

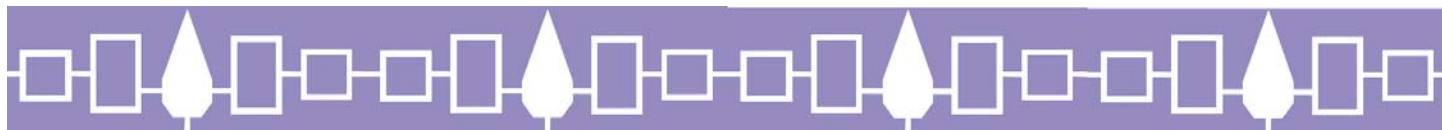
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**TOGETHER  
ONE VOICE**



**41ST  
NATIONAL INDIAN AND NATIVE AMERICAN  
EMPLOYMENT AND TRAINING  
166/477**

September 20-23, 2021 - Warwick, Rhode Island



**Cover artwork by Brooke Tarrell Waldron (Seaconke Wampanoag/Narragansett)**

*Brooke's art has been consistent with expressing issues of identity. America's ideological foundation has spanned 400 years, but its citizens have been immersed in a battle for empathy since its conception.*

*She identifies as a mixed media artist and brings examples of historical text and images into the creative sphere. It is her intent for the viewer to consider the origins of identification and how this nation can better embrace its truths so that we may all succeed from the same platform.*

*"We should all do more to align ourselves with our talents and culture in the service of others and our next generations. To share our visions with others is a privilege. During these distressing times we need to turn to our creation stories and our history to help offer guidance and perspective to heal each other."*






# Welcome from the Executive Committee



**Darrell Waldron**  
Co-Chair (166)  
Rhode Island Indian Council, Inc.  
Providence, Rhode Island



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

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

The Executive Committee for our 41st National Indian and Native American Employment and Training - 166/477 Conference welcomes you to Warwick, Rhode Island. **TOGETHER ONE VOICE** is the conference theme for the training, networking, and related sharing of information. The Rhode Island Indian Council is the local grantee hosting this 41st NINAETC training for the Workforce Innovation and Opportunity Act (WIOA) Section 166 and Public Law 102-477 grantee community.

It is with great pride that we can bring our grantee community together for peer-to-peer training 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. The stress of the COVID-19 Pandemic has just underlined the need we have to rely on and help each other. We grieve for those we have lost. Our world is forever changed. As Native Americans, we appreciate and value our elders, natural resources, and cultural uniqueness as we strive for balance in life. May you find peace among friends and take away knowledge to help you in your path of life.

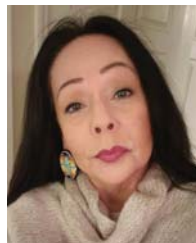
On behalf of the Executive Committee, we welcome you to Warwick, Rhode Island for your stay at the Crowne Plaza as we come together in 2021!

**Erwin L. Pahmamie, Jr.**  
Secretary (166)



Cheyenne and Arapaho  
Tribes

**Kathy Atkins**  
Vice-Chair



Florida Governor's  
Council on Indian Affairs

**Lorenda T. Sanchez**  
Treasurer



California Indian  
Manpower Consortium, Inc.

**Penny Norseworthy**  
Secretary (477)



Cherokee Nation



Dear Grantee Community,

Welcome to Beautiful Rhode Island, the Ocean State!

I want to welcome you to the 41st National Indian and Native American Employment and Training Conference. I want to give special thanks to the Executive Committee, the workshop committee, the volunteers, and Athena Brown, Chief Division of Indian and Native American Programs that helped organize and develop this National conference.

It's an exciting time for the Native American Workforce Programs as we continue to grow and adapt, always remaining motivated, responsive, relevant, and open to change with new ideas. Indian Country and the United States of America are confronting many changes, and we are meeting these changes during a time of nationwide uncertainty and global change. The world of employment and training is an exciting area, and we need to continue meeting and bringing inspired people together in events like this to ensure our programs remain innovative and culturally tailored for our communities.

The Grantee Community has continued to meet and overcome challenges and excel, despite setbacks caused by the Coronavirus Pandemic. We are transforming the way we operate our programs to continuously improve our ability to better the lives of American Indians and Alaska Natives across the country. We should all be very proud of where we are today and excited about where we are headed, encouraging our youth to follow suit and work for the betterment of generations to come.

Throughout this conference, I ask you to stay engaged, keep us proactive and help us shape the future of all Native Americans. We look forward to an exciting conference that promises to reunite us with old friends, forge new partnerships, provide excellent training, keynote speakers, and enjoy cultural events.

I hope you enjoy the conference.

Sincerely,

  
Darrell Waldron  
166 Co-Chair  
Executive Director

# Native American Employment and Training Council

## Region I & 2 Representative

**Mr. Darrell Waldron**  
**(Council Chair)**  
Rhode Island Indian Council, Inc.  
Providence, Rhode Island

## Region II Representative

**Chief Anne Richardson**  
Mattaponi-Pamunkey-Monacan,  
Inc.  
Indian Neck, Virginia

## Region III Representative

**Ms. Candace Lowry**  
North Carolina Commission  
of Indian Affairs  
Raleigh, North Carolina

## Region IV Representatives

**Ms. Lora Ann Chaisson**  
Inter-Tribal Council of Louisiana  
Montegut, Louisiana

**Ms. Tina Farrenkopf**  
National Indian Youth Council  
Albuquerque, New Mexico

**Mr. Erwin Pahmahmie, Jr.**  
Cheyenne and Arapaho Tribes  
Concho, Oklahoma

## Region V Representatives

**Dr. Joe Hobot**  
American Indian Opportunities  
Minneapolis, Minnesota

**Ms. Christine Molle**  
American Indian Council  
North Kansas City, Missouri

## Region VI Representatives

**Mr. Jacob Bernal**  
Tucson Indian Center  
Tucson, Arizona

**Ms. Patricia Hibbeler**  
Phoenix Indian Center  
Phoenix, Arizona

**Mr. Joseph Quintana**  
United American Indian  
Involvement, Inc.  
Los Angeles, California

**Mr. Gary Rickard**  
Wintu Tribe  
Anderson, California

**Mr. Michael Tucker**  
Knik Tribe  
Wasilla, Alaska

**Ms. Winona Whitman**  
**Alu Like, Inc.**  
Honolulu, Hawaii



## Other Discipline Members

**Ms. Kim Kaniatobe Carroll**  
Cherokee Nation  
Tahlequah, Oklahoma

**Mr. Matthew Lamont**  
Cherokee Nation Re-Entry  
Program  
Tahlequah, Oklahoma

**Ms. Kay Seven**  
Nez Perce Tribe  
Lapwai, Idaho



**41<sup>st</sup> National Indian and Native American Employment and Training – 166/477**

**Sunday – September 19, 2021 (Travel Day)**

3:00 – 6:00 pm – Registration and Exhibit/Vendor Set-up

<b>Monday – September 20, 2021</b>		<b>Tuesday – September 21, 2021</b>	
7:00 am – 6:00 pm – Registration		8:00 am – 5:00 pm – Registration	
8:00 am – 5:00 pm – Exhibitors/Vendors		8:00 am – 5:00 pm – Exhibitors/Vendors	
8:30 am – 12:00 pm – <b>Plenary Session</b> .....Grand Ballroom <ul style="list-style-type: none"> <li>• Posting of the Colors</li> <li>• Drum Group</li> <li>• Invocation</li> <li>• Welcome</li> <li>• NINAETC Co-Chair Welcome (166) – <i>Darrell Waldron, Rhode Island Indian Council, Inc.</i></li> <li>• NINAETC Co-Chair Welcome (477) – <i>Margaret Zientek, Citizen Potawatomi Nation</i></li> <li>• Roll Call</li> <li>• Remembrance</li> <li>• Keynote Address – <i>Senator Jock Reed (D-Rhode Island), U.S. Senate</i></li> <li>• <i>DOL/DINAP Update – Athena Brown, Chief, U.S. DOL-ETA-OWI-Division of Indian and Native American Programs</i></li> <li>• <i>Advisory Council Update – Darrell Waldron, Chair, Native American Employment and Training Council</i></li> </ul>		8:30 – 10:00 am – <b>Plenary Session</b> .....Grand Ballroom <ul style="list-style-type: none"> <li>• Invocation</li> <li>• Speaker</li> <li>• NINAETC Officer Nominations</li> <li>• <i>Town Hall Discussion on Effectiveness in Serving Employers Performance Indicator – Richard Cesar, Deputy Director of Intergovernmental Affairs, U.S. Department of Labor (virtual presenter); Duane Hall, U.S. Department of Labor (on-site facilitator)</i></li> </ul>	
12:00 – 1:30 pm – Lunch (on your own)		12:00 – 1:30 pm – Lunch (on your own)	
<b>PL 102-477 Workshops (VIRTUAL ONLY)</b> <i>Barrington Room</i> <b>EASTERN TIME ZONE</b> 12:30 – 1:30 pm – CCDF – Health and Safety – Quality Improvement 1:30 – 1:45 pm Break 1:45 – 2:45 pm – Community Service Block Grant 2:45 – 3:00 pm Break 3:00 – 4:00 pm – TANF – Pandemic Emergency Assistance Funds (PEAF) 4:00 – 4:15 pm Break 4:15 – 5:15 pm – 477 Programs serving Youth, Remote Learning and Student Counts	1:30 pm – 3:00 pm – <b>Workshops</b> <ul style="list-style-type: none"> <li>• GPMS Basic Application.....Tiverton</li> <li>• SMART – Financial Reporting..... Narragansett</li> <li>• WIOA Fundamentals Module 1: Understanding the Basics .....Rhode Island/Ocean</li> <li>• Enhancing Participant Outcomes under WIOA Performance Indicators – Part 1 &amp; 2 (VIRTUAL ONLY).....Greenwich</li> </ul> 3:00 – 3:30 pm Break 3:30 – 5:00 pm – <b>Workshops</b> <ul style="list-style-type: none"> <li>• GPMS Intermediate.....Tiverton</li> <li>• Apprenticeship: Traditional Innovative, Effective..... Narragansett</li> <li>• Funding Opportunity Announcement and 4-Year Strategic Plan ..... Bristol A/B</li> <li>• WIOA Fundamentals Module 3: Grant Operations and Implementation.....Rhode Island/Ocean</li> </ul>	<b>PL 102-477 Workshops (Virtual Only)</b> <i>Barrington Room</i> <b>EASTERN TIME ZONE</b> 12:30 – 1:30 pm – CCDF - Construction 1:30 – 1:45 pm Break 1:45 – 2:45 pm – Hard to Serve Adults 2:45 – 3:00 pm Break 3:00 – 4:00 pm – Native American Career and Technical Education Program 4:00 – 4:15 pm Break 4:15 – 5:15 pm – Welfare Assistance – FASSR and Tribal Redesign	1:30 pm – 3:00 pm – <b>Workshops</b> <ul style="list-style-type: none"> <li>• Bear Tracks Youth Services (SYS) Program..... Tiverton</li> <li>• SMART: Financial Reporting ..... Narragansett</li> <li>• Apprenticeship: Traditional Innovative, Effective ..... Bristol A/B</li> <li>• WIOA Fundamentals Module 1: Understanding the Basics ..... Rhode Island/Ocean</li> <li>• Diversity and Inclusion from a Native Lens (VIRTUAL ONLY) ..... Patriots</li> <li>• True Cost of Sustainability and Impact: Why it Matters and How Do You Maximize Your Opportunities ..... Greenwich</li> </ul> 3:00 – 3:30 pm Break 3:30 – 5:00 pm – <b>Workshops</b> <ul style="list-style-type: none"> <li>• Effective Digital Tools to Reach Tribal Communities ..... Narragansett</li> <li>• WIOA Fundamentals Module 4: Grantee Risk Management ..... Rhode Island/Ocean</li> <li>• Improving Training with Brain-Based Learning Techniques (VIRTUAL ONLY)..... Patriots</li> <li>• Constructing Pathways: From Tribal Schools to Registered Apprenticeship (VIRTUAL ONLY) ..... Greenwich</li> </ul>
7:00 – 9:00 pm – <b>Welcome Reception</b> ..... Rotunda		6:00 – 9:00 pm – <b>Awards Dinner</b> ..... Grand Ballroom	

**Together One Voice**

<b>Wednesday – September 22, 2021</b>		<b>Thursday – September 23, 2021</b>	
8:00 am – 5:00 pm – Information and Exhibits/Vendors		8:00 am – 5:00 pm – Information and Exhibits/Vendors	
8:30 am – 12:00 pm – <b>Plenary Session</b> ..... Grand Ballroom • Invocation • Speaker • Officer Candidate Speeches • 2023 Site Presentations • P.L. 102-477 Tribal Work Group Update – <i>Co-Chairs, Holly Morales (Cook Inlet Tribal Council) and Margaret Zientek (Citizen Potawatomi Nation) (virtual presenters)</i>		8:30 – 10:00 am – <b>Plenary Session</b> ..... Grand Ballroom • Invocation • Election and Site Selection Results • Resolutions • Years of Service Recognition • Retire Colors	
10:00 am – 12:00 pm – Voting			
10:00 – 10:30 am – Break		10:00 – 10:30 am – Break	
10:30 am – 12:00 pm – <b>Workshops</b> • GPMS Basic Application .....Tiverton • SMART - Uniform Guidance: Cost Principles and Cost Classification ..... Narragansett • WIOA Fundamentals Module 3: Grant Operations and Implementation .....Rhode Island/Ocean • TVR Outreach to Veterans and their Families.....Patriots • Breaking Down Barriers to Employment for Justice-Involved Individuals ( <i>VIRTUAL ONLY</i> ) .....Greenwich		10:30 am – 12:00 pm – <b>Workshops</b> • Bear Tracks Youth Services (SYS) Program..... Tiverton • 9130 Financial Reporting .....Bristol A/B • WIOA Fundamentals Module 2: Program Design and Delivery ..... Rhode Island/Ocean • Self-Wellness Recovery Post Pandemic Lock Down ( <i>VIRTUAL ONLY</i> ) .....Greenwich	
12:00 – 1:30 pm – Lunch (on your own)		12:00 – 1:30 pm – Lunch (on your own)	
1:30 – 5:00 pm – Native American Employment and Training Council .....Rotunda	<b>PL 102-477 Workshops</b> (Virtual Only) <i>Barrington Room</i> EASTERN TIME ZONE – 12:30 – 1:30 pm – CCDF – Stabilization – CCDF for 477 Directors and Fiscal Staff: Part 1 – Systems Building 1:30 – 1:45 pm Break 1:45 – 2:45 pm – Homemaker Services – Roundtable Discussion on CCDF Requirements 2:45 – 3:00 pm Break 3:00 – 4:00 pm – 477 New Grant Integration 4:00 – 4:15 pm Break 4:15 – 5:15 pm – Education Activities in 477	1:30 – 3:00 pm – <b>Regional Meetings</b> Region I..... Barrington Region II.....Greenwich Region III.....Patriots Region IV..... Rhode Island/Ocean Region V..... Narragansett Region VI..... Bristol A/B 3:00 – 3:30 pm – Break 3:30 – 5:00 pm – <b>Workshops</b> • GPMS Intermediate .....Tiverton • SMART - Uniform Guidance: Revisions..... Narragansett • 9130 Financial Reporting..... Bristol A/B • WIOA Fundamentals Module 4: Grantee Risk Management .....Rhode Island/Ocean • TVR Outreach to Veterans and their Families .....Patriots • Breaking Down Barriers to Employment for Justice-Involved Individuals ( <i>VIRTUAL ONLY</i> ).....Greenwich	<b>PL 102-477 Workshops</b> (Virtual Only) <i>Barrington Room</i> EASTERN TIME ZONE 12:30 – 1:30 pm – CCDF – Child Counts – CCDF for 477 Directors and Fiscal Staff: Part 2 – Fiscal Management 1:30 – 1:45 pm Break 1:45 – 2:45 pm – Emergency and Crisis Management – How to Develop and Submit the CCDF Portion of Your 477 Plan 2:45 – 3:00 pm Break 3:00 – 4:00 pm – Economic Development and Job Creation 4:00 – 4:15 pm Break 4:15 – 5:15 pm – FY2022 Department of Labor WIOA Grant Competition & 477 Inclusion
	1:30 – 3:00 pm – <b>Workshops</b> • Workforce and the Opioid Crisis ( <i>VIRTUAL ONLY</i> )..... Patriots • Self-Evaluate, Post Pandemic, To Become Super Productive Employee ( <i>VIRTUAL ONLY</i> ) .. Greenwich 3:00 – 3:30 pm – Break 3:30 – 5:00 pm – <b>Workshops</b> • Collaborative Efforts for Serving Individuals with Disabilities ( <i>VIRTUAL ONLY</i> )..... Patriots • Self-Wellness Recovery Post Pandemic Lock Down ( <i>VIRTUAL ONLY</i> )..... Greenwich	1:00 – 4:30 pm – Native American Employment and Training Council .....Rotunda 3:00 – 4:00 pm – Public Comment	
Cultural Activity		6:00 – 11:00 pm – <b>Closing Banquet</b> ..... Grand Ballroom	



TOWN HALL - Tuesday, September 21, 2021, 9:00 am (Eastern) - Grand Ballroom

Discussion on the Effectiveness in Serving Employers Performance Indicator

Virtual Presenter: Richard Cesar, Deputy Director of Intergovernmental Affairs

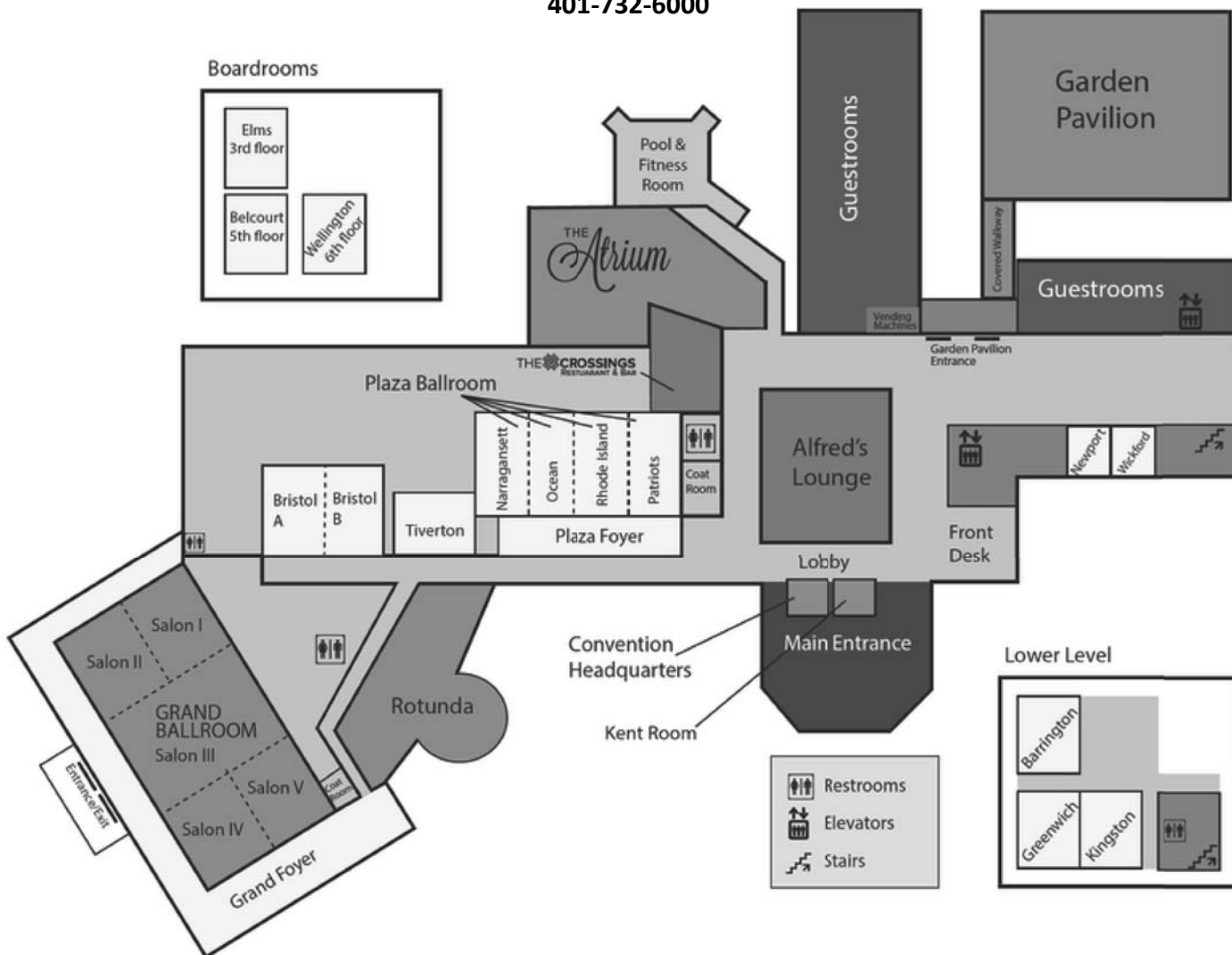
Onsite Facilitator: Duane Hall, US DOL, Division of Indian and Native American Programs

*Program Summary: The Department of Labor (DOL) is proposing a standard definition for the effectiveness in serving employers performance indicator in the regulations for Indian and Native American Programs under section 166 of the Workforce Innovation and Opportunity Act (WIOA). As part of the rulemaking process, DOL is engaging Indian and Native American grantees and other stakeholders to receive input on this indicator. DOL will also host a tribal consultation via webinar in October 2021, to obtain input from tribes. This town hall will introduce the rulemaking in general and foster engagement with the upcoming tribal consultation.*

### CROWNE PLAZA HOTEL PROVIDENCE-WARWICK

801 Greenwich Avenue, Warwick, RI 02886

401-732-6000







## Workshop Descriptions

 <p>A "One Stop" Workshop Ideal for 166/477</p>	 <p>A WIOA Section 166 Workshop</p>	 <p>A P.L. 102-477 Workshop</p>
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### 477 New Grants Integration (VIRTUAL)



Presenter: **Margaret Zientek, Ida Doyle, and Rae Belle Whitcomb**

Day: **Wednesday, September 22** Time: **3:00 - 4:00 pm** Room: **Barrington**

The virtual workshop will be presented in a panel setting with tribes and Federal Partners on New Grant Integration in 477. The workshop will show how new federal programs may be integrated into 477. Panel Participants will be Federal Partner(s), and Tribal Programs. This discussion will be facilitated by the Department of the Interior, Bureau of Indian Affairs, and Office of Indian Services Division of Workforce Development.

### 477 Programs serving Youth, Remote Learning, and Student Counts (VIRTUAL)



Presenter: **Margaret Zientek, Ida Doyle, and Rae Belle Whitcomb**

Day: **Monday, September 20** Time: **4:15 - 5:15 pm** Room: **Barrington**

The virtual panel workshop will be presented with tribes and Federal Partners on 477 Programs serving youth, remote learning, and compiling required student counts. Participants will be Federal Partner(s), and Tribal Programs. This discussion will be facilitated by the Department of the Interior, Bureau of Indian Affairs, and Office of Indian Services Division of Workforce Development.

### 9130 Financial Reporting



Presenters: **Carl Duncan, U.S. Department of Labor, Employment and Training Administration**

Day: **Wednesday, September 22** Time: **3:30 - 5:00 pm** Room: **Bristol A/B**  
 Day: **Thursday, September 23** Time: **10:30 am - 12:00 pm** Room: **Bristol A/B**

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.

### Apprenticeship: Traditional, Innovative, Effective



Presenter: **Andrew L. Cortes, Executive Director, Building Futures**

Day: **Monday, September 20** Time: **3:30 - 5:00 pm** Room: **Narragansett**  
 Day: **Tuesday, September 21** Time: **1:30 - 3:00 pm** Room: **Bristol A/B**

Registered Apprenticeship has provided 'earn while you learn' employment and effective workforce development for over 100 years, yet remains innovative and cutting edge. Come learn how this proven model creates careers for the benefit of individuals and employers.

Workshop Descriptions (continued)

**BearTracks Youth Services (SYS) Program**



Presenter: **Terrence Clark**, GPMS Technical Support, Tribal Tech LLC

Day: **Tuesday, September 21** Time: **1:30 - 3:00 pm** Room: **Tiverton**

Day: **Thursday, September 23** Time: **10:30 am - 12:00 pm** Room: **Tiverton**

*This workshop is intended for grantees that receive Supplemental Youth Services (SYS) WIOA funds. The class will review the Youth Bear Tracks case management system. Attendees will learn how to add and manage a participant case record, enter goals attained, and create the ETA 9085 youth program report.*

**Breaking Down Barriers to Employment for Justice-Involved Individuals (VIRTUAL)**



Presenter: **Alicia Fidler**, Vice President, Marketing, Federal Bonding Program, Union Insurance Group

Day: **Wednesday, September 22** Time: **10:30 am - 12:00 pm** Room: **Greenwich**

Day: **Wednesday, September 22** Time: **3:30 - 5:00 pm** Room: **Greenwich**

*Discover a free and simple hiring tool to help justice-involved and other hard-to-place job seekers get jobs. The Federal Bonding Program was created by the USDOL over 50 years ago and with recent automation, it is easier to use than ever. It can be used for any job opportunity and is 100% free.*

**CCDF Child Counts (VIRTUAL)**



Presenter: **Margaret Zientek, Ida Doyle and Rae Belle Whitcomb**

Day: **Thursday, September 23** Time: **12:30 pm - 1:30 pm** Room: **Barrington**

*The virtual panel workshop will be presented with tribes and Federal Partners on CCDF Child Care Counts due July 1, 2022. The workshop will show how tribes may approach the CCDF Child Counts in comprehensive approach with childcare integration in a 477 plan. Participants will be Federal Partner(s), and Tribal Programs. This discussion will be facilitated by the Department of the Interior, Bureau of Indian Affairs, and Office of Indian Services Division of Workforce Development.*

**CCDF Construction (VIRTUAL)**



Presenter: **Margaret Zientek, Ida Doyle and Rae Belle Whitcomb**

Day: **Tuesday, September 21** Time: **12:30 pm - 1:30 pm** Room: **Barrington**

*The virtual panel workshop will be presented with tribes and Federal Partners on CCDF Construction. The workshop will show how multiple federal partners and funding streams may be utilized to assist tribes in comprehensive approach to address the CCDF Construction within a 477 program. Participants will be Federal Partner(s), and Tribal Programs. This discussion will be facilitated by the Department of the Interior, Bureau of Indian Affairs, and Office of Indian Services Division of Workforce Development.*

**CCDF for 477 Directors and Fiscal Staff: Part 1 - Systems Building (VIRTUAL)**



Presenter: **Melody Redbird-Post and Char Schank**

Day: **Wednesday, September 22** Time: **12:30 pm - 1:30 pm** Room: **Barrington**

*This session will explore the topic of systems thinking and how it applies to 477 grantees, specifically designed for 477 Directors and Tribal fiscal staff. 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 Tribal Child Care Management Systems Framework and its applicability to CCDF within the consolidated plan. Relevant resources will be shared.*

## CCDF for 477 Directors and Fiscal Staff: Part 2 - Fiscal Management (VIRTUAL)



Presenter: **Melody Redbird-Post and Char Schank**

Day: **Thursday, September 23** Time: **12:30 pm - 1:30 pm** Room: **Barrington**

*This session will explore the topic of fiscal management for CCDF and how it applies to 477 grantees, specifically designed for 477 Directors and Tribal fiscal staff. Participants will engage in discussion on the specific requirements related to the recent COVID-19 relief funding streams for Tribes including CARES, CRRSA, and the two ARP Act funding streams. There will be various Tribal CCDF fiscal management resources shared including a guide, a budgeting template and fiscal on-demand training sessions.*

## CCDF Health and Safety - Quality Improvement (VIRTUAL)



Presenter: **Margaret Zientek, Ida Doyle and Rae Belle Whitcomb**

Day: **Monday, September 20** Time: **12:30 pm - 1:30 pm** Room: **Barrington**

*The virtual panel workshop will be presented with tribes and Federal Partners on CCDF Health and Safety – Quality Improvement. The workshop will show how multiple federal programs are utilized to assist tribes in comprehensive approach to meet the health, safety, and quality improvement measures required by CCDF. Participants will be Federal Partner(s), and Tribal Programs. This discussion will be facilitated by the Department of the Interior, Bureau of Indian Affairs, and Office of Indian Services Division of Workforce Development.*

## CCDF - Stabilization (VIRTUAL)



Presenter: **Margaret Zientek, Ida Doyle and Rae Belle Whitcomb**

Day: **Wednesday, September 20** Time: **12:30 pm - 1:30 pm** Room: **Barrington**

*The virtual panel workshop will be presented with tribes and Federal Partners on CCDF Stabilization. The workshop will discuss the elements related to the CCDF stabilization funds received in FY 2021 in 477. Participants will be Federal Partner(s), and Tribal Programs. This discussion will be facilitated by the Department of the Interior, Bureau of Indian Affairs, and Office of Indian Services Division of Workforce Development.*

## Collaborative Efforts for Serving Individuals with Disabilities (VIRTUAL)



Presenter: **R. Joshua Drywater, Program Manager, Disability Employment Initiative, Cherokee Nation Career Services**

Day: **Thursday, September 23** Time: **3:30 - 5:00 pm** Room: **Patriots**

*This workshop will give participants a snap shot of how the Cherokee Nation Career Services is providing Employment and Training services to Individuals with disabilities. This includes information from our Vocational Rehabilitation Program, our Disability Employment Initiative, and our National Health Emergency-Opioid Crisis Program. We work within and/or along-side our PL 102-477 Program, and love to share our collaborative efforts to enhance full inclusion of an under-served population.*

## Community Services Block Grant (VIRTUAL)



Presenter: **Margaret Zientek, Ida Doyle and Rae Belle Whitcomb**

Day: **Monday, September 20** Time: **1:45 - 2:45 pm** Room: **Barrington**

*The virtual panel workshop will be presented with tribes and Federal Partners on the Community Service Block Grant. The workshop will inform tribes how to apply for the Community Service Block Grant. For tribes who integrate this program into a 477 plan, it will cover grant renewal process and timelines. Participants will be Federal Partner(s), and Tribal Programs. This discussion will be facilitated by the Department of the Interior, Bureau of Indian Affairs, and Office of Indian Services Division of Workforce Development.*

Workshop Descriptions (continued)

**Constructing Pathways: From Tribal Schools to Registered Apprenticeship (VIRTUAL)**



Presenter: **Thomas Kriger**, Director of Research and Education, North America's Building Trades Unions

Day: **Tuesday, September 21** Time: **3:30 - 5:00 pm** Room: **Greenwich**

*In this workshop, representatives from North America's Building Trades Unions, a labor association representing 14 building and construction trades unions, will present ideas on aligning tribal school curriculum with the Building Trades' Multi-Craft Core [apprenticeship readiness] Curriculum (MC3), with the goal of offering students in the tribal schools career opportunities in construction registered apprenticeship programs. The MC3 is a nationally recognized curriculum that has been used by NABTU's affiliated unions in tribal training programs in various states. Our goal is to expand this initiative, especially in areas of the US experiencing high demand for highly training construction workers.*

**Diversity and Inclusion from a Native Lens (VIRTUAL)**



Presenters: **Jennifer Yeaman and Cheryl Miller**, Full Circle Strategies, LLC

Day: **Tuesday, September 21** Time: **1:30 - 3:00 pm** Room: **Patriots**

*This session contains an overview of the evolution of diversity and inclusion training, diversity and inclusion from a Native lens, and discussion how to strategically leverage diversity and inclusion in the workplace. By the end of this session attendees will:*

- Learn a short history of diversity and inclusion training*
- Reflect on the relationship between identity, culture and power from a Native lens*
- Share ideas on how to tie diversity and inclusion to organizational goals*

**Economic Development and Job Creation (VIRTUAL)**



Presenter: **Margaret Zientek, Ida Doyle and Rae Belle Whitcomb**

Day: **Thursday, September 23** Time: **3:00 - 4:00 pm** Room: **Barrington**

*The virtual panel workshop will be presented with tribes and federal partners on Economic Development and Job Creation. The workshop will show how multiple federal programs are utilized to assist in comprehensive approach to economic development and job creation within a 477 program. Participants will be Federal Partner(s), and Tribal Programs. This discussion will be facilitated by the Department of the Interior, Bureau of Indian Affairs, and Office of Indian Services Division of Workforce Development.*

**Education Activities in 477 (VIRTUAL)**



Presenter: **Margaret Zientek, Ida Doyle and Rae Belle Whitcomb**

Day: **Wednesday, September 22** Time: **4:15 - 5:15 pm** Room: **Barrington**

*The virtual panel workshop will be presented with tribes and Federal Partners on Education Activities in 477. The workshop will show how multiple federal programs are utilized to assist in a comprehensive approach to Educational Activities within a 477 program. Panel Participants will be Federal Partner(s) and Tribal Programs. This discussion will be facilitated by the Department of the Interior, Bureau of Indian Affairs, and Office of Indian Services Division of Workforce Development.*

## Effective Digital Tools to Reach Tribal Communities



Presenter: **April Hale**, A.Hale PR, Inc.

Day: **Tuesday, September 21**

Time: **10:30 am - 12:00 pm**

Room: **Narragansett**

Day: **Tuesday, September 21**

Time: **3:30 - 5:00 pm**

Room: **Narragansett**

*The COVID pandemic changed the way people communicate with each other. Everyone turned to the digital spaces - Zoom, YouTube, Facebook, Twitter, LinkedIn. Businesses, organizations, and service programs turned to digital tools like social media and email marketing to connect with their audiences. Federal agencies like the Centers for Disease Control and Prevention (CDC) used their website and social media to relay Covid-related public health and emergency information to the public. In this session, participants will learn the essentials of social media marketing, tips on messaging, and online resources to effectively reach Tribal members and communities.*

## Emergency and Crisis Management (VIRTUAL)



Presenter: **Margaret Zientek, Ida Doyle and Rae Belle Whitcomb**

Day: **Thursday, September 23**

Time: **1:45 - 2:45 pm**

Room: **Barrington**

*The virtual panel workshop will be presented with tribes and Federal Partners on Emergency and Crisis Mitigation. The workshop will show how multiple federal programs are utilized to assist in a tribal emergency response plan within 477. Participants will be Federal Partner(s), and Tribal Programs. This discussion will be facilitated by the Department of the Interior, Bureau of Indian Affairs, and Office of Indian Services Division of Workforce Development.*

## Enhancing Participant Outcomes Under WIOA Performance Indicators (VIRTUAL)



Presenter: **Laura Aron**, Senior Associate, Social Policy Research Associates

Day: **Monday, September 20**

Time: **1:30 - 3:00 pm**

Room: **Greenwich**

*In this two-part virtual workshop, learn key concepts and definitions, how each performance indicator is calculated, and how to improve performance outcomes.*

## Funding Opportunity Announcement and 4-Year Strategic Plan



Presenter: **Duane Hall**, Lead Federal Project Officer, Employment and Training Administration

Day: **Monday, September 20**

Time: **3:30 - 5:00 pm**

Room: **Bristol A/B**

Day: **Tuesday, September 21**

Time: **10:30 am - 12:00 pm**

Room: **Bristol A/B**

*This training would focus on goal setting submitting an application and the 4-year strategic plan through grants.gov.*

## FY 2022 Department of Labor WIOA Grant Competition and 477 Inclusion (VIRTUAL)



Presenter: **Duane Hall, Ida Doyle and Rae Belle Whitcomb**

Day: **Thursday, September 23**

Time: **4:15 - 5:15 pm**

Room: **Barrington**

*The virtual panel workshop will be presented with tribes and Federal Partners on the 2022 WIOA Competition and Integration within a 477 plan. The workshop will assist in a comprehensive approach to preparing for the FY 2022 Department of Labor Grant Completion period for 477 programs. Participants will be Federal Partner(s), and Tribal Programs. This discussion will be facilitated by the Department of the Interior, Bureau of Indian Affairs, and Office of Indian Services Division of Workforce Development.*

Workshop Descriptions (continued)

**GPMS Basic Application Training**



Presenter: **Terrence Clark**, GPMS Technical Support, Tribal Tech LLC

Day: **Monday, September 20** Time: **1:30 - 3:30 pm** Room: **Tiverton**

Day: **Wednesday, September 22** Time: **10:30 am - 12:00 pm** Room: **Tiverton**

*This workshop will review DOL ETA's new Grantee Performance Management System (GPMS). The class will focus on adding a new participant case record from intake through eligibility and how to add a qualifying service. We will discuss the three service categories; career, training, and supportive services. Attendees will learn the difference between a qualifying and a supplemental supportive service.*

**GPMS Intermediate Training**



Presenter: **Terrence Clark**, GPMS Technical Support, Tribal Tech LLC

Day: **Monday, September 20** Time: **3:30 - 5:00 pm** Room: **Tiverton**

Day: **Wednesday, September 22** Time: **3:30 - 4:00 pm** Room: **Tiverton**

*This workshop will review DOL ETA's new Grantee Performance Management System (GPMS). The session will focus on managing cases during participation, exit, and through the follow-up period. Attendees will learn how to manage/edit services, add employment and educational outcomes and record quarterly Follow-Up. In addition, the class will cover how to manage alerts, view grantee reports, and steps for submitted the WIOA Quarterly Performance Report (QPR) to the Workforce Integrated Performance System (WIPS).*

**Hard to Serve Adults (VIRTUAL)**



Presenter: **Margaret Zientek, Ida Doyle and Rae Belle Whitcomb**

Day: **Tuesday, September 21** Time: **1:45 - 2:45 pm** Room: **Barrington**

*The virtual panel workshop will be presented with tribes and Federal Partners on Hard to Serve Adults. The workshop will show how multiple federal programs may be utilized to assist in a comprehensive approach to Hard to Serve Adults within a 477 program. Participants will be Federal Partner(s), and Tribal Programs. This discussion will be facilitated by the Department of the Interior, Bureau of Indian Affairs, and Office of Indian Services Division of Workforce Development.*

**Homemaker Services (VIRTUAL)**



Presenter: **Margaret Zientek, Ida Doyle, and Rae Belle Whitcomb**

Day: **Wednesday, September 22** Time: **1:45 - 2:45 pm** Room: **Barrington**

*The virtual panel workshop will be presented with tribes and Federal Partners on Homemaker Services in 477. The workshop will show how this federal program reports and the development of Homemaker Services in a 477 program towards job creation. Participants will be Federal Partner(s), Tribal Programs and the Division of Workforce Development will be facilitating the discussion.*

**How to Develop and Submit the CCDF Portion of Your 477 Plan (VIRTUAL)**



Presenter: **Char Schank, Melody Redbird-Post, and Melissa Madrid**

Day: **Thursday, September 23** Time: **1:45 - 2:45 pm** Room: **Barrington**

*This presentation will go over the steps on how to develop the CCDF portion of 477 Plan and how to submit it. Topics will also include the 477 Plan submission, review and approval process and what to expect from BIA and the Office of Child Care. Information about how to access relevant resources, training and technical assistance will also be shared.*

**Improving Training with Brain Based Learning Techniques (VIRTUAL)**



Presenters: **Jennifer Yeaman and Cheryl Miller**, Full Circle Strategies, LLC

Day: **Tuesday, September 21**

Time: **3:30 - 5:00 pm**

Room: **Patriots**

*This session provides professional development in a learning theory that supports a faster pace of learning and collaborative knowledge sharing. Attendees will learn techniques and experience them in the workshop. These instructional design concepts help make training stick and supports knowledge retention. Whether new or experienced, attendees will have a chance to grow their skills, resources and help others succeed! By the end of this session attendees will: Be able to list and describe the six brain-based learning concepts; Brainstorm ways to incorporate these concepts into their trainings, coaching sessions or consultations; and collaborate with others to learn from each other, build their networks and expand their trainer's toolbox.*

**Native American Career and Technical Education Program (VIRTUAL)**



Presenter: **Margaret Zientek, Ida Doyle, and Rae Belle Whitcomb**

Day: **Tuesday, September 21**

Time: **3:00 - 4:00 pm**

Room: **Barrington**

*The virtual panel workshop with tribes and federal partners on Native American Career and Technical Education Program in 477. The workshop will show how this federal program may be utilized to assist in a comprehensive approach to Career & Technical Educational Activities in 477. Panel Participants will be Federal Partner(s) and Tribal Programs. This discussion will be facilitated by the Department of the Interior, Bureau of Indian Affairs, and Office of Indian Services Division of Workforce Development.*

**Round Table Discussion on CCDF Requirements (VIRTUAL)**



Presenter: **Melissa Madrid and Tammy Charles**

Day: **Wednesday, September 22**

Time: **1:45 - 2:45 pm**

Room: **Barrington**

*This session will include a high-level overview of four major areas within the Tribal CCDF requirements. These areas are: health and safety, comprehensive background checks, quality improvement, and eligibility for child care services. Bring your questions regarding any of these areas and receive more information on your CCDF program. Relevant resources for each topic will be available.*

**Self-Evaluate, Post Pandemic, to Become Super Productive Employee (VIRTUAL)**



Presenter: **Mitch Factor**

Day: **Thursday, September 23**

Time: **1:30 - 3:00 pm**

Room: **Greenwich**

*The year of the pandemic put the working world in disarray. Jobs were shut down and the world was on lock down. Some people lost their job and others were forced to work from home. This was a stressful time on everyone one. If you feel you have lost yourself as an employee, lost your motivation or just confused on how to jump back into the working world, then this training is for you. Join Mitch on a fun, motivating and uplifting workshop that will give you simple ideas to become a confident, more productive employee post pandemic. This is the perfect time to peel off your old employee skin and put on a cape to become super employee. (WARNING: THIS BREAK OUT MAY CONTAIN HUMOR)*



Workshop Descriptions (continued)

**Self-Wellness Recovery Post Pandemic Lock Down (VIRTUAL)**



Presenter: **Mitch Factor**

Day: **Thursday, September 23**

Time: **10:30 am - 12:00 pm**

Room: **Greenwich**

Day: **Thursday, September 23**

Time: **3:30 - 5:00 pm**

Room: **Greenwich**

*The Pandemic ghost of the past, present and future is upon us. It's time to self-evaluate so we can move forward on a healthy path. The stress, anxiety and worry of what we all went through was very real. The feelings of sad, angry and frustration were present. Join Native American Comedian Mitch Factor to look back at the past so we can self-evaluate where we are now mentally, emotionally and physically. Mitch will then shed some light on a healthy encouraging path to self-wellness. Take a deep breath, relax and get ready for an encouraging, humorous, fun trip via ZOOM with Mitch.*

**SMART Trainings - Financial Reporting**



Presenters: **Chanel Castaneda**, Grants Management Specialist, U.S. Department of Labor, Employment and Training Administration; **Carl Duncan**, Workforce Development Specialist, U.S. Department of Labor, Employment and Training Administration

Day: **Monday, September 20**

Time: **1:30 - 3:00 pm**

Room: **Narragansett**

Day: **Tuesday, September 21**

Time: **1:30 - 3:00 pm**

Room: **Narragansett**

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

**SMART Trainings - Uniform Guidance: Cost Principles and Cost Classification**



Presenters: **Chanel Castaneda**, Grants Management Specialist, U.S. Department of Labor, Employment and Training Administration

Day: **Wednesday, September 22**

Time: **10:30 am - 12:00 pm**

Room: **Narragansett**

*This module provides an in-depth examination of the general principles governing the allocability, allowability, and reasonableness of costs to the federal award. New definitions as well as significant changes to selected items of cost will be reviewed. The module also highlights DOL's exemptions to the Uniform Guidance published at 2 CFR Part 2900. This module will also highlight any changes to the Uniform Guidance Revisions.*

**SMART Trainings - Uniform Guidance: Revisions**



Presenters: **Chanel Castaneda**, Grants Management Specialist, U.S. Department of Labor, Employment and Training Administration

Day: **Wednesday, September 22**

Time: **3:30 - 5:00 pm**

Room: **Narragansett**

*The Office of Management and Budget (OMB) has released revisions to Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (also known as the Uniform Guidance) along with other updated policies affecting grants and cooperative agreements. The new requirements were published in the Federal Register on August 13 (2 CFR parts 25, 170, 183, and 200) and took effect on November 12, 2020.*

## TANF - Pandemic Emergency Assistance Funds (PEAF) (VIRTUAL)



Presenter: **Holly Morales, Ida Doyle and Rae Belle Whitcomb**

Day: **Monday, September 20**

Time: **3:00 - 4:00 pm**

Room: **Barrington**

*The virtual panel workshop will be presented with tribes and the Office of Family Assistance on TANF Pandemic Emergency Assistance Funds (PEAF) which was funded for low income families impacted by the Coronavirus Disease 2019 (COVID-19) pandemic. Information will cover how tribes may provide certain non-recurrent, short term (NRST) designed to deal with a specific crisis situation or episode of need such as a support service. Panel Participants will be Federal Partner(s), and Tribal Programs. This discussion will be facilitated by the Department of the Interior, Bureau of Indian Affairs, and Office of Indian Services Division of Workforce Development.*

## The True Cost for Sustainability and Impact: Why it matters and how do you maximize your opportunities



Presenter: **Nicolie Lettini, Vice President Indirect Services, eCivis and Founder of CostTree, LLC**

Day: **Tuesday, September 21**

Time: **10:30 am - 12:00 pm**

Room: **Greenwich**

Day: **Tuesday, September 21**

Time: **1:30 - 3:00 pm**

Room: **Greenwich**

*As the diversity of state, local and tribal government services increases, the true cost of delivering a service becomes increasingly opaque. This blurring of costs across different programs is typically due to the uncertainty of indirect costs and how to apply it. 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 with the 10% de-minus? This session will discuss the Problems, Solutions and Outcomes and by leveraging a cost allocation plan, true costs are defensible and fully understood.*

## TVR Outreach to Veterans and their Families



Presenter: **WJ "Buck" Richardson, Minority Program Coordinator, U.S. Department of Veterans Affairs Rocky Mountain Healthcare Network (VISN 19)**

Day: **Wednesday, September 22**

Time: **10:30 am - 12:00 pm**

Room: **Patriots**

Day: **Wednesday, September 22**

Time: **3:30 - 5:00 pm**

Room: **Patriots**

*The workshops goal is to help participant understand the current programs and outreach clinics in place to assist Veterans and their Families. Also to look at the different programs the VA is using to help Veterans that are coming to the VA for care and continued treatment.*

## Welfare Assistance - FASSR and Tribal Redesign (VIRTUAL)



Presenter: **Margaret Zientek, Ida Doyle, and Rae Bell Whitcomb**

Day: **Tuesday, September 21**

Time: **4:15 - 5:15 pm**

Room: **Barrington**

*The virtual workshop will be presented in a panel setting with tribes and Federal Partners on Welfare Assistance in 477. The workshop will show how this federal program reports and the development of a Tribal Redesign in a 477 program. Panel Participants will be Federal Partner(s) and Tribal Programs. This discussion will be facilitated by the Department of the Interior, Bureau of Indian Affairs, and Office of Indian Services Division of Workforce Development.*

Workshop Descriptions (continued)

**WIOA Fundamentals Module 1: Understanding the Basics**



Presenters: **Chelsea Fish**, U.S. Department of Labor, Employment and Training Administration;  
**Duane Hall**, Lead Federal Project Officer, Employment and Training Administration

Day: **Monday, September 20** Time: **1:30 - 3:00 pm** Room: **Rhode Island/Ocean**  
Day: **Tuesday, September 21** Time: **1:30 - 3:00 pm** Room: **Rhode Island/Ocean**

The Division of Indian and Native American Programs will present a Workforce Innovation and Opportunity Act (WIOA) Section 166 program overview. The workshop includes review and implementation of WIOA law, Federal Regulations, uniform guidance, building relationships with your FPO, DINAP and grantee roles and responsibilities for grantees. Workshop includes Employment and Training Administration (ETA) and grantee organizational structure introduction.

**WIOA Fundamentals Module 2: Program Design and Delivery**



Presenters: **Chelsea Fish**, U.S. Department of Labor, Employment and Training Administration

Day: **Tuesday, September 21** Time: **10:30 am - 12:00 pm** Room: **Rhode Island/Ocean**  
Day: **Thursday, September 23** Time: **10:30 am - 12:00 pm** Room: **Rhode Island/Ocean**

Division of Indian and Native American Programs will present a WIOA Section 166 program design and delivery workshop. Topics covered, will include, program eligibility, allowable program services, youth eligibility, supportive services, and overview of Grantee Performance Management System (GPMS).

**WIOA Fundamentals Module 3: Grant Operations and Implementation**



Presenters: **Carl Duncan**, Workforce Development Specialist, U.S. Department of Labor, Employment and Training Administration and **Chelsea Fish**, U.S. Department of Labor, Employment and Training Administration

Day: **Monday, September 20** Time: **3:30 - 5:00 pm** Room: **Rhode Island/Ocean**  
Day: **Wednesday, September 22** Time: **10:30 am - 12:00 pm** Room: **Rhode Island/Ocean**

Division of Indian and Native American Programs will present a WIOA Section 166 program on grant operations and implementation workshop. Presentation addresses how the grant recipient operates and conducts activities that are necessary for the project but are not related to direct delivery of services. In addition, this activity ensures compliance with the applicable statutory, regulatory, and Uniform Guidance requirements common to all ETA grants.

**WIOA Fundamentals Module 4: Grantee Risk Management**



Presenters: **Duane Hall**, Lead Federal Project Officer, Employment and Training Administration

Day: **Tuesday, September 21** Time: **3:30 - 5:00 pm** Room: **Rhode Island/Ocean**  
Day: **Wednesday, September 22** Time: **3:30 - 5:00 pm** Room: **Rhode Island/Ocean**

This workshop will explain what to expect during an on-site monitoring review, i.e., what should go into preparation by the FPO and the grantee, what are the expectations while on-site, and what will the key expectations of an on-site review. Also, DOL's core monitoring guide expects the FPO to look at the condition, cause, criteria and corrective action so we will explain how we accomplish this task.

**Workforce and the Opioid Crisis (VIRTUAL)**



Presenter: **Kim Carroll**, Director, Grants and Compliance, Cherokee Nation

Day: **Thursday, September 23** Time: **1:30 - 3:00 pm** Room: **Patriots**

This workshop looks at the unique issues faced by individuals who have been affected by the Opioid Crisis. The National Health Emergency Grant, funded by DOL provides employment and training activities, including supportive services to address economic and workforce impacts related to widespread opioid use, addiction, and overdose. The program provides training to reintegrate eligible participants affected by the crisis, as well as to encourage individuals to enter professions that could provide relief to those affected by the crisis: mental healthcare, addiction treatment services, and pain management services.



## 2021 Outstanding Participant

*Nominated by California Indian Manpower Consortium, Inc.*

### Lester Nelson, Jr.

La Jolla Band of Luiseño Indians

Mr. Lester Nelson, Jr. committed to pursuing and completing a drug and alcohol training program during a time when the majority of the country shut down due to the COVID-19 pandemic. Despite the closures and multiple barriers, he not only completed the training, but also decided to continue his education.

Drugs and alcohol came into Lester's life at a young age which led to him being shot twice by the time he was 16 years old. He has struggled with alcoholism and drug addiction his whole life as a lot of others on the reservations have.

Lester started his journey for Wellbriety two years ago, after he lost his two best friends - his cousin and his uncle. As he stood at their funerals and saw the despair and pain it brought to his family, he had a moment of clarity. He could see that he was only going to cause the same pain to his children and family if he kept on the same road.

During his journey to recovery, Lester did a lot of self-work and learned about intergenerational trauma and how it is passed down unknowingly through generations. He wanted to get more education so he could help other Native people overcome addiction and alcoholism, as he had done.

To further his education, Lester reached out to California Indian Manpower Consortium, Inc. (CIMC) for assistance. In collaboration with other organizations, CIMC was able to help Lester advance toward achieving his goals by paying a portion of his tuition to enroll in a drug and alcohol counseling vocational training program, providing gas money, and provision of clothing for his new job.

Lester has successfully secured employment and is currently utilizing his skills and personal experience to help others in their recovery. As an Associate CD Counselor with the Riverside-San Bernardino County Indian Health Clinic, he now works with Native people who are struggling with chemical dependency and intergenerational trauma. In a few months, Lester will be eligible to test for his Certified Alcohol Drug Counselor (CADC I). His story of how he overcame a life of despair is not only admirable but inspirational to his family and community.



*"Thank you to CIMC for all of your support. WE DID THIS!"*





## 2021 Outstanding Participant

*Nominated by Phoenix Indian Center, Inc.*

### **Stelarissa Brown** Navajo Nation

Ms. Stelarissa Brown first came to the Phoenix Indian Center, Inc. in May 2019 as a single mother with a desire to advance in the healthcare field or in administrative service for business accounting. Ms. Brown sought an opportunity that could result in a career that would ensure financial stability for her and her son.

Stelarissa's dedication to seeking out new opportunities and being resourceful when times were not good for everybody and the most challenging for many is commendable. She took in her mother to diminish any risks of contracting COVID-19 when her mother was residing on the Navajo Nation reservation at the peak of widespread infection. Stelarissa was diligent in finding a job to support not only her mother, but her 11-year-old son.

Stelarissa started with workshops in October 2019 while she continued seeking options for employment advancement and followed through with all job leads. She continued her workshop participation throughout the end of the year into the new year and attended all workshops by the end of February 2020. She also completed a Work Experience activity.

Over time, with closures across the country and mandatory stay-at-home orders due to the pandemic, Stelarissa found it difficult to search for employment. The Phoenix Indian Center, Inc. was able to assist with rent in the month of March at the height of the pandemic, including other supportive services to help with household items and food. The program even helped her with an eye exam and new pair of eyeglasses.

Stelarissa overcame many challenges, including home-schooling her son and transporting her mother to doctor's appointments, to achieve her goals. Stelarissa is now employed with Sacred Peaks Healthcare Center in the patient services department and can now provide for her family just as she hoped to at the beginning of her enrollment.

*"The most important thing I took from my participation is - change is always good, keep striving for your goals and don't give up. The workforce program made me realize I am capable of more. So now I am enrolling back into school to receive my bachelor's degree in business administration."*





## 2021 Outstanding Participant

*Nominated by Cherokee Nation*

### Summer Locust Cherokee Nation

Ms. Summer Locust has went above and beyond to overcome her hardships and poor decisions. She has proven to be focused, determined, and willing to do what it takes to succeed.

At a young age of 16, Summer started juggling school and a full time job at a nursing center where she worked as a waitress in the kitchen assisting residents with meals. About a year after starting, she attended Certified Nursing Assistant classes in the evening. By her senior year of high school, Summer was attending regular classes and working on the weekends. She began taking concurrent classes with Northeastern State University and started a part-time job in the evenings.

Although it may seem like Summer was highly motivated, once she started college all that motivation vanished. She started failing her classes and ended up dropping out. She continued working at the nursing home and obtained her Certified Medication Aide (CMA) license.

Following a relationship failure, Summer quit her job and turned to substance abuse and ended up being arrested. Following her arrest, Summer, along with her partner, began the struggle to recover from her drug use and began her motherhood journey.

Just a couple months of being clean, Summer was accepted into the Business Technology class that the Cherokee Nation offers. It helped her gain the skills needed to start a career. She was in the Business Tech class for a few months and then started a work experience activity with the 477-NHE HOPE program. The HOPE program helped Summer get back on her feet and stay there. Since then, she has been officially hired on with Cherokee Nation and has obtained stable housing for her family.

*"I have made many mistakes in my life, some of which I do not think are forgivable but the staff here at Cherokee Nation and the HOPE program have been more than welcoming with my past and I am truly grateful of the opportunity they have given me."*





## 2021 Outstanding Participant

*Nominated by Cherokee Nation*

### **Kaysie Simpson** Cherokee Nation

Ms. Kaysie Simpson has overcome losing her home, employment, and custody of her children, and having her spouse incarcerated due to self/spouse drug addiction to becoming an LPN.

In November 2015, Kaysie first visited the Cherokee Nation Career Services office in Claremore. Both she and her husband had gotten into some legal troubles which required her to complete Rogers County Drug Court; her husband was incarcerated for six months. This particular program does come with fees that have to be paid. She had also lost custody of both of her children due to the same trouble and became homeless.

Kaysie was placed on CN Tribal Training program which helped her secure a hotel to avoid having to continue to sleep in her car and provided some work experience history. After a few weeks, training opportunities were explored and in January 2016, with the assistance of the 102-477 program, Kaysie started her first vocational class which was her Certified Nursing Assistant program from Northeast Area Vo-Tech in Claremore while continuing to work with the Tribal Training Program. On some days she even had to walk to class because she couldn't afford the gas it would take to get her both to school and to work. She continued her educational healthcare journey thanks to the PL 102-477 program which included her taking all her pre-requisites for the LPN program.

2019 became a huge year for Kaysie. She completed her required drug court requirements, regained custody of her two children, and attained her LPN. Her husband also completed his requirements. He became a student in 2020 while continuing to work part-time even earning a scholarship through his employer. They also purchased their first home.

Here we are now in 2021 and Kaysie is still a LPN working for Indian Health Services in Claremore at the COVID clinic. The CN Career Services is now assisting her with continued education into the RN program as she has been accepted at three different local training sites.







## **2021 Howard Yackus Memorial Scholarship Award**

*Nominated by California Indian Manpower Consortium, Inc.*

### **Jane Roxas**

Prairie Band Potawatomi Nation

Ms. Jane Roxas has entered her first year of college this Fall at Hawaii Pacific University where she is studying biochemistry. She plans to earn a Bachelors degree and move towards a Masters degree to gain the knowledge and experience to enter the scientific community as a researcher. Her long-term goal is to become a biochemist in a lab that works towards the improvement of human health, especially for Native Americans.

As a participant of the California Indian Manpower Consortium, Inc. (CIMC) Chicago Based Operations, Jane secured employment as a youth intern at Trickster Cultural Center in Shamburg, Illinois. She has garnered a lot of experience and support from the community that the Trickster Cultural Center serves. Jane was also able to further connect and absorb more Native culture into her daily life.

As a participant in the CIMC Coders Boot Camp, Jane was able to use the information she learned as an efficient tool for work. In the beginning, coding and design was not her primary path, but she became very interested and intrigued by that line of work and hopes to use her knowledge to find opportunities that include coding within her studies of biochemistry.



*"I am grateful for the staff support and opportunities given to me through the WIOA program."*

### **About Howard Yackus**

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 fundraising 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 31, 1986, while attending a powwow at the Barona Indian Reservation, Howard returned home to Cerritos to golf with plans to return to the powwow 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.



## 2021 Outstanding Employer

*Nominated by California Indian Manpower Consortium, Inc.*



### **American Indian Health Service of Chicago, Inc.**

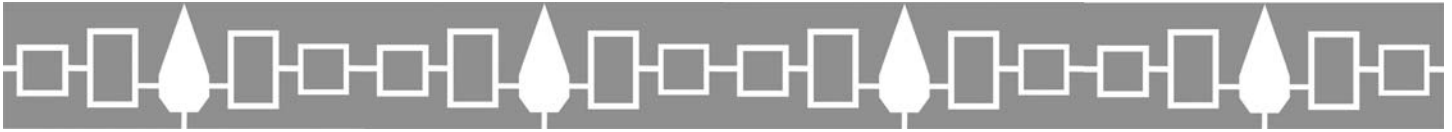
RoxAnne LaVallie-Unabia, Executive Director

Executive Director Ms. RoxAnne LaVallie-Unabia worked diligently to successfully keep the American Indian Health Service (AIHS) of Chicago, Inc. clinic open during the COVID-19 pandemic. This effort ensured that Native Americans, Seniors, and patients were tested for COVID-19 and given priority for vaccination against the virus. This act of care does not only give importance to the Native American community, but also made staff feel the importance of their role and being a part of AIHS of Chicago. Ms. LaVallie goes above and beyond to recognize staff and provides any type of support her staff may need so they can do a more efficient job for the community.

For the first time, AIHS hosted a large event for Missing and Murdered Indigenous Women (MMIW) with 750 attendees. Employees (Native and Non-Native) worked hard to support this event. AIHS collaborates with St. Kateri Center for Senior lunches and supports the American Indian Center of Chicago on powwows and other cultural events. AIHS of Chicago employees have developed and assisted with multiple events such as; Trunk or Treat for Native children, Cancer Survivor 5K Walk/Run, among others. AIHS holds the 7 Sacred Branches Teaching for a Youth grant through the Substance Abuse and Mental Health Service Administration (SAMHSA), working with adults as well as youth.

During its activities and information events, AIHS encourages more Native Americans to utilize AIHS and learn about utilizing other organizations in our community so we can grow and help one another. AIHS refers all Native American employees to California Indian Manpower Consortium, Inc. for needed assistance.

In April 2021, AIHS received the City of Chicago Mayor's Certificate of Honor for extraordinary contributions to Chicago Native residents. AIHS was recognized for its passionate commitment to public service, to uplifting residents of Chicago's 77 neighborhoods and to bettering the lives of all who reside in the city.



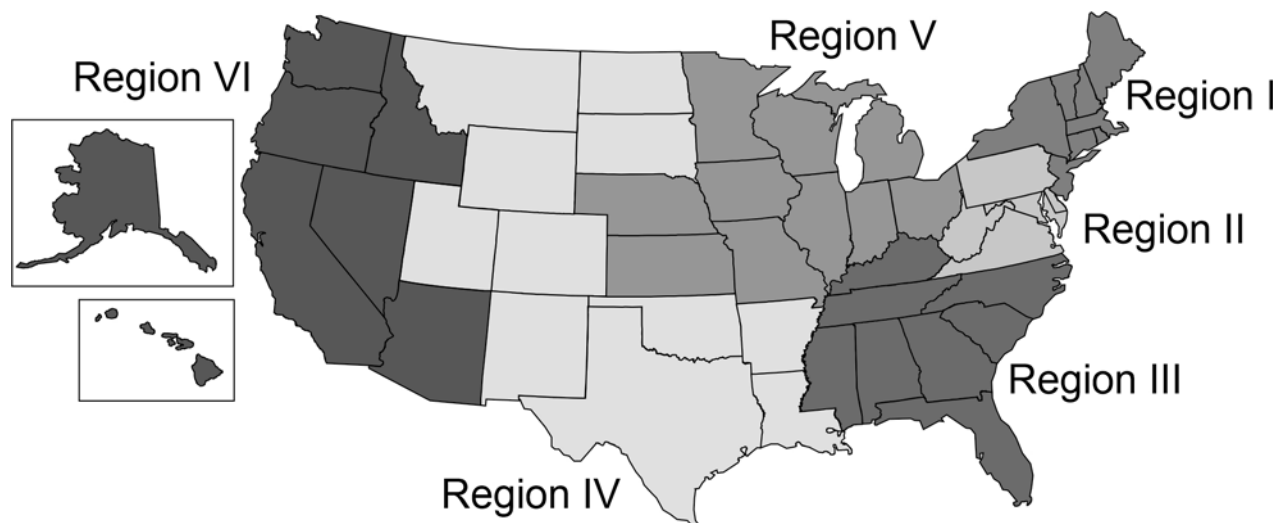
## NINAETC Conference History

XL	2019 - Durant, OK	<i>Together Everyone Achieves More = TEAM</i> CoChairs: Erwin L. Pahmahmie, Jr. - Cheyenne and Arapaho Tribes; Margaret Zientek - Citizen Potawatomi Nation
XXXIX	2018 - Marksville, LA	<i>Together Achieving Balance</i> Co-Chairs: Paula Starr - Southern California Indian Center, Inc.; Margaret Zientek - Citizen Potawatomi Nation
XXXVIII	2017 - Los Angeles, CA	<i>Weaving Native Pathways to Success</i> Co-Chairs: Paula Starr - Southern California Indian Center, Inc.; Margaret Zientek - Citizen Potawatomi Nation
XXXVII	2016 - Reno, NV	<i>Creating Life Success from Cradle Board to Golden Years</i> Co-Chairs: Paula Starr - Southern California Indian Center, Inc.; Margaret Zientek - Citizen Potawatomi Nation
XXXVI	2015 - Durant, OK	<i>Shifting Gears</i> Co-Chairs: Darrell Waldron - Rhode Island Indian Council, Inc.; Patty Mink - Choctaw Nation
XXXV	2014 - Sioux Falls, SD	<i>Keys to our Community's Independence</i> Chair: Darrell Waldron - Rhode Island Indian Council, Inc.
XXXIV	2013 - Acme, MI	<i>Spirits United - Controlling our Own Destiny</i> Chair: Darrell Waldron - Rhode Island Indian Council, Inc.
XXXIII	2012 - Marksville, LA	<i>United Native Leadership is our Pathway to Success</i> Chair: Roselyn Shirley - Navajo Nation
XXXII	2011 - Scottsdale, AZ	<i>Today's Challenges + A Stronger Workforce = Stronger Communities Tomorrow</i> Chair: Kathy Atkins - Goodlettsville, Tennessee
XXXI	2010 - Albuquerque, NM	<i>Cultivating Today's Native Workforce to Harvest Tomorrow's Leaders</i> Chair: Norman Ration - National Indian Youth Council, Inc.
XXX	2009 - Sacramento, CA	<i>Tribute to the Past, Empowering the Present, Continuing the Legacy</i> Chair: Darrell Waldron - Rhode Island Indian Council, Inc.
XXIX	2008 - Wisconsin Dells, WI	<i>Voices Spoken, Voices Heard, Strengthen our Voices through Encouragement and Balance</i> Chair: Darrell Waldron - Rhode Island Indian Council, Inc.
XXVIII	2007 - Newport, RI	<i>Respect the Past - Live the Present - Build the Future</i> Chair: Darrell Waldron - Rhode Island Indian Council, Inc.
XXVII	2006 - Tulsa, OK	<i>Determination - Inspiration - Drive: United We Thrive</i> Chair: Larry Ketcher - Cherokee Nation
XXVI	2005 - Houston, TX	<i>Indian and Native American Employment and Training - It Works!</i> Chair: Kathy Atkins - American Indian Council of Arkansas
XXV	2004 - Milwaukee, WI	<i>Commemorating 25 Years of Commitment and Service</i> Chair: Darrell Waldron - Rhode Island Indian Council, Inc.
XXIV	2003 - Anchorage, AK	<i>First People of Great Land</i> Chair: Darrell Waldron - Rhode Island Indian Council, Inc.
XXIII	2002 - Rapid City, SD	<i>Our Journey Continues Strengthening our Future</i> Chair: Larry Ketcher - Cherokee Nation of Oklahoma

***NINAETC Conference History (continued)***

XXII	2001 - Reno, NV	<i>Circle of Partners - Building our Native Workforce through Traditions</i> Chair: Larry Ketcher - Cherokee Nation of Oklahoma
XXI	2000 - San Antonio, TX	<i>Facing the New Millennium with Wisdom from the Past</i> Chair: Jeff Foster - Four Tribes Consortium of Oklahoma
XX	1999 - Sioux Falls, SD	<i>Two Decades of Dedicated Service</i> Chair: Jeff Foster - Four Tribes Consortium of Oklahoma
XIX	1998 - Spokane, WA	Chair: Jeff Foster - Four Tribes Consortium of Oklahoma
XVIII	1997 - Anaheim, CA	<i>Native American Bridge to the Future - Employment, Training and Education</i> Chair: Karen Kay - Michigan Indian Employment and Training Services, Inc.
XVII	1996 - Providence, RI	<i>Surviving Broken Promises - Spirits United - Voice of One</i> Chair: Darrell Waldron - Rhode Island Indian Council, Inc.
XVI	1995 - Bismarck, ND	<i>When Patterns are Broken - New Visions Emerge</i> Chair: Karen Kay - Michigan Indian Employment and Training Services, Inc.
XV	1994 - Albuquerque, NM	<i>Celebrating 15 Years of Partnership and Shared Vision for the Future</i> Chair: H. Clark Hosick - North American Indian Cultural Center
XIV	1993 - Denver, CO	<i>Strategies for Promoting Self-Sufficiency into the 21st Century</i> Chair: Wilbur Red Tomahawk - Standing Rock Sioux Tribe
XIII	1992 - San Diego, CA	<i>Lifting as You Climb</i> Chair: Alice Roach - Indian Center, Inc.
XII	1991 - Spokane, WA	<i>Working Together for a Better Tomorrow</i> Chair: Frank La Mere - Nebraska Inter-Tribal Development Corporation
XI	1990 - St. Petersburg, FL	<i>Joint Partnership Agreement to Serve our People Most in Need</i> Chair: Fred Muscavitch - Milwaukee Indian Manpower Council
X	1989 - Milwaukee, WI	<i>A Decade of Success</i> Chair: Thomas M. Dowd - Native Americans for Community Action
IX	1988 - Albuquerque, NM	<i>Based on Tradition, Grasping the Future</i> Chair: Randy Edmonds - Indian Human Resource Center
VIII	1987 - Anchorage, AK	<i>Culture - Technology - Success</i> Chair: Randy Edmonds - Indian Human Resource Center
VII	1986 - Reno, NV	<i>New Horizons through Employment and Training</i> Chair: Kenneth P. Martinez - Dallas Inter-Tribal Center
VI	1985 - Los Angeles, CA	<i>The Best of Two Worlds through Employment and Training</i> Chair: John Smith - Shoshone and Arapaho Tribes
V	1984 - Nashville, TN	<i>A New Beginning</i> Chair: Eddie Tullis - Poarch Band of Creeks
IV	1983 - Spokane, WA	<i>Building Pride Through Employment and Training</i> Chair: Lonnie Racehorse - Idaho Inter-Tribal
III	1982 - Albuquerque, NM	<i>Employment and Training...It Works</i> Chair: Kenneth P. Martinez - Pueblo of Laguna
II	1981 - Tulsa, OK	<i>Challenges in the 80's</i> Chair: Evelyn Stephens - Oklahoma Tribal Assistance Program
I	1980 - Washington, D.C.	<i>Unity and Purpose: A Future with Progress</i> Chair: S. Diane Kelley - Cherokee Nation

# Indian and Native American Workforce Innovation and Opportunity Act and Public Law 102-477 Grantee Community




## REGION I

Connecticut (served by)

 **Rhode Island Indian Council, Inc.**  
Providence, Rhode Island

Maine

 **Penobscot Indian Nation**  
Indian Island, Maine

Massachusetts

 **Mashpee-Wampanoag Tribal Council**  
Mashpee, Massachusetts

New Hampshire (served by)

 **Maquam Bay of Missisquoi, Inc.**  
Swanton, Vermont


New Jersey (served by)

 **Rhode Island Indian Council, Inc.**  
Providence, Rhode Island


New York - New York City (served by)

 **Rhode Island Indian Council, Inc.**  
Providence, Rhode Island

New York

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

 **Saint Regis Mohawk Tribe**  
Hogansburg, New York

 **Seneca Nation of Indians**  
Irving, New York

Rhode Island

 **Rhode Island Indian Council, Inc.**  
Providence, Rhode Island

Vermont


 **Maquam Bay of Missisquoi, Inc.**  
Swanton, Vermont

## REGION II


Delaware (served by)

 **Rhode Island Indian Council, Inc.**  
Providence, Rhode Island


District of Columbia/Maryland (served by)

 **Council of Three Rivers American Indian Center, Inc.**  
Pittsburgh, Pennsylvania


Pennsylvania

 **Council of Three Rivers American Indian Center, Inc.**  
Pittsburgh, Pennsylvania

Virginia


 **Mattaponi, Pamunkey, Monacan, Inc.**  
Indian Neck, Virginia


West Virginia (served by)

 **Council of Three Rivers American Indian Center, Inc.**  
Pittsburgh, Pennsylvania

## REGION III

Alabama

 **Inter-Tribal Council of Alabama**  
Montgomery, Alabama

 **Poarch Band of Creek Indians**  
Atmore, Alabama

Florida


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

 **Miccosukee Tribe of Indians**  
Miami, Florida


Georgia (served by)

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

Kentucky (served by)


 **Council of Three Rivers American Indian Center, Inc.**  
Pittsburgh, Pennsylvania


Mississippi


 **Mississippi Band of Choctaw Indians**  
Choctaw, Mississippi

North Carolina

 **Cumberland County Association for Indian People, Inc.**  
Fayetteville, North Carolina

 **Eastern Band of Cherokee Indians**  
Cherokee, North Carolina

 **Guilford Native American Association**  
Greensboro, North Carolina


 **Lumbee Regional Development Association, Inc.**  
Pembroke, North Carolina

 **North Carolina Commission on Indian Affairs**  
Raleigh, North Carolina


(continued)

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

South Carolina


 **South Carolina Indian Development Council, Inc.**  
Rock Hill, South Carolina

Tennessee

 **Native American Indian Association of Tennessee**  
Nashville, Tennessee

**REGION IV**

Arkansas


 **American Indian Center of Arkansas**  
Little Rock, Arkansas

Colorado

 **Denver Indian Center, Inc.**  
Denver, Colorado


 **Ute Mountain Ute Indian Tribe**  
Towaoc, Colorado


Louisiana

 **Inter-Tribal Council of Louisiana, Inc.**  
Baton Rouge, Louisiana


Montana

 **Assiniboine and 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 Indian 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**  
Magdalena, New Mexico


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


 **Five Sandoval Indian Pueblos, Inc.**  
Bernalillo, New Mexico


 **Jicarilla Apache Tribe**  
Dulce, New Mexico


 **Mescalero Apache Tribe**  
Mescalero, New Mexico


 **National Indian Youth Council, Inc.**  
Albuquerque, New Mexico


 **Ohkay Owingeh**  
Ohkay Owingeh, New Mexico

 **Pueblo of Acoma**  
Pueblo of Acoma, New Mexico

 **Pueblo of Isleta**  
Albuquerque, New Mexico

 **Pueblo of Laguna**  
Old Laguna, New Mexico


 **Pueblo of Taos**  
Taos, New Mexico


 **Pueblo of Zuni**  
Zuni, New Mexico


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


 **Santo Domingo Tribe**  
Santo Domingo Pueblo, New Mexico


North Dakota

 **Spirit Lake Nation**  
Fort Totten, North Dakota


 **Standing Rock Sioux Tribe**  
Fort Yates, North Dakota


 **Three Affiliated Tribes**  
New Town, North Dakota


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


 **United Tribes Technical College**  
Bismarck, North Dakota


Oklahoma


 **Absentee Shawnee Tribe of Oklahoma**  
Shawnee, Oklahoma


 **Cherokee Nation**  
Tahlequah, Oklahoma


 **Cheyenne-Arapaho Tribes of Oklahoma**  
Concho, Oklahoma


 **Chickasaw Nation**  
Ada, Oklahoma


 **Choctaw Nation of Oklahoma**  
Durant, Oklahoma


 **Citizen Potawatomi Nation**  
Shawnee, Oklahoma


 **Comanche Tribe of Oklahoma**  
Lawton, Oklahoma


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


 **Kaw Nation**  
Kaw City, Oklahoma


 **Kiowa Tribe of Oklahoma**  
Carnegie, Oklahoma


 **Muscogee Creek Nation**  
Okmulgee, Oklahoma

 **Osage Nation**  
Pawhuska, Oklahoma


 **Otoe-Missouria Tribe**  
Red Rock, Oklahoma

 **Pawnee Tribe of Oklahoma**  
Pawnee, Oklahoma

 **Ponca Nation 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


 **Oglala Sioux Tribe**  
Pine Ridge, South Dakota

 **Sicangu Nation**  
Rosebud, South Dakota


 **Sisseton-Wahpeton Oyate**  
Agency Village, South Dakota

 **Yankton Sioux Tribe**  
Marty, South Dakota

Texas



 **Alabama-Coushatta Indian Tribal Council**  
Livingston, Texas

 **Urban Inter-Tribal Center of Texas**  
Dallas, Texas



 **Ysleta del Sur Pueblo**  
El Paso, Texas

## Together One Voice

### Utah

-  **Indian Training and Education Center**  
West Valley City, Utah
-  **Ute Indian Tribe**  
Fort Duchesne, Utah

### Wyoming

-  **Eastern Shoshone Tribe**  
Fort Washakie, Wyoming
-  **Northern Arapaho Tribe**  
Ethete, Wyoming

## REGION V


Illinois (served by)

-  **CIMC - Chicago Based Operations**  
Chicago, Illinois


### Indiana

-  **American Indian Center of Indiana**  
Indianapolis, Indiana


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

-  **Pokagon Band of Potawatomi  
Indians**  
Dowagiac, Michigan


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

-  **American Indian Council**  
North Kansas City, Missouri

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


-  **CIMC - Chicago Based Operations**  
Chicago, Illinois

### Kansas

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







### Michigan

-  **Grand Traverse Band of Ottawa and  
Chippewa Indians**  
Suttons Bay, Michigan
-  **Inter-Tribal Council of Michigan, Inc.**  
Sault Ste. Marie, Michigan
-  **Little Traverse Bay Bands 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




### Minnesota

-  **American Indian Opportunities, Inc.**  
Minneapolis, Minnesota
-  **Bois Forte Reservation Tribal Council**  
Nett Lake, Minnesota
-  **Fond du Lac Reservation**  
Cloquet, Minnesota
-  **Leech Lake Band of Ojibwe**  
Cass Lake, Minnesota
-  **Mille Lacs Band of Ojibwe**  
Onamia, Minnesota
-  **Minneapolis American Indian Center**  
Minneapolis, Minnesota
-  **Northwest Indian OIC**  
Minneapolis, Minnesota
-  **Red Lake Nation**  
Redby, Minnesota
-  **White Earth Nation**  
White Earth, Minnesota


### Missouri

-  **American Indian Council**  
North 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**  
Lac du Flambeau, Wisconsin
-  **Menominee Indian Tribe of  
Wisconsin**  
Keshena, Wisconsin
-  **Oneida Tribe of Indians of Wisconsin**  
Oneida, Wisconsin

-  **Spotted Eagle, Inc.**  
Milwaukee, Wisconsin

-  **Stockbridge-Munsee Community**  
Bowler, Wisconsin

## REGION VI

### Alaska








-  **Aleutian-Pribilof Islands Association**  
Anchorage, Alaska
-  **Association of Village Council  
Presidents**  
Bethel, Alaska
-  **Bristol Bay Native Association**  
Dillingham, Alaska
-  **Central Council of Tlingit and Haida  
Indian Tribes of Alaska**  
Juneau, Alaska
-  **Chickaloon Village**  
Chickaloon, Alaska
-  **Chilkat Indian Village**  
Haines, Alaska
-  **Chugachmiut**  
Anchorage, Alaska
-  **Cook Inlet Tribal Council, Inc.**  
Anchorage, Alaska
-  **Copper River Native Association**  
Copper Center, Alaska
-  **Gulkana Village Council**  
Gakona, Alaska
-  **Kawerak, Inc.**  
Nome, Alaska
-  **Kenaitze Indian Tribe**  
Kenai, Alaska
-  **Knik Tribe**  
Wasilla, Alaska
-  **Kodiak Area Native Association**  
Kodiak, Alaska
-  **Maniilaq Association**  
Kotzebue, Alaska
-  **Metlakatla Indian Community**  
Metlakatla, Alaska
-  **Orutsarmuit Native Council**  
Bethel, Alaska
-  **Sun'aq Tribe of Kodiak**  
Kodiak, Alaska
-  **Tanana Chiefs Conference, Inc.**  
Fairbanks, Alaska
-  **Yakutat Tlingit Tribe**  
Yakutat, Alaska

(continued)




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

Arizona


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

California



-  **California Indian Manpower Consortium, Inc.**  
Sacramento, California

-  **Northern California Indian Development Council, Inc.**  
Eureka, California
-  **Southern California Indian Resource Center, Inc.**  
El Cajon, California
-  **Tule River Tribal Council**  
Porterville, California
-  **United American Indian 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

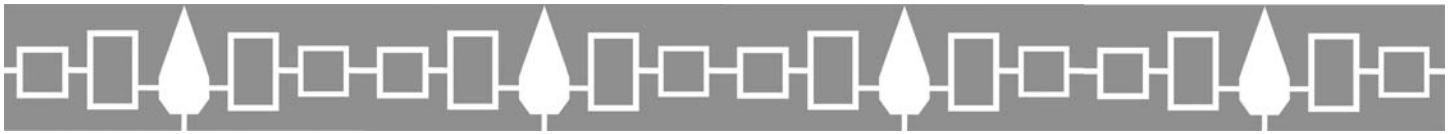
-  **Confederated Tribes of Grand Ronde**  
Pendleton, Oregon
-  **Confederated Tribes of Siletz Indians**  
Siletz, Oregon

-  **Confederated Tribes of the Umatilla Indian Reservation**  
Pendleton, Oregon
-  **Confederated Tribes of Warm Springs**  
Warm Springs, Oregon
-  **Organization of Forgotten Americans, Inc.**  
Klamath Falls, Oregon

Washington

-  **American Indian Community Center**  
Spokane, Washington
-  **Confederated Tribes and Bands of the Yakama Nation**  
Toppenish, Washington
-  **Confederated Tribes of the Colville Reservation**  
Nespelem, Washington
-  **Lummi Indian Business Council**  
Bellingham, Washington
-  **Makah Tribal Council**  
Neah Bay, Washington
-  **Port Gamble S'Klallam Tribe**  
Neah Bay, Washington
-  **South Puget Intertribal Planning Agency**  
Shelton, Washington
-  **Spokane Tribe of Indians**  
Wellpinit, Washington
-  **Suquamish Indian Tribe**  
Suquamish, Washington
-  **The Tulalip Tribes of Washington**  
Tulalip, Washington
-  **United Indians of All Tribes Foundation**  
Seattle, Washington





## *Election Procedure*

### **2021-2022 NINAETC-166/477 OFFICERS AND 2023 SITE SELECTION**

*One Vote Per Grantee  
Proxy due prior  
September 22nd  
before 9:45 a.m.*

*NOMINATIONS  
Tuesday,  
September 21st*

*ELECTIONS  
Wednesday,  
September 22nd  
(10:00 am - 12:00 pm)*

*ELECTION RESULTS  
Thursday,  
September 23rd  
Plenary Session*

1. Nominations will be accepted from the floor during the General Assembly, Tuesday, September 21, 2021 for: Co-Chair 166, Co-Chair 477, Vice-Chair, Treasurer, Secretary 166, Secretary 477 and 2023 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 Plenary Session on Wednesday, September 22, 2021. 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 10:00 a.m. until exactly 12:00 p.m. (noon) on Wednesday, September 22, 2021.
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, September 22, 2021.
6. The results of the voting will be given to the Chairpersons who will announce the new officers at the Plenary Session on Thursday, September 23, 2021.
7. The winner of an elected term of Co-Chair 166, Co-Chair 477, Vice-Chair, Treasurer, Secretary 166, Secretary 477, and the 2023 Site shall be the candidate or site with a simple majority of the vote cast. A NINAETC officer shall serve a one-year term from the 2021 event to the 2022 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 September 23, 2021 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 2021-2022 Executive Committee shall determine the most appropriate procedure, should subsequent run-off be necessary.



## Resolution Procedure

Proposed Resolutions are due Tuesday,  
September 21, 2021 by 5:00 p.m.

To Registration Table (Hard Copy)  
or Electronic Copy to [training@cimcinc.com](mailto:training@cimcinc.com)

Resolution Presentations  
Thursday, September 23rd Plenary Session

Resolutions will be displayed  
using digital projection.

Resolutions adopted by the 41st NINAETC-166/477 will be posted at [www.ninaetc.net](http://www.ninaetc.net).

**E**ach resolutions should address only one issue / problem and answer the following questions:

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



### 41<sup>ST</sup> NATIONAL INDIAN AND NATIVE AMERICAN EMPLOYMENT AND TRAINING - 166/477

Warwick, Rhode Island  
September 23, 2023



#### RESOLUTION NUMBER 2021-XX

[Title of Resolution]

We, the Indian and Native American Grantees of the Workforce Innovation and Opportunity Act Section 166 and the Public Law 102-477 attending the 41<sup>st</sup> Annual Training in Warwick, Rhode Island 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, the NINAETC-166/477 are the representation of and advocates for national, regional, and tribal concerns; and

WHEREAS, the NINAETC-166-477 is a national organization comprised of American Indians, Alaskan Natives, and Native Hawaiians; and

WHEREAS,

WHEREAS,

WHEREAS,

NOW THEREFORE BE IT RESOLVED, that the 41<sup>st</sup> National Indian and Native American Employment and Training – 166/477 ...

#### CERTIFICATION

The foregoing resolution was adopted at the 41<sup>st</sup> National Indian and Native American Employment and Training – 166/477 held at the Crowne Plaza Hotel, Warwick, Rhode Island on September 23, 2021 with a quorum present.

\_\_\_\_\_  
Darrell Waldron, Co-Chair 166

\_\_\_\_\_  
Margaret Zientek, Co-Chair 477

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*We congratulate the National Indian and Native American Employment and Training Conference for more than four decades of supporting tribal governments, consortia, and organizations in building successful workforce development and training programs.*

*Sonosky Chambers is the nation's oldest nationwide law firm fighting to expand tribal self-determination and defend Native American rights from coast to coast, and we are proud to work alongside NINATEC and the National PL 102-477 Tribal Work Group*

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## **ANCHORAGE**

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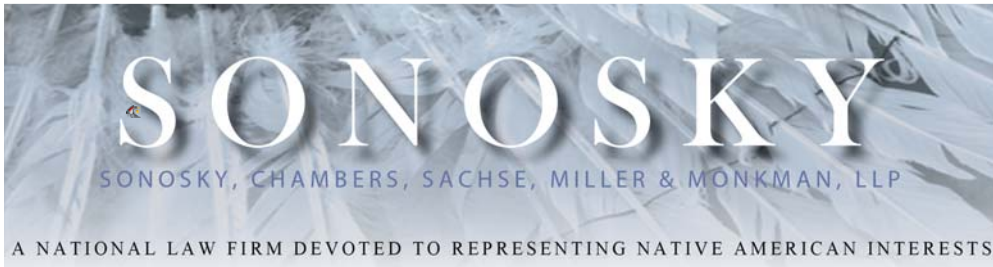


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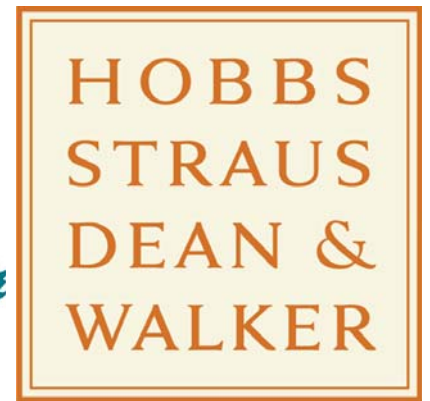




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