday, April 15 **Time:** 1:30 p.m. to 3:30 p.m.

Room: Magnolia 4

This workshop will provide grantees with DOL/DINAP's internal process for evaluating grantee performance and identifying high risk grantees. The presenter will also make grantees aware of the regulations that grantees often violate that leads to disallowed costs and audit and monitoring findings.



WORKSHOP DESCRIPTIONS continued



Helping and Coaching Skills

Presenter: Kristine Hill

Day: Tuesday, April 16

Time: 3:30 p.m. to 5:00 p.m.

Room: Pecan

Provide case managers, Family Preservation and other NINAETC attendees with technical assistance and coaching skills to support client self-sufficiency and youth participation development.



How the New CCDF Rules Impacts Tribes

Presenter: James Henry, Melody Redbird-Post, & Jessica Farley

Day: Sunday, April 14

Time: 1:30 p.m. to 4:30 p.m.

Room: Oak

This session will explore Tribal options regarding implementation of the new Child Care and Development Fund (CCDF) Final Rule. With the passage of the Child Care and Development Block Grant (CCDBG) Act of 2014 and subsequent release of the 2016 CCDF Final Rule. Tribes have flexibility in certain areas where there are unique needs. These areas include 12-month eligibility, categorical eligibility, tiered Tribal requirements based on funding allocations, an increased focus on health and safety, enhanced quality requirements, monitoring requirements and criminal background checks.



How to develop a 477 Plan and How to submit it

Presenter: Anthony Riley

Day: Wednesday, April 17

Time: 3:00 p.m. to 4:30 p.m.

Room: Pine

This presentation will go over the steps on how to develop a 477 Plan and how to submit it. Topics will cover and overview P.L. 102-477 as amended, single budget, common goals utilizing multiple funding sources, best practices, indirect Costs and A-133 audits. Topics will also include the 477 Plan submission, review and approval process and what to expect from BIA and its Federal Partners.



How to Develop an EDP/IEP/ISP/SSP under Public Law 102-477

Presenter: Ida Doyle

Day: Tuesday, April 16

Time: 10:30 a.m. to 12:00 p.m.

Room: Pine

This workshop will demonstrate how to write and develop an EDP/IEP/ISP/SSP under Public Law 102-477 by service types. We will focus on development of mini steps to ensure client success.



How to Develop Policy and Procedures under Public Law 102-477

Presenter: Ida Doyle

Day: Tuesday, April 16

Time: 1:30 p.m. to 3:00 p.m.

Room: Pine

This Workshop will demonstrate how to write and develop policy and procedures under Public Law 102-477 by service types.



Human Trafficking

Presenter: Michael Snowden

Day: Wednesday, April 17

Time: 10:30 a.m. to 12:00 p.m.

Room: Willow

Day: Thursday, April 18

Time: 10:30 a.m. to 12:00 p.m.

Room: Willow

This workshop will examine what human trafficking is and what is not. We will look at what human trafficking looks like in local communities, some of the efforts being taken to combat it and what you can do to be aware.



Integrating TANF in PL 102-477—Panel Discussion

Presenter: Holly Morales, William Martin, Rae Belle Whitcomb & Tina Tassler

Day: Wednesday, April 17

Time: 10:30 a.m. to 12:00 p.m.

Room: Redbud

This workshop will be a panel discussion with three tribes/tribal organizations that have successfully integrated tribal TANF into their PL 102-477 plan. Presenters are from the Winnebago Tribe, Central Council of Tlingit & Haida Tribes of Alaska, and Cook Inlet Tribal Council. Each presenter will provide a brief overview of their TANF and 477 and at the end there will be a question and answer session.



WORKSHOP DESCRIPTIONS continued



Internal Controls: Providing an Effective Control Environment

Presenter: Edward Donohue, Jr.

Day: Thursday, April 18

Time: 10:30 a.m. to 12:00 p.m.

Room: Cedar

The Uniform Guidance of 2 CFR Part 200 has expanded the requirements for and placed a much greater emphasis on, administrative and internal controls as sound management practices and to mitigate the risk of fraud, waste and abuse. This session provides an in-depth review of those requirements, and identifies the components and activities that create an effective internal control framework. It identifies the policies and procedures that are required to be in place and recommends others that contribute to an effective internal control system. It identifies key financial and program areas that need strong internal controls and the potential consequences and increased exposure to risk when those controls are not in place.



Interviewing for Case Planning

Presenter: Kristine Hill

Day: Monday, April 15

Time: 3:30 p.m. to 5:00 p.m.

Room: Oak

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 program clients. We will practice interview techniques.



Introduction to Workforce Development for the 166 Administrator

Presenter: Lorenda T. Sanchez

Day: Sunday, April 14

Time: 1:30 p.m. to 4:30 p.m.

Room: Willow

This Session will provide an opportunity for New 166 Administrators to meet their colleagues who are also new to the Indian and Native American Program. We will provide a brief overview of the History of INA workforce programs and share a peer review of the basic "need to know" and "where to go."



Leading & Managing Through The Generations

Presenter: Chris Welch

Day: Monday, April 15

Time: 3:30 p.m. to 5:00 p.m.

Room: Pecan

Day: Thursday, April 18

Time: 1:30 p.m. to 3:00 p.m.

Room: Cedar

With the most diverse workforce in history and a future that will see 75% of them be "Millennials" by 2025. Generational leadership is as important today as it ever has been. This session will give the participants the knowledge to understand the generations, find common ground and select the right approaches to leading and managing your TEAM to success.



Money Stretches: How to Stretch your Budget

Presenter: Tina Pollard

Day: Monday, April 15

Time: 1:30 p.m. to 3:00 p.m.

Room: Magnolia 5

The intent of this workshop is to simplify the budgeting process by making it a step-by-step technique. This workshop includes multiple activities and will get participants on their feet more than once. I will not only teach participants how to budget, but I will give them tips on how to approach the subject of budgeting on a limited income. This will briefly cover predatory lending, building credit, Fair Debt Collection Act, and managing medical collections.



New Directors Public Law 102-477

Presenter: Kenneth A. LeMieux

Day: Sunday, April 14

Time: 12:00 p.m. to 5:30 p.m.

Room: Pine

This workshop will provide overview of Public Law 102-477. This time will also be utilized to provide technical assistance for new directors and some mentoring opportunities.



OK SNAP Works and Tribal Partnership

Presenter: Amanda Shelby, Miranda McElroy, & Jason Turner

Day: Tuesday, April 16

Time: 3:30 p.m. to 5:00 p.m.

Room: Magnolia 5

Discuss Oklahoma's SNAP Employment and Training Program (OKSNAPWorks) with Tribes who may want to establish partnerships in order to improve or expand existing employment and training programs. The Federal Nutrition Service will reimburse 75% of the costs spend on Employment and Training by Tribal Agencies. Discuss how Tribal Agencies may use this program to add federal funding to already established programs. This workshop will include information on how to use OKSNAPWorks to improve/create or expand employment programs.



WORKSHOP DESCRIPTIONS continued



Outreach to Veterans and their Families

Presenter: WJ 'Buck' Richardson

Day: Tuesday, April 16

Day: Wednesday, April 17

Time: 3:30 p.m. to 5:00 p.m.

Time: 3:00 p.m. to 4:30 p.m.

Room: Willow

Room: Redbud

This workshop will look at the programs and benefits available to Veterans and their Family members as well as different programs that are available to help Veterans that you may encounter during your everyday work place. It is intended to help the participant find and identify ways to help Veterans they encounter in their workplace.



Overcoming Barriers/Obstacles that may be keeping us from GREAT Customer Service

Presenter: Gina Bundy

Day: Wednesday, April 17

Time: 10:30 a.m. to 12:00 p.m.

Room: Magnolia 5

Through a guided group discussion, we will be exploring different ways to first overcome our own barriers/obstacles to providing excellent customer service to our participants. We will also be discussing how and why customer service plays a role in this and what we may be able to do to focus on a better outcome in some situations moving forward. We will open up discussion with the group to better find solutions for some of our more difficult participants. This will be interactive and we will be demonstrating how we may sound or act in a way that is not helpful to someone in time of need.



Packing Your Suitcase For A Healthier Fun Journey Through Life

Presenter: Mitch Factor

Day: Monday, April 15

Day: Thursday, April 18

Time: 3:30 p.m. to 5:00 p.m.

Time: 3:30 p.m. to 5:00 p.m.

Room: Magnolia 5

Room: Magnolia 2

It's time to stop going up and down with good days and bad days. If you're tired of having more bad days than good this is for you. The journey of life can hit you with negative brick walls if you let it. This type of negativity is unhealthy and causes stress. This break out session will arm you with the tools to identify negativity and avoid the stress that comes with it. So come take a peaceful trip with Mitch Factor and learn how to pack your bag with the positive healthy choices for your life's journey. Warning this training might make you laugh, build romance and make your life more peaceful. Like Mitch says, "How can you possibly help other people if you are not helping yourself?"



Perfecting the Impromptu - Interview

Presenter: Abigail Pestalozzi-Conley

Day: Tuesday, April 16

Time: 10:30 a.m. to 12:00 p.m.

Room: Magnolia 5

The purpose of this presentation is to give practical tips to workforce development professionals on how to tap into the take advantage of the hidden job market. The objective is to give practical techniques for ways to teach their participants the skills of the Impromptu-interview. This training is designed for the workforce centers located in rural areas where employment opportunities are low. Trainers will be given teaching materials (slide-show, pdf digital-copies) on: 1. Business research; 2. Creating the perfect letter of interest; 3. Effective elevator speeches; 4. Finding and selling your greatest skills; 5. Walk-in job interviews; 6. Getting the most out of a Job Fair. Trainers will also be given digital materials for distribution to their own participants and various pacing guides. The practicality of this training is in the step-by-step materials meant to make these skills more accessible and understandable for participants in the workforce programs and in the flexibility it gives to trainers by allowing them to add their own ideas and information to those resources.



P.L. 102-477 Tribal Work Group Meeting

Presenter: Margaret Zientek, Holly Snowball Morales, Penny Norseworthy, Kay Seven

Day: Monday, April 15

Day: Monday, April 15

Time: 1:30 p.m. to 3:00 p.m.

Time: 3:30 p.m. to 5:00 p.m.

Room: Pine

Room: Pine

What does the recent Memorandum of Agreement between federal partners mean? How is P.L. 102-477 changed with the amendment P.L. 115-93? Tribal and Federal representatives will discuss opportunities, issues, and successes. Federal partners are asked to provide a report - share summary data. Tribes can schedule one-on-one meetings as needed. This is a great opportunity to get updates and have questions answered by peer 477 and Federal representatives. TWG will be conducting elections for two committee members.



Poems, Rhyming, and Phonemes Oh My! Language and Literacy for Infants, Toddlers, and Preschoolers

Presenter: Patti Jo Wilson

Day: Monday, April 15

Time: 3:30 p.m. to 5:00 p.m.

Room: Magnolia 2

There are so many aspects of literacy. Let's look at what that means for infants, toddlers, and early childcare children. Exposure to books is so critical at this age but language and literacy is more than just reading books. We will review self-talk, parallel-talk, dialogic reading, and phonological awareness and how to use them with children. You will practice techniques and ideas to immediately use with your children.



WORKSHOP DESCRIPTIONS continued



Preparing for College: Never Too Late to Start

Presenter: Kay Seven

Day: Thursday, April 18

Time: 1:30 p.m. to 3:00 p.m.

Room: Magnolia 3

This workshop is for case workers who prepare program participants to begin or continue a journey to the variety of non-degree or degree seeking two or four year programs, career technical and academic. We will sort through a tool box of information to navigate "the systems" and talk the jargon/acronyms used by institutions of higher learning. We will cover a wide variety of subjects associated with financial aid, admissions, registrar, and controller offices; cover Federal Student Aid and scholarship programs. Join me to become an awesome coach serving your customer!



Project Management & Economic Development

Presenter: Anthony Riley

Day: Wednesday, April 17

Time: 10:30 a.m. to 12:00 p.m.

Room: Pine

This presentation will go over the Program Management life cycles of 477 Plan initiation, planning, executing, monitoring & controlling and closing. It will include examples at each stage of the life cycle and program reporting requirements and schedules. Presentation will also include Economic Development as it relates to P.L. 102-477 as amended. It will include general overview of steps to take and examples of what tribes are currently doing and are planning to do.



Protecting the Health and Safety of Children in Child Care

Presenter: Melody Redbird-Post & Jessica Farley

Day: Thursday, April 18

Time: 1:30 p.m. to 3:00 p.m.

Room: Redbird

All CCDF Tribes, regardless of whether they are providing direct services, must ensure that any child care provider receiving CCDF funds meets the health and safety requirements including but not limited to requirements around a list of health and safety topics within health and safety standards; health and safety training; setting group size limits and ratios; and compliance with child abuse reporting requirements. Tribes are also subject to the monitoring and inspection requirements. Participants will have opportunities to explore approaches that fully implement these requirements.



Public Law 102-477 Training with MOA Federal Agencies

Presenter: Kenneth A. LeMieux

Day: Monday, April 15

Time: 3:30 p.m. to 5:00 p.m.

Room: Willow

DWD is the lead agency for the Department of the Interior for the Public Law 102-477, as amended by Public Law 115-93, the "Indian Employment, Training and Related Services Consolidation Act Of 2017". 477 allows Tribes to consolidate federal grants into a single budget, a single plan and a single reporting system. DWD will provide training, guidance and technical assistance for employment and training related grants and for the annual report documents. Questions & answers on issues or topics.



Re-entry/Diversionsary Talking Circle

Presenter: Burt Patadal

Day: Wednesday, April 17

Time: 4:45 p.m. to 6:15 p.m.

Room: Oak

This will be a true functioning talking circle provided for NINAETC participants to gather and support one another. There will be a cedarizing off or smudging, drumming, storytelling, and a talk following our indigenous people's traditions. We invite you to come and participate in our evening session.



Re-entry Programs Case Study

Presenter: Keith Green

Day: Monday, April 15

Time: 1:30 p.m. to 3:00 p.m.

Room: Cedar

This will cover prisoner re-entry into society from beginning to end. Highlighting basic needs, education and employment.



Removing Legal Barriers to Employment: LASO and You

Presenter: Sara Cherry

Day: Tuesday, April 16

Time: 10:30 a.m. to 12:00 p.m.

Room: Willow

From the point of arrest forward, people who are involved with the criminal justice system face collateral consequences that many times make it difficult to find and keep employment. Legal Aid builds bridges over those barriers so that people who are facing those collateral consequences can get a job, keep a job or get a better job.



WORKSHOP DESCRIPTIONS continued



Self-Care and Productivity – Because self-care is more than a face mask

Presenter: Katreena Hayes-Wood

Day: Tuesday, April 16

Day: Wednesday, April 17

Time: 3:30 p.m. to 5:00 p.m.

Time: 3:00 p.m. to 4:30 p.m.

Room: Magnolia 3

Room: Magnolia 3

In health care, self-care is any necessary human regulatory function which is under individual control, deliberate and self-initiated. Why is it, then that so many of us in an effort to work hard and earn a living while taking care of children, parents and managing household responsibilities forget to take care of ourselves first? Join Katreena Hayes-Wood in her insightful and engaging workshop to remind of us of why self-care is so important. She'll guide you through self-care best practices and each attendee will walk away with their own personalized list of self-care techniques. Attendees will also receive Katreena's 30-Day Self-Care Journal.



Showcasing Indian Health Services

Presenter: Sutton King

Day: Monday, April 15

Time: 3:30 p.m. to 5:00 p.m.

Room: Magnolia 4

As a new Urban Indian Health Organization, the New York Indian Council, a subsidiary of the Rhode Island Indian Council, Inc. focuses on Indian Health and Wellness outreach and referrals. Participants will learn about implementing a new urban health program and the basic services provided such as substance abuse counseling, case management and health education. They will learn about current health disparities affecting Urban Indians and prevention methods needed to address them.



Social Media Awareness and Safety

Presenter: Michael Snowden

Day: Wednesday, April 17

Day: Thursday, April 18

Time: 3:00 p.m. to 4:30 p.m.

Time: 1:30 p.m. to 3:00 p.m.

Room: Willow

Room: Willow

This workshop will examine what social media we use, how it makes us vulnerable and what we can do to prevent exploitation. We will also relate social media use to Human Trafficking.



Soft Skills & Hard Skills

Presenter: Vincent Romero

Day: Thursday, April 18

Time: 1:30 p.m. to 3:00 p.m.

Room: Pine

Soft Skills & Hard Skills will explore these two types of abilities and how they may relate to a client's plan development and employment success.



Stackable Credentials: Enhancing Performance Through Career Pathways

Presenter: Laura Aron

Day: Tuesday, April 16

Day: Wednesday, April 17

Time: 10:30 a.m. to 12:00 p.m.

Time: 3:00 p.m. to 4:30 p.m.

Room: Cedar

Room: Magnolia 2

The majority of American jobs will require some post-secondary education or training. Stackable certificates serve as a visible option for moving youth and adults into the job market. Program participants can both learn and earn by acquiring short-term credentials as they build on them to access more advanced jobs and higher wages. This workshop will examine the effective use of stackable credentials in preparing people for entry-level job opportunities in industry sectors and also share information about the credential performance indicator under WIOA.



Stop Setting Goals...Start Achieving Them!

Presenter: Hoan Do

Day: Thursday, April 18

Time: 10:30 a.m. to 12:00 p.m.

Room: Pecan

Setting a goal is easy; it's accomplishing it that is difficult. Whether your student want to ace a difficult class, increase involvement on campus or land a dream job, this program provides practical strategies that can be applied immediately to them to achieve your most important ambitions. You will understand the top five obstacles that prevent people from reaching their goals; discover a simple three step process that will help stack the odds in one's favor to attain their aspirations; gain clarity on one's most important ambitions and begin creating a step-by-step plan to achieve them.



WORKSHOP DESCRIPTIONS continued



Strategies to Indigenize your Workforce Development Toolbox

Presenter: Teresa Dameron & Darlene Lee

Day: Tuesday, April 16

Day: Tuesday, April 16

Time: 10:30 a.m. to 12:00 p.m.

Time: 1:30 p.m. to 3:00 p.m.

Room: Oak

Room: Oak

Traditional Eagle Solutions, LLC has worked with several Tribal Health & Human Services programs at various levels: From Board/Council strategic planning and PL 102-477 Policy Writing to the facilitation of Workforce Development training sessions in Tribal Communities. These experiences and lessons learned will be shared during this training session. The four sections of this training session are: 1. Trends in Tribal Workforce Development. TES will share insights gained from work with past program participants as chronically unemployed or underemployed tribal members. 2. Exercises to Model Important Tenets of Case Management. TES will facilitate exercises that can be utilized in empowering Tribal Members. Understanding the impacts of historical trauma upon employability. 3. An Indigenized Model of Workforce Development. TES will share the modules of an indigenized workforce development curriculum that has been utilized by various Human Service Programs throughout Indian Country.



Supporting Infants and Toddlers with Meeting Their Milestones by Supporting Social Emotional Development

Presenter: Patti Jo Wilson

Day: Tuesday, April 16

Time: 10:30 a.m. to 12:00 p.m.

Room: Redbud

What should infants and toddlers be doing at various ages? Together, we will gain a deeper understanding of the age appropriate milestones teachers help children achieve. We will explore appropriate resources and activities to support children in their social emotional development progression—starting them off on the right foot!



System Building in 477 CCDF Environments

Presenter: Melody Redbird-Post, Jessica Farley, & Tammy Charles

Day: Tuesday, April 16

Time: 10:30 a.m. to 12:00 p.m.

Room: Magnolia 2

This session will explore the topic of systems thinking and how it applies to 477 grantees. Participants will engage in discussion on how different perspectives can shape the way systems are implemented as well as examine the core capabilities of systems leaders. There will be opportunities to identify the components of effective management systems using the Management Systems Wheel framework and its applicability to CCDF within the consolidated plan.



Talking Circle: Child Care and 477 Best Practices

Presenter: Keyon Permetter, Stephanie Cook, & Tina Tassler

Day: Thursday, April 18

Time: 3:30 p.m. to 5:00 p.m.

Room: Magnolia 3

For more than 20 years, Tribes have consolidated the Child Care and Development Fund (CCDF) program into approved 477 Plans. During this session, Tribes will share their best practices achieved throughout the years that focus on the child care and development of Tribal children.



Talking Circle: Criminal Background Checks for Child Care Providers Not Just A Finger Print Check

Presenter: Tammy Charles & Jessica Farley

Day: Thursday, April 18

Time: 10:30 a.m. to 12:00 p.m.

Room: Redbud

Tribes who operate Child Care and Development Fund (CCDF) Program must prepare to conduct criminal background checks on child care providers, teachers and directors (including prospective staff) beginning in FY 2020. This session will focus on the CCDF requirements, implementation, coordination with other partners, potential barriers and alternative options.



TANF Federal Reporting Overview

Presenter: Cindy Wright & Janice Hanun

Day: Tuesday, April 16

Time: 1:30 a.m. to 3:00 p.m.

Room: Magnolia 5

Federal reporting for TANF can be complex. This session will outline the required reports in non-technical terms.



The 2020 Census – What It Means to Your Community

Presenter: Norm DeWeaver

Day: Wednesday, April 17

Time: 10:30 a.m. to 12:00 p.m.

Room: Oak

It's less than one year from the 2020 Census. The results will control funds and political power for a decade. This workshop is a combined presentation/discussion on how and why every tribe and Native organization receiving Section 166 WIOA funds must get involved in promoting participation in the upcoming Census.



WORKSHOP DESCRIPTIONS continued



The Art of Connecting: How to Motivate Influence, & Relate to any Student

Presenter: Hoan Do
Day: Thursday, April 18
Day: Thursday, April 18

Time: 1:30 p.m. to 3:00 p.m.
Time: 3:30 p.m. to 5:00 p.m.

Room: Pecan
Room: Pecan

Our ability to connect with your students is the key to helping them to reach their full potential. Recognized as the best youth mentor by the International Examiner, Hoan has worked with tens of thousands of students throughout the country. Adults and Educators will learn the number one reason that causes disconnect between an adult and students; why one method of motivation works for one student but not another; how to communicate in a way that will connect and get through to any student.



The New 477 Law, as Amended; What are the changes per the MOA?

Presenter: Kenneth A. LeMieux, Terry Parks, & Margaret Zientek
Day: Tuesday, April 16

Time: 3:30 p.m. to 5:00 p.m.

Room: Pine

This workshop will review the amended Public Law 102-477 and the Federal Partners MOA.



The Positives of Conflict

Presenter: Chris Welch & Patti Mitchell
Day: Monday, April 15

Time: 1:30 p.m. to 3:30 p.m.

Room: Pecan

Every individual & organization struggles with the basic problem of people not be able to get along. If conflict is not managed properly, one toxic relationship, can have damaging negative effects on your entire TEAM. This highly interactive session will provide tips, tricks and trends that will turn those negatives into a positive change for your TEAM and Organization.



Traditions, Re-Entry, & Healing to Wellness Court – an example in motion

Presenter: Burt Pataadal & Melinda Duin
Day: Wednesday, April 17

Time: 10:30 a.m. to 12:00 p.m.

Room: Cedar

We will look at a working program at the Citizen Potawatomi Nation and how they take clients from criminal action to self-sufficiency with traditions, steps and support.



Tribal TANF – Should we operate a tribal TANF program

Presenter: Rae Belle Whitcomb, Denise Edwards, & Stan Koutstaal
Day: Tuesday, April 16

Time: 10:30 a.m. to 12:00 p.m.

Room: Magnolia 4

The workshop will assist tribes interested in starting a Tribal TANF program. Content will cover the benefits and challenges of operating a Tribal TANF program. The workshop will include necessary steps in determining how to proceed with a letter of intent & tribal resolution. It will include discussion on; steps in negotiating service area, service population, federal allocation and reporting requirements. The workshop will also discuss some differences between state requirements. The workshop will also discuss some differences between state TANF Maintenance of Effort (MOE) funding verses federal funding allocations.



True Cost for Sustainability and Impact – Knowing your indirect cost and how to calculate

Presenter: Nicolie Lettini MBA
Day: Wednesday, April 17
Day: Thursday, April 18

Time: 3:00 p.m. to 4:30 p.m.
Time: 1:30 p.m. to 3:00 p.m.

Room: Magnolia 5
Room: Magnolia 4

UGG is in effect, knowing and understanding your true cost is important. What's the difference of indirect cost and direct cost? How do you calculate your indirect cost to assure your maximum reimbursement? Does it really matter now with the 10% de-minus? We will work a case study on Indirect Costs, different methods of calculating it, what it means to grants and how it can affect the sustainability of your organization and impact you can achieve. We will also go into come better understanding of Contract Support Services and what that can mean to your Tribe. Then finish off the session with some real life examples and hear from you and your tribes experiences.



US DOL's Grantee Performance Reporting System Replacing BearTracks

Presenter: Jennifer Whitmore
Day: Monday, April 15
Day: Wednesday, April 17

Time: 3:30 p.m. to 5:00 p.m.
Time: 3:00 p.m. to 4:30 p.m.

Room: Cedar
Room: Cedar

A new Web-based performance management and reporting system is being developed to replace the adult BearTracks. This new system will assist Section 166 funded grantees meet the WIOA reporting requirements and improve the data consistency in a secured environment. The overview will include a demo of intake & eligibility, allowable services, performance outcomes, follow-up and reporting.



WORKSHOP DESCRIPTIONS continued



Using Creative Screen Printing to Teach Entrepreneurship

Presenter: Alan Poh & Lono Wong

Day: Tuesday, April 16

Day: Thursday, April 18

Time: 1:30 p.m. to 3:00 p.m.

Time: 1:30 p.m. to 3:00 p.m.

Room: Willow

Room: Oak

A casual talk about how we are using the creative process of screen printing to effectively teach Native youth Business and Entrepreneurship. A discussion of what we have experienced so far across the country.



Using the CRA Model with Early Childcare and School Aged Children to Extend their Math Knowledge

Presenter: Patti Jo Wilson

Day: Tuesday, April 16

Time: 1:30 p.m. to 3:00 p.m.

Room: Redbud

The CRA (Concrete, Representational, and Abstract) model is flexible to meet the needs of early childhood, school aged and children with special needs. However, what does CRA look like when working with children? We will look at each area and practice using it based on the age of children in your program. Lots of hands-on activities and collaboration to transfer the learning to your program and children.



VA and Tribal Nations Collaborative Working Relationships Updates

Presenter: Mary Culley & Mary Meeks

Day: Monday, April 15

Time: 3:30 p.m. to 5:00 p.m.

Room: Redbud

To provide updates on VA' collaborative work with Tribal Nations and American Indian Veteran and widow populations throughout the U.S. Presenting information on various collaborative programs and services between VA, Tribal Nations, Federal, State and non-profits helping bring VA into Tribal Communities to assist Veterans and widows. The second part of the workshop will be a presentation from East Central University' Veterans Upward Bound Program. Suitable employment often requires education and training. Military, Veterans, Guards, Reservists can find assistance to enter or re-enter vocational school or college via Veterans Upward Bound. We will explain what and how the program works and locations of programs near you.



Vocational Rehabilitation, Working With You

Presenter: Tim Yeahquo Jr. & Rose Malone

Day: Thursday, April 18

Time: 10:30 a.m. to 12:00 p.m.

Room: Magnolia 4

This session will give the overall process of Oklahoma Tribal Vocational Rehabilitation Programs and explain how Vocational Rehabilitation and Workforce can work together to serve clients. The workshop will also include a question/answer session at the end.



WIIIFM... "what is in it for me"!!??

Presenter: Patti Mitchell & Chris Welch

Day: Wednesday, April 17

Time: 3:00 p.m. to 4:30 p.m.

Room: Pecan

Discover the bases and motivators of behavior(s) from economic to social and ethical decisions that define and impact "who we are" to "why we do what we do" satisfying the #1 question of WIIIFM*** Setting the stage for success and those "get it, got it and *** Oh no***what will I do with this now" moments...most of us really don't understand the concept that gives personal satisfaction and fulfillment. In this session participants will share and learn: Triggers that drive personal impulses – How are influences and how we influence others – stacking the odds – Ethics and obligations – gratifications with gratitude.



Your Money, Your Goals – New financial empowerment tools for workforce development

Presenter: Patty Avery

Day: Tuesday, April 16

Time: 3:30 p.m. to 5:00 p.m.

Room: Redbud

Clients' financial challenges can prevent them from achieving their goals. Designed for busy practitioners, the Consumer Financial Protection Bureau developed *Your Money, Your Goals: A financial empowerment toolkit* to equip frontline staff with tools and skills to help clients understand what financial empowerment and stability mean for them. Small, colorful booklets on budgeting and debt provide basic tools and information, and companion guides have been developed for organizations that serve Native communities, the reentry population and persons with disabilities. Participatory learning activities allow participants to explore their own perspectives on money, debt and spending and consider how their clients view those topics. Participants will receive printed copies of the toolkit and other materials and information on ordering free copies of the materials.



Your Money, Your Goals – Train the Trainer

Presenter: Patty Avery

Day: Sunday, April 14

Time: 1:00 p.m. to 5:00 p.m.

Room: Magnolia 2

Financial challenges can make it hard for people to reach their goals. This hands-on, interactive Train-the-trainer workshop will prepare you to equip your team and others in your community to share these CFPB tools with members of your tribe and community.





40th NATIONAL INDIAN AND NATIVE AMERICAN EMPLOYMENT / PUBLIC LAW 102-477 TRAINING



Sunday – April 14, 2019	
2:00 – 6:00 pm – Registration 12:00 – 5:30 pm – WORKSHOPS <ul style="list-style-type: none"> • New Directors Public Law 102-477 Pine • Your Money, Your Goals – Train the Trainer..... Magnolia 2 	1:30 – 4:30 pm – WORKSHOPS <ul style="list-style-type: none"> • How the New CCDF Final Rule Impacts Tribes..... Oak • Introduction to WD for the 166 Administrator Willow
Monday – April 15, 2019	Tuesday – April 16, 2019
6:00 – 7:00 am – Zumba Grand Theater 7:00 am – 6:00 pm – Registration Grand Theater Will Call 8:00 – 8:30 am – Wake up with Mitch Grand Theater 8:30 am – 12:00 pm – Plenary Session Grand Theater <ul style="list-style-type: none"> • Posting of the Colors – <i>Choctaw Nation Color Guard</i> • Drum Group • Invocation – <i>Olin Williams, Chaplin of the Choctaw Nation</i> • Welcome – <i>Chief Gary Batton, Choctaw Nation</i> • NINAETC Co-Chair Welcome (166) – <i>Erwin Pahmahmie, Cheyenne & Arapaho Tribes</i> • NINAETC Co-Chair Welcome (477) – <i>Margaret Zientek, Citizen Potawatomi Nation</i> • Roll Call – <i>Penny Norseworthy, Cherokee Nation</i> • Remembrance – <i>Erwin Pahmahmie, Cheyenne & Arapaho Tribes</i> • Keynote Address – <i>Jefferson Keel, Chickasaw Nation Lieutenant Governor, President of National Congress of American Indians</i> • P.L. 102-477 Tribal Work Group Update – <i>Co-Chairs, Holly Morales (CITC) and Margaret Zientek (CPN)</i> • P.L. 102-477 Update & Grantee Awards – <i>Terrance Parks, Chief, US DOI-BIA-OIS-Division of Workforce Development</i> • Forty-Plus Years and Counting – Reflections on Native Workforce Programs – <i>Norm DeWeaver, Diane Kelley, and Lorenda T. Sanchez</i> 	6:00 – 7:00 am – Zumba Grand Theater 8:00 am – 5:00 pm – Registration..... Grand Theater Will Call 8:00 – 8:30 am – Wake up with Mitch..... Grand Theater 8:30 – 10:00 am – Plenary Session Grand Theater <ul style="list-style-type: none"> • Invocation – <i>Michael Scott, Choctaw Nation</i> • Welcome – <i>James Dry, Choctaw Casino Resort, Choctaw Nation of Oklahoma District 9 Tribal Councilman</i> • NINAETC Officer Nominations • DOL/DINAP Update & DINAP Grantee Awards – <i>Athena Brown, Chief, US DOL-ETA-OWI-Division of Indian and Native American Programs</i> 10:00 – 10:30 am – Break 10:30 – 5:00 pm – One on One w/ Federal Rep 10:30 am – 12:00 pm – WORKSHOPS <ul style="list-style-type: none"> • Communicating in a Multiple Generation Workplace..... Magnolia Ballroom • How to develop an EDP/IEP/ISP/SSP under P.L. 102-477 Pine • BearTracks 2 Administrators..... 4th Floor Hospitality • Perfecting the Impromptu Interview Magnolia 5 • Tribal TANF – Should we operate a Tribal TANF program?..... Magnolia 4 • Developing an Advisory Council to Promote Job Development... Magnolia 3 • System Building in 477 CCDF Environments Magnolia 2 • Strategies to Indigenize Your WD Toolkit..... Oak • Stackable Credentials: Enhancing Performance..... Cedar • Removing Legal Barriers to Employment LASO & You Willow • Developing an Effective Case Plan Pecan • Supporting Infants & Toddlers w/ Meeting Their Milestones..... Redbud
12:00 – 1:30 pm – Lunch (on your own) 1:30 – 5:00 pm – One on One w/ Federal Rep 1:30 – 3:00 pm – WORKSHOPS <ul style="list-style-type: none"> • P.L. 102-477 Tribal Work Group Meeting (3hrs) Pine • BearTracks 2 Introduction..... 4th Floor Hospitality • Money Stretches: How to Stretch Your Budget Magnolia 5 • Grantee Risk Factor: Key Regs. Every Grantee Should Know.. Magnolia 4 • Case Management for Rookies Magnolia 3 • Addressing Challenging Behaviors in Early Childcare Magnolia 2 • Client Assessment Oak • Reentry Programs Case Study Cedar • Board Training – What is a Board of Directors & What Do They Do? Willow • The Positives of Conflict..... Pecan • De-escalation/Active Shooter Redbud 	12:00 – 1:30 pm – Lunch (on your own) 1:30 – 3:00 pm – WORKSHOPS <ul style="list-style-type: none"> • Case Management for Rookies..... Magnolia Ballroom • How to develop policy & procedures under P.L. 102-477..... Pine • TANF Federal Reporting Overview..... Magnolia 5 • Financial Management for the Non-Accountant Magnolia 4 • Don't be a Frog – Networking for Job Search Success..... Magnolia 3 • CCDF Activities to Improve the Quality of Child Care..... Magnolia 2 • Strategies to Indigenize Your WD Toolkit..... Oak • Comprehensive Overview of WIOA Reporting Requirements Cedar • Using Creative Screen Printing to Teach Entrepreneurship Willow • Client Motivation & Skill Building..... Pecan • Using the CRA Model w/ Early Childcare & School Aged Children to Extend their Math Knowledge..... Redbud
3:00 – 3:30 pm – Break 3:30 – 5:00 pm – WORKSHOPS <ul style="list-style-type: none"> • P.L. 102-477 Tribal Work Group Meeting (cont'd) Pine • Packing Your Suitcase for a Healthier Fun Journey Through Life..... Magnolia 5 • Showcasing Indian Health Services Magnolia 4 • Essential Skills for Career Services Providers..... Magnolia 3 • Poems, Rhyming, & Phonemes Magnolia 2 • Interviewing for Case Planning..... Oak • US DOL's Grantee Performance Reporting System Replacing BearTracks Cedar • P.L. 102-477 Training w/ MOA Federal Agencies..... Willow • Leading and Managing Through the Generations..... Pecan • VA & Tribal Nations Collaborative Working Relationships..... Redbud 	3:00 – 3:30 pm – Break 3:30 – 5:00 pm – WORKSHOPS <ul style="list-style-type: none"> • Essential Skills for Career Services Providers..... Magnolia Ballroom • The new 477 Law, as amended; what are the changes per the MOA..... Pine • BearTracks 2 Overview..... 4th Floor Hospitality • OK SNAP Works & Tribal Partnership..... Magnolia 5 • Disability Etiquette 101..... Magnolia 4 • Self-Care & Productivity – Because self-care is more than a face mask..... Magnolia 3 • Child Care Services – Tribal Flexibility w/ CCDF Funds..... Magnolia 2 • De-escalation/Active Shooter Oak • Enhancing Participant Outcomes Under WIOA Performance Indicators..... Cedar • Outreach to Veterans & their Families..... Willow • Helping & Coaching..... Pecan • Your Money, Your Goals – New Financial Empowerment Redbud
5:00 – 6:00 pm – Regional Meetings 6:00 – 9:00 pm – Welcome Reception La Cantina	6:00 – 9:00 pm – Cultural Night..... Grand Theater





40th NATIONAL INDIAN AND NATIVE AMERICAN EMPLOYMENT / PUBLIC LAW 102-477 TRAINING



Wednesday – April 17, 2019	Thursday – April 18, 2019
6:00 – 7:00 am – Zumba Grand Theater	6:00 – 7:00 am – Zumba Grand Theater
8:00 am – 5:00 pm – Information Grand Theater Will Call	8:00 am – 5:00 pm – Information Grand Theater Will Call
8:00 – 8:30 am – Wake up with Mitch Grand Theater	8:00 – 8:30 am – Wake up with Mitch Grand Theater
8:30 – 10:00 am – Plenary Session Grand Theater <ul style="list-style-type: none"> • Posting of the Colors – <i>Citizen Potawatomi Nation Veterans Organization</i> • Invocation – <i>Burt Patada, Kiowa Tribe</i> • Drum Group – <i>Dewegan Kwek</i> • Welcome – <i>Linda Capps, Vice Chairman of Citizen Potawatomi Nation</i> • Officer Speeches Introductions – <i>Co-Chairs, Erwin Pahmahmie and Margaret Zientek</i> • Site Presentations 2020 – <i>Lorenda T. Sanchez, California Indian Manpower Consortium, Inc.</i> • 2020 Census Update – <i>Norm DeWeaver</i> 	8:30 – 10:00 am – Plenary Session Grand Theater <ul style="list-style-type: none"> • Invocation – <i>James Parrish, Choctaw Nation</i> • Welcome • Election Results and Site Selection • Resolutions – <i>Erwin Pahmahmie</i> • Years of Service Recognition – <i>Lorenda T. Sanchez</i> • Keynote Address – <i>Hoan Do, Author, Inspirational Speaker, American Ninja Warrior</i> • Retire Colors – <i>Choctaw Nation Color Guard</i> • Drum Group
10:00 am – 12:00 pm – Voting Grand Theater Will Call	
10:00 – 10:30 am – Break	10:00 – 10:30 am – Break
10:30 – 5:00 pm – One on One w/ Federal Rep Grand Theater	10:30 – 5:00 pm – One on One w/ Federal Rep Grand Theater
10:30 am – 12:00 pm – WORKSHOPS <ul style="list-style-type: none"> • Project Management & Economic Development Pine • BearTracks 2 Introduction 4th Floor Hospitality • Overcoming Barriers/Obstacles that may be keeping us from GREAT Customer Service Magnolia 5 • Communicating for Extraordinary Performance Magnolia 4 • Don't be a Frog – Networking for Job Search Success Magnolia 3 • Enhancing Participant Outcomes Under WIOA Performance Indicators Magnolia 2 • The 2020 Census – What it means to Your Community Oak • Traditions, Re-entry, & Healing to wellness Court Cedar • Human Trafficking Willow • Customer Service Pecan • Integrating TANF in P.L. 102-477 – Panel Discussion Redbud 	10:30 am – 12:00 pm – WORKSHOPS <ul style="list-style-type: none"> • CCDF in 477 Magnolia Ballroom • Case Management & In-Take Strategies for 477 Pine • BearTracks 2 Overview 4th Floor Hospitality • Build a Construction Workforce Magnolia 5 • Vocational Rehabilitation working w/ You Magnolia 4 • Build a Career Via Apprenticeship Training Magnolia 3 • An Intro to Free Services for Business on Disability Accommodation in the Workplace Magnolia 2 • Board Training – What is a Board of Directors & What Do They Do? Oak • Internal Controls: Providing An Effective Control Environment Cedar • Human Trafficking Willow • Stop Setting Goals..Start Achieving Them! Pecan • Talking Circle: Criminal Background Checks for Child Care Redbud
12:00 – 2:45 pm – Participant/Employer Awards Luncheon Outstanding Participants: <i>Charles Strange IV (Inter-Tribal Council of Louisiana)</i> <i>Liza Pinkston (Cherokee Nation)</i> <i>Brandi Collins (Citizen Potawatomi Nation)</i> Outstanding Employer: <i>Food for Lane County (Confederated Tribes of Siletz Indians)</i> Howard Yackus Memorial Scholarship Award: <i>Kimberly Tucker (Choctaw Nation)</i> Alice BigPond Roach Memorial Award: <i>Joseph Podlasek (California Indian Manpower Consortium, Inc.)</i>	12:00 – 1:30 pm – Lunch (on your own) 1:30 – 3:00 pm – WORKSHOPS <ul style="list-style-type: none"> • Soft Skills & Hard Skills Pine • Communicating for Extraordinary Performance Magnolia 5 • True Cost for Sustainability & Impact Magnolia 4 • Preparing for College: Never Too Late to Start Magnolia 3 • Creating Your Vision: A Vision Board Workshop Magnolia 2 • Using Creative Screen Printing to Teach Entrepreneurship Oak • Leading & Managing Through The Generations Cedar • Social Media Awareness & Safety Willow • The Art of Connecting: How to Motivate, Influence, & Relate to any Student Pecan • Protecting the Health & Safety of Children in Child Care Redbud
3:00 – 4:30 pm – WORKSHOPS <ul style="list-style-type: none"> • How to Develop a 477 Plan and How to submit it Pine • True Cost for Sustainability & Impact – Knowing your Magnolia 5 • Giving Feedback for Extraordinary Performance Magnolia 4 • Self-Care & Productivity – Because self-care is more than a face mask Magnolia 3 • Stackable Credentials: Enhancing Performance Through Career Pathways Magnolia 2 • 477 Annual Reports – Financial Report – Version 2 Oak • US DOL's Grantee Performance Reporting System Replacing BearTracks Cedar • Social Media Awareness & Safety Willow • WIIIFM... "what is in it for me"!?!?. Pecan • Outreach to Veterans & their Families Redbud 	3:00 – 3:30 pm – Break 3:30 – 5:00 pm – WORKSHOPS <ul style="list-style-type: none"> • 477 Annual Report – Statistical & Narrative Pine • Giving Feedback for Extraordinary Performance Magnolia 5 • Building Pathways to Registered Apprenticeship in the Building Trades Magnolia 4 • Talking Circle: Child Care & 477 Best Practices Magnolia 3 • Packing Your Suitcase For A Healthier Fun Journey Through Life Magnolia 2 • Building Partnerships w/ Emergency Management Oak • Communicating in a Multiple Generation Workplace Cedar • An Intro to Free Services for Business on Disability Accommodation in the Workplace Willow • The Art of Connecting: How to Motivate, Influence, & Relate to any Student Pecan • Cost Principles & Selected Items of Cost Redbud
4:45 – 6:15 pm – Re-entry/Diversionary Talking Circle Oak	6:00 – 9:00 pm – Banquet Grand Theater
6:00 – 9:00 pm – Social Night The District	



WORKSHOP PRESENTERS

Laura Aron – is a Senior Associate with Social Policy Research Associates (SPR). She provides assistance with the development of web technology, capacity building in a range of areas of program operations, and training on subjects such as career pathways, performance measures, program planning, and management information systems for the WIOA Section 166 community. SPR has been pleased to provide technical assistance to the Section 166 program and grantees for almost 30 years.

Patty Avery – is a Program Specialist in the Consumer Financial Protection Bureau's Office of Financial Empowerment. She serves as Program Manager for *Your Money, Your Goals*, a toolkit and training program for a range of intermediaries who serve low-income consumers. She joined the Bureau in 2012. Ms. Avery's work is informed by her experiences as a banker, and as a leader on *Bank On* programs and efforts to end homelessness in Indiana.

Gina Bundy – is the Intensive Employment and Social Services Case Manager at the Citizen Potawatomi Nation in the Workforce and Social Services Department. Being a part of this department has challenged her to find creative ways to overcome barriers and other obstacles. She is actively involved with others teaching employment, budgeting, social skills, LIHEAP education classes, and has just started the "Getting Ahead" series of classes. Gina has spent 30 years in Customer Service dealing with people including supervisor positions, etc. The job is challenging but definitely worth it!

Tammy Charles – is the Tribal Subject Matter Expert for the National Center on Subsidy Innovation and Accountability (SIAC). SIAC works with grantees to help them reach goals related to subsidy eligibility, integrating quality and subsidy, strengthening program integrity, payment rules, rate setting, and other policies and practices that support providing high-quality care to more children from low-income families.

Sara Cherry – has been practicing law since 2001. She received her BA in Philosophy from Illinois Wesleyan University in 1996, her MA in Health and Humanities from Michigan State University in 1998 and her JD from the University of Tulsa in 2001. Sara was named as a Power Attorney in 2014 and has received recognition from the American Bar Association and University of Tulsa School of Law Women's Law Caucus. Sara's philosophy on legal practice and life is, "Either I will find a way or I will make one."

Terrance L. Clark – has a Bachelor's Degree in Political Science from FSU and has worked for FGCI for 25 years. He has worked directly with the clients as a Case Manager. He is also the Network Administrator for FGCI and is willing to share information with other Grantees. He is also the on-site Director for FGCI Florida Indian Youth Program.

Stephanie Cook – is an enrolled member with the Saint Regis Mohawk Tribe. She works as the Director of Education and oversees a team of 73 education team members. Under her leadership she manages a broad spectrum of services encompassing the cradle through career model. Recently, the Saint Regis Mohawk Tribe gained approval as a PL 102-477 Tribe and she and her team have been readily prepping and transitioning to a more cohesive and client driven service delivery model. She is a member of the Tribal Department National Assembly (TEDNA) and National Education Association (NIEA). She strives to develop her team to be trauma informed with a focus on building resiliency and positive relationships with their clients, community and educational partners.

Mary Culley – A Tribal Relations Specialist, Mary manages a portfolio of relationships with Tribal Governments in the Southern Plains and Southeastern Regions. She serves as recourse to Tribal Governments seeking to engage in productive relationships with VA. She served as a committee member on the White House Council on Native American Affairs, and is on the U.S. Inter-Agency Council on Native American Homelessness, & is a 20 year AF Vet.

Teresa Dameron – (Oglala Lakota) has spent her career working with Native families as a youth program coordinator, adult education counselor, substance abuse counselor, college instructor/advisor and certified elementary teacher. She has participated in over 300 hours of Historical Trauma/Cultural Resiliency Training. She is a skilled facilitator of community and organizational groups and experienced in curriculum development. Since 2000, she has honed her skills through her graduate school coursework in Public Administration as a Planner in Indian Country. She takes great pride in being able to "connect the dots" for tribal communities, especially when it will promote wellness.

Norm DeWeaver – has been an analyst of workforce and other data on the American Indian and Alaska Native populations since 1980. He also served as an advocate for Native Workforce Programs at the national level for over 25 years. He was closely involved in the development and implementation of the P.L. 102-477 program integration initiative. He continues to be active on Native data issues.

Hoan Do – is a student success coach, author, and city finalist in NBC's hit show, *American Ninja Warrior*. Recognized as the best youth mentor by the *International Examiner*, Hoan travels across North America speaking at colleges, high schools, and leadership conferences where he shares practical advice that helps students and professionals to succeed in and out of school. Hoan's engaging style and ability to share important life lessons in a way that resonates with his audiences has earned him the Verizon Wireless Motivator Award. Learn more about Hoan Do by going to www.HoanDo.com

Ida C. Doyle – as Division of Workforce Development (DWD) Specialist, Ida Doyle has been assigned to the Midwest Region to provide grant management oversight and technical assistance for tribes participating in P.L. 102-477. Before joining the DOI-BIA, Ms. Doyle served as Director of the Osage Education and Training Division. Ms. Doyle, an Osage enrolled member, has 25+ years in Educations and tribal program coordination.



WORKSHOP PRESENTERS continued

Bobbi Jo Eagleton – is the Subsidy Manager for Cherokee Nation Child Care and Development. She has been with Cherokee Nation for 9 years and the Subsidy program for 5 years. She attended Northeastern State University and received her Bachelor's in Business Administration, and received her Master's in Higher Education/Leadership in 2015. She loves to work for her Tribe and to help the families that they service.

Denise Edwards – is the Branch Chief for the Division of Tribal TANF within the Office of Family Assistance, where she has worked since January, 2015. She is an enrolled member of the Tuscarora Nation, Beaver Clan, and holds a M.A. degree in Early Childhood Special Education and a B.S. degree in Human Rehabilitative Services. Denise's federal career also includes 11 years as a Program Specialist with the Office of Head Start Region VIII and 2 years as a Program Specialist with the Administration for Native Americans.

Mitch Factor – is a Native American Comedian who has presented at National Native American conferences. Mitch has worked directly with Tribes with wellness, education and motivation. Mitch Factor has been a Tribal Head Start teacher for 25 years.

Jessica Farley – is a Technical Assistance Specialist for the National Center on Tribal Early Childhood Development (NCTECD). As a contractor to the U.S. Department of Health and Human Services/Administration for Children and Families/Office of Child Care, NCTECD provides training and technical assistance to support American Indian and Alaska Native Child Care and Development Fund grantees.

Fatos Floyd – has experience in working in the rehabilitation fields that includes: Istanbul, Turkey, Tulsa Independent Living Center, Grant writing, and research, Instruction, Director, Dispute Resolution Officer, and is currently the Coordinator for DRS Business Services Program.

Keith Green – is a Muscogee (Creek) citizen and has been employed by Muscogee (Creek) Nation for 19 years and has worked for the Reintegration Program for the past nine years in one capacity or another.

Duane Hall – is a Project officer for the U.S. Department of Labor, Division of Indian and Native American Programs (DINAP). Duane worked in DINAP's Washington D.C. office from 1994 to 1996 and is currently out-stationed in the Dallas Regional office. Duane has been the Department's subject matter expert and initial draft writer for the Native American section of the WIOA Regulations. Prior to working for the Department of Labor, Duane worked for the Dallas Inter-Tribal Center in Dallas, TX from 1989 to 1993 in several capacities including IHA Clinic Coordinator, JTPA Job Developer, and Grants Administrator. Duane has also worked as a GED instructor for the Dallas Independent School District in Dallas, TX and the Montgomery County School District in Bethesda, MD. Duane is a member of the Crow Cree Sioux Tribe and is a graduate of the University of South Dakota, School of Business.

Janice Hanun – began her employment as a Senior Consultant for Eaglesun Systems Products, Inc in 2012. Prior to her current employment, she was employed by the Muscogee (Creek) Nation as the TANF Director. Trained in social work, Janice has over twenty years of experience in child welfare and social services. She is also a member of the Muscogee (Creek) Nation.

Katreena Hayes-Wood – is a Best-selling author and Certified Behavioral Specialist. Katreena began her work in Indian country in 2001, providing work readiness training for WIA youth enrolled in summer Employment and Training programs. Today she works with youth and adults from tribes around the country, and nearly every tribe in her home state of Arizona. Katreena has done extensive work with WIA/WIOA, TERO and Vocational Rehabilitation. She is the recipient of the AzCTE Visible Difference Award ABWA's National Top 10 Business Woman Award and the TTI Chairman's Award for community service.

James Henry – is the Tribal Child Care Specialist of the Program Operations Division within the Office of Child Care (OCC), Administration for Children and Families, U.S. Department of Health and Human Services. The OCC administers the Child Care and Development Fund (CCDF) by overseeing implementation of States, Territories and Tribal Programs. The CCDF is a multi-billion dollar-funding stream that helps low-income families to pay for child care so they can work or attend training/education. The program also promotes children's learning and development by improving the quality of child care. The OCC Program Operations Division provides oversight of the review and approval process for the Triennial CCDF Plans of States, Territories, and Tribes.

Patricia Hibbeler, MA – is the Chief Executive Officer of the Phoenix Indian Center, Inc., an organization with a 72-year history. With over twenty years in administration, her expertise lends to her knowledge in building a strategic board of directors. She also is a member of several National and local boards, many of which she is on the executive committee.

Kristine Hill – brings over 20 years of experience in workforce development. She is currently the Administrator for the Oneida Vocational Rehabilitation Department, where she is responsible for providing job training resources to Native Americans with disabilities. She has been directly involved with the design and implementation of transition activities specific to disabled teens entering the workforce upon graduation and the active supervision of vocational counselors and staff. Prior roles include management of the Employee Development, Career Services and Training Departments of the Oneida Tribes gaming division. She has participated on a lead teams involved in Leadership Development, Organizational Strategy Management, and Compensation, and served as project manager to lead a team in the development and implementation of a gaming degree program supported and run by a local technical college. Ms. Hill holds a Bachelor's degree in Human Resource Management, a Master's degree in Management and Organizational Behavior and is currently working on her Doctoral studies in Administration and Leadership.



WORKSHOP PRESENTERS continued

Mia Hoskison – is the Youth Coordinator for the Muscogee Creek Nation's Employment and Training Administration. She is a citizen of the Muscogee Creek Nation and belongs to the raccoon clan. She is an alumna of Haskell Indian Nations University and a graduate student at the University of Oklahoma's College of Law in the masters of legal studies program in Indigenous peoples law. She is a wife and mother who is passionate about enriching the lives of indigenous youth through education and the arts.

Kerry Jevsevar – has been the Native American Employment and Training (Section 166 WIOA) Program Director at Council of Three Rivers American Indian Center in Pittsburg, PA since 2009. Between 1987 and 2009, he worked in the agency's Finance Office, serving as Senior Finance Officer for 12 years. He has an Associate's Degree in Accounting from the Community College of Allegheny County (PA), a Bachelor's Degree in Labor Studies from Pennsylvania State University, and a Master's of Business Administration in Management from Robert Morris University.

Simonne Jones – works as a Business Services Liaison for the Tulsa area and has worked for DRS for over three years. She also works as a Licensed Professional Counselor on the weekends with children. She has worked with adults and children with disabilities for over twenty years.

Jerel Kee – is an enrolled member of the Navajo Nation. Mr. Kee currently serves as a Program Coordinator for the Division of Workforce Development in the Office of Indian Services, Bureau of Indian Affairs in Washington, D.C. where he oversees and coordinates receipt of the Annual Reports for all participating Public Law 102-477 federally recognized Tribes. Mr. Kee is a graduate of the University of New Mexico where he earned his Associate's/Bachelor of Arts/Science Degree in Information Technology. Mr. Kee continues his studies in Information and Communication Technology at New Mexico State University.

S. Diane Kelley has served the Cherokee Nation for 42 Years. She is the Executive Director of Career Services which focuses on Employment & Training Programs and Economic Development. She is also the Executive Director of Talking Leaves Job Corps. She earned a master's degree in school administration from Northeastern State University and a master's degree in economic development from the University of Oklahoma. Diane had the honor of serving as President of the very first Indian and Native American Employment and Training Conference in Washington D.C. She sits on the executive boards of numerous development organizations. She is a member of the National Job Corps Leadership Council and an alternate delegate to the National Congress of American Indians, where she served as secretary and area vice president. She has been married to Dale Kelley for 44 years. Together, they have two children; their daughter Dala is currently employed with Cherokee Nation Businesses and their late son John Lance also worked for Cherokee Nation Businesses. Diane & Dale live in the Peavine Community of Adair County in Stilwell, Oklahoma.

Sutton King – is an enrolled member of the Menominee Tribe and the current Wellness Director for the New York Indian Council in New York City. She has a B.A. in Psychology (College of Mount Saint Vincent in NYC). She served as a Tribal Program Specialist & Research Coordinator at Kognito, where she executed several pilot studies, and Tribal projects.

Stan Koutsaal – is the Division Director for Tribal TANF Management and Regional Operations in the office of Family Assistance (OFA) in the Administration for Children and Families (ACF). In this role he has responsibility for OFA tribal programs and implementing OFA priorities across ACF regions. He has served in this position since March, 2016. Previously he has provided leadership for several other ACF programs including the Health Profession Opportunity Grants, Abstinence Education, Runaway and Homeless Youth Programs, Mentoring Children of Prisoners, and Family Violence and Prevention Services. Before his Federal service, he was the Director of Counseling for a non-profit organization in St. Louis, Missouri. He has also served as an adjunct faculty member for graduate classes at St. Louis University and Virginia Tech University. He received his PhD. in Marriage and Family Therapy from Texas Tech University.

Thomas J. Kriger, PhD – is the Director of Research at North America's Building Trades Unions. From 2008 to 2012, Kriger was Professor of Labor Studies and Provost and Vice President for Academics at the National Labor College. He served as Assistant to the President and Director of Legislation and Research for the American Federation of Teacher's largest higher education local, United University Professions (#2190), from 1998 to 2007, and is the author of numerous publications on labor.

Darlene Lee – her Navajo Clans are Tábaqahá (Water's Edge Clan) and Tódiq'zhí (Salt Water Clan). After finishing a General Business Degree at ASU, she returned home and worked for Navajo Nation Social Services and then Navajo Housing Authority. Her work with the Ponca Tribe spanned 16 years, the last 5 as the Tribe's CEO. With her broad experience in project planning, budgeting, staffing, procurement, policy, and procedure development, she began working with other Tribes. Consulting focuses on grant writing, developing new programs, establishing policies and procedures, leading to executive management working with staff teams and Tribal Leaders to strengthening overall tribal capacity.

Kenneth A. Le Mieux – (Hotí' hu) U.S. Army Veteran and Bear clan member of the Ho Chunk Nation of Wisconsin. Began working as 477 Director for the Ho Chunk Nation 477 Program in 2005. Ken Began working as DWD Program Coordinator / Subordinate / AOTR at the Central Office, in D.C., December 2009 to February 2013. And then reinstated in August 2014. Ken was promoted to a DWD Specialist / Trainer / AOTR April 2018. Ken has worn multiple hats during his federal experience including DWD Division Chief. Ken has a BSN & AA.

Nicolie Lettini, MBA – is VP of Indirect Services, eCivis, Inc. & Founder of CostTree, LLC. With almost two decades of experience in the cost allocation world, and after preparing over 700 complete cost plans (helping clients recover over \$1 Billion in missed reimbursements), Nicky knows what it takes to build, manage and maintain effective cost allocation strategies. That's what led her to found CostTree, LLC - The premier cloud-based cost allocation platform for governments, Tribal governments, nonprofits and private organizations. Nicky has joined the team at eCivis to bring grants management and indirect cost together for the True Cost look at grants.



WORKSHOP PRESENTERS continued

William Lowe – is the owner of WillLowe Consulting, LLC and is a proud Citizen of the Muscogee (Creek) Nation. William attended the Muscogee (Creek) Nation Boarding School and graduated from Eufaula High School in Oklahoma. After high school, William served his Country as an Infantry man in the United States Marine Corps for nine years. Once his military service was complete, he attended and graduated from Bacone College where he majored in Business Administration.

Art Lujan – is a Special Assistant to the President of the North America's Building Trades Unions. He provides technical assistance to State and local Building Trades Council's, community based organizations and government agencies to develop and implement apprenticeship readiness programs that ensure that communities of color, women and veterans are prepared to participate in the career opportunities offered through the construction industries registered apprenticeship training system.

Rose Malone – has been the VR Director since 2009. Rose started as VR Tech, Counselor, and stepped into the Director position when the Iowa Tribe lost their VR Director & Assistant Director within 6 months of each other. Ms. Malone took the position and was able to make the program thrive. Her love to serve those in need have driven her to her long years of service. Rose is a member of the Osage Tribe and has one daughter.

Jessima McBee – is the Workforce Development Coordinator for the Muscogee (Creek) Nation Employment and Training Administration. She is a member of the Muscogee (Creek) Nation and belongs to the Wind Clan. She holds an Associate in Applied Science from the Oklahoma State Institute of I.T. and currently working to obtain her Bachelor's in Career and Technical Education from OSU-Tulsa. After obtaining her Bachelors, she will then move forward to obtain a Master's of Science in Workforce and Adult Education. She has over 3 years' experience in coordinating trainings in different areas. She is extremely passionate about helping people in multiple capacities, especially when it's 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.

Miranda McElroy – works for the OK SNAP Works Program for DHS. Miranda has been employed at DHS for 11 years and has worked a variety of programs. Miranda began her career in Child Welfare before moving to Adult and Family Services. She has experience in Aged, Blind, Disabled benefits, Long Term Care, Temporary Assistance for Needy Families, SNAP Food benefits and Child Care Subsidy.

Mary Meeks – has been employed at East Central Oklahoma University as Director for the Veterans Upward Bound Program, working with and for Veterans for 19 years. Mary currently serves as President of the National Association of Veterans Upward Bound Programs.

Lauren Mitchell – is a member of the Saint Regis Mohawk Tribe. She has been in the early childhood field for over 20 years, currently in the capacity as the Child Care Coordinator for the Early Childhood Development Program. She works with Akwesasne's local home-based providers to improve the quality of care they are providing; ensuring health and safety requirements are being met, implementing age-appropriate curriculum and working directly with families to meet their child care needs. She loves to observe the perseverance and determination children have, from facing challenges in their development to celebrating their achievements with them and their families. She is a resource for all families she serves, helping them to provide an encouraging, positive and engaging environment for their children to develop a life-long love for learning.

Patti Mitchell – co-founder of Navigation-Point combines over 30 years of Entrepreneurship while achieving her professional career in program management, public relations, training & development, and executive capacity from places like the Cherokee Nation, Appalachian State, University of Oklahoma HSC, NCDVRS, & Native Learning Center.

Holly Snowball Morales – is currently the Director of Employment and Training Services Department (ETSD) at Cook Inlet Tribal Council. She is responsible for the management and oversight of her department budget of over \$19 million. She is responsible for managing multiple programs, including a Child Care Assistance Program and a One Stop Job Center, serving over 1,100 job seekers per year. She has a Bachelor of Business Administration in Organizational Management from Alaska Pacific University. Mrs. Morales was born and raised in Anchorage Alaska. She is married and has five children. She is of Yup'ik Eskimo and Irish descent.

Penny Norsworthy – has worked for the Cherokee Nation for over twenty five years. She has worked in the Human Services department starting as a Budget Analyst to her current position of Director – Finance. Penny has a bachelor's degree from Northeastern State University with a double major in Accounting and Business Administration. Through her assignments she has worked with many federal agencies including: Housing & Urban Development (HUD), Department of Health & Human Services (DHHS), Department of Interior (DOI), Department of Labor (DOL) and Department of Education (DOE). Penny's duties have included budget preparation and monitoring, financial reporting, grant preparation and grant compliance. In her free time Penny enjoys spending time with her grandchildren, her dogs and traveling.

Patina Park – is Cheyenne River Sioux and a tribal attorney with the Ho-Chunk Nation, focusing her work on the state-wide implementation of the Wisconsin Indian Child Welfare Act. Patina was placed for adoption at birth, away from her Lakota tribe and now devotes her legal practice to issues surrounding Indian child welfare. She has over 10 years of legal experience working with the community: first as a law clerk to a judge specializing in ICWA cases; then in direct representation of Native American families involved in child custody issues; and now in policy development and training.

Patina has developed Indian Child Welfare curriculums and has significant experience leading advanced ICWA trainings. She has trained tribal and state attorneys, judges, law clerks, social workers, guardians ad litem, community members and service providers. Patina has also taught *Strength in Indian Country*™ Family law, Federal Indian Law, and Ethics. In addition to being admitted to practice law in Minnesota, as well as several tribal courts, Patina serves as an appellate court justice for the Prairie Island Indian Community of Minnesota and as a board member of the Minnesota Indian Women's Resource Center. Patina is a graduate of Hamline University School of Law and received her undergraduate degree from Arizona State University.



WORKSHOP PRESENTERS continued

Terrence (Terry) Parks – member of the turkey clan in the Lenape Tribe, and previously worked for the Osage Nation for 7 years, during his time he wrote the Osage Nation's first Public Law 102-477 Plan. Began Federal career with the BIA in 1998 working with 477 at the DC Central Office. Began working with the BIA-Division of Self-determination in 2005. Attained Division Chief for the BIA-Division of Self-determination in 2007. Attained Division Chief for the OIS-Division of Workforce Development in 2016.

Burt Patadal – or KON-A-TE in his native language, is a registered Kiowa Tribal member who was a welder for 20 years until an accident in Tulsa, Oklahoma in 1990 caused him to seek other employment. Burt, being a recovering alcoholic, and needing a new career, looked for training to help others. He always wanted to work with people and since he drank for thirty years and knew about alcoholism first hand, he thought that was a good place to start. Burt walked the whole road of alcohol and drugs, from getting beat up, to in and out of jail, to couldn't keep a job, to being physically sick and tired all the time and felt he could really reach people struggling with these issues. So he started in college and went to work for the USPS making good money. When his schooling was done he applied to the Citizen Potawatomi Nation for a position as a substance abuse counselor. He was not expecting to get the job but he did. Unsure what job to take or keep, Burt did as he was raised and talked to an elder in his tribe. The Kiowa elder advised that it was time to give back, like the White Bison 12 step and that he had much to do. And he has. Burt is now a 16 year employee at CPN who is now a part of the Reintegration/ Diversionary program. He does Ewipi or sweat lodges, in prisons and out, talking circles, outreach to many in need of counseling. He is indeed giving back. "AHO"

Keyon Permetter – is the Licensing Specialist for the Citizen Potawatomi Nation Child Development Center. Keyon has worked in child care for almost 17 years at the Citizen Potawatomi Nation, and is a member of the Muscogee Creek Nation.

Abigail Pestalozzi-Conley – taught English 12 and AP Language and Composition for over 11 years in Rio Rancho, NM, along with Job Readiness and Adulting 101 afterschool programs. She is currently the Job Developer and Trainer for the Senior Community Service Employment Program Based in Albuquerque, NM and works with the National Indian Council on Aging to teach Native American participants the skills needed to find gainful employment.

Alan Poh – is the Managing Partner of ShirtsInk Kuleana. Alan has 35+ years in the screen printing business, with clients like Fiesta Bowl, Indy Car Racing and many scholastic and city governments. He is considered the father of on-site printing as he created the first machine to print efficiently in mobile situations. He is currently using his experience to pass on his blessings to native youth to learn the world of business.

Tina Pollard – has worked for the Citizen Potawatomi Community Development Corp. since 2008 and served as the Consumer Lending Manager since 2009. She is a Certified Credit Counselor, Student Loan Counselor, and Career and Financial Coach who has been teaching a wide range of financial topics for almost a decade. Her passion for financial literacy and fair consumer lending practices often takes her to the Oklahoma Capitol to fight for consumer rights.

Melody Redbird-Post – is the Project Director for the National Center on Tribal Early Childhood Development (NCTECD). As a contractor to the Administration for Children and Families/Office of Child Care, NCTECD provides training and technical assistance to support American Indian and Alaska Native Child Care and Development Fund Grantees.

WJ "Buck" Richardson Jr. – his career with the VA began in 1997 when he left the ranching industry and accepted a position at Fort Harrison, Montana. In 2004, when he was the Minority Coordinator for VA Montana Healthcare, he was selected to go to Washington D.C. to receive the Under Secretary for Health's Diversity Award given VISN 19 and SLCVAMC. This award was presented for the work VISN 19 had done in the field of Outreach to Veterans, including the innovative outreach and treatment programs for American Indian Veterans. Richardson was instrumental in helping to develop these programs along with other individuals of VISN 19. Richardson was selected by the VISN Director for VISN 19 to be the Minority Veterans Coordinator in April of 2005. He partnered with James Floyd of the Salt Lake City VA System to develop the Tribal Veterans Representative (TVR) program. This was a local program that developed into a national program, and is now a model used by the VA for Veteran outreach efforts. He has served on the Secretary of the VA's AD-Hoc Working Group for American Indian/Alaskan Native/ Native Hawaiian Veterans. Richardson was assigned to the 2010 VA/IHS MOU Workgroup which was responsible for redoing the MOU between the agencies and also creating working groups to help in the collaboration between agencies to better serve Veterans. In October 2013, he was appointed to the Secretary of the VA Veterans Rural Health Advisory Committee to assist in the healthcare needs of Rural Veterans. Richardson is a veteran of the USMC, and was raised in a military family. He is a graduate of Capital City Junior College, Montana State University, and the Certified Healthcare & Environmental Manager's course for healthcare professionals.

Gary Rickard – (Wintu) owner of Mt. Shasta Native American Employment and Training has provided Case Management and Staff Development workshops to Native American programs throughout Indian country for the last twenty years. Mr. Rickard has over thirty years of experience as a Case Manager and front line Supervisor in Employment and Training programs including: CETS, JTPA, WIA, AFDC, TANF, FSET, WtW, NEW, and GA. His workshops have helped hundreds of new and experienced Case Managers expand their skills and abilities as Case Managers. Mr. Rickard earned his degree in Sociology from Shasta College.

Anthony Riley – is from the Pueblo of Laguna, which is located in north central New Mexico. He has 10 years of P.L. 102-477 experience as E&T Program Management. Currently serves as a Workforce Development Specialist for the Division of Workforce Development and is assigned to the Alaska Region to provide 477 grant management oversight and technical assistance. He has 15 years of executive level management experience.



WORKSHOP PRESENTERS continued

Shawna Roach – has been with the CN Marshal Service for approximately 17.5 years. She has been in investigation for approximately 7 years. Investigator Roach became an A.L.I.C.E. instructor (Active Shooter) approximately 8 years ago. Investigator Roach is also a R.A.D. instructor (Rape Aggression Defense) to teach females tactical movements to protect their selves when put in a situation. She became instructor approximately 9 years ago. Investigator Roach is also a tender for the Dive Team, she has been a member for approximately 3 years.

Vincent Romero – Division of Workforce Development (DWD) Specialist is assigned to the NW Region to provide Plan and grant technical assistance for tribes participating in P.L. 102-477. Before joining the Department of the Interior, Mr. Romero served as Director of the Taos Pueblo Education and Training Division, and worked with the Eight Northern Indian Pueblos Council's Educational Talent Search and Higher Education Programs. Mr. Romero is an enrolled member of Taos Pueblo.

Lorenda T. Sanchez – (enrolled member of the Yerington Paiute Tribe) has dedicated over 40 years to the administration of Indian job training efforts and enhancing the lives of Native Americans. Since 1977, she has served as Executive Director for California Indian Manpower Consortium, Inc. She also serves on local, state, regional and national boards advocating for programs and services to address the employment, training, social and economic needs of Native Americans and Native communities. Most notable are: the Native American Employment and Training Council; the National Indian and Native American Employment and Training Conference Executive Committee; the Sacramento Native American Health Center Board; and, the California Department of Transportation Native American Advisory Committee. She is a lifetime member of the National Congress of American Indians and the National Association of Workforce Professionals.

Elaine Seat PhD – is on the faculty of the Management Department of the Haslam College of Business at the University of Tennessee. She began her professional career designing machines as a licensed mechanical engineer and grew into roles as a chief engineer and engineering manager. After learning first-hand about the barriers limiting technical professionals from their best work, she studied Sport Psychology and Counseling Psychology to better understand what it takes for high-performing individuals to reach extraordinary performance. Elaine's passion is teaching people how to create their own extraordinary performance. She has been featured in industry publications for over 20 years on improving human performance and building professional skills to help people advance in their organization.

Kay Seven – is an enrolled member and employee of the Nez Perce Tribe. She has thirty-six years experience working with federal Indian employment, training and education programs as the Director of the Tribe's Adult Education (477) program. Kay has extensive knowledge coaching program participants to prepare for degree and non-degree programs whether academic, career technical, apprenticeship or short term/clock hour.

Amanda Shelby – began her career with DHS over a decade ago as a worker in Adult and Family Services, and currently works in the OK SNAP Works Program. She has vast experience with a variety of benefits, including the SNAP Program, the Aged, Blind and Disabled Program, Long Term Care Services, Child Protective Services and Foster Care Placement.

Lyndon Smith – is a Disability Resource Navigator for the Disability Employment Initiative Grant with Cherokee Nation Vocational Rehabilitation. He has worked for Cherokee Nation for 4 years. Before coming the Disability Grant, Lyndon worked with the Re-entry Program and earlier with Youth Services. Lyndon is the father of 1 daughter and he resides in Tahlequah, OK.

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-five years, he started his career at the Woods County Sheriff's Office and came to the Oklahoma Bureau of Narcotics in 1996. At the Oklahoma Bureau of Narcotics, Michael has served in Enforcement, Training, Electronic Surveillance and Intelligence, and the High Impact Drug Trafficking Area task force (HIDTA). 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. Michael earned a Bachelor's Degree in Organizational Leadership from Southern Nazarene University and is currently in the Sociology Master's Program at Arizona State University.

Captain Danny Tanner – is over the Cherokee Nation Marshal Service Patrol division. He has been with the CN Marshal Service approximately 19 years. He is the SOT commander (Special Operations Team) for approximately 8 years. The SOT team consist of serving high felony warrants or dealing with barricaded suspects and so forth. Captain Tanner has been on the CN Marshal Service Dive Team approximately 18 years and is the dive team leader in his time. Captain Tanner is also a certified firefighter and EMT for which he has been for approximately 25 years.

Tina Tassler – is currently the Human Services Deputy Director for the Winnebago Tribe of Nebraska's Human Services Department. She graduated with her BSW from Briar Cliff University in 2014 and is currently in the process of receiving her MSW from the University of South Dakota. Tina was the program manager for the P.L. 102-477 and has been actively working to improve programming under what is allowable by the law. She is working on construction for a new building that will allow us to operate a day care center under the 477 program that will allow clients priority childcare, which is much needed in Winnebago. She is active in the 477 tribal workgroup that is at the national level of changing the P.L. 102-477 law for employment and training programming within Indian country. She is a strong advocate for the programming that the P.L. 102-477 law encompasses and strongly believes in the importance of P.L. 102-477 programs within Indian country.

Jason Turner – joined FNS in 2015, after 10 years of authorizing, managing, and writing SNAP policy for the Department of Social and Health Services in Washington State. Based in Dallas, the FNS Southwest Region Office works with the states of Arkansas, Louisiana, New Mexico, Oklahoma, and Texas. Jason's primary role in E&T focuses on expanding and improving state-administered SNAP E&T Programs with the goal of moving SNAP clients to self-sufficiency through employment. Jason also has recent experience running multiple small businesses, from real estate to child care. He has a Bachelor of Arts in Business Administration with a minor in Accounting from the University of Washington.



WORKSHOP PRESENTERS continued

Chris Welch – co-founder of Navigation-Point has over a decade in training and organizing community non-profits grants, curriculum, and project with the Cherokee Nation. He is a sought after speaker for NeighborWorks of America, Oklahoma Center for Non-profits, the Sarkeys Foundation, Exceptional Leaders Lab, & National Speakers Association.

Monieca West – is an experienced economic and community development professional. She manages the federal Carl S. Perkins career and technical education program for the Arkansas Department of Higher Education. She is a certified *Bridges Out of Poverty* trainer, poverty simulation facilitator, and an approved trainer for the National Career Development Association *Facilitating Career Development* curriculum. She has been a board member of the American Indian Center of Arkansas for thirty years and is the president of National Association of Career and Technical Education information.

Rae Belle Whitcomb – Workforce Development Specialist with the Bureau of Indian Affairs Division of Workforce Development – 477 Program. Prior 12.5 year tribal management of a large comprehensive 477 program (WIOA, JTPA, CCDF, NEW, GA, ABE, & TANF) including coordination and operation of LIHEAP and Vocational Rehabilitation, negotiated with the State for Maintenance of Effort funding and reporting. Served on advisory boards E&T LIHEAP, college and university, electric and telephone.

Marsha White – is the Program Manager for the Disability Employment Initiative Grant with Cherokee Nation Vocational Rehabilitation. She has worked with Cherokee Nation for 12 years, 5 in the Career Services field. Preciously, Marsha was a teacher for 13 years in the state of Oklahoma. Marsha has 3 grown children and resides in Pryor, OK.

Jennifer Whitmore – (Hia-Ced O’odham) is a Federal Project Officer for the U.S. DOL’s Division of Indian Native American Program (DINAP) and stationed in the San Francisco Regional Office. She joined the DINAP team in 2016, previously she worked as a Management Information Systems (MIS) Specialist with the California Indian Manpower Consortium, Inc. and most recently served as an Associate Government Analyst with the State of California, Employment Development Department.

Patti Jo Wilson – Teacher certified in New York, Patti Jo is a former ED Director and Deputy Director for Head Start Programs in New York. She was also on the Board of Directors of the New York Head Start Association for four years. She’s QRIS approved in Pennsylvania, Ohio, Minnesota and a master level registered with the Texas Early Childhood Professional Development System. She is certified reliable in CLASS, trained in ECERS and ITERS. As a former teacher with more than 20 years of educational experience, Patti Jo has an uncanny ability to connect with others in the field from parents, teachers, directors and more. Patti Jo has a passion for validating and respecting children, regardless of age, developmental progression, or ability, and this is evident in her professional development sessions.

Cindy Wright – is the owner of Eaglesun Systems Products in Tulsa, Oklahoma. She was a System Engineer and Manager with IBM before leaving to start Eaglesun in 1992. Cindy developed Tribal Assistance Systems (TAS), a case management software that is used by over 85 tribes. She started working with 477 tribes in 2000 and has worked with over 55 Tribal TANF programs. Cindy is a member of the Cherokee Nation of Oklahoma.

Tim Yeahquo Jr – has been employed with the Cheyenne and Arapaho Tribes Vocational Rehabilitation Program since 2013. During this time Mr. Yeahquo has worked as a Job Placement Specialist, VR Counselor and is now currently serving as the VR Director for the program. Before working with the Tribes, Mr. Yeahquo was unaware of working with people with disabilities however, since being hired he has gained a passion and desire to see American Indians with disabilities thrive not only in the workforce but in everyday life.

Margaret Zientek – and the Citizen Potawatomi Nation are both celebrating their 21st year with P.L.102-477 Program. Citizen Potawatomi Nation combines multiple programs in 477. We directly fund Economic Development & Job Creation. Margaret was elected to serve at P.L. 102-477 Tribal Work Group Co-Chair in 2000 and had held the position since. The Citizen Potawatomi Nation has strongly supported the P.L. 102-477 education and legislative effort. It is with great pride we are looking at 2018 and expansion made possible by P.L. 115-93.

Tim Zientek – began his Emergency Management career more than 19 years ago working at CPN with Federal, State, and Local Governments on multiple disasters. Mr. Zientek is currently involved with many organizations, committees and panels including being a member of the Tribal Cadre of Instructors for the EMI Learning Institute in Emmitsburg, MD. Mr. Zientek is one of the founding members of the Inter-Tribal (ITEMC) which includes most of the 38 tribes in the state of Oklahoma and currently serves as Chairman. Mr. Zientek is currently in his third term of the FEMA region VI Advisory Council.



PARTICIPANTS AWARD LUNCHEON

Wednesday, April 17, 2019



Outstanding Participants

Outstanding Employers

WIOA Section 166 and P.L. 102-477



Alice Bigpond Roach Memorial Scholarship

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.

Howard Yackus Memorial Scholarship

Howard 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 at 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.





WIOA Section 166 Outstanding Participant
Nominated by the Inter-Tribal Council of Louisiana

CHARLES STRANGE

Jena Band of Choctaw Indians



I'm a 22-year-old tribal member of the Jena Band of Choctaw Indians. I enrolled in the Summer Youth Program at the age of 16 with the Inter-Tribal Council of Louisiana. I was placed at different summer and in-school positions throughout my high school days. When I began college, I reached out to my field service representative seeking assistance with finding a part-time job that would work around my school hours. I was struggling to find a job on my own. She placed me with the Alexandria Zoo in Louisiana. I was able to work around my school schedule. After I completed my trainings, the zoo offered me a full-time position with potential promotions.

Given the opportunity as a youth to work on the Work Experience Youth Program has offered the ability for me to gain job skills in places that would not have normally worked with me. I was not prepared for the workforce and lacked knowledge of what was expected of me once employed. I also lacked knowledge on how to go about finding a job once on my own. I had financial and health barriers as well.

I am now a full-time employee with Friends of the Alexandria Zoo. It was a dream of mine since I was a child to be an employee of the Alexandria Zoo. I am grateful for the assistance provided to me from the Inter-Tribal Council of Louisiana and my field service representative. I also thank my field service representative for the nominating me for 2019 Outstanding Participant Award.

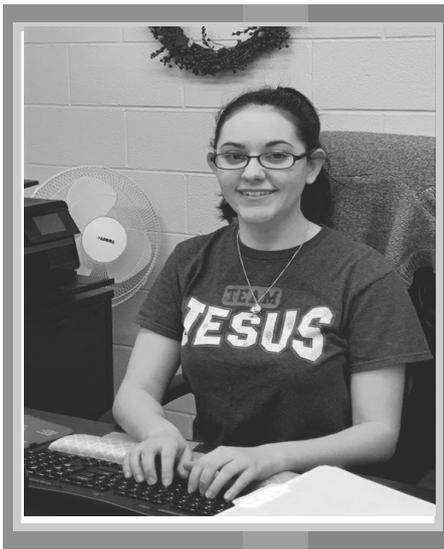




P.L. 102-477 Outstanding Participant
Nominated by the Cherokee Nation

LIZA PINKSTON
Cherokee Nation

My name is Liza Pinkston; I was 22 years old when I walked through the doors of Cherokee Nation Career Services and found such wonderful people that have helped me find a new direction for my life. It had been a rough



couple of years for me and at that time I had chosen to focus on earning my GED. The goal to get my GED and to find employment was a means of keeping the promise I had eventually made to both my parents. It was a promise that they could let go and I would be okay, that I wouldn't be lost in the past. Every day I strive to keep my word and because of that I have overcome many things.

I had no prior knowledge of just how many ways in which a simple visit to Cherokee Nation could help someone. That October in 2017 was a crucial point in my life. It was the one year anniversary of my mother becoming sick and passing away. It also happened to be one month since losing my father to the many health concerns that he had dealt with longer than my entire life. I admit I was at a loss as to where to begin now that it was only myself that needed looking after.

I enrolled again in GED classes through the Cherokee Nation Alternative Education Department. It was through their encouragement that I received my GED in November 2017. The year 2018 became a very satisfying year for me. I successfully left the SNAP Benefits Program and will continue to be thankful for the assistance it provided me. I obtained my driver's license in March of 2018 with the Career Services staff cheering me on. It wasn't too long after that when I gained employment with Cherokee Nation Career Services as a full-time employee. It's been just over a year since I became a participant in Cherokee Nation Career Services' programs but the difference between my life then and now is beyond compare. Now I have moved on to my dream of a college education and am currently attending my 2nd semester in hopes of earning a degree in Sociology/Psychology. I have loved working alongside the ladies from Career Services and Alternative Education and am thankful for the belief they have shown in me. I am pleased beyond measure that with my job I now have the opportunity to not only refer people to all of the wonderful programs in our building, but to show them what can be accomplished through them. It is because of the help in succeeding thus far that I will be forever grateful for walking through those doors.





P.L. 102-477 Outstanding Participant

Nominated by the Citizen Potawatomi Nation

Brandi Collins

Citizen Potawatomi Nation

I am a Citizen Potawatomi Nation Tribal member and have been in and out of trouble my entire life starting when I was young as a pre-teen/teenager and continuing through adulthood. I was introduced to drugs and alcohol when I was a teenager and it seemed to take away the reality of my daily life for a time so I continued using so I could enjoy my life for a while.

I was a high school dropout and attended Job Core in Guthrie, OK long enough to get my GED and was immediately kicked out after that for failing a UA because I was smoking weed. I just got by at that point and finally decided to try to do something about it. I started coming to Workforce & Social Services in 2004. In 2009, I gave birth to my 3rd child and continued my downward spiral same as before using after pregnancy. It always got better when the Children's father was in jail but that was never long enough.



On January 21, 2012 I got my kids taken from me because of drug use. I was 33 at the time and I had been using since I was 16/17 years old. The day I got out of jail, my Tribe hooked me up with a 28 day inpatient treatment program in Texas so I left the next day to begin my journey. I still needed to be in treatment so when I was released from that treatment program I went straight to a 3 month program. When I got out of treatment, one of the caseworkers at CPN ICW picked me up and a bond was formed immediately. During the time I was in rehab other charges were filed so when I got out of treatment I went to the courthouse, turned myself in and went before the judge. I was placed on 2 years of probation. I was on my way up for the first time that I could remember.

In March 2013, I got my children back and was offered a job babysitting for a single father that was in need of childcare part time and in the summer it was full time. I was happy to be off of General Assistance and continued to come in and go to classes when offered at WSS. I started taking classes online to further my education and utilized the CPN free transit system when needed. Getting to know the kids and school kept me very busy.

In October 2017, with the assistance of WSS and Oklahoma Indian Legal Services, my record was expunged and I was amazed at that fact. The YMCA had been waiting a long time for this so I was hired immediately. I have worked at the same place for more than 5 years now and I could not be happier, I have been housekeeping supervisor since October 23, 2017. I also send a portion of my rent each month to an escrow account and I am hoping to be a homeowner in the future. This would not have been possible without the encouragement and support from my Tribe including WSS, ICW, LIHEAP, Community Services, Oklahoma Indian Legal Services and of course my Church Family. Now, I don't just ride the church bus, I drive it! I continue to grow and learn each day and am so happy to have my Family and extended Family.





Alice Bigpond Roach Memorial Scholarship

Nominated by California Indian Manpower Consortium, Inc.

Joseph Podlasek

Lac Courte Oreilles Ojibwe Tribe

Mr. Joseph Podlasek is a citizen of the Lac Courte Oreilles Ojibwe Tribe and is of Polish descent. He studied technology at Richard J. Daley College in Chicago, IL and was Microsoft certified tech engineer before moving to nonprofit community leadership work. He is the father of three and lives in Itasca, IL.

Joe's involvement with CIMC began as a JTPA participant in 1999 and was placed as the Executive Director of the American Indian Center in Chicago, IL, where he successfully served for more than a decade. He then moved on to establish the Trickster Art Gallery, a nonprofit organization focused on cultural education, arts, and veteran programs in Schaumburg, IL, of which he is currently the CEO.

Joe has more than 25 years of experience in community development and social justice advocacy. He gained leadership skills through serving as delegate and former board member of CIMC, being a graduating fellow of the Leadership of Greater Chicago in 2003 and participating in the FBI Citizen Leadership Academy in 2010. Joe's past experience also includes serving on the Illinois Veterans Council and being a founding member and officer of the National Urban Indian Family Coalition.

Through Joe's efforts to make the Native American population visible through their military service, the annual National Gathering of Native American Veterans, now in its fifth year, was created. This past year, 47 tribes sent their veterans to receive information on traditional health and wellness, working with the VA, and employment and economic development for veterans after service. The upcoming Gathering is scheduled for July 2019 in Wheaton, IL.



Currently, the Trickster Gallery and Native veterans across the country are standing united in an effort to have our Eagle Staff recognized historically as the "First Flag" of these lands. Joe spearheaded the movement of the resolution (H. Res. 83) to congress. He recently had the opportunity to speak to many congressional representatives regarding Native issues when he attended, by invitation, the recent State of the Union Address in Washington, D.C. Joe is continually advocating for Native communities.





Howard Yackus Memorial Scholarship

Nominated by the Choctaw Nation

Kimberly Tucker

Choctaw Nation



My name is Kimberly Tucker a member of the Choctaw Nation of Oklahoma. I am currently enrolled at Southeastern Oklahoma State University in Durant, OK. My degree of study is Business Administration. I am a full time mother, student, and employee of the Choctaw Nation. I enrolled for services from the Choctaw Nation WIOA program in 2017. At that time, I needed assistance with employment. I briefly took a break from job search after finding out I was going to be a mother again. When my second son reached six months old I decided I was ready to begin job search.

I was applying for positions within the community but was not successful in finding employment. Employers were not willing to give me an opportunity to prove I am a good employee. I met with WIOA and continued my job search activities. WIOA was able to convince the Human Resource Department and retail store location I would be an asset to the Choctaw Nation. I began my work experience contract in July 2018. Since then, I have transferred to a busier location and received numerous accolades. WIOA has encouraged me every step of the way in my journey to complete my degree and to continue to grow as an employee of the Great Choctaw Nation.

While attending college, I will continue to work the Choctaw Travel Plaza because it provides the flexibility in scheduling needed to attend class. Upon completion of my Bachelor's degree, I plan on opening my own "Soul Food" restaurant in Durant, OK. My plan is to open the doors for Durant's first authentic soul food restaurant in 2025.





Outstanding Employer

Nominated by the Confederated Tribes of Siletz Indians



FOOD
For Lane County

In partnership with the Confederated Tribes of the Siletz, FFLC has placed three WEX participants in our two-year-old job training program. We have also worked with WEX placements to provide drivers training; currently two work as permanent staff members. These participants came with different barriers to overcome, but all of them embody FFLC's adopted agency values: "Compassion, Inclusion and Collaboration." The work they do makes a difference both inside FFLC, and in the community at large, alleviating hunger and creating equitable access to food. CTSI states "their partnership has been instrumental in assisting clients overcome barriers and gain required skills to enter the workforce."



Election Procedure

2019-2020 NINAETC/P.L. 102-477 Officers, and 2021 Site Selection

One Vote Per Grantee Proxy due prior April 17 before 9:45 a.m.	NOMINATIONS Tuesday, April 16	ELECTION Wednesday, April 17 10:00 a.m. to 12:00 p.m.	ELECTION RESULTS Thursday, April 18 General Assembly (See procedure for run-off)
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For information, see Carol Jennings, Elections Committee Chairperson
Or send an email to carolj@cimcinc.com

1. Nominations will be accepted from the floor during the General Assembly, Tuesday, April 16, 2019 for: Chairperson 166, Chairperson 477, Vice-Chairperson, Treasurer, Secretary 166, Secretary 477 and 2021 Site. Nominations will be closed by a vote of the General Assembly body. Candidates will be introduced and given equal campaign time at the podium during the General Assembly on Wednesday, April 17, 2019. The Election Committee will prepare official ballots. Ballots shall bear the names of the candidates nominated for each specific office.
2. Election committee members shall oversee all the facets of the election and will provide procedures information as needed.
3. Official ballots will be available at the polling site beginning at 9:45 a.m. until exactly 12:00 p.m. (noon) on Wednesday, April 17, 2019.
4. **ONE VOTE PER GRANTEE SHALL BE ALLOWED.** Votes shall be cast by WIOA/477 Directors OR their designated proxy. The Director or their designated proxy must sign the voting roster to receive a ballot.
5. Proxies must be on the grantee's organization letterhead and submitted to the Chairperson of the Elections Committee **prior** to 9:45 a.m. the start of voting on Wednesday, April 17, 2019.
6. The results of the voting will be given to the Chairpersons who will announce the new officers at the General Assembly on April 18, 2019.
7. The winner of an elected term of Chairperson 166, Chairperson 477, Vice-Chairperson, Treasurer, Secretary 166, Secretary 477, and the 2021 Site shall be the candidate or site with a simple majority of the vote cast. A NINAETC/477 officer shall serve a one year term from the 2019 event to the 2020 event.
8. A run-off will be held for an officer or site if no candidate receives a majority of votes. If a run-off is required, it will be held on Thursday morning April 18, 2019 from 10:00 a.m. to 12:00 p.m. (noon) with results announced at the banquet. If a second run-off is necessary, voting will be conducted during the banquet with the results announced as soon as possible. The 2018-2019 Executive Committee shall determine the most appropriate procedure should subsequent run-off be necessary.

The Election Committee reserves the right, as granted by the Executive Committee, to initiate any procedural changes in the process, if determined necessary for any reason of fairness.



Resolution Procedure

Due Tuesday, April 16
By 5:00 p.m.

To Registration Table (Hard Copy)
Or Electronic Copy to
training@cimcinc.com

Resolution Presentations
Thursday, April 18 General Assembly

Resolutions will be displayed
Using overhead projection

Resolutions adopted by the 40th NINAETC/477 will be posted at NINAETC.NET



40TH NATIONAL INDIAN AND NATIVE
AMERICAN EMPLOYMENT / PUBLIC
LAW 102-477 TRAINING
Durant, Oklahoma
April 18, 2019



RESOLUTION NUMBER 2019-xx

(Title of Resolution)

We, the Indian and Native American Grantees of the National Indian and Native American Employment/Public Law 102-477 Training Conference (NINAETC/477) attending the 40th Annual Conference in Durant, Oklahoma in order to preserve for ourselves and our descendants rights secured under Indian Treaties and benefits to which we are entitled under the laws and constitution of the United States and the several states, to enlighten the public toward a better understanding of the Native people, to preserve Indian and Native cultural values, and otherwise promote the welfare of the Indian and Native people, do hereby establish and submit the following resolution:

WHEREAS,

WHEREAS,

WHEREAS,

WHEREAS,

THEREFORE BE IT RESOLVED, that the 40th National Indian and Native American Employment and Training Conference

CERTIFICATION

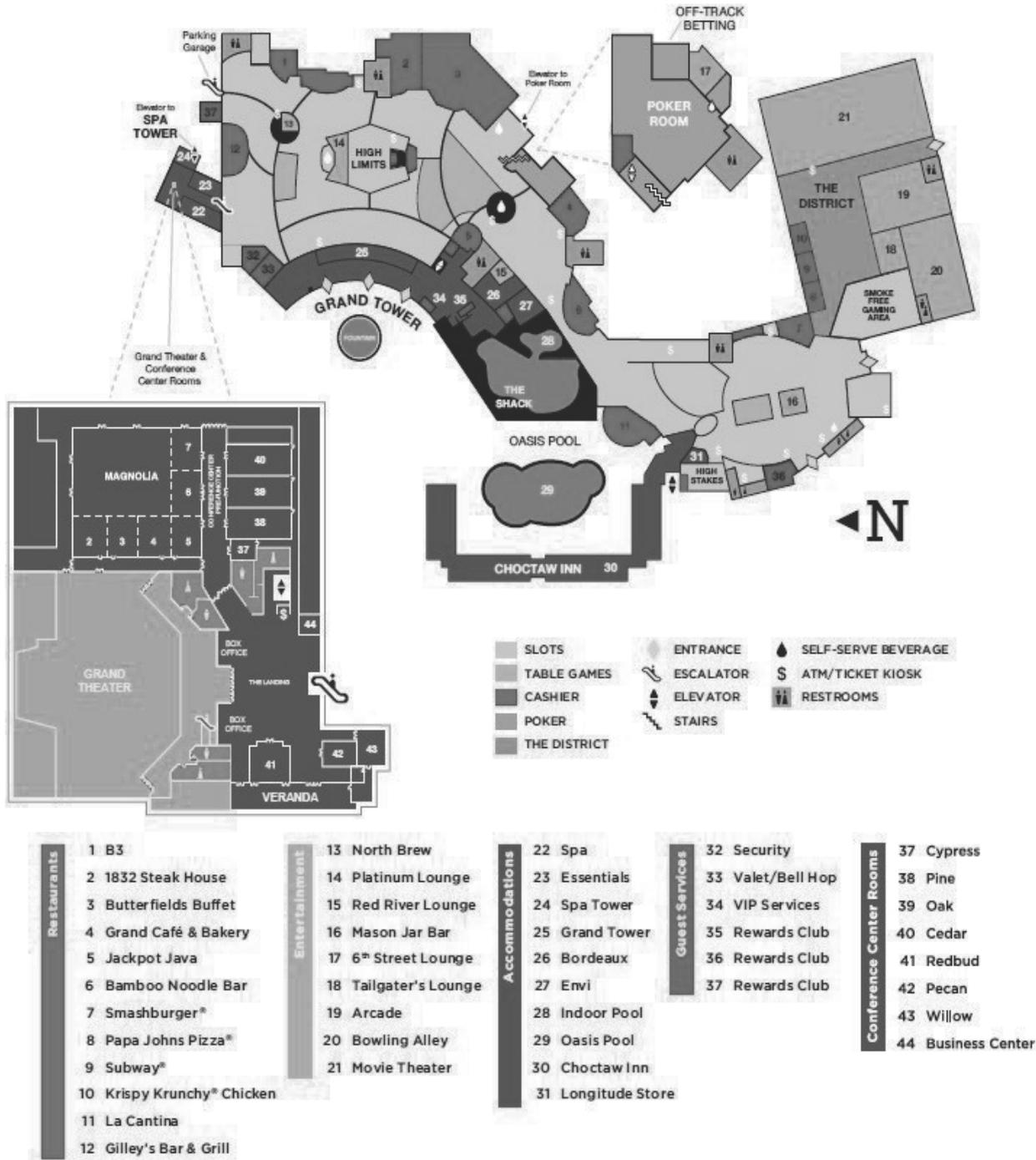
The foregoing resolution was adopted at the 40th Annual National Indian and Native American Employment and Training/P.L. 102-477 Conference, held at the Choctaw Casino and Resort, Durant, Oklahoma on April 18, 2019 with a quorum present.

Chairman 166

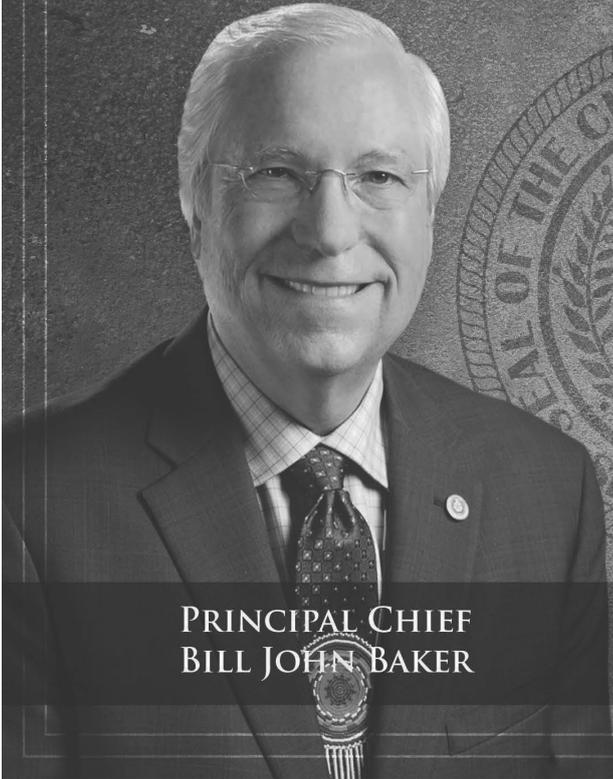
Chairman 477



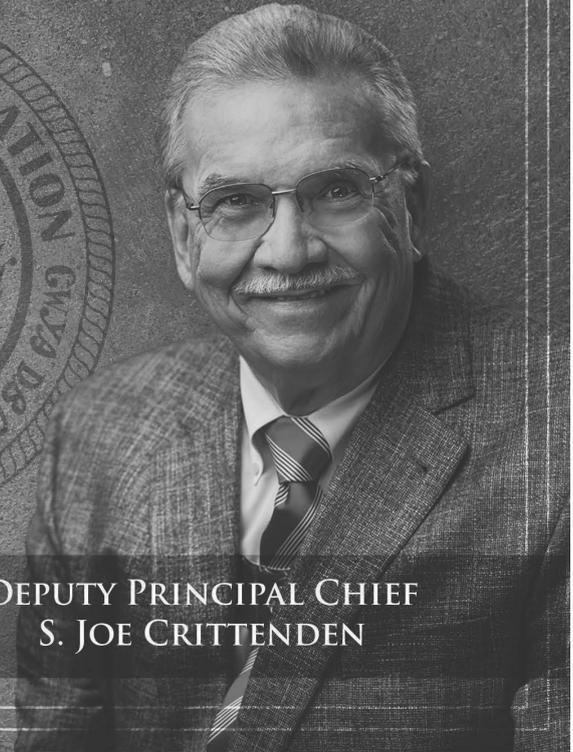
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Thank You Sponsors





The OETAC Family would like to say Hello and Welcome to the 40th National Indian and Native American Employment and Public Law 102-477 Training at the luxurious Choctaw Casino Resort!

OETAC is comprised of many Oklahoma Native American Tribes which include the Absentee Shawnee Tribe, Cherokee Nation, Cheyenne and Arapaho Tribes, Chickasaw Nation, Choctaw Nation, Citizen Potawatomi Nation, Comanche Tribes, Muscogee “Creek” Nation, Four Tribes Consortium, Inter-Tribal Council of Northeast Oklahoma, Kiowa Tribes, Osage Nation, OTOE-Missouria Tribe, Pawnee Tribes, Ponca Tribe, Seminole Nation, Tonkawa Tribe, United Urban Indian Council, and the Wyandotte Nation, as well as include our neighbors from American Indian Center of Arkansas and the Alabama-Coushatta Tribe and Urban Inter-Tribal Center of Texas.

OETAC hosts quarterly meetings to collaborate, leverage resources, and address issues related to employment and training for adults and youth. OETAC promotes a Youth Summit every year to guide youth in positive direction for remaining in school, introduction to the world of work, and gain a better understanding of issues impacting today’s youth. Again, OETAC welcomes you to beautiful Oklahoma!



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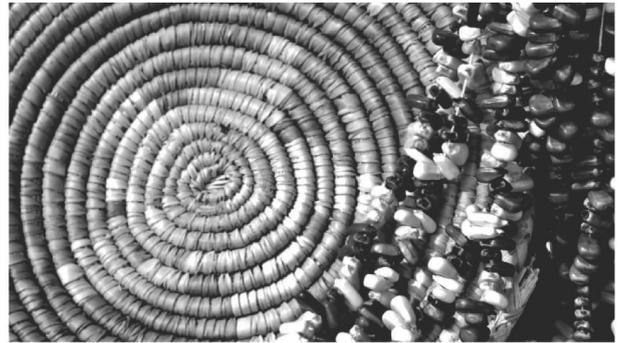
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New resource center coming to Ventura County, Summer 2019!



SCAIR is expanding the following program services into San Benito, Santa Cruz, San Luis Obispo, Monterey, Santa Barbara, and Ventura Counties:

Native NetWORKS WIOA Program
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Howka CSBG Program
 Emergency supportive services for eligible low-income families. (Ventura and Santa Barbara Counties Initially)



SCAIR's mission is to provide career, educational, cultural, mental health and emergency supportive services to Native Americans/Alaska Natives and their families, living within urban and tribal communities throughout SCAIR's diverse service region.

At SCAIR, we work to assist our Participants in reaching personal and professional goals by overcoming individual barriers and challenges.

For more information, please visit our website at www.SCAIRInc.org or call 888.21.SCAIR.

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Years of Service

California Indian Manpower Consortium, Inc.

congratulates CIMC Staff Members who are celebrating milestones in their Years of Service to Indian and Native American communities.

Forty Years: Diana Alvarez, Cleo Foseide, Lorenda T. Sanchez

Thirty-Five Years: Velma WhiteBear

Thirty Years: Eric Cooper

Twenty-Five Years: Teresa Marie Willson

Twenty Years: Deanna Quintana

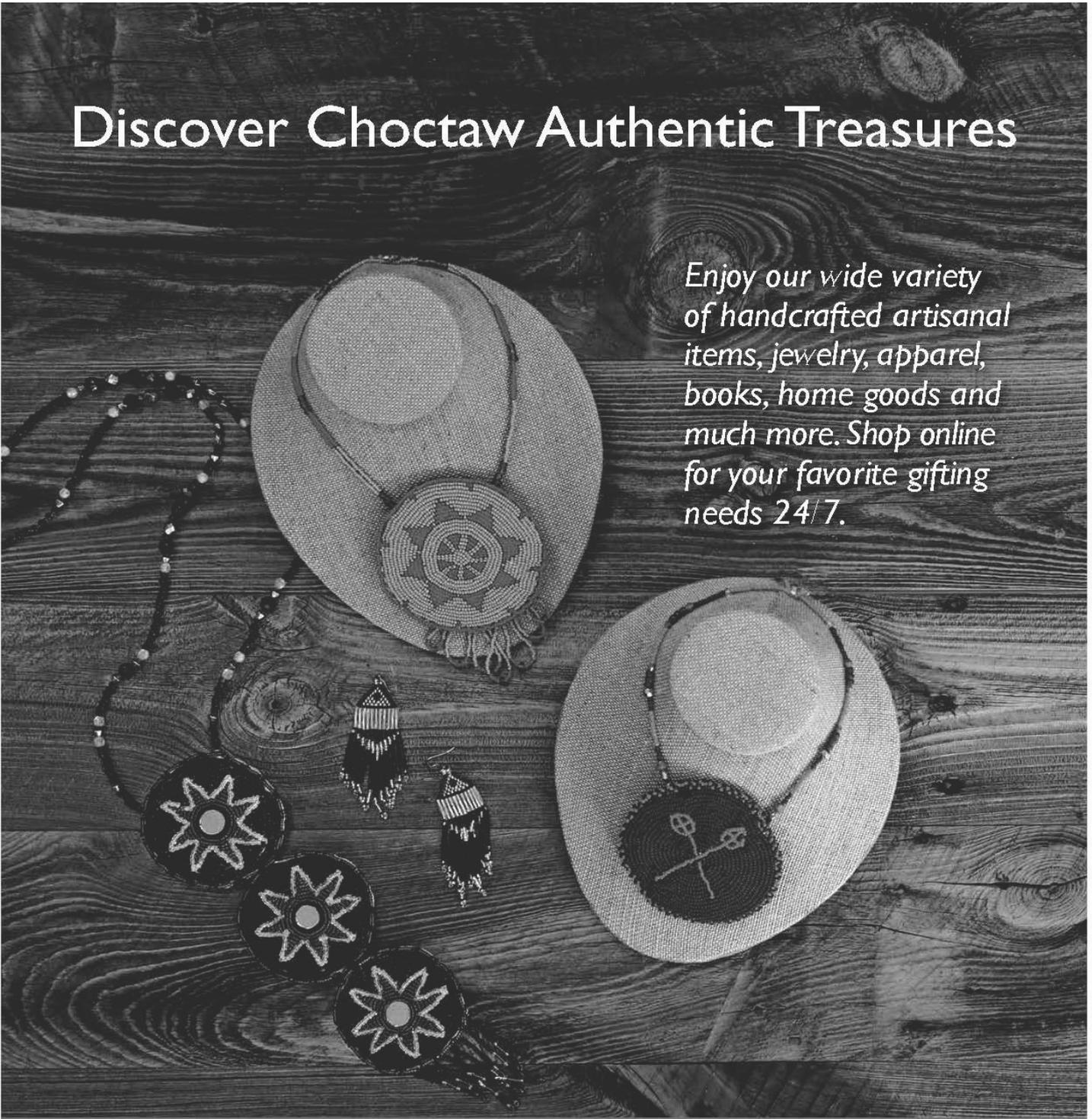
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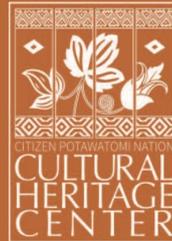


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WELCOMES YOU TO OKLAHOMA!

The Department of Labor (DOL) was established to promote and empower the Native American Workforce within the Cheyenne and Arapaho Tribes' service area by instituting equitable labor standards, providing opportunities of advancement, and safe guarding employee benefits and rights.

DOL Goals

- Promote policies and procedures for uninformed guidance in administering federally funded grants and contracts. Develop meaningful "Career Pathways" to ensure successful outcomes for participants.
- Collaborate with tribal, local, and state entities to meet the demands of the labor market.
- Address employment and training issues relevant to the Cheyenne and Arapaho Tribal programs who work with youth and adults.

DOL Programs

1. Adult Education
2. Employment and Training Administration
3. Office of Veteran Affairs
4. Vocational Rehabilitation



TribeVue®



Today, strengthening the communication and coordination with service providers and clients, Tribal-D and Community Brands brings a new Tribal Client Management System called TribeVue Connect. The new Tribal Client Management System is designed to strengthen Tribal program engagement with supplemental support services for clients receiving benefits from GA, TANF, TERO, WIOA, N.E.W., CCDF and PL 477.



Community Brands and Tribal-D are committed to providing tribes with simple, effective decision-support solutions in achieving tribal self-determination objectives.

Let's put our heads together and see what future we can make for our children.
– Sitting Bull



Client Portal

- Messaging between client and case worker
- Client mobile app
- Social media links
- Mass emailing to clients
- Client Tracking



Client Career Services

- Resume Builder and Consultation
- Job Search Engine
- Career Development Tools
- Statistical data to support Work Participation Credit



Client Learning System

- Develop Client Learning and Training modules
- Host Live Event Webinars
- Track Client Progress with built in assessments and quizzes
- Support Staff Development and Training



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TIPS TO AVOID CVD

1. KEEP YOUR A (A1C), B (BLOOD PRESSURE), CS (CHOLESTEROL) IN CHECK
2. BE PHYSICALLY ACTIVE AND MAINTAIN A HEALTHY BODY WEIGHT
3. ASK YOUR DOCTOR ABOUT TAKING ASPIRIN EVERY DAY
4. DO NOT SMOKE, AND IF YOU DO SMOKE, QUIT.
5. EAT WISELY

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