

44th National Indian and Native American

KEEPERS OF THE FIRE - KNOWLEDGE, EMPOWERMENT & OPPORTUNITY



Employment and Training Conference



Keepers of the Fire



WELCOME



to the 44th National Indian Employment and Training Conference

On behalf of the NINAETC 166/477 Executive Committee, we are delighted to welcome you to Florida, the homeland of the Seminole Tribe and Miccosukee Tribe of Indians.

The 44th NINAETC conference offers a wide range of workshops to engage our grantee community and those we serve as “Keepers of the Fire”, seeking to gain Knowledge, Empowerment and Opportunity in the work we do. The variety of workshops offered will give everyone—directors, finance officers, and front line staff, the skills and knowledge to help make your program successful.

To put together a conference of this magnitude is not a small task. We would like to thank our Tribal and Federal Partners for their input on the workshops and the sponsoring organizations for providing their generous financial support. Lastly, we thank all the conference participants and planning committee members for their contributions which are the foundation for a successful conference. Enjoy Orlando and all it offers!

With warm regards,

Kathy Atkins

Conference Co-Chair WIOA Section 166

Florida Governor's Council on Indian Affairs, Inc.
Executive Director

Margaret Zientek

Conference Co-Chair P.L. 102-477

Citizen Potawatomi Nation
Workforce & Social Services, Director

44TH NINAETC CONFERENCE LOGO NATIVE AMERICAN ARTIST LAKIN EPALOOSE (ZUNI PUEBLO) BIOGRAPHY:

As an artist from the Zuni Pueblo, I began my creative journey relatively late in my adolescence at the age of 17. Regarding my creative upbringing and influence, I've received guidance from my father, Geddy Epaloose, who is an established visual artist and my Hotda (grandmother), Phyllis Lucio, who is a silversmith/jeweler. I've also been inspired by many other great artists from Zuni and beyond such as Alex Seowtewa and Ronnie Cachini or Caravaggio, Michelangelo and Cristóbal Balenciaga. My main focus has been capturing traditional Zuni stories (with regard to esoteric limitations), southwestern landscapes, portraits of people from my imagination or of those who've influenced my life, and geometric poems in the medium of painting. All of the aforementioned subject matter is created primarily with oil paints on canvases that I stretch and prime myself. This gives each one of my works a greater sentimental value not only for myself but also for the person or family that I am creating the work for or whomever decides to purchase one of my works. Alongside my visual art, I'm also an aspiring fashion designer/seamstress with custom work and styles ranging from traditional Zuni dresses and shirts to contemporary/traditional Euro-American clothing such as dresses, suits, jackets, and pants. I'm looking forward to working as a fashion designer/creative director for a European or American fashion house and/or my own in the future after attending design school. I've also begun working with silver, as I'm starting to create traditional Zuni inlay and cluster jewelry.



44th NINAETC EXECUTIVE COMMITTEE

WORKFORCE INNOVATION AND OPPORTUNITY ACT

WIOA Section 166 Indian and Native American Programs

PUBLIC LAW 102-477

Indian Employment, Training and Related Services

Consolidation Act of 2017 as amended P.L. 115-93

WIOA Section 166

Co-Chair's

P.L. 102-477



Kathy Atkins

Florida Governor's Council on
Indian Affairs



Margaret Zientek

Citizen Potawatomi Nation

WIOA Section 166

Vice Chair's

P.L. 102-477



Darrell Waldron

Rhode Island Indian Council



Kay Seven

Nez Perce Tribe

WIOA Section 166

Secretary's

P.L. 102-477



Royal Travis Bryant

Lumbee Regional Development
Association



Bernadette Panteah

Pueblo of Zuni

WIOA Section 166

Treasurer's

P.L. 102-477



Lorenda Sanchez

California Indian Manpower
Consortium, Inc.



Holly Morales

Cook Inlet Tribal Council



Creating Positive Change for Native Communities since 1978

Programs for...

- Native American Job-Seekers
- Native American Communities
- Native American and Non-Native Businesses



As first Americans, we walk in the present, with our eyes on the future and the past in our hearts.

We advocate pride in our cultural integrity. We honor the spirit that ensures continuity of the sacred circle.

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- Empowers Native Americans to achieve excellence
- Revitalizes our communities
- Embraces the challenges of the 21st century

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44th NINAETC WORKSHOPS AT A GLANCE

WIOA Section 166 Sessions

- Advancing Indian Country's Policy Priorities for WIOA Section 166: The WIOA Reauthorization Game Plan (TUE)
- Allowable Program Costs (FRI)
- Budget Tracking (WED)
- ETA 9130 Financial Report (FRI)
- Financial Management for the Non-Accountant (FRI)
- Fostering Collaborative Relationships to Enhance WIOA Participant Success in American Indian Communities (WED)
- GPMS for Beginners (TUE/WED)
- GPMS Intermediate (WED)
- New Directors WIOA (MON)
- Performance Measures (TUE)
- Program Challenges (THU)
- Program Year Allocations and Grant Award (WED)
- Resource Sharing (TUE)
- Service Delivery and Designs for Participants (TUE)
- Transferring Your WIOA Grant to 477 (THU)
- Yes WIOA Can! Unleash Flexibilities to DO More with Your Funds (WED)
- Youth GPMS (WED)
- Youth Services and Cultural Activities (TUE)

P.L. 102-477 Sessions

- 477 New Director—Project Management (THU)
- 477 Program Reviews and Monitoring (THU)
- Bridging the Gap—LIHEAP Integration into 477 Program Implementation (WED)
- CCDF Categorical Eligibility and Prioritization Subsidy (WED)
- CCDF Construction and Major Renovation-Building Blocks of a Successful Facilities Project (TUE/FRI)
- CCDF Payment Rates—Equal Access (THU)
- CCDF Quality Improvement Initiatives (TUE)
- CCDF Sliding Fee Scales—Stable Access to Child Care (THU)
- CCDF Training Health and Safety Inspectors (WED)
- Coordinating Inclusive Recreation on Federal Lands via FICOR (THU)
- CSBG/LIHEAP Round Table Discussion (WED)
- Employment and Training and Tribal Redesign (WED)
- How to Start a Tribal TANF Program (THU)
- Incorporating Living Language Grant in 477 (WED)
- Johnson O'Malley (JOM) Program Update (WED)
- OMB 1076-0135 Annual Report—Federal Partner and Tribal Meeting (FRI)
- Overview of CCDF TA Available to 102-477 (WED)
- Overview of the CCDF for Existing and New Grantees (THU)
- P.L. 102-477 Competitive Discretionary Grant Integration—SPIPA (WED)
- P.L. 102-477: OMB 1076-0135 Annual Reports Financial (WED)
- P.L. 102-477: OMB 1076-0135 Annual Reports Narrative (WED)
- P.L. 102-477: OMB 1076-0135 Annual Reports Statistical (WED)
- P.L. 102-477 Tribal Work Group Meeting (TUE)
- Partnerships to Promote Economic Mobility and Strengthening the Economy with CTE Programs (THU)
- Supporting Native Language Preservation in 477 Integration (WED)

Universal Sessions

- A Facilitated Discussion of Working Across Generations (FRI)
- Accountability and Leadership—Leading by Example (WED)
- Are you in need of more funding for your child welfare program? (WED)
- Attracting Positive Energy—The Warrior's Image (FRI)
- Building Clean Energy: NABTU Recruits "The Infrastructure Generation" (TUE/WED)
- Building Pathways to Green Jobs through Federal Funding (WED)
- Building Tribal Workforce Capacity with Philanthropy (WED)
- Choosing a Retirement Solution for your Small Business (TUE)
- Collaborative Efforts and Services for Indigenous Individuals with Disabilities (THU/FRI)
- Compliance Assistance on Mental Health Parity for Employers (WED)
- Creating a Dynamic Customer Service Mindset (FRI)
- Creating a Positive Healthy Support System for Success (THU/FRI)
- Diversifying and Expanding Funding for Workforce Development: The Role of Philanthropy (TUE)
- Employee Rights - EEO (WED)
- Employer Partnerships that Work—The DirectEmployers Association (DE) Difference (THU)
- Empowering Our Youth! (WED)
- Expanding Partnerships and Diverse Funding Sources (THU)
- Habits for Happiness—Shifting Habits for Inner Wellness (WED)
- Help Justice-Involved People Get Jobs (TUE/THU)
- How to Influence Crucial Conversations in Your Organization (THU)
- Improving Communications in the Workplace (THU/FRI)
- Indigenizing Workforce Solutions (TUE/WED)
- Introducing Job Corps 2.0 to Indian Country (WED)
- Mental, Emotional, and Spiritual Makeover for a Healthier You (THU/FRI)
- Mental Health Parity for Workers (WED)
- Native Financial Education and Asset Building Resources (FRI)
- Nez Perce Tribe TERO Youth Apprenticeship Program (TUE/THU)
- Partnerships in Heavy Highway Construction Training Programs (TUE)
- Remember the Children...The Multi-Generational Impacts from US Boarding Schools (THU/FRI)
- Shoshone-Bannock Tribal Summer Youth Opportunities Program: Partnering with Grand Teton National Park Service (WED)
- Strengthening Financial Education for Native Communities (TUE/THU)
- Supplemental Nutritional Assistance Program Employment & Training Program 101 (TUE)
- The Business of Business Story Telling (FRI)
- The Land Before Time (TUE/FRI)
- Traditional Talking Circle (TUE)
- Tribal Transit Success Stories—Running a Tribal Transit Program (WED/THU)
- Tribal Veterans Representative to Veterans and Their Families—VA Benefits (WED/THU)
- Using Native Professional Networks to Expand Opportunities for Your Program (THU/FRI)
- Using Traditional Teachings of the Good Mind for Increasing Positive Outcomes in Work and in Life—Part 1 and Part 2 (THU/FRI)
- Vision and Purpose—The Warrior's Image (THU)
- Warriors Image—Limiting Beliefs Part 1 and Part 2 (FRI)
- What You Should Know About Your Retirement Plan (THU)
- What's Your Color at Work? (WED/THU)
- Your Money, Your Goals: Tools for Financial Empowerment & Consumer Protection in Workforce Programs (TUE/WED)



FEDERAL PARTNERS



U.S. Department of Labor

Acting Secretary of Labor

- ◆ Julie Su

Office of Congressional and Intergovernmental Affairs (OCIA)

- ◆ Jack Jackson, Tribal Liaison

Employment and Training Administration

- ◆ Jose Javier Rodriguez
Assistant Secretary

Office of Workforce Investment

- ◆ Kimberly Vitelli, Administrator

Division of Indian and Native American Programs

- ◆ Nathaniel Coley, Chief
- ◆ Duane Hall
- ◆ Jennifer Whitmore
- ◆ Carl Duncan
- ◆ Jolene Aguilar
- ◆ Kayla Hilario
- ◆ Stephanie West

U.S. Department of the Interior

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Assistant Secretary of Indian Affairs

- ◆ Bryan Newland

Deputy Assistant Secretary for Policy and Economic Development

- ◆ Kathryn Isom-Clause

Senior Counselor to the Assistant Secretary-Indian Affairs

- ◆ Samuel Kohn

Office of Indian Services-Bureau of Indian Affairs

- ◆ Genevieve Giaccardo, Deputy Bureau Director
- ◆ Michael Lucero, Finance Specialist
- ◆ Andrea Waln, Self Determination Officer

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- ◆ Anthony Riley,
- ◆ Ida Doyle
- ◆ Kenneth Lemieux
- ◆ Annette King
- ◆ Carrie McMillan
- ◆ Vincent Romero
- ◆ Rae Belle Whitcomb

Office of the Solicitor

Division of Indian Affairs

Branch of Self-Governance and Economic Development

- ◆ Robert Hitchcock, (Acting) Assistant Solicitor
- ◆ Andrew S. Caulum, Senior Attorney

Bureau of Indian Affairs-Office of Self-Governance

- ◆ Vickie Hanvey, Program Policy Analyst



U.S. Department of Labor
Native American Employment and Training Council (NAETC)
March 2024 to March 2026



Region 1 and 2

- ◆ **Mr. Darrell Waldron**
Rhode Island Indian Council
Providence, Rhode Island

Region 3

- ◆ **Ms. Candace Lowery**
North Carolina Commission on Indian Affairs
Raleigh, North Carolina
- ◆ **Ms. Kathy Atkins**
Florida Governor's Council on Indian Affairs, Inc.
Tallahassee, Florida

Region 4

- ◆ **Ms. Lora Ann Chaisson**
Inter-Tribal Council of Louisiana, Inc.
Montegut, Louisiana
- ◆ **Ms. Robin Counce**
Choctaw Nation of Oklahoma
Durant, Oklahoma

Region 4 Oklahoma

- ◆ **Mr. Erwin Pahmahmie, Jr.**
Cheyenne and Arapaho Tribes
Concho, Oklahoma
- ◆ **Mr. Darius Lee Smith**
National Indian Youth Council, Inc.
Albuquerque, NM

Region 5

- ◆ **Ms. Angel Peer**
American Indian Council
Kansas City, Missouri
- ◆ **Mr. Robert Houle**
Bad River Health and Wellness Center
Ashland, Wisconsin

Region 6

- ◆ **Mr. Joseph Quintana**
Native Development Network, Inc.
Los Angeles, California
- ◆ **Mr. Gary Rickard**
Anderson, California
- ◆ **Ms. Orlanda Wauneka**
Navajo Nation Department of Workforce Development
Los Angeles, California

Region 6 Hawaii

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

Region 6 Alaska

- ◆ **Ms. Holly Morales**
Cook Inlet Tribal Council
Anchorage, Alaska

Other Discipline

- ◆ **Mr. Omer Tamir**
Urban Inter-Tribal Center of Texas
Highland, Texas
- ◆ **Ms. Patricia Hibbeler**
Confederated Salish and Kootenai Tribes
Pablo, Montana
- ◆ **Ms. Kay Seven**
Nez Perce Tribe
Lapwai, Idaho
- ◆ **Mr. Jacob Wojnas**
Arlington, Virginia



Native American Employment and Training Council (NAETC)

AGENDA

Rosen Plaza Hotel, Orlando, Florida

Zoom Link: <https://www.zoomgov.com/j/1603344439?pwd=M1liREg0Z1kxdmdWWIA2TXB4LytUOT9>

Thursday, May 16, 2024

1:00 pm—1:30 pm	Blessing Call to Order, Nat Coley, Designated Federal Official Roll Call Review Minutes and Follow-up of motions and resolutions from the December 2023 Council Meeting Review and Approval of Agenda
1:30 pm—2:00 pm	Department of Labor Leadership Welcome Jose Javier Rodriguez, Assistant Secretary, Employment and Training Administration Kimberly Vitelli, Administrator, Office of Workforce Investment
2:30 pm—3:00 pm	Jack Jackson, Jr., Tribal Liaison, Office of Congressional and Intergovernmental Affairs
3:00 pm—3:15 pm	Election of NAETC Officers
3:15 pm—3:30 pm	Break
3:30 pm—4:45 pm	Review of Election Results/Seat New Officers Review of NAETC Strategic Two-Year Plan
4:45 pm—5:00 pm	Recap/Close for the Day



Native
American
Employment
and Training
Council

Friday, May 17, 2024

9:00 am—9:10 am	Blessing Call to Order, NAETC Chairman Elect Roll Call
9:10 am—9:45 am	Division of Indian and Native American Program Updates
9:45 am—10:45 am	Sub-Committee Report: Census
10:45 am—11:30 am	Sub-Committee Report: Youth
11:30 am—1:30 pm	Lunch
1:30 pm—2:14 pm	Sub-Committee Report: Performance
2:14 pm—3:30 pm	Subcommittee Report: Effective Management Workgroup
3:00 pm—4:00 pm	Public Comment
4:00 pm—4:45 pm	New Business/Recap
4:45 pm—5:00 pm	Adjourn

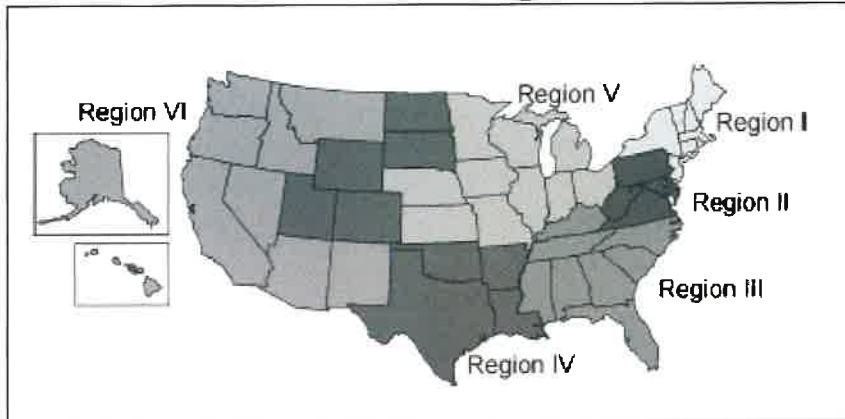
NATIVE WORKFORCE DEVELOPMENT GRANTEES



WIOA Section 166



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



REGION I

MAINE



Penobscot Indian Nation
Indian Island, Maine

MASSACHUSETTS



Mashpee-Wampanoag Tribe
Mashpee, Massachusetts

NEW YORK



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



Seneca Nation of Indians
Irving, New York



St. Regis Mohawk Tribe
Hogansburg, New York

RHODE ISLAND



Rhode Island Indian Council
Providence, Rhode Island

REGION II

PENNSYLVANIA



Council of Three Rivers American Indian
Center
Pittsburgh, Pennsylvania

VIRGINIA



Mattaponi Pamunkey Monacan, Inc.
Indian Neck, Virginia

REGION III

ALABAMA



Inter-Tribal Council of Alabama
Montgomery, Alabama



Poarch Band of Creek Indians
Atmore, Alabama

FLORIDA



Florida's Governor's Council on
Indian Affairs
Tallahassee, Florida



Miccosukee Tribe of Indians
Miami, Florida

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
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

REGION IV

ARKANSAS



American Indian Center of
Arkansas, Inc.

COLORADO



Denver Indian Center, Inc.
Denver, Colorado



Southern Ute Indian Tribe
Towaoc, Colorado



Ute Mountain Ute Tribe
Towaoc, Colorado

LOUISIANA



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

MONTANA



Blackfeet Tribe
Browning, Montana



Business Committee of the
Chippewa Cree Tribe
Box Elder, Montana



Confederated Salish and
Kootenai Tribes



Fort Belknap Indian Community
Harlem, Montana



Fort Peck Assiniboine & Sioux
Tribes



Little Big Horn College
Crow Agency, Montana



Montana United Indian
Association
Great Falls, Montana



Northern Cheyenne Tribe
Lame Deer, Montana

NATIVE WORKFORCE DEVELOPMENT GRANTEES continued

REGION IV continued




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
-  **Pueblo of Taos**
Taos, New Mexico
-  **Pueblo of Zuni**
Zuni, New Mexico
-  **Ramah Navajo School Board, Inc.**
Pine Hill, New Mexico
-  **Santo Domingo Pueblo**
Santo Domingo Pueblo, New Mexico

NORTH DAKOTA

-  **Spirit Lake Tribe**
Fort Totten, North Dakota
-  **Standing Rock Sioux Tribe**
Fort Yates, North Dakota
-  **The Mandan, Hidatsa and Arikara Nation**
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**
Concho, Oklahoma




OKLAHOMA continued

-  **Chickasaw Nation**
Ada, Oklahoma
-  **Choctaw Nation of Oklahoma**
Durant, Oklahoma
-  **Citizen Potawatomi Nation**
Shawnee, Oklahoma
-  **Comanche Nation**
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
-  **Otoe - Missouri Tribe**
Red Rock, Oklahoma
-  **Pawnee Nation**
Pawnee, Oklahoma
-  **Ponca Tribe of Oklahoma**
Ponca City, Oklahoma
-  **The Osage Nation**
Pawhuska, 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
-  **Rosebud Sioux Tribe**
Rosebud, South Dakota
-  **Sisseton-Wahpeton Oyate**
Agency Village, 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

WYOMING


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

REGION V

INDIANA

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

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

MINNESOTA

-  **American Indian Opportunities, Inc.**
Minneapolis, Minnesota
-  **Bois Forte Band of Chippewa**
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

NATIVE WORKFORCE DEVELOPMENT GRANTEES continued

REGION V continued

MINNESOTA continued



Red Lake Nation
Redby, Minnesota



White Earth Nation
Ogema, 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



Menominee Indian Tribe of Wisconsin
Oneida, Wisconsin



Oneida Tribe of Indians of Wisconsin
Oneida, Wisconsin



Spotted Eagle, Inc.
Milwaukee, Wisconsin



Stockbridge-Munsee Community Band of Mohican Indians

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 of Alaska



Chickaloon Village
Haines, Alaska

ALASKA continued



Chilkat Indian Village
Haines, Alaska



Chugachmiut
Haines, 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 Tribal Council
Wasilla, Alaska



Kodiak Area Native Association
Kodiak, Alaska



Maniilaq Association
Kotzebue, Alaska



Metlakatla Indian Community
Metlakatla, Alaska



Native Village of Eyak
Cordova, Alaska



Orutsarmuit Native Council
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
Kykotsmvi, Arizona



Hualapai Tribe
Peach Springs, Arizona



Inter-Tribal Council of Arizona, Inc.
Phoenix, Arizona

ARIZONA continued



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
Whiteriver, Arizona

CALIFORNIA



California Indian Manpower Consortium, Inc.
Sacramento, California



Native American Health Center, Inc.
Oakland, California



Northern Indian California Development, Inc.
Eureka, California



Southern California Indian Resource Center, Inc.
El Cajon, California



Tule River Tribal Council
Porterville, California



United American Indian Community Involvement
Los Angeles, California

HAWAII



Alu Like, Inc.
Honolulu, Hawaii

IDAHO



Nez Perce Tribe
Lapwai, Idaho



Shoshone-Bannock Tribes
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

NATIVE WORKFORCE DEVELOPMENT GRANTEES continued

REGION VI continued

OREGON



Confederated Tribes of Grand Ronde
Grand Ronde, Oregon



Confederated Tribes of Siletz Indians
Siletz, Oregon



Confederated Tribes of the Umatilla Indian Reservation
Pendleton, Oregon



Confederated Tribes of Warm Springs
Warm Spring, 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 Nation
Bellingham, Washington



Makah Tribe Neah
Bay, Washington



Port Gamble S'Kallam Tribe
Kingston, Washington

WASHINGTON continued



South Puget Intertribal Planning Agency
Shelton, Washington



Spokane Tribe of Indians
Wellpinit, Washington



Suquamish Tribe
Suquamish, Washington



Tulalip Tribes
Tulalip, Washington



United Indians of All Tribes Foundation



FEDERAL PARTNERS

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

U.S. Department of the Interior

U.S. Department of Labor

U.S. Department of Health and Human Services

U.S. Department of Education

U.S. Department of Commerce

U.S. Department of Transportation

U.S. Department of Justice

U.S. Department of Agriculture

U.S. Department of Homeland Security

U.S. Department of Energy

U.S. Department of Veterans Affairs

U.S. Department of Housing and
Urban Development

2024 NINAETC WORKSHOPS

>>> WORKSHOP LEGEND <<<		
		
A "One Stop" Workshop Ideal for 477/166	A WIOA Section 166 Workshop	A P.L. 102-477 Workshop

477 New Director – Plan Management



Presenter: Vincent Romero and Carrie McMillian

Day: Thursday, May 16

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

Room: Salon 3/4

This workshop will focus on providing an introduction and overview on Public Law 102-477, as amended. The workshop will cover project management tools to assist with execution of a tribe's 477 Plan activities and services. It will address issues and concerns new 477 Directors, program staff and tribal leadership may have regarding implementation of their approved plan.

477 Program Reviews and Monitoring



Presenter: Vincent Romero and Carrie McMillian

Day: Thursday, May 16

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

Room: Salon 3/4

This workshop will focus on what is required during an on-site monitoring review of an approved PL 102-477, as amended plan (477). This workshop will highlight what documentation will be helpful to confirm plan objectives have been met.

Accountability and Leadership – Leading by Example



Presenter: Katreena Hayes-Wood and Jeff Wood

Day: Wednesday, May 15

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

Room: Grand Ballroom

Nothing will kill a great employee faster than watching you tolerate a bad one! During this 90-minute, interactive workshop behavioral specialist and best-selling author, Katreena Hayes-Wood, will explore the impact of Accountability in Leadership. Attendees will explore the role of leadership in promoting accountability and develop leadership skills that inspire accountability in others. Attendees will complete a leadership self-assessment to identify strengths and areas for growth in promoting accountability. Share in group discussions on the characteristics of accountable leaders and their impact on organizational culture, plus role-playing exercise to practice leading accountability conversations and setting expectations. Learn the importance of leading by example and how creating a culture of accountability fosters trust and positive team outcomes.

Advancing Indian Country's Policy Priorities for WIOA Section 166: The WIOA Reauthorization Game Plan



Presenter: Ian Record

Day: Tuesday, May 14

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

Room: Salon 14

This workshop will bring together WIOA Section 166 practitioners and stakeholders to review Indian Country's policy priorities for strengthening WIOA Section 166 through the upcoming Congressional reauthorization process and discuss collective strategies for educating Congress and the Administration about those priorities to ensure their inclusion in the new legislation. Facilitated by a representative of the emerging Workforce Grantmaking in Native Nations and Communities initiative, the session will culminate in the sharing of action steps attendees can take to raise the visibility of these priorities.

A Facilitated Discussion of Working Across Generations



Presenter: Michael Martin

Day: Friday, May 17

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

Room: Salon 11

This interactive session will be based on audience participation and perceptions as we discuss the opportunities and challenges of working with and across multiple generations.

2024 NINAETC WORKSHOPS continued

Allowable Program Costs

**Presenter:** Kerry Jevsevar**Day:** Friday, May 17**Time:** 3:30 p.m. to 5:00 p.m.**Room:** Salon 8

A summary of allowable costs for the Native American Employment and Training Programs, how they are classified in a program's fiscal report, and a discussion concerning programmatic costs for participant services.

"Are you in need of more funding for your child welfare program?"

**Presenter:** Nanette Bishop and Cedeline Sampson**Day:** Wednesday, May 15**Time:** 10:30 a.m. to 12:00 p.m.**Room:** Salon 10

The Children's Bureau will show you the benefits of becoming a Title IV-B grantee. In our presentation "Are you in need of more funding for your child welfare program? Come learn about the Children's Bureau IV-B federal grant funding." Nanette Bishop and Cedeline Samson will walk you through how your tribe can apply for and use the grant funds to grow and enhance your community and cultural efforts to preserve and protect your children. We will address the funding stream cycle, grant application, and navigate the *Tribal IV-B Guide*. Current grantees will gain insight into how to spend, grow, and enhance their programs.

Attracting Positive Energy – The Warrior's Image

**Presenter:** Peter Cummings**Day:** Friday, May 17**Time:** 3:30 p.m. to 5:00 p.m.**Room:** Salon 6

This is Module 3 of 7: "A Warrior's Energy." The module will introduce you to the energy that flows through your body and spirit. It will bring you into alignment with this energy. We have different energies that flow in positive or negative directions, and I will teach you how to block the negative and concentrate more on the positive. Learning the flow of energy will help us in all aspects of our lives. Control our energy, and we ultimately control our results.

Bridging the Gap – LIHEAP Integration into 477 Program Implementation

**Presenter:** Akm Rahman and Erica Berrin**Day:** Wednesday, May 15**Time:** 3:30 p.m. to 5:00 p.m.**Room:** Salon 9

Representatives from OCS will provide clarifications about the Low Income Home Energy Assistance Program (LIHEAP) design elements, such as case management, outreach, and benefit structure. We are having discussions with the current 477 integrated tribes to potentially provide an update from their perspective. Two current grant recipients will also discuss how they have integrated LIHEAP into their 477 programs.

Budget Tracking

**Presenter:** Carl Duncan, Jennifer Whitmore, and Kerry Jevsevar**Day:** Wednesday, May 15**Time:** 1:30 p.m. to 3:00 p.m.**Room:** Salon 5

This workshop will provide best practices for tracking your workforce budget on a monthly and quarterly basis. Topics include direct, admin, and indirect cost tracking; identifying needs for budget realignments; communication practices within departments; tracking tools; and accounting system setup. This workshop will be co-presented between DINAP and Kerry Jevsevar, Director at the Council of Three Rivers American Indian Center.

Child Care and Development Fund (CCDF) Payment Rates – Equal Access

**Presenter:** Paul Nosky and Melissa Madrid**Day:** Thursday, May 16**Time:** 1:30 p.m. to 3:00 p.m.**Room:** Salon 7

The Office of Child Care provides technical assistance with Tribal Lead Agencies (TLAs) to better understand the various costs associated with providing high quality child care. The Provider Cost of Quality Calculator (PCQC) helps TLAs estimate the annual costs and revenue of operating a center or home-based child care program at different quality levels. This information can help Tribal Lead Agencies to better understand the factors that influence costs and revenue and help the policy community design

2024 NINAETC WORKSHOPS continued

Building Clean Energy: NABTU Recruits “The Infrastructure Generation”**Presenter:** Art Lujan and Tony Swoope**Day:** Tuesday, May 14**Time:** 1:30 p.m. to 3:00 p.m.**Room:** Salon 12**Day:** Wednesday, May 15**Time:** 3:30 p.m. to 5:00 p.m.**Room:** Salon 12

Among the many challenges facing construction, one of the most daunting is the urgent need to recruit/train enough apprentices to meet the high demand for skilled workers. The recently enacted Infrastructure Investment and Jobs Act (IIJA), CHIPs and Science Act, and Inflation Reduction Act (IRA), are projected to create millions of new, high-road construction jobs. With many of these jobs in clean energy, it is important to note that most rare minerals used in clean energy production -including nickel, copper, lithium, and cobalt -are found on or near Native American land. Thus, our second and related challenge will diversify our construction workforce, particularly in Native communities, as we expand it. In this workshop, we will discuss the increased demand for skilled workers, as well as NABTU's efforts to increase the awareness of Native history, culture, and ceremonies among all workers and to provide career opportunities for Native Americans on these projects. career exploration will also be presented. Participants will walk away with an overview of resources to use for both youth and adult audiences along with a better understanding of how financial education can be incorporated into programs.

Building Pathways to Green Jobs Through Federal Funding**Presenter:** Kolbi Monasmith and Sharlene Wong**Day:** Wednesday, May 15**Time:** 3:30 p.m. to 5:00 p.m.**Room:** Salon 8

This workshop will introduce the United Indians of All Tribes Foundation's new Native Infrastructure Careers and Education Project. The goal of this project is to increase Indigenous representation in the growing transit and electrified transportation sector in Puget Sound through convening a sector partnership to create career pathways. This workshop will also discuss how the project received funding under the Department of Labor's Building Pathways to Infrastructure Jobs grant, and some tips for other organizations when applying for additional federal funding.

Building Tribal Workforce Capacity with Philanthropy**Presenter:** Rosemary Reano, Bernadette Panteah, Teram Frank, and Petra Solimon**Day:** Wednesday, May 15**Time:** 3:30 p.m. to 5:00 p.m.**Room:** Salon 14

Building Tribal Workforce Capacity with Philanthropy.

CCDF Construction and Major Renovation-Building Blocks of a Successful Facilities Project**Presenter:** Noelle Bee, and Kathy Hopen, and Lisa Fergus**Day:** Tuesday, May 14**Time:** 1:30 p.m. to 3:00 p.m.**Room:** Salon 7**Day:** Friday, May 17**Time:** 10:30 a.m. to 12:00 p.m.**Room:** Salon 7

The Child Care and Development Block Grant (CCDBG) Act allows Tribal Lead Agencies to use Child Care and Development Fund (CCDF) funds for construction or major renovation of child care facilities, upon requesting and receiving approval from the Administration for Children and Families (ACF). This session will provide an overview of the life cycle of a construction or major renovation project, from planning activities to the full build. Participants will explore strategies to guide project planning, discuss a brief overview of the application process, and review resources to assist with development of application materials and project close out.

CCDF Sliding Fee Scales – Stable Access to Child Care**Presenter:** Joey Bishop and Melissa Madrid**Day:** Thursday, May 16**Time:** 10:30 a.m. to 12:00 p.m.**Room:** Salon 7

This session will provide an overview of the stable access requirements for Tribal CCDF grantees with medium and large allocations with a focus on cost sharing and review the broad flexibility grantees with small allocations have when designing *optional* sliding fee scales to assess family co-payments for subsidized child care services.

2024 NINAETC WORKSHOPS continued

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Child Care and Development Fund (CCDF) Quality Improvement Initiatives**Presenter:** Sarah Stafford, And Gabriella Alvarez**Day:** Tuesday, May 14**Time:** 3:30 p.m. to 5:00 p.m.**Room:** Salon 7

This session will provide a framework for enhancing program quality and describe the intended uses of CCDF quality set-asides. Attendees will have an opportunity to share quality initiative successes, activities and ideas for future planning. Objectives include: -Understand the CCDF requirements for quality improvement -Discuss strategies for implementing the quality improvement requirements to expand the quality of their CCDF programs and other early childhood program partners.

Child Care and Development Fund (CCDF) Training Health and Safety Inspectors**Presenter:** Casandra Moses and Carrie Stansberry**Day:** Wednesday, May 15**Time:** 3:30 p.m. to 5:00 p.m.**Room:** Salon 7

This session will ground attendees in the CCDF requirements for monitoring all child care provider types based on the Tribal Lead Agency's health and safety standards. Objectives include sharing several updated resources to help Tribal Lead Agencies move their health and safety monitoring systems from policy to practice. The objectives of this session include: -Participants will become familiar with the CCDF updated resources -Participants will identify strategies for using the various components of this toolkit, as well as how and when to use them -Participants will build capacity to utilize these CCDF resources as training materials.

Choosing a Retirement Solution for Your Small Business**Presenter:** Amanda Mora and Nicholas Eng**Day:** Tuesday, May 14**Time:** 1:30 p.m. to 3:00 p.m.**Room:** Salon 8

Is your small business interested in establishing or sponsoring a retirement plan for you and your employees? This workshop will assist small employers in making this decision. The workshop will help small businesses and plan service providers understand the types of retirement plans available, the tax benefits and consequences of each, along with the federal law governing these types of plans. The U.S Department of Labor, Employee Benefits Security Administration (EBSA) enforces Title I of the Employee Retirement Income Security Act (ERISA) for employer-sponsored pension and welfare benefit plans.

Collaborative Efforts and Services for Indigenous Individuals with Disabilities**Presenter:** Joshua Drywater, Jim Warne, and Wendy Parent-Johnson**Day:** Thursday, May 16**Time:** 3:30 p.m. to 5:00 p.m.**Room:** Salon 11**Day:** Friday, May 17**Time:** 10:30 a.m. to 12:00 p.m.**Room:** Salon 14

This presentation illuminates the transformative power of collaborative efforts between Indigenous service providers and federal partners in providing tailored services for individuals with disabilities. Delving into a discussion on Indigenous culture, workforce development, and disability services, we explore strategies to ensure inclusivity, respect cultural nuances, and promote equal access. The session navigates the landscape of WIOA Section 166 / Public Law 102-477, addressing policy considerations and funding opportunities for enhancing disability services. Through real-life success stories and best practices, attendees will gain insights into creating culturally sensitive, accessible employment, and training opportunities. The presentation also highlights the importance of community engagement, education, and breaking down stigmas surrounding disabilities within Indigenous communities. Join us for an interactive session fostering collaboration, knowledge-sharing, and a collective commitment to empower Indigenous individuals with disabilities on their journey toward meaningful employment and training opportunities.

2024 NINAETC WORKSHOPS continued

Compliance Assistance on Mental Health Parity for Employers**Presenter:** Amanda Mora and Nicholas Eng**Day:** Wednesday, May 15**Time:** 1:30 p.m. to 3:00 p.m.**Room:** Salon 10

Is your group health plan in compliance with the Mental Health Parity and Addiction Equity Act (MHPAEA)? If you are an employer or a plan service provider who is trying to comply with MHPAEA, this workshop is for you. This workshop will help you have a better understanding of how the law applies to your group health plan, including recent changes to the law, FAQs, and other guidance and tools available. You will also have the opportunity to ask questions. The U.S. Department of Labor, Employee Benefits Security Administration (EBSA) enforces Title I of the Employee Retirement Income Security Act (ERISA) for employer-sponsored pension and welfare benefit plans.

Coordinating Inclusive Recreation on US Federal Lands via FICOR (Federal Interagency Council on Outdoor Recreation)**Presenter:** Rebekah HorseChief and Christian Crowley**Day:** Thursday, May 16**Time:** 10:30 a.m. to 12:00 p.m.**Room:** Salon 9**Day:** Thursday, May 16**Time:** 1:30 p.m. to 3:00 p.m.**Room:** Salon 11

The session will discuss: (1) what FICOR is and why it was established, (2) FICOR's goals, and (3) US Federal agencies' current and future efforts to promote equitable access to outdoor recreation and increase participation by currently underrepresented groups.

Creating a Dynamic Customer Service Mindset**Presenter:** Jacky England**Day:** Friday, May 17**Time:** 10:30 a.m. to 12:00 p.m.**Room:** Salon 10**Day:** Friday, May 17**Time:** 3:30 p.m. to 5:00 p.m.**Room:** Salon 10

Customer Service is an important factor in a department's success or decline, and each customer interaction will be a positive or negative experience. A positive experience will likely encourage and strengthen customer loyalty which can lead to a positive customer outcome. In this workshop, we will learn some strategies to help us create a dynamic and positive mindset. Techniques and topics to be covered include how to create or revive your positive mindset, reframing your thoughts to generate personal and customer optimism and initiating enthusiasm and determination in a positive, dynamic way. Our ultimate goal is exemplary customer service and having a positive, dynamic mindset will lead to the creation of an atmosphere that is supportive, helpful and beneficial to all! This workshop will be interactive, with time reserved for participant ques-

Creating a Positive Healthy Support System for Success**Presenter:** Mitch Factor**Day:** Thursday, May 16**Time:** 1:30 p.m. to 3:00 p.m.**Room:** Grand Ballroom**Day:** Friday, May 17**Time:** 1:30 p.m. to 3:00 p.m.**Room:** Grand Ballroom

In this break out you will get ideas and tools to create a healthy positive support system for individuals. The presentation will cover how to approach individuals who may need support, healthy communication and a less stressful interaction. You will also get ideas to achieve short term goals as well as long term goals. The break out will also show you how to create a realistic plan for success. The information can be used for clients, clients in recovery, family members and even children. WARNING: MAY CONSIST OF HUMOR AND LAUGHTER!

CSBG/LIHEAP Round Table Discussion**Presenter:** Verna Best, Akm Rahman, and Erica Burrin**Day:** Wednesday, May 15**Time:** 12:30 p.m. to 1:30 p.m.**Room:** Salon 9

LIHEAP and CSBG leadership staff will be available for a round table discussion with current 477 integrated tribes. The round table discussion will provide an opportunity for CSBG and LIHEAP staff to meet, answer questions, and engage with 477 tribes.

2024 NINAETC WORKSHOPS continued**Diversifying and Expanding Funding for Workforce Development: The Role of Philanthropy****Presenter:** Ian Record**Day:** Tuesday, May 14**Time:** 1:30 p.m. to 3:00 p.m.**Room:** Salon 14

This breakout session will explore the importance of – and strategies for – diversifying and expanding the funding sources supporting your workforce development efforts, specifically through the building of partnerships with foundations and other philanthropic entities. Facilitated by the Workforce Grantmaking in Native Nations and Communities initiative, the session will share the new “Supporting Indian Country Workforce Development” funders’ guide and demonstrate how workforce development practitioners can use it to establish and grow relationships with philanthropy that increase the amount and flexibility of the funding they have available to design and implement customized workforce development solutions that meet the distinct needs of Native people.

Employee Rights - EEO**Presenter:** Miguel Riveria Jr. and William Bastain**Day:** Wednesday, May 15**Time:** 1:30 p.m. to 3:00 p.m.**Room:** Salon 6

The purpose of this workshop is to educate attendees about two major agencies who investigate discrimination in the workplace: the Office of Federal Contract Compliance Programs (OFCCP) and the Equal Employment Opportunity Commission (EEOC).

Employer Partnerships that Work – The DirectEmployers Association (DE) Difference**Presenter:** Kim Lott**Day:** Thursday, May 16**Time:** 10:30 a.m. to 12:00 p.m.**Room:** Salon 8**Day:** Thursday, May 16**Time:** 3:30 p.m. to 5:00 p.m.**Room:** Salon 12

Building lasting relationships with business takes a broader strategy, with measurable goals and outcomes that benefit both parties. Recruitment and hiring can be one of those goals, but business also has a longer vision, and through strategic partnerships, like those with DirectEmployers Association, you can leverage time and resources for broader impact. In this session you will learn some of the reasons why business engages with the public workforce system and federal programs, why the public workforce system needs businesses on their side and how leveraging national partnerships and tools, like those within DirectEmployers Association, can open doorways for your programs and participants not otherwise seen.

Employment and Training and Tribal Redesign**Presenter:** Elias Picard, Marla Grider, and Margaret Zientek**Day:** Wednesday, May 15**Time:** 1:30 p.m. to 3:00 p.m.**Room:** Salon 12

This one and a half-hour session will provide an overview of the BIA Tribal Redesign Program, from a Federal and Tribal perspective. The BIA will partner with a Tribe who currently operates a BIA Tribal Redesign Program.

Empowering our Youth!**Presenter:** John Bighorse Jr., Tim Lookout, and Amber Price**Day:** Wednesday, May 15**Time:** 10:30 a.m. to 12:00 p.m.**Room:** Salon 11

This workshop will show you how to reach local youth in your area. Ways of communicating, in a digital age. This program will elaborate on the best practice with the youth and provide life skills training.

ETA 9130 Financial Report**Presenter:** Stephanie West**Day:** Friday, May 17**Time:** 10:30 a.m. to 12:00 p.m.**Room:** Salon 8

This workshop will provide attendees with guidance on preparing and submitting the ETA-9130(L).

2024 NINAETC WORKSHOPS continued

Expanding Partnerships and Diverse Funding Sources

**Presenter:** Joseph Quintana**Day:** Thursday, May 16**Time:** 10:30 a.m. to 12:00 p.m.**Room:** Salon 14**Day:** Thursday, May 16**Time:** 1:30 p.m. to 3:00 p.m.**Room:** Salon 12

Establishing partnerships to co-enroll clients in local workforce boards, AJCs, apprenticeship programs, and educational programs can increase the opportunity and accessibility of clients. Identify diverse funding sources by bridging gaps in program needs by building relationships with local political and philanthropic sectors.

Financial Management for the Non-Accountant

**Presenter:** Kerry Jevsevar**Day:** Friday, May 17**Time:** 1:30 p.m. to 3:00 p.m.**Room:** Salon 8

Participants will be able to better understand the nature of their organization's fiscal information in the areas of record keeping, internal controls, cost allocation plans, budgeting, financial reports, and annual audits.

Fostering Collaborative Relationships to Enhance WIOA Participant Success in American Indian Communities

**Presenter:** Candace Lowery**Day:** Wednesday, May 15**Time:** 1:30 p.m. to 3:00 p.m.**Room:** Salon 14

The objective of this workshop is to explore how Section 166 WIOA American Indian set-aside grants can effectively collaborate with state agencies and departments to improve participant outcomes. Through the establishment of Memorandums of Understanding (MOUs) and Memorandums of Agreement (MOAs), this workshop aims to facilitate the creation of strategic partnerships that enhance access to resources and opportunities for WIOA participants and employers within American Indian communities.

GPMS for Beginners

**Presenter:** Terrance Clark and Jennifer Whitmore**Day:** Tuesday, May 14**Time:** 3:30 p.m. to 5:00 p.m.**Room:** Salon 13**Day:** Wednesday, May 15**Time:** 1:30 p.m. to 3:00 p.m.**Room:** Salon 13

Division of Indian and Native American Programs will present a WIOA Section 166 program on GPMS for Beginners. This workshop will cover how to add a new participant to GPMS. We will review the intake, characteristics, and eligibility screens. We will cover the 3 services categories, career, supportive, and training and they effect participation. Attendees will learn the difference between a qualifying and a supplemental sup-

GPMS Intermediate

**Presenter:** Terrance Clark and Jennifer Whitmore**Day:** Wednesday, May 15**Time:** 3:30 p.m. to 5:00 p.m.**Room:** Salon 13

Division of Indian and Native American Programs will present a WIOA Section 166 program on GPMS Intermediate. This workshop will focus on managing participant cases through active and exited- follow-up statuses. Attendees will learn how to manage services, add employment, educational outcomes, and record quarterly Follow-Up. In addition, the class will cover how to manage alerts, review grantee reports, and steps for submitting the WIOA Quarterly Performance Report (QPR) to the Workforce Integrated Performance System (WIPS).

Habits for Happiness – Shifting Habits for Inner Wellness

**Presenter:** Katreena Hayes-Wood and Jeff Wood**Day:** Wednesday, May 15**Time:** 3:30 p.m. to 5:00 p.m.**Room:** Grand Ballroom

We've been told that happiness isn't a destination but rather a journey. So how can we shift our thinking, speaking, and actions toward happier outcomes? Join behavioral specialist and best-selling author, Katreena Hayes-Wood and explore your state of your inner wellness and discover your Happiness Factor. You should plan to walk away with a plan to track and experience positive change in the areas of your life that need a sweet tweak!

2024 NINAETC WORKSHOPS continued

Help Justice-Involved People Get Jobs

**Presenter:** Tom Villanova**Day:** Tuesday, May 14**Time:** 3:30 p.m. to 5:00 p.m.**Room:** Salon 10**Day:** Thursday, May 16**Time:** 1:30 p.m. to 3:00 p.m.**Room:** Salon 14

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

How to Influence Crucial Conversations in Your Organization

**Presenter:** Charlene Miles and Antoinette Horn**Day:** Thursday, May 16**Time:** 10:30 a.m. to 5:00 p.m.**Room:** Salon 13

Learning the art of dialogue can be a powerful experience. In this workshop Crucial Conversations facilitators will give a brief overview on how growing an organizations standard, bearers communication toolbox impacts staff and participants connections. Learners will explore a sampling of crucial conversations tools through a fun and interactive experience!

How to Start a Tribal TANF Program

**Presenter:** Stan Koutstaal and Bernadette Panteah**Day:** Thursday, May 16**Time:** 1:30 p.m. to 3:00 p.m.**Room:** Salon 9

Federally recognized Indian tribes can apply for funding to administer and operate their own Temporary Assistance for Needy Families (TANF) programs. In this workshop participants will learn the purposes of TANF, the basic requirements for running a TANF program, and how to apply for funds. Participants will also hear from a tribe that has incorporated TANF in a 477 plan and is providing benefits and services to their commu-

Improving Communications in the Workplace

**Presenter:** Jacky England**Day:** Thursday, May 16**Time:** 3:30 p.m. to 5:00 p.m.**Room:** Salon 10**Day:** Friday, May 17**Time:** 1:30 p.m. to 3:00 p.m.**Room:** Salon 10

Why can improving communication in the workplace be so important? Simply put, it can boost employee motivation and engagement, reduce workplace conflicts and enhance productivity. The list of benefits created by improving the communication we have with each other in the office is endless! In this workshop, we will address and discuss ways to build communication skills by embracing the uniqueness of each other, learn to prioritize two way communication through actively speaking and listening and develop new ways to improve our one-on-one interactions Also, through effective communication, we will work to create a safe and successful office environment, especially one where employees come from varied backgrounds, vantage points and cultures. This workshop will be interactive, with time reserved for participant questions and answers.

Incorporating Living Language Grant in 477

**Presenter:** Patricia Belisle and Wyman Kirk**Day:** Wednesday, May 15**Time:** 1:30 p.m. to 3:00 p.m.**Room:** Salon 11

The Cherokee Nation was awarded a Living Language Grant Program grant through the Office of Indian Economic Development and incorporated the grant through their 477 program. The workshop will cover the many steps associated with incorporating a complex grant into a 477 program, while successfully satisfying grant terms and deliverables. The lessons learned and best practices will center around following established policy, communication and partnerships with all parties to ensure a successful transition.

Indigenizing Workforce Solutions

**Presenter:** Melody Lewis**Day:** Tuesday, May 14**Time:** 3:30 p.m. to 5:00 p.m.**Room:** Salon 8**Day:** Wednesday, May 15**Time:** 10:30 a.m. to 12:00 p.m.**Room:** Salon 8

We will share a framework for "Indigenizing workforce solutions." We will share a process of integrating Indigenous perspectives, knowledge, and values into the development and implementation of solutions aimed at addressing workforce-related challenges. This approach recognizes and respects the unique cultural contexts, knowledge, and needs of Indigenous communities within the workforce.

2024 NINAETC WORKSHOPS continued**Introducing Job Corps 2.0 to Indian Country****Presenter:** Shawanda Martin and James West**Day:** Wednesday, May 15**Time:** 10:30 a.m. to 12:00 p.m.**Room:** Salon 6

This workshop will provide an overview of Job Corps 2.0 and the modernization that has occurred over the past few years. In addition, attendees will gain a better understanding of the following: -Training options that Job Corps offers -How participants apply to Job Corps -How Employment and Training Staff can support participants during their Job Corps experience -Post Job Corps training placement/employment.

Johnson-O'Malley (JOM) Program Update**Presenter:** Spike Bighorn**Day:** Wednesday, May 15**Time:** 10:30 a.m. to 12:00 p.m.**Room:** Salon 9

This session will provide an update on the implementation of the JOM Modernization Act and also provide essential information on the distribution methodology for the FY25/School year 2024-2025 JOM appropriation. This session is designed for Indian Ed. Committees, JOM Program

Mental, Emotional, and Spiritual Makeover for a Healthier You**Presenter:** Mitch Factor**Day:** Thursday, May 16**Time:** 10:30 a.m. to 12:00 p.m.**Room:** Grand Ballroom**Day:** Friday, May 17**Time:** 10:30 a.m. to 12:00 p.m.**Room:** Grand Ballroom

If you feel you are caught up in the same old dreary routine in life, this breakout is for you. Our mental, emotional and spiritual state can take us to some pretty isolated and depressing areas in our lives. So, we have to ask ourselves, how can we help and encourage people if we are in a negative state of self-being. Join Mitch for a fun and funny makeover session for a healthier you. Some of the simple changes in our life make a huge impact with self-care. Presentation consists of simple ideas and tools that we can do on the daily. WARNING: FUN AND LAUGHTER MAY

Mental Health Parity for Workers**Presenter:** Amanda Mora and Nicholas Eng**Day:** Wednesday, May 15**Time:** 3:30 p.m. to 5:00 p.m.**Room:** Salon 10

Do you have health coverage through a private sector employer's plan? There are laws that protect your health benefits. You may have heard of some of these laws, such as COBRA, HIPAA and the Affordable Care Act. In addition, the Mental Health Parity and Addiction Equity Act (MHPAEA) provides important protections related to mental health and substance addiction benefits. This law generally requires that the financial requirements (copayments, deductibles, coinsurance, or out-of-pocket maximums) and treatment limitations used by health plans be comparable for medical/surgical and mental health/substance addiction services. Topics covered will include things to consider when submitting a mental health claim, including your rights to information and to appeal.

Native Financial Education and Asset-Building Resources**Presenter:** Christy Finsel**Day:** Friday, May 17**Time:** 3:30 p.m. to 5:00 p.m.**Room:** Salon 7

ONAC will facilitate a workshop for workforce development professionals who are interested in providing Native financial capability resources to those they serve. The purpose of the workshop is to help those professionals who are assisting tribal citizens to have more information about publicly-available Native financial coaching, financial education, and other asset-building resources. The goal of the workshop is to help build the capacity of such professionals so they can then better assist those who are entering the workforce, as those individuals build the skills they need to manage their personal finances. The session objectives include that attendees will learn about ONAC's asset-building programs and re-

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2024 NINAETC WORKSHOPS continued

New Directors WIOA

**Presenter:** Lorenda Sanchez**Day:** Monday, May 13**Time:** 1:30 p.m. to 3:00 p.m.**Room:** Salon 5**Day:** Monday, May 13**Time:** 3:30 p.m. to 5:00 p.m.**Room:** Salon 5

This is an interactive workshop to provide guidance to new directors of 166 WIOA Programs.

Nez Perce Tribe TERO/TYAP (TERO Youth Apprenticeship) Program

**Presenter:** Laatis Lawrence, Calvin Allen, and Melvin Wheeler**Day:** Tuesday, May 14**Time:** 1:30 p.m. to 3:00 p.m.**Room:** Salon 10**Day:** Thursday, May 16**Time:** 3:30 p.m. to 5:00 p.m.**Room:** Salon 14

Apprenticeship Program Opportunities and Partnerships.

OMB 1076-0135 Annual Report - Federal Partner and Tribal meeting

**Presenter:** Margaret Zientek**Day:** Friday, May 17**Time:** 1:30 a.m. to 3:00 p.m.**Room:** Salon 7

A Federal / Tribal Partner Work Group is meeting to update the annual report data and format. The current form OMB 10776-0135 will expire November 2024. For those who may be present at NINAETC for a face to face meeting and those who need to attend via TEAMS. To date, there are 78 Plans approved across 38 individual federal programs, which represent 298 federally recognized tribes

Overview of the Child Care and Development Fund (CCDF) for Existing and New Grantees

**Presenter:** Meryl Barofsky and Carrie Stansberry**Day:** Thursday, May 16**Time:** 3:30 p.m. to 5:00 p.m.**Room:** Salon 7

All federally recognized Tribes are eligible for CCDF. While existing Tribal CCDF grantees have to apply for funding every three years, new grantees can apply at any time during the three-year cycle. As Tribes are determining whether to apply for CCDF and preparing their plans (application for funding) they can receive training and technical assistance from the Office of Child Care and our TA partners.

Overview of Child Care and Development Fund (CCDF) TA Available to 102-477

**Presenter:** Tammy Charles and Melissa Madrid**Day:** Wednesday, May 15**Time:** 1:30 p.m. to 3:00 p.m.**Room:** Salon 7

The Office of Child Care supports Tribal Lead Agencies in various ways. Among the most important is our training and technical assistance network. OCC's training and technical assistance (T/TA) system offers CCDF administrators' information, tools, training, and other supports. The system focuses on ensuring that all early care and education systems and programs, for children from birth through age 12, have access to the

Partnerships in Heavy Highway Construction Training Programs

**Presenter:** Christy Currier and Misty Klann**Day:** Tuesday, May 14**Time:** 1:30 p.m. to 3:00 p.m.**Room:** Salon 9

Hear from the Federal Highway Administration (FHWA) about the Strategic Workforce Development (SWD) program with the goal to identify, train, place and retain individuals into heavy highway construction careers. Over 43 states are participating in the initiative which focuses on partnerships between State departments of transportation, contractors, community colleges, workforce development boards and non-profits to provide training and supportive services to those interested in a highway construction career. Workforce development and recruitment partnerships with Tribal nations will be highlighted during this session. Additionally, learn about the FHWA Office Tribal Transportation- Tribal Technical Assistance Program (TTAP) and the transportation training and education services this program offers to Tribal nations through regional TTAP

2024 NINAETC WORKSHOPS continued**Partnerships to Promote Economic Mobility and Strengthening the Economy with CTE Programs****Presenter:** Patti Beltram**Day:** Thursday, May 16**Time:** 10:30 a.m. to 12:00 p.m.**Room:** Salon 6

The Strengthening Career and Technical Education for the 21st Century Act (Perkins V) represents an important opportunity to expand opportunities for every student to explore, choose, and follow career and technical education (CTE) programs of study and career pathways to earn credentials of value. Join this session to hear from colleagues who are utilizing their discretionary grant funding to bring together education and workforce development partners to promote economic mobility and strengthen the economy, plus learn about the U.S. Department of Education's resources available.

Performance Measures**Presenter:** Jennifer Whitmore and Terrance Clark**Day:** Tuesday, May 14**Time:** 1:30 p.m. to 3:00 p.m.**Room:** Salon 13

Division of Indian and Native American Programs will present a WIOA Section 166 program on Grants Performance Management System (GPMS) and tracking performance measures. Topics covered include using the dashboard to monitor performance measures, participant details as they relate to measuring skill gains, and following up to ensure that participant training is documented.

P.L. 102-477 Competitive Discretionary Grant Integration - SPIPA**Presenter:** Dennis Wilson**Day:** Wednesday, May 15**Time:** 3:30 p.m. to 5:00 p.m.**Room:** Salon 11

The South Puget Intertribal Planning Agency (SPIPA) was awarded an Indian Business Incubator Program grant through the Office of Indian Economic Development and incorporated the grant through their 477 program. The workshop will cover the many steps associated with incorporating a complex grant into a 477 program, while successfully satisfying grant terms and deliverables. The lessons learned and best practices will center around following established policy, communication, and partnerships with all parties to ensure a successful transition.

P.L. 102-477 Tribal Work Group Meeting**Presenter:** Margaret Zientek, Holly Snowball Morales, Kay Seven**Day:** Tuesday, May 14**Time:** 1:30 p.m. to 3:00 p.m.**Room:** Grand Ballroom**Day:** Tuesday, May 14**Time:** 3:30 p.m. to 5:00 p.m.**Room:** Grand Ballroom

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 three committee members.

Program Challenges**Presenter:** DINAP Staff**Day:** Thursday, May 16**Time:** 3:30 p.m. to 5:00 p.m.**Room:** Salon 5

This is an interactive workshop to discuss grantee program challenges. Let's work together to find solutions to program challenges you may be experiencing.

Program Year Allocations and Grant Award**Presenter:** Carl Duncan, Duane Hall, and Nat Coley**Day:** Wednesday, May 15**Time:** 10:30 a.m. to 12:00 p.m.**Room:** Salon 5

This workshop will include step by step guidance on submitting grant documents for program year allocations and will provide a brief overview of the grant life cycle. Attendees will have an opportunity to ask questions and engage in meaningful dialogue relevant to their program.

2024 NINAETC WORKSHOPS continued

Public Law – 102-477: OMB 1076-0135 Annual Reports Financial**Presenter:** Ida Doyle and Rae Belle Whitcomb**Day:** Wednesday, May 15**Time:** 10:30 a.m. to 12:00 p.m.**Room:** Salon 3/4

This workshop will focus on Financial Report form submission and instructions. It will cover how Tribes and Tribal Organizations should report the use of its employment, training and related services consolidated funding used to perform services and activities in accordance with their approved 477 Plan. Training will include how to report current funding, previously reported and cumulative totals for all transactions related to their respective 477 Plan. Training will also include how financial reports must align with funds received throughout a Tribe's entire 477 Plan

Public Law – 102-477: OMB 1076-0135 Annual Reports Narrative**Presenter:** Ken LeMieux and Vincent Romero**Day:** Wednesday, May 15**Time:** 3:30 p.m. to 5:00 p.m.**Room:** Salon 3/4

This workshop will focus on Narrative Report form submission and instructions. It will cover how Tribes and Tribal Organizations should describe the use of its employment, training and related services resources to address the unique needs of their community. It will demonstrate how quantitative and anecdotal information can be reported. It will also explain how to report challenges faced, programmatic barriers, internal capacity issues, limitation on resources but also highlight success stories and other accomplishments.

Public Law – 102-477: OMB 1076-0135 Annual Reports Statistical**Presenter:** Ida Doyle and Rae Belle Whitcomb**Day:** Wednesday, May 15**Time:** 1:30 p.m. to 3:00 p.m.**Room:** Salon 3/4

This workshop will focus on Statistical Report form submission and instructions. Focus on how statistical summary data of participants receiving services in accordance with approved 477 Plans is reported. It will go over quantifiable data report on Terminate Outcomes, Characteristics, & Activities, and Participant Activities. Workshop will also include data reported on Child Care and Development activities, and job creation and economic development and cash assistance.

Remember the Children...The Multi-Generational Impacts from US Boarding Schools**Presenter:** Jim Warne**Day:** Thursday, May 16**Time:** 1:30 p.m. to 3:00 p.m.**Room:** Salon 10**Day:** Friday, May 17**Time:** 1:30 p.m. to 3:00 p.m.**Room:** Salon 9

A special screening of the award-winning film, "Remember the Children" a documentary addressing the Rapid City Indian Boarding School and the recently found missing children. This film addresses trauma and multi-generational impacts to our families. Disability includes physical, mental, emotional, behavioral and dependency challenges for our people. Jim Warne, Oglala Lakota, is an Educator, Advocate and Filmmaker. He has over 30 years of experience as a university educator, administrator, and organizational development specialist focused of disability employment services for Indian Country. Jim has created several programs focused on disability and public health disparities for our indigenous commu-

Resource Sharing**Presenter:** Jolene Aguilar**Day:** Tuesday, May 14**Time:** 3:30 p.m. to 5:00 p.m.**Room:** Salon 6

The panel will provide an opportunity for grantees to learn from each other and learn about different strategies they have implemented in their service areas. It is designed as a peer-to-peer training.

Service Delivery and Designs for Participants**Presenter:** Jolene Aguilar**Day:** Tuesday, May 14**Time:** 1:30 p.m. to 3:00 p.m.**Room:** Salon 6

This workshop will provide participants with an overview of the components of the Workforce Innovation and Opportunity Act (WIOA). It will share best practices for engaging and supporting participants as well as experiences and examples from current WIOA 166 programs. Tools and resources will also be provided for effective program design and delivery.

2024 NINAETC WORKSHOPS continued

Shoshone-Bannock Tribal Summer Youth Opportunities Program: Partnering with Grand Teton National Park Service**Presenter:** Jessica James**Day:** Wednesday, May 15**Time:** 10:30 a.m. to 12:00 p.m.**Room:** Salon 14

This workshop will center around establishing partnerships between the Shoshone-Bannock tribes and Grand Teton National Park Service for the Summer Youth Opportunities programming. By fostering robust collaborations, the tribes have successfully secured mini-internship opportunities for summer youth participants within the park service. These internships concentrate on various areas such as hospitality, vegetation restoration, historic preservation, and interpretation. With collaboration of our Language and Cultural department, we are able to demonstrate traditional uses of the land, illustrate how our tribes actively contribute to cultural insights related to land, resource management, archaeological are-

Strengthening Financial Education for Native Communities**Presenter:** Gloria Guzman**Day:** Tuesday, May 14**Time:** 1:30 p.m. to 3:00 p.m.**Room:** Salon 12**Day:** Thursday, May 16**Time:** 1:30 p.m. to 3:00 p.m.**Room:** Salon 6

Financial knowledge helps foster resilient and healthy individuals, families, and communities. Learn about free financial education resources offered by the Federal Reserve's Native Economic and Financial Education Empowerment (NEFEE) program. Content will cover a range of personal finance topics, including understanding credit, budgeting, saving, banking basics, and decision-making. Additional workforce development tools around career exploration will also be presented. Participants will walk away with an overview of resources to use for both youth and adult audiences along with a better understanding of how financial education can be incorporated into programs.

Supplemental Nutritional Assistance Program Employment and Training 101**Presenter:** Katheryn McDonald, Arianne Steed, Monika Lacka, and Demareo Pruitt**Day:** Tuesday, May 14**Time:** 3:30 p.m. to 5:00 p.m.**Room:** Salon 11

The Supplemental Nutrition Assistance Program (SNAP), administered by the USDA Food and Nutrition Service (FNS), is the primary source of nutrition assistance for many people with low-income. SNAP Employment and Training (SNAP E&T) is a federally funded program administered by States, which provides SNAP recipients with the skills and education they need to gain employment that can lead to a better life. SNAP E&T programs can work in unison with Workforce Innovation and Opportunity Act (WIOA) programs by collaborating on similar goals, services, and participants. Tribal WIOA grantees will learn how they can partner with their State's SNAP E&T program to leverage funding streams, thereby

Supporting Native Language Preservation in 477 Integration**Presenter:** Marisa Cummings and Patrice Kunesh**Day:** Wednesday, May 15**Time:** 1:30 p.m. to 3:00 p.m.**Room:** Salon 9

A discussion and listening session on how ACF supports Native Language Preservation in 477 Integration. There will be a presentation by ANA Commissioner Kunesh and ANA Senior Advisor Marisa Cummings on Native Language Preservation in 477 integration. There will be an opportunity for federal representatives to listen to suggestions and advice from tribal leadership on best practices for Native Language Preservation in

The Business of Business Story Telling**Presenter:** Brian Collins**Day:** Friday, May 17**Time:** 10:30 a.m. to 12:00 p.m.**Room:** Salon 12**Day:** Friday, May 17**Time:** 1:30 p.m. to 3:00 p.m.**Room:** Salon 12

Join former Walt Disney Imagineer, Brian Collins, in mastering the art of storytelling for your business. Crafting a compelling narrative isn't just an option—it's essential for securing funding, gaining exposure, and captivating your audience. In this workshop, Brian will share invaluable tips and techniques honed from his years of experience. Learn how to infuse your narrative with Disney-level magic and structure your story for maximum impact. You'll not only gain insights into structuring your story for maximum impact but also have an opportunity to begin crafting or refining your own—or perhaps customizing one to a current project. Even if you've never seen yourself as creative or dreaded writing grant proposals, Brian's workshop promises to turn the task into an exhilarating opportunity. Don't miss out on this chance to elevate your organization and leave with the tools to shine in any scenario. Register now and unlock the power of storytelling for your business journey!

2024 NINAETC WORKSHOPS continued

The Land Before Time**Presenter:** Jamelle Payne**Day:** Tuesday, May 14th**Time:** 3:30 p.m. to 5:00 p.m.**Room:** Salon 9**Day:** Friday, May 17**Time:** 3:30 p.m. to 5:00 p.m.**Room:** Salon 12

Generational communication is like trying to navigate a forest with different maps. Baby Boomers may have the old, reliable map of the land they once knew, while younger generations have a new, updated map with technological advancements. The challenge lies in finding a way to blend these different perspectives and knowledge to effectively work together in the evolving work atmosphere. It's a balancing act of respecting the past while embracing the future and deciding when to stick with tradition and when to innovate for the betterment of the team and the organization.

Traditional Talking Circle**Presenter:** Burt Patadal, Melinda Duin, and Logan Southwell**Day:** Tuesday, May 14**Time:** 5:00 p.m. to 6:00 p.m.**Room:** Salon 8

This workshop will be a true functioning talking circle provided for NINAETC participants to gather and support one another. There will be cedar-ing off or smudging, drumming, storytelling, and traditional talk following our indigenous people's traditions. We invite you to come and partici-

Transferring Your WIOA Grant to 477**Presenter:** Stephanie West, Carl Duncan, Duane Hall, and Ida Doyle**Day:** Thursday, May 16**Time:** 1:30 p.m. to 3:00 p.m.**Room:** Salon 5

This workshop will provide guidance on transferring your WIOA program to 477.

Tribal Transit Success Stories – Running a Tribal Transit Program**Presenter:** Angie Gilliam, Kendra McGeady, and Amy Hill**Day:** Wednesday, May 15**Time:** 3:30 p.m. to 5:00 p.m.**Room:** Salon 6**Day:** Thursday, May 16**Time:** 3:30 p.m. to 5:00 p.m.**Room:** Salon 9

This presentation highlights 4 different perspectives on tribal transit success. With decades of experience, each will share their unique experiences in providing and creating solutions for today's tribal transportation challenges.

Tribal Veteran Representative to Veterans and their Families – VA Benefits**Presenter:** William "Buck" Richardson and Amy Claridge**Day:** Wednesday, May 15**Time:** 10:30 a.m. to 12:00 p.m.**Room:** Salon 12**Day:** Thursday, May 16**Time:** 10:30 a.m. to 12:00 p.m.**Room:** Salon 12

This workshop goal is to help familiarize attendees with VA benefits and programs available for Veterans as well as their Family members that Veterans earned during the time served during service, as well as new programs that are now available to all Veterans thru the Veterans Administration and other programs. The presentation hopes to bring info for all programs that come in to contact with Veterans of all eras of service in the Military as well as those Family members of the Veterans who may not know they have earned benefits.

Using Native Professional Networks to Expand Opportunities for Your Program**Presenter:** Michael Martin**Day:** Thursday, May 16**Time:** 1:30 p.m. to 3:00 p.m.**Room:** Salon 8**Day:** Friday, May 17**Time:** 1:30 p.m. to 3:00 p.m.**Room:** Salon 11

Learn how to start and expand a Native Professional Network (NPN) in your service area for increasing outcomes for your clients and organization. NPNs can be a low-cost initiative for outreaching to segments of your population that often go underutilized and unseen. Bridging this gap

2024 NINAETC WORKSHOPS continued**Using Traditional Teachings of the Good Mind for Increasing Positive Outcomes in Work and in Life Part 1 and Part 2****Presenter:** Michael Martin**Day:** Thursday, May 16**Time:** 3:30 p.m. to 5:00 p.m.**Room:** Salon 8**Day:** Friday, May 17**Time:** 3:30 p.m. to 5:00 p.m.**Room:** Salon 11

By understanding and utilizing the traditional teachings of the Haudenosaunee concept of the "Good Mind", participants can harness their individual power to align their spirit and intent to help create more positive outcomes in workforce development for themselves and the lives that come into their care. As a result of attending this presentation, participants will: - Understand the concept of the Haudenosaunee Good Mind as a trauma informed approach. - Be able to maintain their own Good Mind thus becoming more resilient in the work they do. - Understand their individual power to affect others, especially to help breakthrough any resistance of clients to engage in services due to historical issues of mistrust and disrespect in systems. - Be able to better align their spirit and intent for creating more positive outcomes. - Be able to

Vision and Purpose – The Warrior's Image**Presenter:** Peter Cummings**Day:** Thursday, May 16**Time:** 3:30 p.m. to 5:00 p.m.**Room:** Salon 6

This is Module 1 of a 7-part series titled "A Warrior's Image." In this module, we will introduce you to the power of a vision and how to utilize various techniques to bring that vision into reality. I will provide different examples of how the vision is acquired through native culture and through modern techniques. Additionally, I will demonstrate how to acquire your passion through the vision.

Warriors Image – Limiting Beliefs Part 1 & 2**Presenter:** Peter Cummings**Day:** Friday, May 17**Time:** 10:30 a.m. to 12:00 p.m.**Room:** Salon 6**Day:** Friday, May 17**Time:** 1:30 p.m. to 3:00 p.m.**Room:** Salon 6

This is Module 2 of a 7-part series titled "A Warrior's Image." Drawing from my certifications and life experiences, I've crafted a training program to foster a positive, successful mindset among our people. It aims to deepen the understanding of one's vision and purpose. The training begins by unraveling the workings of the mind, emphasizing the imagination's role as our most potent tool. We'll learn to harness its power effectively. The program then delves into how limiting beliefs shape our behavior and decisions. We'll identify their roots, comprehend their nature, and understand their formation. Recognizing these beliefs paves the way to transforming them into positive ones that resonate with our goals and passions. This training provides step-by-step guidance for this transformation, offering the necessary tools and insights for profound life perspective changes and decision-making approaches.

What You Should Know About Your Retirement Plan**Presenter:** Amanda Mora and Nicholas Eng**Day:** Thursday, May 16**Time:** 10:30 a.m. to 12:00 p.m.**Room:** Salon 10

Your employer's retirement plan is an essential part of your financial security. It is important to understand how your plan works and what benefits you will receive. This workshop will help you understand your plan and explain what information you should review periodically and where to go for help with questions. The U.S. Department of Labor, Employee Benefits Security Administration (EBSA) enforces Title I of the Employee Retirement Income Security Act (ERISA) for employer-sponsored pension and welfare benefit plans.

What's Your Color at Work?**Presenter:** Katreena Hayes-Wood and Jeff Wood**Day:** Wednesday, May 15**Time:** 10:30 a.m. to 12:00 p.m.**Room:** Grand Ballroom**Day:** Thursday, May 16**Time:** 10:30 a.m. to 12:00 p.m.**Room:** Salon 11

Research suggests that color has a significant impact on human productivity. Based on the idea that every color has a subliminal influence on us, those around us, and our environment. Join behavioral specialist and team development trainer, Katreena Hayes-Wood for this fun and interactive workshop where you'll learn what your color preferences reveal about your personality, your team preferences, and your interactions with others. You'll even learn what your "yuk" color means. Plus, you can discover the best colors for productivity, making less errors in your work, and feeling calmer throughout your work day. It's fun and you'll never think about color the in the same way again!!!

Yes WIOA Can! Unleash Flexibilities to DO More with Your Funds



Presenter: Nat Coley

Day: Wednesday, May 15

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

Room: Salon 5

This workshop, facilitated by DINAP, will delve into the flexibilities of WIOA funding, showcasing innovative ways grantees have utilized funds to serve participants. It will debunk myths about WIOA restrictions, explore co enrollment opportunities for additional participant support, and discuss outreach flexibilities as per TEGL 03-23. The session will also share strategies for reducing administrative burdens in line with TEGL 10-23. Drawing from the Department of Labor's 'Yes, WIOA Can!' campaign, participants will leave equipped with new ideas for serving participants and

Your Money, Your Goals: Tools for Financial Empowerment & Consumer Protection in Workforce Programs



Presenter: Terri Molyneaux, Jill Wheeler, and Lanisha Bell

Day: Tuesday, May 14

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

Room: Salon3/4

Day: Wednesday, May 15

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

Room: Salon 8

Your Money, Your Goals materials to give front-line staff easy-to-use tools for helping people with money management, debt, credit, consumer protection, and more. The session will include guidance on how to integrate materials into your work with individuals, families, and workforce programs. Tools and information can be used in setting financial goals, understanding options, and making decisions that align with personal and community values. It will include content to help people avoid scams and prevent financial harm. This suite of materials includes Focus on Native Communities, a companion guide developed in collaboration with Native and tribal partners. The session will include an interactive conversation for participants to share their experiences and knowledge of emerging financial trends and concerns.

Youth GPMS



Presenter: Jennifer Whitmore and Terrance Clark

Day: Wednesday, May 15

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

Room: Salon 13

This session is designed for Sec. 166 WIOA SYSP grantees. The session will provide instruction to attendees for accessing and using the Youth

Youth Services and Cultural Activities



Presenter: Kayla Hilario

Day: Tuesday, May 14

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

Room: Salon 5

The panel will provide an opportunity for grantees to learn from each other and learn about different strategies they have implemented in their service areas. It is designed as a peer-to-peer training.

2024 NINAETC PRESENTERS

Jolene Aguilar – supports the economic empowerment of Native American Tribes and Tribal organizations as a member of the DOL Division of Indian and Native American Programs. She served seven years as an educator and program manager at the Southwestern Indian Polytechnic Institute (SIPI), a Tribal College. There, she led several initiatives to help students achieve their academic and career aspirations, such as creating a resource center, developing curricula, and securing grants. Prior to joining SIPI, she worked at the Partnership for Community Action, a nonprofit organization that empowers low-income families in New Mexico. She also served as a Grants Management Specialist at the Indian Health Service in Rockville, Maryland, overseeing the Self Governance grant program for tribal health care systems. Jolene is from San Ildefonso Pueblo, New Mexico and holds a Master of Public Health from the University of New Mexico and a Bachelor of Arts in Sociology also from the University of New Mexico. In 2017, Ms. Aguilar was awarded the John and Suanne Roueche Excellence Award for her leadership and contributions to SIPI. She served on panel discussion groups on tribal colleges with Secretary of Interior Deborah Haaland.

Calvin Allen - is the Nez Perce TERO Compliance Officer, and his job is to make sure that all contractors stay in compliance out on the sites. He also lends a hand with the TYAP Program.

Gabriella Alvarez - serves as the Tribal Subject Matter Expert for Quality Improvement with the Tribal Child Care Capacity Building Center (TCBC). As a contractor for the U.S. Department of Health and Human Services/Administration for Children and Families/Office of Child Care, TCBC provides training and technical assistance to support Tribal Child Care and Development Fund grantees.

Kathy Atkins - is the Executive Director for Florida Governor's Council on Indian Affairs Inc. and a federally enrolled member of the Haudenosaunee; Iroquois Tuscarora Reservation located in Western New York where she obtained a degree in Business Management. In pursue of a career in Hospitality management, Kathy moved to Orlando Florida, from the Tuscarora Indian Reservation and successfully managed hotel sales offices as Director of Sales for twelve years in Florida. Wanting a more enriched career, Kathy moved to Nashville, Tennessee where she worked with a Native American JTPA program, which lead to today's career choice, working with the Native American population bringing years of experience to programs. Prior to moving to Tallahassee from Nashville, TN in 2018, Kathy was a consultant for Tribal programs throughout the Eastern region and has served on the National Indian and Native American Employment and Training Conference as Secretary, Vice-Chairman and Chairman throughout her years with Employment and Training Programs. Kathy is an alumnus of the Middle Tennessee Leadership Class of 2010 and was featured in the Nashville Women's top 10 leadership magazine, a current member of the Florida National Forests Advisory Committee, a board member of the Florida Juvenile Justice System, board member for the Tuscarora Cultural language Program located in Lewiston, New York, member of the Governor's Interstate Indian Council and a member of various Chamber of Commerce in the states of Georgia and Florida. In her diverse leadership, she developed one of the first virtual Youth Program for Native American Youth in 2019 during the Covid epidemic. The virtual program included STEM projects, and cultural awareness of other tribal programs across the United States through virtual presentations. Kathy is an avid supporter of Native American Education and Employment, and believes that program and business success, is sustained by staying true to leadership, integrity and innovation values, building sustainable organizations that contribute positively to society.

Meryl Barofsky – PhD., is a Senior Program Specialist in the Division of Program Operations in the Office of Child Care. Prior to joining OCC, she previously worked in the Office of Planning, Research, and Evaluation where she led research projects on child care and Tribal early care and education. She earned her doctorate in Human Development, with a focus on early childhood at the University of Maryland, College Park.

William P. Bastian - is the Outreach and Education Coordinator for the U.S. Equal Employment Opportunity Commission (EEOC), Tampa Field Office. He has been employed with the EEOC since September 25, 2023. He is responsible for the timely and reliable technical advice and assistance to internal and external customers on EEOC laws, guidance and procedures, SEP priorities, White House Initiatives, Commission priorities, and district complement plans.

Noelle Bee - brings more than 20 years of early childhood knowledge and experience to the Office of Child Care. She has held many roles in the field beginning as a child care center director, Program and Policy Manager in Florida's Office of Early Learning, and recently a charter school principal and Vice-President of Early Childhood Education for a non-profit organization serving children with special needs. In her previous role she organized the professional development components of Florida's Performance Project, Early Learning and Developmental Standards for children ages birth to five and provided oversight of a multi-million-dollar contract to standardize developmental screening across the State.

Pricilla Belisle – is a member of the Oneida Nation with nearly 15 years of experience in grant writing and grants management assisting Tribal programs in creating community-based projects, writing full grant proposals, and managing grants and programs. She has a BA in Political Science, Social Change & Development, a Master in Teaching and Learning, and a Doctorate in Education with a focus on Global Indigenous Education, Language, and Culture. She joins OIED as a Program Analyst managing the Living Language Grant Program.

2024 NINAETC PRESENTERS

Lanisha Bell - is the Project Director for the Department of Justice, Office for Victims of Crime Tribal Financial Management Center (OVC TFCM). With almost two decades of experience leading projects in the criminal justice and victim services field, Ms. Bell is dedicated to promoting opportunity and building capacity in Indian Country. She also provides training and technical assistance on behalf of the Consumer Financial Protection Bureau (CFPB), training workforce programs on using *Focus on Native Communities and the Your Money, Your Goals toolkit*. Ms. Bell is an enrolled member of the Mississippi Band of Choctaw Indians and previously served as her Tribe's Grants Management and Compliance Officer and as the National Coordinator/Program Manager for the Office of Justice Services at the Bureau of Indian Affairs.

Patti Beltram - is an Education Program Specialist in the Office of Career, Technical, and Adult Education at the United States Department of Education. Dr. Beltram is evidence that Career and Technical Education (CTE) works! She took CTE programs in high school and post-secondary, held multiple state officer positions and served as a national officer in FBLA-PBL Professional Division. Dr. Beltram was the CTE Director of Peoria Unified School District, in Peoria, Arizona for over 10 years, earning multiple national awards for CTE programs of study. Dr. Beltram taught CTE at the high school level and teaches at the post-secondary level, earning two National Teacher of the Year awards.

Verna Best - Effective June 21, 2022, Verna P. Best joined the Office of Community Services (OCS) as the new Division of Community Assistance (DCA) Program Operations Branch Chief providing leadership in support of the planning, implementation, operation, and management of the Community Services Block Grant (CSBG). Prior to federal service, Ms. Best was the Program Manager for the Wake County Human Services Social and Economic Vitality Initiative in Raleigh, North Carolina. In this position, she led a collaborative, multi-tiered initiative to eliminate intergenerational poverty in southeast Raleigh and eastern Wake County. Her work included implementing strategies to help individuals achieve economic self-sufficiency and strengthen community level assets. She was instrumental in building community support for grassroots nonprofit organizations and entrepreneurs/small businesses. In addition, Ms. Best was selected to serve on the Wake County Manager's Diversity, Equity, and Inclusion committee to assist with dismantling systemic racism within the organization.

Spike Bighorn - is an enrolled member of the Assiniboine/Sioux Tribes of the Fort Peck Reservation (Montana). He has over 35 years of serving tribal communities on both a tribal and federal level and has been with the Bureau of Indian Education and Bureau of Indian Affairs for a total of 15 years. Mr. Bighorn currently serves as the Program Manager of BIE's Office of Sovereignty in Indian Education (SIE).

John Bighorse Jr. - is proud member of the Osage Nation. I have been employed with the Osage Nation for 5 years now. I first started working for the Osage Nation in the Fitness Center as a personal trainer. I was later offered the job as the Youth Coordinator. I have attended the University of Oklahoma State and Bacone College. I am still perusing my degree in Business Management and Native American Studies.

Joey Bishop - is a Senior Program Specialist with the U.S. Department of Health and Human Services, Administration for Children and Families, Office of Child Care (OCC). He has 28 years of experience working in early learning at the tribal, federal, and state level. In his work, Culture and language is his first consideration when discussing quality initiatives. He enjoys challenging out of the box thinking and helping with the thought of there being no single "right" but instead "right for your Program, families, and children". This encourages using the maximum flexibility of the Child Care Program. Joey attributes his knowledge and understanding of Tribal challenges and issues to the working relationships and friendships from the Pueblos and Tribes of New Mexico. Additionally, he received his Bachelor of Science degree from Southeastern Oklahoma State University in Durant.

Nanette Bishop - has 30 years of experience in the field of child welfare. She has worked as a Program Specialist for the Administration for Children and Families (ACF), Children's Bureau (CB) since 2005. Before joining ACF, Nanette worked for 12 years for the Oklahoma Department of Human Services in child welfare in a variety of positions including Child Welfare Specialist, Supervisor, and Program Field Representative. Nanette is a descendent of the Mississippi Band of Choctaw Indians and the Choctaw Nation of Oklahoma. She holds both a B.A. in Psychology and a M.B.S. in Counseling Psychology. She is also a Certified Sexual Abuse Specialist and a Licensed Professional Counselor.

Erica Burrin - provides leadership in support of the Low Income Home Energy Assistance Program (LIHEAP), as a Senior Advisor. Previously, Ms. Burrin was the Program Manager for the Department of Energy (DOE) Weatherization Assistance Program (WAP). She was with DOE since 2009. Ms. Burrin also has over a decade of experience administering WAP and other anti-poverty programs at the local and state level. Prior to working for DOE, she was the Assistant Manager of Community Action Programs at the Indiana Housing and Community Development Authority. As the Assistant Manager, Ms. Burrin was the state director of the Community Services Block Grant (CSBG), WAP, and LIHEAP. Her duties included designing, managing, and implementing programs for low-income households in the areas of economic development, energy efficiency, and energy security for the State of Indiana.

2024 NINAETC PRESENTERS

Royal Travis Bryant - is the Chief Executive Officer with the Lumbee Regional Development Association (LRDA) in Pembroke, North Carolina. LRDA is a local non-profit that was founded in 1968 to provide service and resources to the Lumbee American Indian Community. As Chief Executive Officer at LRDA, he provides leadership and oversight for LRDA's \$1.6 million federal grant funded Work Force Innovation and Opportunity Act (WIOA) program. LRDA's WIOA program helps strengthen and improve our workforce, including youth and those with significant barriers to employment, by preparing participants for high-quality jobs and careers. Royal Travis Bryant helps employers hire and retain workers who are now career ready and have developed the appropriate skills under this program for employment. Also, as Chief Executive Officer at LRDA, he works with community partners to led, plan and host Lumbee Homecoming which is the largest American Indian event in the south-east United States. Travis works with community partners, corporate and private donors on fundraising each year so that we can provide a full week of activities for our community. Travis is a member of the Lumbee Tribe of North Carolina; he serves on the local board for the North Carolina State Employees Credit Union and serves as a Deacon and Trustee at Mt. Airy Baptist Church.

Tammy R. Charles - is an Office of Child Care Program Specialist from Region VI. Her career in the CCDF realm began in 1989. Tammy shares expertise from her lived work experience with a Tribal Lead Agency, the Office of Child Care, and as a National Technical Assistance Provider. Ms. Charles holds a bachelors from Oklahoma State University and masters degrees from Northeastern State University and Pittsburg State University. Her hobbies include cooking, gardening, travel, and spending time with family and friends.

Amy Claridge - was born and raised in rural Northern California. I have 2 wonderful children, son Aiden and daughter Addison who are both still in school. I began my VA career at the Montana VA Health Care System in December 2017 as Executive Office Administrative Support. In 2018 I quickly applied for and accepted a TCF Trainee/Intern position with Voluntary Service in Montana. Upon completing my intern time, I accepted the position as the Chief, Voluntary Service/Center for Development and Civic Engagement and went on to serve as the MTVAHCS Controlled Substance Coordinator. In September of 2023 I was privileged to join the VA Rocky Mountain Network (VISN19) team as one of their Minority Veteran Outreach Program Coordinators. It has been my honor and privilege to work with our Nations Veterans, Veteran Service Organizations, staff, and volunteers at the local, state, and national levels. Prior to working for the VA, I started my federal service career in the fall of 2000 working for the Department of Defense in various roles and locations to include Fort Lee, VA; Fort Carson, CO; and Fort Drum, NY. During my spare time I love spending time with my kids. That includes supporting them in sports and their many extracurricular activities to include 4-H, Girl and Boy Scouts, and AQHA Horse Shows. They keep me busy!! I wouldn't have it any other way as they are growing up way too fast.

Terrance Clark - is a contractor with Tribal Tech LLC. Terry works out of Tallahassee Florida and has been working with Native programs since December 1994. For 26 years Terry worked with the Florida Governor's Council on Indian Affairs Inc. He started off as Training Coordinator (Case Manager) helping participants reach their educational and employment goals. In his current role as Grants Performance Management System (GPMS) Tech Support, Terry provides technical support and training for all adult and youth grantees with GPMS software.

Nathaniel Coley - serves as the Division Chief of the Division of Indian and Native American Programs (DINAP) at the Department of Labor's National Office. For the twenty years prior to joining DOL-DINAP, he served in diverse leadership roles at the U.S. Department of Transportation. Prior to joining the DOT, Nat served 15 years with the Maryland Department of Transportation as the Assistant Chief Information Officer and as a senior Structural Engineer leading teams of Engineers. Nat taught technical workforce development courses at various tribal facilities around the country, approved funding for tribal training programs, and developed economic impact analysis for tribes seeking grant funds. He holds a BS degree in Civil Engineering, MBA in Finance, Master's Degree in Economics, and is a PhD Candidate in Adult Education. He enjoys spending time with his wife and children, watching good movies, baking cakes, and serving in his Church.

Brian Collins - as a Walt Disney Imagineer, Brian helped create the stories and magic for some of the world's most beloved attractions. Over the past 30 years, he has produced work for a who's-who list of corporations, as well as small entrepreneurial ventures. Now, as a sought-after Innovation Consultant through his practice known as The Brainstorm Institute, he works with both large and small companies to help them gain a competitive advantage in the marketplace. Currently, he is an adjunct professor at the University of Central Florida's Rosen College where he teaches a variety of courses related to themed entertainment, immersive design, event production, and advanced technologies. He also is an advisory board member for several innovative start-ups. Brian is an accomplished speaker, often interviewed on podcasts and asked to deliver keynote addresses, lectures and workshops or other corporate presentations. He earned his master's degree in marketing from Webster University where he was a Distinguished Graduate and his Bachelor's degree from Texas Tech University. On a personal note, Brian is active in his synagogue, claims to be a heck of a good cook, and loves Belgian chocolate...but then again, who doesn't?

Christian Crowley - began his career at the Department of the Interior in 2005, after working as a contractor in the Department of Energy. He has worked on projects in the areas of recreation, wildland fire, royalties (hard rock minerals, oil and gas, renewable resources), and economic impacts. He helped launch and develop the DOI Economics Community of Practice and organizes recurring workshops for the Community to share current research and leverage training opportunities. Christian also provides economic support for the Restoration Program in NRDAR policy, casework and training capacities. Christian holds a Ph.D. in economics from The George Washington University in Washington, DC.

44th National Indian and Native American Employment and Training Conference

Monday – May 13, 2024

1:00 - 3:00 pm – WIOA Section 166 New Directors..... Salon 5	3:00 - 6:00 pm – Registration Registration Desk A/B
3:15 - 5:00 pm – WIOA Section 166 New Directors (continued) Salon 5	Exhibit/Vendor Set-up

Tuesday – May 14, 2024

7:00 am - 6:00 pm – Registration..... Registration Desk A/B
8:00 am - 5:00 pm – Exhibitors/Vendors Ballroom Foyer A
8:00 am - 8:30 am – Wake up with Mitch Grand Ballroom
8:30 am - 12:00 pm – Plenary Session Grand Ballroom
<ul style="list-style-type: none"> Honor Guard/Posting of the Colors Drum Group Invocation Welcome <ul style="list-style-type: none"> Honorable Talbert Cypress, Chairman, Miccosukee Tribe of Indians of Florida Kathy Atkins, Executive Director, Florida Governor's Council on Indian Affairs, Tuscarora Nation (Co-Chair-166) Margaret Zientek, Workforce and Social Services Director, Citizen Potawatomi Nation, Wabdepkwe (White Head Woman) (Co-Chair -477) Roll Call – Royal Travis Bryant, Chief Executive Officer, Lumbee Regional Development Association (Secretary-166); Bernadette Panteah, Division of Education and Training Director, Pueblo of Zuni (Secretary 477) Remembrance - Lorenda T. Sanchez, Executive Director, California Indian Manpower Consortium, Inc., Northern Paiute (Treasurer-166) Keynote Address <ul style="list-style-type: none"> Kathryn Isom-Clause, Deputy Assistant Secretary - Indian Affairs for Policy and Economic Development, US DOI (Taos Pueblo) Patrice H. Kunes, Commissioner, Administration for Native Americans, US DHHS (Standing Rock Lakota) Federal Agency Updates <ul style="list-style-type: none"> Nathaniel Coley, Division Chief, Division of Indian and Native American Programs, Employment and Training Administration, US DOL Izra Brown, Deputy Regional Administrator, Southeast Region, Food and Nutrition Service, USDA Tribal Workforce Development Opportunities Workforce Grantmaking in Native Nations and Communities <ul style="list-style-type: none"> Ian Record, Ph.D., Policy and Research Consultant

12:00 - 1:30 pm – Lunch (on your own)

1:30 - 3:00 pm – Workshops
<ul style="list-style-type: none"> P.L. 102-477 Tribal Work Group Meeting..... Grand Ballroom Your Money, Your Goals: Tools for Financial Empowerment & Consumer Protection in Workforce Programs..... Salon 3/4 Service Delivery and Designs for Participants Salon 6 CCDF Construction and Major Renovation-Building Blocks of a Successful Facilities Project..... Salon 7 Choosing a Retirement Solution for Your Small Business..... Salon 8 Partnerships in Heavy Highway Construction Training Programs Salon 9 Nez Perce Tribe TERO Youth Apprenticeship Program..... Salon 10 Strengthening Financial Education for Native Communities..... Salon 12 Performance Measures..... Salon 13 Diversifying and Expanding Funding for Workforce Development: The Role of Philanthropy Salon 14

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..... Grand Ballroom Youth Services and Cultural Activities Salon 5 Resource Sharing Salon 6 Child Care and Development Fund Quality Improvement Initiatives..... Salon 7 Indigenizing Workforce Solutions..... Salon 8 The Land Before Time..... Salon 9 Help Justice-Involved People Get Jobs Salon 10 Supplemental Nutritional Assistance Program Employment and Training 101 Salon 11 Building Clean Energy: NABTU Recruits "The Infrastructure Generation". Salon 12 GPMS for Beginners (Bring Your Laptop)..... Salon 13 Advancing Indian Country's Policy Priorities for WIOA Section 166: The WIOA Reauthorization Game Plan Salon 14

5:00 - 6:00 pm – **Traditional Talking Circle** Salon 8

6:00 pm – **Welcome Reception** Ballroom Foyer

Wednesday – May 15, 2024

7:00 am - 6:00 pm – Registration..... Registration Desk A/B
8:00 am - 5:00 pm – Exhibitors/Vendors
8:00 am - 8:30 am – Wake up with Mitch Grand Ballroom
8:30 am - 10:00 am – Plenary Session Grand Ballroom
<ul style="list-style-type: none"> Invocation Speakers <ul style="list-style-type: none"> Genevieve Giaccardo, Deputy Bureau Director, Office of Indian Services, Bureau of Indian Affairs, USDO Julie Su, Acting Secretary of Labor, US DOL Melissa Wells, Special Assistant to the President, North America's Building Trades Union 2024-2025 NINAETC Officer Nominations <ul style="list-style-type: none"> 166 Officers: Co-Chair, Vice-Chair, Secretary, Treasurer 477 Officers: Co-Chair, Vice-Chair, Secretary, Treasurer Presentation Announcements

10:00 - 10:30 am – Break

10:30 am - 12:00 pm – Workshops
<ul style="list-style-type: none"> What's Your Color at Work? Grand Ballroom Public Law 102-477: OMB 1076-0135 Annual Reports Financial..... Salon 3/4 Program Year Allocations and Grant Award Salon 5 Introducing Job Corps 2.0 to Indian Country Salon 6 Child Care and Development Fund Categorical Eligibility and Prioritization Subsidy Salon 7 Indigenizing Workforce Solutions Salon 8 Johnson O'Malley (JOM) Program Updates..... Salon 9 "Are you in need of more funding for your child welfare program?" Salon 10 Empowering Our Youth! Salon 11 Tribal Veteran Representative to Veterans and Their Families <ul style="list-style-type: none"> VA Benefits..... Salon 12 Youth GPMS (Bring Your Laptop)..... Salon 13 Shoshone-Bannock Tribal Summer Youth Opportunities Program: Partnering with Grand Teton National Park Service..... Salon 14

12:00 - 1:30 pm – Lunch (on your own)

1:30 pm – 3:00 pm – Workshops
<ul style="list-style-type: none"> Accountability and Leadership - Leading by Example Grand Ballroom Public Law 102-477: OMB 1076-0135 Annual Reports Statistical Salon 3/4 Budget Tracking..... Salon 5 Employee Rights - EEO Salon 6 Overview of Child Care and Development Fund TA Available to 102-477 ... Salon 7 Your Money, Your Goals: Tools for Financial Empowerment & Consumer Protection in Workforce Programs..... Salon 8 Supporting Native Language Preservation in 477 Integration..... Salon 9 Compliance Assistance on Mental Health Parity for Employers Salon 10 Incorporating Living Language Grant in 477..... Salon 11 Employment and Training and Tribal Redesign..... Salon 12 GPMS for Beginners (Bring Your Laptop)..... Salon 13 Fostering Collaborative Relationships to Enhance WIOA Participant Success in American Indian Communities..... Salon 14

3:00 - 3:30 pm – Break

3:30 - 5:00 pm – Workshops
<ul style="list-style-type: none"> Habits for Happiness - Shifting Habits for Inner Wellness..... Grand Ballroom Public Law 102-477: OMB 1076-0135 Annual Reports Narrative..... Salon 3/4 Yes WIOA Can! Unleash Flexibilities to DO More with your Funds Salon 5 Tribal Transit Success Stories - Running a Tribal Transit Program Salon 6 Child Care and Development Fund Training Health and Safety Inspectors..... Salon 7 Building Pathways to Green Jobs through Federal Funding..... Salon 8 Bridging the Gap - LIHEAP Integration into 477 Program Implementation..... Salon 9 Mental Health Parity for Workers Salon 10 P.L. 102-477 Competitive Discretionary Grant Integration - SPIPA Salon 11 Building Clean Energy: NABTU Recruits "The Infrastructure Generation". Salon 12 GPMS Intermediate (Bring Your Laptop)..... Salon 13 Building Tribal Workforce Capacity with Philanthropy Salon 14

5:00 - 6:00 pm – **Regional Meetings**

<ul style="list-style-type: none"> Region 1, 2 & 3 Salon 3/4 Region 4..... Salon 5 Region 5..... Salon 6 Region 6..... Salon 7
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44th National Indian and Native American Employment and Training Conference

Thursday – May 16, 2024	
8:00 am - 5:00 pm – Information..... Registration Desk A/B	
8:00 am - 5:00 pm – Exhibitors/Vendors Ballroom Foyer A	
8:00 am - 8:30 am – Wake up with MitchGrand Ballroom	
8:30 am - 10:00 am – Plenary SessionGrand Ballroom	
<ul style="list-style-type: none">• Invocation• Speaker<ul style="list-style-type: none">- José Javier Rodríguez, Assistant Secretary, Employment and Training Administration, US DOL• Advisory Council Update<ul style="list-style-type: none">- Darrell Waldron, Executive Director, Rhode Island Indian Council, Inc., Chief, Seaconke Wampanoag Tribe (Vice-Chair 166)- Nathaniel Coley, Division Chief, Division of Indian and Native American Programs, US DOL• 2024-2025 Office Candidate Speeches• 2025 Site Presentations - Newport, Rhode Island; Phoenix, Arizona• 2026 Site Presentations• Announcements	
10:00 - 12:00 pm – Voting	
10:00 - 10:30 am – Break	
10:30 am - 12:00 pm – Workshops <ul style="list-style-type: none">• Mental, Emotional, and Spiritual Makeover for a Healthier You..... Grand Ballroom• 477 Program Reviews and Monitoring Salon 3/4• Partnerships to Promote Economic Mobility and Strengthening the Economy with CTE Programs.....Salon 6• CCDF Sliding Fee Scales - Stable Access to Child CareSalon 7• Employer Partnerships that Work - The DirectEmployer's Association (DE) Difference.....Salon 8• Coordinating Inclusive Recreation on US Federal Lands via FICOR.....Salon 9• What You Should Know About Your Retirement Plan.....Salon 10• What's Your Color at Work?Salon 11• Tribal Veteran Representative to Veterans and Their Families<ul style="list-style-type: none">- VA Benefits.....Salon 12• How to Influence Crucial Conversations in Your Organization.....Salon 13• Expanding Partnerships and Diverse Funding SourcesSalon 14	
12:00 - 1:30 pm – Lunch (on your own)	
1:00- 5:00 pm – WIOA Native American Employment and Training (Advisory) Council Meeting Salon 13	1:30 pm - 3:00 pm – Workshops <ul style="list-style-type: none">• Creating a Positive Healthy Support System for SuccessGrand Ballroom• 477 New Director - Project Management.....Salon 3/4• Transferring Your WIOA Grant to 477Salon 5• Strengthening Financial Education for Native CommunitiesSalon 6• Child Care and Development Fund Payment Rates - Equal Access.....Salon 7• Using Native Professional Networks to Expand Opportunities for Your ProgramSalon 8• How to Start a Tribal TANF ProgramSalon 9• Remember the Children...The Multi Generational Impacts from US Boarding Skills.....Salon 10• Coordinating Inclusive Recreation on US Federal Lands via FICOR...Salon 11• Expanding Partnerships and Diverse Funding SourcesSalon 12• Help Justice-Involved People Get JobsSalon 14
	3:00 - 3:30 pm – Break
	3:30 - 5:00 pm – Workshops <ul style="list-style-type: none">• Program Challenges.....Salon 5• Vision and Purpose - The Warrior's ImageSalon 6• Overview of the Child Care and Development Fund for Existing and New Grantees.....Salon 7• Using Traditional Teachings of the Good Mind for Increasing Positive Outcomes in Work and in Life.....Salon 8• Tribal Transit Success Stories - Running a Tribal Transit ProgramSalon 9• Improving Communications in the WorkplaceSalon 10• Collaborative Efforts and Services for Indigenous Individuals with Disabilities.....Salon 11• Employer Partnerships that Work - The DirectEmployers Association (DE) Difference.....Salon 12• Nez Perce Tribe TERO Youth Apprenticeship Program.....Salon 14
6:00 pm – Awards BanquetGrand Ballroom	

Friday – May 17, 2024	
8:00 am - 5:00 pm – Information..... Registration Desk A/B	
8:00 am - 11:00 am – Exhibitors/Vendors Ballroom Foyer A	
8:00 am - 8:30 pm – Wake up with MitchGrand Ballroom	
8:30 am - 10:00 am – Plenary SessionGrand Ballroom	
9:00 am - 5:00 pm – WIOA Native American Employment and Training (Advisory) Council Meeting Salon 13	<ul style="list-style-type: none">• Invocation• 2023-2024 Officer Election Results• 2025 Site Selection Result• 2026 Site Selection Result• Resolutions• Years of Service Recognition<ul style="list-style-type: none">- 20, 25, 30, 35, 40, 45 Years• Retire Colors• Announcements
	10:00 - 10:30 am – Break
	10:30 am - 12:00 pm – Workshops <ul style="list-style-type: none">• Mental, Emotional, and Spiritual Makeover for a Healthier You..... Grand Ballroom• Warrior Image - Limiting Beliefs Part 1.....Salon 6• CCDF Construction and Major Renovation-Building Blocks of a Successful Facilities Project.....Salon 7• ETA 9130 Financial ReportSalon 8• Creating a Dynamic Customer Service MindsetSalon 10• A Facilitated Discussion of Working Across Generations.....Salon 11• The Business of Business Story Telling.....Salon 12• Collaborative Efforts and Services for Indigenous Individuals with DisabilitiesSalon 14
	12:00 - 1:30 pm – Lunch (on your own)
1:00- 5:00 pm – WIOA Native American Employment and Training (Advisory) Council Meeting Salon 13	1:30 pm - 3:00 pm – Workshops <ul style="list-style-type: none">• Creating a Positive Healthy Support System for SuccessGrand Ballroom• Warrior Image - Limiting Beliefs Part 2.....Salon 6• OMB 1076-0135 Annual - Federal Partner and Tribal MeetingSalon 7• Financial Management for the Non-AccountantSalon 8• Remember the Children...The Multi Generational Impacts from US Boarding Skills.....Salon 9• Improving Communications in the WorkplaceSalon 10• Using Native Professional Networks to Expand Opportunities for Your ProgramSalon 11• The Business of Business Story Telling.....Salon 12
	3:00 - 3:30 pm – Break
	3:30 - 5:00 pm – Workshops <ul style="list-style-type: none">• Attracting Positive Energy - The Warrior Image.....Salon 6• Native Financial Education and Asset-Building Resources.....Salon 7• Allowable Program Costs.....Salon 8• Creating a Dynamic Customer Service MindsetSalon 10• Using Traditional Teachings of the Good Mind for Increasing Positive Outcomes in Work and in Life.....Salon 11• The Land Before Time.....Salon 12

2024 NINAETC PRESENTERS

Marisa Cummings – (Umonhon/Omaha Tribe) currently serves as a senior policy advisor and MMIP subject matter expert for the Administration of Children and Families/Administration for Native Americans. Cummings holds a BA in American Studies from the University of Iowa and a MA in Tribal Administration and Governance from the University of Minnesota Duluth.

Peter Cummings – is the founder of Pete's Coaching and Consulting, is a dynamic and inspirational presenter, deeply rooted in his heritage as an enrolled member of the Oglala Sioux Tribe. With a life journey that spans from the challenges of growing up on America's poorest reservation to becoming a certified professional with The Proctor Gallagher Institute and The John C. Maxwell Team, Peter embodies resilience and empowerment. His passion lies in uplifting the Native American community, dedicating his career to teaching valuable personal and professional development skills. Through his unique training programs, Peter guides his fellow Native Americans in harnessing their imagination, transforming limiting beliefs, and realizing their true potential. His approach is not just informative but transformational, inspiring his audience to embrace a more positive and successful mindset, aligned with their cultural values and personal aspirations.

Chrisy Currier – is a Program Manager in the Federal Highway Administration (FHWA) Office of Infrastructure, Construction Team. She serves as co-chair of the FHWA Every Day Counts-7 Strategic Workforce Development Implementation Team. Chrisy provides guidance and technical support to states and FHWA Divisions on how to identify, train, place and retain individuals into the highway workforce. Chrisy was the Right of Way Program Manager for the FHWA Texas Division and a research specialist for the Texas Department of Transportation.

Deborah Daniels – is a Sr. Child Care Program Specialist for the Region VI Office of Child Care. Deborah earned her Bachelor of Arts in Business Administration from Ohio Dominican University, a Master's in Educational Leadership and Policy and a Master's in Public Administration from University of Texas at Arlington. She entered the federal government in 2011 as a contractor for the OHS Region VI and spent time with the TA specialist for the OHS Region III. She started as federal staff as a Lead for Early Head Start/Child Care Partnership in 2014. She has a strong passion and believes education, delivered equitably, is one of the top factors in addressing equal opportunities for all and leveling the playing field.

Ida Doyle – is an enrolled member of The Osage Nation and current Workforce Development (DWD) Specialist/Awarding Official Technical Representative (AOTR) in the Department of the Interior, Bureau of Indian Affairs, Office of Indian Services, Division of Workforce Development (DOI/BIA/OIS/DWD). DWD has the responsibility of seventy-six (76) PL 102-477 Plans which represents two hundred ninety-six (296) Federally Recognized Tribes. There are currently 473 programs integrated into the 477 Plans from five of the twelve participating Federal departments. Previously, she served as Director of the Osage Nation Education Department and, prior to that, worked with the Oklahoma Department of Corrections. She received her Master of Human Relations (MHR) with emphasis in Leadership from the University of Oklahoma in 2002.

Joshua Drywater – is a Training and Technical Assistance Associate at the Virginia Commonwealth University's Rehabilitation Research and Training Center. Joshua works within the center on activities geared towards Indigenous inclusivity and Native Initiatives. Previously, Joshua served as the Program Manager for Native Initiatives at the University of Arizona's Sonoran Center for Excellence in Disabilities, where he and his staff took pride in providing assistance to individuals overcoming difficult barriers to employment. Joshua attained an M.B.A. with an emphasis on Native American Leadership from Southeastern Oklahoma State University and is a graduate of the University of Oklahoma Economic Development Institute (OUEDI). Additionally, Joshua is an Army combat veteran, who was assigned as a Platoon Leader and Executive Officer during his stint in Baghdad, Iraq.

Carl Duncan – is an enrolled member of the Ute Indian Tribe and a descendant of the Tohono O'odham Nation. He grew up in southern Arizona, received an undergraduate degree from Arizona State University (ASU) in Secondary Education Mathematics and a graduate degree from the University of Arizona, in Education Leadership. He started his career as a high school math teacher in both the private and public-school sectors. Since 2020, Carl has been working as a Workforce Development Specialist with the Employment and Training Administration's Division of Indian and Native American Programs.

2024 NINAETC PRESENTERS

Nicholas Eng - began his career with the U.S. Department of Labor as a Student Benefits Advisor in the Miami District Office of the U.S. Department of Labor, Employee Benefit Security Administration (EBSA) in 2009. During his tenure as a Student Benefits Advisor, Mr. Eng was pursuing a Master of Science in Human Resource Management at Nova Southeastern University. After completing the Master program, Mr. Eng was offered a permanent position as a Benefits Advisor. As a Student and Benefits Advisor, Mr. Eng provides assistance and guidance to employers, employees and the general public on the Employee Retirement Income Security Act (ERISA) and related laws and regulations concerning welfare and retirement plans.

Jacky England – is a Cherokee Nation citizen and current Program Manager in the Career Services Department for the Cherokee Nation of Oklahoma. He has been with the Cherokee Nation Career Services Department for five years. Prior to coming to the Nation, Jacky worked as a teacher/ coach for 25 years in Oklahoma, Texas and Arkansas. He has presented many educational workshops at the local, state and national levels. Mr.England's presentations focus on positive interactions, positive mindsets and striving to create a positive work environment that promotes and develops excellent customer service.

Mitch Factor – has worked in Tribal Head Start as a lead teacher for over 30 years. Mitch has worked with tribes in Alaska, Canada and across Indian Country. Presentations consist of Wellness, Team Building, Positive Work Atmosphere, Less Stress, Family Wellness, Healthy Habits and Early Childhood Wellness. Mitch enjoys presenting with humor and laughter.

Lisa Fergus – is a Sr. Tribal Child Care Program Specialist with the Office of Child Care (OCC). She previously served as a program specialist in the Dallas Region VI for over 20 years and provided leadership and guidance to support early childhood initiatives across ACF. She has over 30 years of experience working in the fields of early childhood and human services. Prior to her federal career, she worked as a social worker, domestic violence advocate, and manager of Tribal child protection and family violence prevention programs. She is a member of the Chickasaw Nation of Oklahoma.

Christy Finsel - (Osage) has conducted Native asset-building research & administered various asset-building programs since 2003. From 2011 to present, she has directed the Oklahoma Native Assets Coalition, Inc. (ONAC). Started in 2001, ONAC is an intermediary grant funder; a direct service provider of various asset-building programs; & the coordinator of the national Native Bank On ONAC initiative & the Native EITCNITA Network. ONAC also conducts national Native asset-building research. Dr. Finsel holds a Ph.D. in Theology and Religious Studies from the Catholic University of America & a MSW from Washington University in St. Louis.

Tera Frank - is an enrolled member of the Navajo Nation tribe in Arizona where she was born and raised. Tera is the Albuquerque Field Office Manager at the National Indian Youth Council, Inc. Employment & Training program and serves as the secretary of the New Mexico Native American Workforce Partners (NMNAWP) group. She assists with supervising the Workforce Innovation & Opportunity Act (WIOA) program at the Albuquerque office and helps provide direct services to program participants. She has been employed with NIYC for nearly eleven years, nine years as a Job Developer, and nearly two years as a Field Office Manager. Tera's passion is supporting her Native American people/ communities and seeing her people flourish successfully through education and careers. Tera earned a Bachelor of Science degree in Family and Child Studies and a minor in Psychology in May 2022 from the University of New Mexico.

Angie Gilliam – is the Director of the Transportation Services Department for the Chickasaw Nation and has served in this capacity for 16 years. She is an enrolled member of the Chickasaw Nation. She began employment with the Chickasaw Nation in 1999 and has worked diligently to better the lives of First Americans thru the employment and training and transportation professions. She has served as a board member and in other capacities for the Oklahoma Transit Association, the Community Transportation Association of America, Oklahoma Tribal Transportation Council and the Southwest Transit Association. She enjoys playing golf, spending time with her family, especially with her 3 beautiful Grandsons Jett, Sheppard and Callaway.

Gloria Guzman – is responsible for the education outreach of Florida's 13 southern counties. She develops and delivers professional development programs to increase educators' economic and financial literacy knowledge. Gloria develops curriculums, lessons and activities for educators to use in their classroom. She presents at National, state and local educator's conferences. Gloria is an active member in Miami-Dade County AOF advisory Board and chairs the Student and Staff Development Committee. Gloria holds a BS in Finance and management for Florida International University and an MBA with a focus on International Finance and a graduate Certificate in Financial Analysis from Keller Graduate School of Management.

Duane Hall - is a Unit Chief for the U.S. Department of Labor, Division of Indian and Native American Programs (DINAP) for nearly three decades. 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 in several capacities including IHS clinic coordinator, JTPA Job Developer and Grants Administrator. Duane has also worked as a GED instructor for the Dallas Independent School District in Dallas, Texas and the Montgomery County School District in Bethesda, MD. Duane is a member of the Crow Creek Sioux Tribe and is a graduate of the University of South Dakota, School of Business.

2024 NINAETC PRESENTERS

Katreena Hayes-Wood – For nearly three decades career development professional and certified behavioral specialists, Katreena Hayes-Wood has provided engaging workshops encouraging and inspiring people to walk their journey with authenticity, purpose, and intention. Her goal for workshop attendees is for each person to take away something that positively impacts their professional and personal path. Katreena has been a successful business owner since 1997 and is a founding member of the Native American Women's Conference. She has earned numerous awards for her contributions to Career and Technical Education, community service, business leadership, and most recently the Phoenix Indian Center's Excellence in Leadership Friend of the Community award.

Amy Hill - is an enrolled citizen of the Muscogee (Creek) Nation of Oklahoma. She is of Muscogee (Creek), Cherokee, and Yuchi descent. She holds a Bachelor's degree in Business with a minor in Management and has been with the Muscogee (Creek) Nation Tribal Transportation Program since 2014 and currently serves as the Manager of Transit Services. Since joining the staff of the Muscogee (Creek) Nation Transit Authority her primary focus has been on administration of the Transit Program, Grant Management and Reporting, Transit Safety and Compliance, and administration of the Drug and Alcohol Testing Program. Amy is dedicated to honoring the Muscogee (Creek) Nation Transit Authority's mission to provide the tribal members and the general public with transit services in order to access jobs, recreational activities, shopping, tribal services and veterans' services within the eleven counties of the Muscogee (Creek) Nation jurisdictional boundaries. Amy currently serves as the Secretary for the Oklahoma Transit Association Board of Directors, is a member of the Southern Plains TTAP Steering Committee, as a Tribal Transit Toolkit Page Steering Committee member for National RTAP and is Secretary of the Oklahoma Tribal Transportation Council.

Kathy Hopen -Serves as the Tribal Subject Matter Expert for Construction and Major Renovation with the Tribal Child Care Capacity Building Center (TCBC). Mrs. Hopen has extensive knowledge of Tribal Child Care systems and brings over 20 years of experience in the Tribal early childhood field, most recently as a Tribal CCDF Administrator. As a contractor for the U.S. Department of Health and Human Services/ Administration for Children and Families/Office of Child Care. TCBC provides training and technical assistance to support Tribal CCDF grantees.

Antoinette Horn - joined Cook Inlet Tribal Council (CITC) in 2018. She currently is the Eligibility Manager of Employment and Training Services and assists in the oversight of the department's Eligibility Services which include Cash Assistance, Childcare, Heating Assistance and General Assistance programs. Antoinette has been a certified Crucial Conversations trainer since 2022.

Rebekah HorseChief – (Osage Nation) is an Economic Development Specialist. Her background includes policy development and economic development initiatives; expertise working with tribal courts and tribal justice systems; tribal sovereignty initiatives; working with tribes and tribal organizations on highly significant tribal issues including education; tribal historic preservation, P.L. 102-477 Employment and Training Administration, and grants management.

Jessica James – is an enrolled member of the Shoshone-Bannock Tribes of Fort Hall, Idaho. She currently is the Tribal Education Program Manager for the Shoshone- Bannock Tribes and oversees: GED, Short Term Training, Apprenticeships, Higher Education, Graduate Students and the Tribal Library. She works in collaboration with K- 12 tribal education. Mrs. James has a Master's degree in Indigenous nations Studies with emphases in Cultural Preservation Management and Indigenous Museum Studies from the University of Kansas in Lawrence Kansas. She received a Bachelor's Degree in American Indian Studies from Haskell Indian Nations University. Currently, she serves on the Haskell Board of Regents, Idaho Indian Education Committee, and Idaho State University Tribal Advisory Board. She mentors and advises both adults and youth on multiple levels of education and workforce development.

Kerry Jevsevar – Since 2009, the Director for the Native American Employment and Training (WIOA/section 166) Program at the Council of Three Rivers American Indian Center in Pittsburgh, PA. From 1987, he worked in the agency's Finance Office, serving as Senior Finance Officer from 1997 to 2009. He has an Associate Degree in Accounting from the Community College of Allegheny County, a Bachelor Degree in Labor Studies from Pennsylvania State University and a Master of Business Administration from Robert Morris University.

Wyman Kirk - ᏔᏍᏗᏴᏍᏗ (Aduhini, 'He's wading in water') in Cherokee, is the Administrator for the Cherokee Immersion Charter School operated by the Cherokee Nation. While his stated duties include the development, implementation, supervision, and evaluation of educational and student services, his real work covers a broad range of activities with the primary goal of developing young children at the school into culturally strong Cherokee youth. This work reflects a passion that is both personal and professional.

Misty Klann - is the Consultation Planner in the Office of Tribal Transportation at FHWA. She works with transportation planners in the FHWA Federal Aid and Federal Land Division Offices (FHWA Divisions) to implement the newly updated 5301.1a USDOT Tribal Consultation Policy and Plan (per EO 13175) in the areas of transportation planning and environment. Misty is an enrolled citizen of the Navajo Nation and grew up near the Four-Corners area. She currently resides and works remotely from Mesa, AZ.

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Stan Koutstaal - 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 Ph.D. in Marriage and Family Therapy from Texas Tech University. Stan enjoys taking walks in the trees and mountains, learning how to play piano, and improving his cooking skills.

Patrice H. Kunesh - (Descendant Standing Rock Sioux Tribe) serves as the Commissioner for the Administration of Native Americans and the Deputy Assistant Secretary for Native American Affairs for the Administration of Children and Families under the U.S. Department of Health and Human Services. Kunesh holds a J.D. from the University of Colorado School of Law and an M.P.A. from the Harvard Kennedy School of Government.

Monika Lacka - is the Tribal Affairs Specialist in SWRO. Monika works out of the Regional Administrator Office in SWRO and serves as the Region's subject matter expert on tribal affairs as it relates to the effective implementation and operation of FNS programs for the Tribes located in the Southwest region. She works with a variety of partners across the region and nation to ensure FNS program awareness and that FNS programs meet the needs of tribal communities. She works in partnership with each division and branch in the Region to evaluate and ensure that our programs run smoothly. She works alongside program experts to make connections, strengthen partnerships, and address overarching issues. Monika is not a tribal member; however, is very passionate about this work, and has been in this position since March 2020. Monika came to FNS from EPA in the Midwest Region, where she worked on tribal air quality projects for over ten years.

Laatis Lawrence - is the TERO Client Advocate and TYAP Sponsor for the Nez Perce Tribal Nation. She helps all the clients gain access to the youth apprenticeship program in their trade of choice and as the TYAP Sponsor and is in charge of their first year of training. She also brings other training opportunities, the Nez Perce Reservation for the TERO clients who want to learn new skills. She has been in this job for four years now and the goal to open a new TERO/TYAP Training Center.

William Martin—was born in Petersburg, AK, and raised in Kake, Alaska. He is the father of two amazing young ladies. Mr. Martin has over 22 years of Public Assistance experience, and is currently the Director of the 477 Division, at Central Council Tlingit and Haida Indian Tribes of Alaska (Tlingit & Haida). He is responsible for the overall operation and management of 477 services, including planning, budgeting, staffing, and operations; he is also responsible for the creation and/or revision of 477 policies and procedures. Some of Tlingit & Haida's 477 services include, cash assistance, childcare assistance, employment and training services, case management, and supported employment opportunities. Tlingit and Haida's 477 Services extends to all communities in Southeast Alaska, excluding Metlakatla. Mr. Martin has served on the executive committee of the National 477 Tribal Workgroup, as Member-at-Large, representing Alaska, since 2019, and is Co-Chair of the Alaska Native Coalition on Employment and Training (ANCET). Mr. Martin has a Bachelor of Science Degree in Biblical Studies, from East Coast Bible College, Charlotte, NC; and is a Certified Teacher through the Evangelical Training Association.

Ken LeMieux - (aka Hoti' hu), Bear-clan, is an enrolled member of the Ho-Chunk Nation and current Workforce Development (DWD) Specialist/Awarding Official Technical Representative (AOTR)/Trainer in the Department of the Interior, Bureau of Indian Affairs, Office of Indian Services, Division of Workforce Development (DOI/BIA/OIS/DWD). DWD has the responsibility of seventy-six (76) PL 102-477 Plans which represents two hundred ninety-six (296) Federally Recognized Tribes. There are currently 473 programs integrated into the 477 Plans from five of the twelve participating Federal departments. Mr. LeMieux served in the U.S. Army in Air Defense, 24M20, and later worked in many fields of electro-mechanics and machine tool in Corps of Engineers and Veterans Administration. He later served as the Executive Director of the Health Department for the Ho-Chunk Nation and Director of the Ho-Chunk Nation 477 Program. Mr. LeMieux received a Bachelor of Science in Sociology and Political Science from the University of Wisconsin-La Crosse and an Associate in Applied Science in Supervisory Management from Western Wisconsin Technical College.

Melody Lewis - (Mojave/Tewa/Hopi) Founder of Indigenous Community Collaborative and Co-Founded CahokiaPhx (2021-2023). Melody is a member of the Fort Mojave Indian Tribe. Melody is a community advocate and Indigenous entrepreneur who is dedicated to revitalizing Indigenous perspective and amplifying Indigenous voices. Through her organization, Indigenous Community Collaborative (ICC), Melody consults with various organizations to promote workforce development, economic growth, diversity and inclusion, and education. The motivation and driving force behind her business is to provide Indigenous-Inclusive programs and services to Tribal communities and Organizations that impact Indigenous Communities. Her work targets Tribal economies/entities, workforce systems, educational institutions, and nonprofits to create forward-thinking solutions to solve problems that empower the Indigenous Voice. Her passion for this work is accomplished through the development of strong working relationships and creating collaborative solutions for future generations.

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Tim Lookout – Haweh, I am a proud member of the Osage Nation. I have been working for the Osage Nation for 11 years. I was hired in 2013 as the Transportation/ Field Working in our TANF office. From 2016 to 2020 I was the 477 Youth Coordinator for our Summer Youth Program. I am currently the 477 Employment and Training Coordinator.

Kim Lott – in her role as Community and State Outreach Administrator at DirectEmployers Association, Kim works to facilitate partnerships between workforce development & employment-focused community-based organizations and DE's member- employers. To this role, Kim brings workforce development experience as former Veteran Program Manager and Local Veteran Employment Representative with Florida's Department of Commerce and over 20 years assisting underserved job seekers with employment. She holds a BA degree in Sociology.

Candace Lowery – BS, MPA, CDF has 17+ years in Workforce Development Training. She served 2+ years as the Director of American Indian Workforce Programs (WIOA) at the Department of Administration for the Commission of Indian Affairs and has over 5+ years as a Case Manager for WIOA/NCWorks Career Center-Career Advisor and as a Human Resource and Development Instructor at Robeson Community College for over 13 years. In these positions, Ms. Lowry has had the opportunity to work with federally funded classes and grants geared toward training and development for gainful employment. Ms. Lowry is currently the Deputy Director for the North Carolina Commission of Indian Affairs in North Carolina where she is over 40 employees and around a 10-million-dollar budget in programs. These programs consist of Housing/Section 8, Domestic Violence/Sexual Assault/Human Trafficking, Tobacco Survey, Workforce Programs, Economic Development Programs, Low Income Energy Assistance Programs, State Recognition program and Indian Child welfare. These programs service around 180,000 American Indians in North Carolina. Ms. Lowry's previous position was the Director of the American Indian Workforce Innovation and Opportunity Act (WIOA) Program for the NC Commission of Indian Affairs within the Department of Administration. In this position, she managed the agency's WIOA Section 166 program and also serves on the following committees: The Economic Development and Employment and Training Committees for the Commission of Indian Affairs; the Recognition Committee for the Commission of Indian Affairs, and the Commission Sub- Committee Recognition Working Group. Ms. Lowry also serves as the Deputy Secretary's Designee for the North Carolina NCWorks Commission committee.

Art Lujan – has served since 2010 as Special Assistant to NABTU President Sean McGarvey. Prior to his work at NATBU, Lujan served as Labor Commissioner for the State of California (2000 – 2004) and Business Manager for the San Diego building and construction trades Council. (1985 - 2000).

Melissa Madrid - serves as the Deputy Project Director with the Tribal Child Care Capacity Building Center (TCBC). Mrs. Madrid brings over 25 years of experience in the field of Tribal early childhood education, in various roles including serving as a center supervisor and Tribal CCDF Administrator. As a contractor for the U.S. Department of Health and Human Services/Administration for Children and Families/Office of Child Care, TCBC provides training and technical assistance to support Tribal Child Care and Development Fund grantees.

Michael Martin – is an Onondaga of the Beaver Clan from the Six Nations of the Grand River territory in Southern Ontario, but was born and raised in Buffalo, New York. In February of 2004 he was named the Executive Director of Native American Community Services of Erie and Niagara Counties, Inc. (NACS), after having served in an interim capacity since July of 2003. In 2016, he was named by his Clan Mother as a Faithkeeper for his Onondaga, Beaver Clan. He was formally acknowledged with his Chief by the Haudenosaunee Confederacy condolence in June of 2018. Prior to joining NACS, Mr. Martin had started his own company, "Xlerent Services" which focused on consulting, personal coaching and organizational development to help individuals and companies to accel, excel, transform and perform. In his earlier career, he held senior financial and business management positions with such companies as AT&T, Lucent Technologies and Praxair.

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Katheryn McDonald – is a SNAP E & T Program Analyst in the Southwest Regional Office. She spent seven years with US DOL, Region 4 where she was the lead for the Trade Adjustment Assistance Program and the Reemployment services and Eligibility Assessment Program. Prior to that, she spent 20 years working with the American Indian Community in Dallas at the Urban Inter-tribal Center of Texas. There she managed the workforce program (JTPA, WIA, and WIOA) for 15 years under the guidance of the US DOL Division of Indian and Native American programs assisting American Indians with employment and Training needs.

Kendra Sue McGeady - has been director of transit for Pelivan Transit and the Northeastern Tribal Transit Consortium since March 2016. As the director, Kendra is responsible for leading the transit team in providing safe, equitable and caring transit services, and working to form partnerships that build an effective transit system in the region with an emphasis on rural and tribal integration. Kendra is serving a second term as national board member for the Community Transportation Association of America, serves as vice chair for the Southwest Transit Association and is 5310 representatives for the Oklahoma Transit Association. She serves on the TCRP Micro transit solutions in Rural Communities and is a steering committee member for TTAP. Kendra is a proud citizen of the Cherokee Nation and resides in northeast Oklahoma.

Carrie McMillian – is an enrolled member of Gwichyaa Zhee Gwich'in (Native Village of Fort Yukon) and current Workforce Development Specialist/Awarding Official Technical Representative (AOTR) in the Department of the Interior, Bureau of Indian Affairs, Office of Indian Services, Division of Workforce Development (DOI/BIA/OIS/DWD). DWD has the responsibility of seventy-six (76) PL 102-477 Plans which represents two hundred ninety-six (296) Federally Recognized Tribes. There are currently 473 programs integrated into the 477 Plans from five of the twelve participating Federal departments. Previously, she served as the Director of Agency Affairs for Cook Inlet Tribal Council for eleven years, working in the areas of PL 102- 477 coordination, PL 93-638 contracting, and government relations.

Charlene Miles – joined Cook Inlet Tribal Council (CITC) in 1997. She currently is the Senior Manager for Employment and Training Services and oversees the departments Eligibility, Compliance and Quality Assurance Services. Charlene has been a certified Crucial Conversations trainer since 2022.

Terri Molyneaux – is a Program Specialist in the Office of Community Affairs with the Consumer Financial Protection Bureau (CFPB). She led outreach efforts to place the agency's Your Money, Your Goals materials into the hands of direct-service organizations, helping them offer financial empowerment and consumer protection support to the people they serve. Through conferences and interactive conversations, she has a special focus on not only connecting Native communities to financial tools and information, but also promoting discussion of Native consumers' financial needs.

Shawanda Martin – Shawanda Martin, Office of Job Corps Career Technical Training Unit Chief. Shawanda retired from the United States Army after 22 years of service in 2010 as the Sergeant Major of the Army's Equal Opportunity Training Proponent. She served in various leadership positions throughout her career in the federal government that include assignments with DHS/FEMA, the Pentagon/ Information Technology Agency, ETA/Office of Foreign Certification, and the Atlanta Regional Office of Job Corps. Shawanda joined the Department of Labor Employment and Training Administration (ETA) in 2015 and has served in various capacities focused on policy and national training programs that support the implementation of the Workforce Innovation Opportunity ACT (WIOA). As a Workforce Development Specialist and Project Manager, she was responsible for the management and compliance of multimillion-dollar Job Corps Center contracts. She also served as a member of the ETA Strategic Employee Engagement Drive (SEED) workgroup. Spearheading initiatives that were implemented agency-wide and focused on employee retention and workforce development.

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Amanda Mora – Office of the U.S. Department of Labor, Employee Benefits Security Administration (EBSA). Ms. Mora began her career with EBSA in 2010 as a student while she was working on her Master's Degree in Behavioral Science. Once she completed her degree, she was offered a permanent position within the agency. She was promoted to the position of Senior Benefits Advisor in 2019 and is responsible for providing technical information, guidance, and assistance to plan participants and their beneficiaries, plan administrators, fiduciaries, third party administrators, service providers, and other interested parties regarding rights and obligations under the statutory and regulatory provisions of the Employee Retirement Income Security Act of 1974 (ERISA) and other related legislation. Ms. Mora also holds a Bachelor of Science in Psychology.

Holly Morales - is currently the Deputy Operating Officer at Cook Inlet Tribal Council, Inc (CITC). She is responsible for the implementation of the operational strategic initiatives, oversight of CITC PL 102-477 (477) services, and community projects. Previously, she was the Employment and Training Director for eight years and was responsible for the management and oversight of the department budget of over \$20 million. CITC's 477 services include programs such as, Child Care Assistance Program, Workforce Innovation and Opportunity Act (WIOA), Tribal Temporary Assistance to Needy Families (TANF), Tribal Vocational Rehabilitation (TVR) and BIA General Assistance. Ms. Morales has worked at Cook Inlet Tribal Council for over 25 years in workforce development. Mrs. Morales currently is serving as co-chair for the 477 Tribal Work Group and a council member of the Native American Employment and Training Council which provides guidance to the Secretary of Labor regarding the overall operation and administration of Native American programs authorized under Section 166 of the Workforce Innovation and Opportunity Act (WIOA). She has earned her Bachelors of Business Administration in Organization 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 and Irish descent.

Casandra Moses – is a Regional Program Specialist for OCC Region 10. She is a member of the Confederated Tribes of Warm Springs in Central Oregon. Casandra is currently working on her MEd with a concentration in Leadership in Early Childhood Education at Southern Oregon University. Casandra has been with the Office of Child Care since January 2021 and currently works with Tribal Lead Agencies and the 102-477 Tribal Lead Agencies in Washington. Prior to coming to OCC, Casandra was a center director with the Confederated Tribes of Warm Springs administering CCDF and Head Start. Casandra also has a background working with adults and children who have disabilities doing family support services, including positive behavior support plans.

Paul Noski – is the Regional Program Manager for the Office of Child Care Region 10. He has served as a Program Analyst in OCC's TA Division and as the National Tribal Child Care Specialist in the Operations Division. Prior to joining the federal government, Mr. Noski served as a Program Manager for the State of Washington's Child Care Program, where he managed statewide child care resource and referral programs, child care training programs for TANF recipients, and school-age programs. In addition, he has worked on a variety of program and policy issues related to inclusive child care. Mr. Noski has also worked for local governments as the director of child care resource and referral programs.

Kolbi Monasmith – is the Program Manager of the Native Workforce Services Program at United Indians of All Tribes Foundation. She is a citizen of the Cherokee Nation of Oklahoma and received her MA from the Institute of Development Studies at the University of Sussex. She is the program lead of the project being presented. She has worked in education and community services for several years having worked previously for the U.S. Peace Corps and has been with the Native Workforce Services Program for over a year.

Bernadette "Bern" Panteah - is an enrolled tribal member of the Pueblo of Zuni and is the current Director for Division of Education and Training for the Pueblo of Zuni Organization. Ms. Panteah has a bachelor's degree in liberal arts from the University of New Mexico with the following focus areas: Native American Studies, Organization, Information and Learning Sciences (OLS), Health Education and Psychology. Ms. Panteah is responsible for the direct oversight and administration of Low-Income Home Energy Assistance Program (LIHEAP) and Public Law 102-477 program which provides employment, education, and related training services for the Pueblo of Zuni community residents. Ms. Panteah also oversees Zuni Head Start, KSHI Radio Station and A:Shiwi College. Ms. Panteah has been employed with the Pueblo of Zuni for over 21 years in various capacities and is a certified Public Law 102-477 Director. She currently serves as a co-chair for New Mexico Native American Workforce Partners, serves on the Workforce Grantmaking in Native Nations and Communities Advisory Committee and is a current Board of Trustee member for A:Shiwi College. Ms. Panteah has worked in the human services field for more than 21 years. She is a passionate advocate for cutting-edge training initiatives and a strong believer in giving Zuni community members the tools they need to thrive and become self-sufficient.

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Wendy Parent-Johnson - is the new Executive Director of the Rehabilitation Research and Training Center and Professor in the Department of Counseling and Special Education at Virginia Commonwealth University (VCU). In that role, she oversees 24 grants and contracts totaling \$23,746,589 and 140 faculty and staff. Since arriving at VCU she has acquired two newly funded projects focused on 1) provider transformation from center-based to individual competitive employment and 2) youth transition from pediatric to adult health care. Additionally, the RRTC on Employment of Transition Aged Youth has allocated approximately a quarter of a million dollars aimed at Native youth transition and employment. Previously she was the Executive Director of the Sonoran Center for Excellence in Disabilities at the University of Arizona. She has a Master's Degree in Rehabilitation Counseling and a Doctorate Degree in Education with an emphasis on Transition for Individuals with Severe Disabilities, both from Virginia Commonwealth University. Dr. Parent-Johnson has extensive experience in the areas of supported and customized employment, transition from school to work, Employment First policy and practice, and healthcare transition from pediatric to adult medical care. She co-developed the Circle of Indigenous Empowerment in partnership with Tribal Nations and communities in Arizona and Oyate' Circle in South Dakota focused on creating a central hub of information, resources, and trainings designed to enhance employment and quality of life for Tribal members with disabilities. She is well-known for her state, national, and international work focused on improving employment outcomes for people with disabilities, most recently providing training, mentorship, and support for disability employment advocates in Uganda. The emphasis of Dr. Parent-Johnson's work has been on model development, capacity building, and implementation strategies that contribute to data-informed decision-making impacting policy, practice, and systems change. Dr. Parent-Johnson has conducted presentations and trainings; produced journal articles, book chapters, and other written products; and developed practical tools reflecting her innovative scholarly work and contributions to the field. She is Editor of the Journal of Rehabilitation and a member of the Editorial Boards of the Journal of Vocational Rehabilitation and Developmental Disabilities Network Journal.

Jamelle Payne - is a devoted member of the Citizen Potawatomi Nation team for over a decade. Serving as an education counselor in the workforce social services department, he is committed to creating safe and stable families within the tribal community. Jamelle, an experiential activities facilitator, firmly believes that everyone has the ability to make a positive impact on the world, regardless of their societal position. His passion for helping others and gratitude for those who have supported him are evident in his work, serving as a powerful example of the influence one person can have on their community.

Elias Picard - Mr. E.J. Picard is an enrolled member of the Confederated Tribes of the Umatilla Indian Reservation, but also has Nez Perce and Oglala Lakota lineage. He possesses 8 years of Federal government service assisting Native communities. Mr.

Picard holds a Bachelor of Science Degree in Communication from Brigham Young University-Idaho. He is a former "Staff Bearer" at Rapid City Steven HS (SD), as the Native student with the highest GPA.

Amber Price - a member of the Osage Nation. I have been working for Osage Nation for 7 years now and in the Financial Assistance office for 4. Before that I was a Family Services Assistant at Head Start. I have a passion for helping people and seeing them succeed.

Demareo Pruitt - is a SNAP E & T Program Analyst in the Mountain Plains Regional Office. He spent seven years with the State of Colorado as the program manager of the SNAP E&T program. Prior to that, he served as a Community Liaison and Job Fair coordinator with Discover Goodwill of Southern and Western Colorado. There he created avenues for over 1500 participant to successfully transition off SNAP and into full-time employment.

Joseph Quintana - founded the Native Development Network, to create a voice in political advocacy, education, and philanthropic giving to support American Indian/ Alaskan Native causes. Joseph has served on the Native American Employment and Training Council an advisory council to the U.S. Secretary of Labor. Mr. Quintana has sought to increase the effectiveness of the council's work, while also ensuring that the council's goals are met. During his professional career, he has successfully increased funding allocations to tribal and urban native communities. His work has improved the health outcomes of community members while ensuring that education and training will increase the economic opportunities for Native peoples. For over 17 years, Mr. Quintana has served Indian Country by working on 3 Native Nations, and in one of the largest urban Indian metropolitan centers in the nation where he continues to work with partners on issues of workforce equity, housing, healthcare access, racial justice, and overcoming cycles of poverty.

Akm Rahman - serves as the Program Operations Branch Chief within the Division of Energy Assistance (DEA), Office of Community Services (OCS). He manages the Operations team, which is responsible for monitoring, conducting plan reviews, and providing training and technical assistance to Low Income Home Energy Assistance Program (LIHEAP) state, territory and tribal grantees. Prior to joining OCS, he worked for 22 years in various positions with the Commonwealth of Massachusetts, Department of Housing and Community Development, covering both LIHEAP and the Community Services Block Grant (CSBG) program. Mr. Rahman served as the Massachusetts representative to the LIHEAP Performance Measures Implementation Work Group (PMIWG) from 2010 to 2014 and on the LIHEAP Program Integrity Work Group in 2011. He holds a Bachelor of Arts and a Master of Arts degree in political science.

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Rosemary Reano – is a dedicated leader driven by a desire to uplift her community, Rosemary Reano, a proud member of the Santo Domingo and San Felipe Pueblos, leads the Santo Domingo Employment & Training program. She draws upon her bachelor's degree in Native American Studies, with a concentration in Indigenous Learning Communities, and a minor in Psychology from the University of New Mexico, to empower individuals towards brighter futures. As Director, her impact extends far beyond paperwork. Under her leadership, the Workforce Innovation and Opportunity Act (WIOA) grant equips youth aged 14-24 and adults 18+ enrolled in federally recognized tribes with essential tools for success. These tools include employment, education, and training-related services, paving the way for personal and professional growth. Ms. Reano's dedication extends beyond her official duties. She mentors young minds as an advisor for the Kewa TRUTH Youth Council, fostering leadership and community engagement. Additionally, she leverages her expertise as the 166 Co-Chair of the New Mexico Native American Workforce Partners. In this role, she champions collaboration among tribal WIOA funding recipients across the state, including Ysleta del Sur, building a stronger network for workforce development within Native American communities.

Ian Record – is a consultant with expertise in tribal governance, economic development, workforce development, constitutional reform, federal Indian policy, and related areas. He provides consulting services to Tribal Nations and Native organizations in the United States and Canada consisting of strategic planning development and implementation, federal policy analysis and advocacy, tribal governance and policy analysis, executive education for tribal and organizational leaders, and research on trends and best practices in tribal governance and development. From 2014 to 2021, he served as Vice President of Tribal Governance and Special Projects at the National Congress of American Indians. While at NCAI, he served as a policy lead on tribal workforce and economic development, and oversaw several NCAI projects, including its Tribal Workforce Development and Building Tribal Economies Initiatives. From 2004 to 2014, Record served as Manager of Educational Resources for the Native Nations Institute for Leadership, Management, and Policy (NNI) at the University of Arizona. Dr. Record obtained his Ph.D. in American Indian Studies from the University of Arizona.

WJ Buck Richardson – Buck Richardson was selected by the VISN Director for VISN 19 to be the Minority Veterans Coordinator in April of 2005. In this role, he performs outreach to all veterans of the VISN, especially to the minority veterans of the VISN. This position requires extensive travel throughout the VISN, which is made up of all or part of eleven states, Richardson's territory extends from Canada to Arizona, then Oklahoma and Nevada. Richardson is a Veteran of the USMC and was raised in a military family. He grew up at numerous Air Force bases across the U.S. and Japan, as his father is a retired Air Force officer. He also has a brother who is a Veteran and is very proud that his oldest son is a Veteran of the USMC with multiple tours in the OEF/OIF theater. Richardson is a member of several Warrior Societies in the areas of VISN 19, as well as several national service organizations. He is a graduate of Capital City Junior College, Montana State University, and the Certified Healthcare & Environmental Manager's course for healthcare professionals.

Anthony Riley – is an enrolled member of Pueblo of Laguna and (Acting) Associate Deputy Bureau Director, as well as (Acting) Chief, Division of Workforce Development (DWD) in the Department of the Interior, Bureau of Indian Affairs, Office of Indian Services, Division of Workforce Development (DOI/BIA/OIS/DWD). In this role he has responsibility to assist the Deputy Bureau Director and oversee the Division of Workforce Development's Job Placement and Training (JPT), JPT Tiwahe, and the 477 Program. Before joining the Department of the Interior, Mr. Riley served as Director of the Pueblo of Laguna Department of Education's P.L. 102-477 Program and American Indian Vocational Rehabilitation, and, prior to that, worked with the Laguna Industries Inc. He received his Bachelor of Science in Technology Education from North Carolina State University in 1996.

Miguel Rivera Jr. – has been with the USDOL/OFCCP for over 30 years. He began as an investigator identifying and remedying discrimination in the workplace. He is currently a District Director and has been in a management capacity for over 21 years. As a manager, he leads his staff on complex discrimination cases.

Vincent Romero – is an enrolled member of Taos Pueblo and current Workforce Development (DWD) Specialist/Awarding Official Technical Representative (AOTR) in the Department of the Interior, Bureau of Indian Affairs, Office of Indian Services, Division of Workforce Development (DOI/BIA/OIS/DWD). DWD has the responsibility of seventy-six (76) PL 102-477 Plans which represents two hundred ninety-six (296) Federally Recognized Tribes. There are currently 473 programs integrated into the 477 Plans from five of the twelve participating Federal departments. Before joining the Department of the Interior, Mr. Romero served as Director of the Taos Pueblo Education and Training Division and, prior to that, worked with the Eight Northern Indian Pueblos Council's Educational Talent Search and Higher Education Programs.

Cedeline Samson - has over 19 years of professional human service experience in and child welfare system. She is currently a Program Specialist for Administration of Children and Families (ACF) Children's Bureau (CB), where she has served for 7 years. She monitors and provide technical assistance to states and tribes for numerous child welfare related federal programs such as title IV-E and title IV-B. Prior to this role, she worked in Georgia Department of Human Services in various capacities from foster care case worker to Permanency Program Consultant. She is a two-time graduate of Florida State University.

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Lorenda 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.

Kay Seven - is the Director of the Career Center (a 477 program) in the Nez Perce Tribe's Education Department. Kay's career is forty three years' experience with federal Indian employment, training and employment programs. She serves with regional and national Indian employment and training networks as well as Idaho State regional and statewide workforce development initiatives.

Petra L. Solimon – is a descendant of the Pueblo of Laguna, brings over 20 years of experience in Tribal Workforce Development. With a Master's in Public Administration from Barry University, she currently manages multiple initiatives: Communications Specialist, New Mexico Native American Workforce Partners: Ms. Solimon leads this organization, empowering Native Americans in their careers. Director, Pueblo of Laguna's Partners for Success Program: This PL 102-477 program fosters employment and training opportunities within the Pueblo community. Director, Laguna-Acoma Connections program: This vocational rehabilitation program provides invaluable support for individuals with disabilities in both Laguna and Acoma Pueblos. Manager, Pueblo of Laguna's Tribal Scholarship: Ms. Solimon oversees this scholarship program, investing in the future of the Pueblo.

Sarah Stafford – is a Senior Tribal Specialist with the federal Office of Child Care (OCC). She has 15 years of experience in Indigenous early learning at the tribal nation, national, regional, and state levels. Through her work, she has supported tribal nations in implementing comprehensive Child Care and Development Fund (CCDF) programs that meet the diverse and unique needs of Native children and families. She brings awareness to tribal sovereignty, racial equity, and culturally responsive and resurgent practices. Sarah resides on the homelands of the Puyallup Tribe in Tacoma, Washington with her son and large Seneca and Coast Salish family.

Carrie Stansberry - serves as the Tribal Subject Matter Expert for Health and Safety with the Tribal Child Care Capacity Building Center (TCBC). Ms. Stansberry has 22 years of experience in working with Tribal communities in early childhood education, Tribal program planning and development, and Tribal youth services, including serving as a Tribal CCDF Administrator. As a contractor for the U.S. Department of Health and Human Services/Administration for Children and Families/Office of Child Care, TCBC provides training and technical assistance to support Tribal Child Care and Development Fund grantees.

Arianne Steed - manages the State Operations Branch within the Southwest Region's SNAP Division, which oversees the E&T Program. Ms. Steed has over 15 years of SNAP Program experience and has held various roles throughout her tenure in the Food and Nutrition Service. She served as E&T Team Lead for over 7 years and worked with Southwestern states to implement programs that would help reduce barriers to employment and lead to living-wage jobs for SNAP clients.

Tony Swoope – has been the Subject Matter Expert for NATBU since December 2016. He assists with the expansion of Registered Apprenticeship programs in the construction industry under a contract with the U.S. Department of Labor. Prior to joining NATBU, Swoope was a consultant with the United Association's International Training Fund (ITF). He assisted the ITF on a variety of training issues, including their International Apprenticeship Guidelines for Apprenticeship Standards, and teaching at the UA's Annual Instructor Training Program. Swoope retired from Federal Service on January 3, 2008, as the Administrator of the United States Department of Labor's Office of Apprenticeship.

Tom Villanova – Tom Villanova has been Project Manager of the Federal Bonding Program since April 2016. Tom has presented the program at various events throughout the country. In his prior position, Tom served as President of the Chicago and Cook County Building & Construction Trades Council, the largest of its kind in the country. In addition to serving on several board seats, Tom was appointed to serve on the Governor's Commission on opportunity in State Public Construction and the Governors State Labor Advisory Board in his home state of Illinois.

Jim Warne – is a member of the Oglala Lakota (Sioux) Nation. His mom, Beverly, grew up on Pine Ridge and is an administrator for South Dakota State University College of Nursing, his dad, Jim Sr. worked in international business finance. His brother Don Warne, MD, is Chair of INMED at the University of North Dakota. Jim earned a BS from Arizona State University, and a MS and from San Diego State University (SDSU). Jim created and administered continuing Ed programs at SDSU Interwork Institute from 1993-2015 and he has written nearly 40 million in grants and contracts for various Universities and Tribal Nations.

2024 NINAETC PRESENTERS

James R. West - has worked in Indian Country at the tribal and federal level for over 22 years. In 1999 he assisted in founding the Pueblo of Laguna's Partners for Success (PFS) 477 program. As the Assistant Director of PFS he co-wrote the application that secured a \$2.2M DOL YouthBuild grant which he managed until 2007. From 2007-2021 he worked at the Department of Interior (DC) assigned to the Office of Indian Energy and Economic Development (IEED) Division of Workforce Development (PL102-477). He was an AOTR for the 477 programs until 2013. He then worked as a Program Analyst for IEED's Division of Economic Development.

Stephanie West - is a Supervisory Workforce Development Specialist with tETA's, Division of Indian and Native American Programs (DINAP). She works in the National Office in Washington D.C. Her experience includes providing direct services at the tribal level as a Program Manager and Employment and Training Coordinator. At the National level, Stephanie has experience working with Public Law 102-477, the Department of Interior's Office of Surface Mining Reclamation and Enforcement and the Assistant Secretary-Indian Affairs, Office of Indian Energy and Economic Development's Division of Capital Investment. Stephanie is an enrolled member of Acoma Pueblo, located in New Mexico. She was raised in the pueblo and developed close ties to her extended family and community, fostering her passion for working with people in underserved communities.

Rae Belle Whitcomb - is an enrolled member of the Curyung Tribe and current Workforce Development (DWD) Specialist/Awarding Official Technical Representative (AOTR) in the office Department of the Interior, Bureau of Indian Affairs, Office of Indian Services, Division of Workforce Development (DOI/BIA/OIS/DWD). DWD has the responsibility of seventy-six (76) PL 102-477 Plans which represents two hundred ninety-six (296) Federally Recognized Tribes. Previously, she served as Workforce Development Director at the Bristol Bay Native Association 477 Program for 13 years, Accounting Manager for 3 separate Bulk Fuel Distribution plants, served on the Board of Directors for Nushagak Telephone & Electric Cooperatives for 28 years and 11 years with Bristol Bay Health Corporation & Behavioral Health Center. She attended college at the University of Alaska and Alaska Pacific University.

Jill Wheeler - is a Program Specialist in the Office of Community Affairs with the Consumer Financial Protection Bureau (CFPB). She led outreach efforts to place the agency's Your Money, Your Goals materials into the hands of direct-service organizations, helping them offer financial empowerment and consumer protection support to the people they serve. Through conferences and interactive conversations, she has a special focus on not only connecting Native communities to financial tools and information, but also promoting discussion of Native consumers' financial needs.

Melvin Wheeler - is the current Nez Perce TERO Director oversees the TYAP Program and helps support the TERO Client Advocate/TYAP Sponsor in her duties to make the program a success.

Jennifer Whitmore - is stationed in the San Francisco regional office; this allows her to better serve her grantees in AK, AZ, CA, HI, OR, NM, and WA. She joined the DINAP team in December 2016 and her duties include but are not limited to grants financial and program management, grantee technical assistance, and training. In addition, she oversees the Grantee Performance Management & Reporting System project, known as GPMS. A major driver for developing this new modernized system is to meet federal reporting requirements. GPMS entails multiple improvements for both DOL and INA grantees, including strengthened infrastructure, increased data security, and faster, easier access to a web-based application for improved data collection and reporting.

Dennis Wilson - has over 20 years of Federal service within the Department of Interior and is the current Grant Management Specialist for the Office of Indian Economic Development (OIED). Prior to OIED, Dennis was a Realty Specialist for the U.S. Fish & Wildlife Service and the Bureau of Reclamation, as well as a Journeyman Appraiser and Legal Examiner with the Bureau of Indian Affairs. He attended Fort Lewis College in Durango, CO, graduating with a BA in Business Administration. Dennis was born in Crow Agency, MT, and is an active enrolled member of Taos Pueblo, NM. He resides with his wife and family in Albuquerque, NM.

Sharlene Wong - is the Native Workforce Services Outreach Coordination. She has strong ties to the Seattle community and in her role coordinates with the Seattle Office of Labor Standards to be an advocate for and to educate Seattle workers about their labor law rights. She conducts regular training to workers on topics such as Minimum Wage, Wage Theft, Paid Sick and Safe Time, and other labor ordinances.

Margaret Zientek - For the past twenty-seven years, Margaret has worked directly with her tribe - the Citizen Potawatomi Nation. Margaret works closely with the employment and training needs of Native Americans residing in a 6-county area within central Oklahoma. Margaret handles a wide variety of federal programs and is passionate about helping native people help themselves to achieve and maintain self-sufficiency. She believes tribes must exercise sovereignty and know how best to serve their people. The Citizen Potawatomi Nation celebrates completing 27 years with a robust P.L. 102-477 Program. Citizen Potawatomi Nation was one of the first 477 tribes to take advantage of a change in the P.L. 102-477 which allowed for direct funding dedicated to Economic Development & Job Creation. Margaret was elected to serve as P.L. 102-477 Tribal Work Group Co-Chair in 2000 and continues to hold this position. The Citizen Potawatomi Nation has strongly supported P.L. 102-477 education and legislative effort. In this capacity, Margaret has testified before legislative committees in the Senate and in the House of Representatives. Margaret has also served as Co-Chair for the National Indian and Native American Employment & Training / 477 Conference for several years now.



AWARDS BANQUET

Thursday, May 16, 2024



Outstanding Participants

Outstanding Employer

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.



Federal Agency Awards
U.S. Department of Labor and
the U.S. Department of the Interior



Outstanding Grantees
The Chief's Award



WIOA Section 166 Outstanding Participant

Nominated by

California Indian Manpower Consortium, Inc.



Cheyenne Tex



“How could a Native person, in a society that wasn’t built for me, survive and make it in life?”

WIOA gave me a chance to network with my Native community to not only obtain job leads but to also understand my career path.



WIOA Section 166 Outstanding Participant

Nominated by the
Phoenix Indian Center

Yvonne YellowHair-Church

I am Kiyaa'aanni/towering Clan which is traditionally the mother's clan and born to my father's clan of Ta'neeszahnii/Tangle-Badlands clan. My maternal grandparents are TI'izilani/Manygoats clan and my paternal grandparents are Tae'desqiznii/Rock Gap clan.



The Phoenix Indian Center helped me in my own healing journey. I feel more invigorated and proud of my Native heritage. My new job as an Intake Specialist at Native Connections where I help provide information to others about available services for those struggling with sub-



P.L. 102-477 Outstanding Participant

Nominated by the
Citizen Potawatomi Nation

Jacob Johnson



If I could say something to someone who is struggling or having obstacles and is overwhelmed, I would say to reconnect with your high power, trust and believe in yourself, anything is possible even when you don't think so or see the light at the end of the tunnel....



P.L. 102-477 Outstanding Participant

Nominated by the
Sisseton Wahpeton Oyate

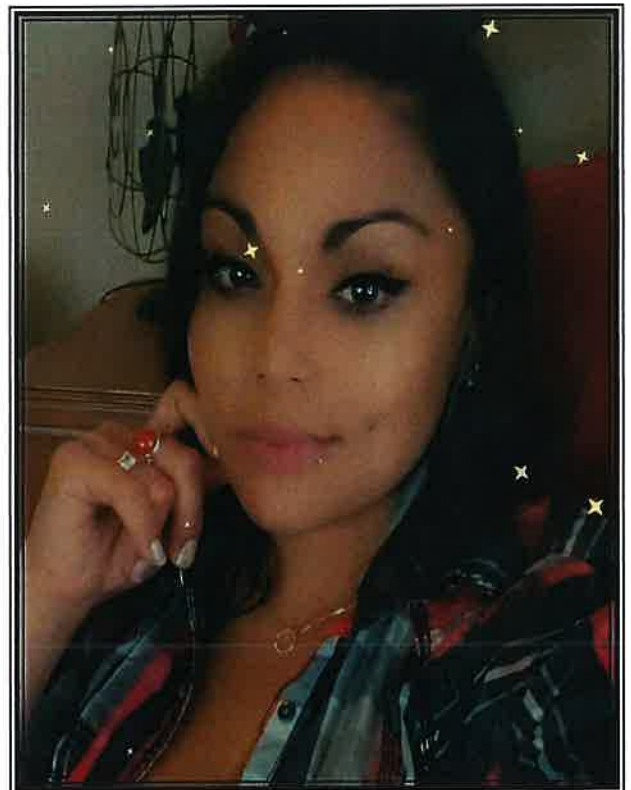
Sara Farmer

I am truly grateful for the Sisseton Wahpeton Oyate 477 program once I was comfortable enough in my recovery.



This program has done so much positive in my life and has given me a “helping hand” while life knocked me down”.

I am honored to say that I've been 3 years sober, and employed for almost a year with a full-time job.



Alice Bigpond Roach Memorial Scholarship



Nominated by the
Santo Domingo Pueblo

Megan Lewis



Megan Lewis, like Alice Bigpond Roach, embodies the spirit of service demonstrating dedication and a tireless work ethic.

Shaped by the wisdom of her late maternal grandparents, Ms. Lewis has blossomed into a remarkable young woman who continues to serve the community with distinction. Her overall dream is to receive my master's in athletic training, and eventually work for a collegiate team.

I am a 2022 graduate from Fort Lewis College, I have received my Bachelor degree in Exercise Physiology and double minored in Coaching and Nutrition. With my background and knowledge, I hope to give back to the community and educate on how to safely reach your own personal fitness goals or just overall being in better health.





Howard Yackus Memorial Scholarship

Nominated by the
Native American Community Services of Erie & Niagara Counties

Audrey Shenandoah



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As far back as I can remember, I have always wanted to become a teacher. My dream is to return to the Onondaga Nation and become a teacher at the Onondaga Nation School. I have worked very hard during my college years. I am preparing to walk the stage in May and I will finish up my undergrad degree with student teaching in the fall. I will receive my bachelor's degree in January 2025. I plan on continuing my education in the Fall of 2025 to complete my master's degree, specializing in special education.

Without the help from the Native American Services WIOA 166 program, I don't believe my college experiences would be as great as it has been.



Outstanding Employer

*Nominated by the
Cherokee Nation*

Gadugi Call Center



- ♦ American Rescue Plan Act Provided for tribal governments to help turn the tide of the pandemic, address the economic fallout, and build a strong foundation for recovery.
- ♦ June 7, 2021 the Gadugi Call Center began operations
- ♦ 100% Native American owned, operated and staffed
- ♦ Utilizes Work Experience Participants
- ♦ In the last twelve months alone, the call technicians handled 106,870 contacts with citizens: text, chat, email and phone calls.



Gadugi - "Coming Together"

2024 NINAETC Election Procedure

2024-2025 NINAETC Executive Officers, and the 2025 45th NINAETC Site Selection and 2026 46th Site Selection

One Vote Per Grantee Proxy due prior to May 16 before 9:45 a.m.	NOMINATIONS Wednesday, May 15	ELECTION Thursday, May 16 10:00 a.m. to 12:00 p.m.	ELECTION RESULTS Friday, May 17 General Assembly (See procedure for run-off)
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For information, see the registration desk or email training@cimcinc.com

1. Nominations for eight NINAETC executive committee seats will be accepted from the floor during the General Assembly, Wednesday, May 15, 2024 for: Chair 166, Chair 477, Vice Chair 166, Vice Chair 477, Secretary 166, Secretary 477, Treasurer 166 and Treasurer 477. 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 Thursday, May 16, 2024. 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 Thursday, May 16, 2024.
4. **ONE VOTE PER GRANTEE SHALL BE ALLOWED.** Votes shall be cast by WIOA 166/477 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 Chair of the Elections Committee prior to 9:45 a.m. before the start of the voting at 10:00 a.m. on Thursday, May 16, 2024.
6. The results of the voting will be given to the Chair 166 and Chair 477 who will announce the officers at the General Assembly on Friday, May 17, 2024.
7. The winner of the elected term of Chair 166, Chair 477, Vice Chair 166, Vice Chair 477, Secretary 166, Secretary 477, Treasurer 166 and Treasurer 477 and the 2025 45th NINAETC site shall be the candidate or site with the simple majority of the vote cast. An elected officer shall serve a one year term from the 2023 event to the 2024 event.
8. A run-off will be held for an officer or site if no candidate receives a majority vote. If a run-off is required, it will be held on Friday morning May 17, 2024 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 2023--2024 Executive Committee shall determine the most appropriate procedure should subsequent run-off be necessary.

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

2024 NINAETC Resolution Procedure

**Due Wednesday, May 15
By 5:00 p.m.**

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

**Resolution Presentations
Friday, May 17 General Assembly**

**Resolutions will be displayed
Using overhead projection**



44th National Indian and Native American
Employment and Training Conference
Orlando, Florida
May 13,-17, 2024

RESOLUTION NUMBER 2023-0000

(Resolution Title)



We, the Indian and Native American Grantees of the National Indian and Native American Employment and Training Conference (NINAETC) attending the 44th Annual Conference in Orlando, FL 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,

NOW THEREFORE BE IT RESOLVED, THAT THE 44th National Indian and Native American Employment and Training Conference, held at the Rosen Plaza Hotel in Orlando, Florida on May 17, 2024 with a quorum present (conclusion statement).

Kathy Atkins, Co-Chair 166

Margaret Zientek, Co-Chair 477

A Resolution includes:

- One issue or problem
- Who is responsible for the making change
- Who is responsible for ensuring the issue or problem is resolved
- The change to resolve the issue or problem
- What is the expected action or result

Resolutions adopted by the 44th NINAETC will be posted at NINAETC.NET

44th NINAETC 166/477 Advertisements

- **Buena Vista Rental Scooters**

- Rosen Plaza uses their service for conferences
- Phone number : 866-320-2956
- Open from : 8:00am-9:00pm 7 days a week.
- Rental cost: 3-6 days -\$45.00 inclusive per day.
- Payment method: credit card by phone or online payment (see website information above to order)

- **Scooters delivered to Hotel**

- Bellman will identify the hotel guest and match the information on the scooter. Scooters are then left the day of departure with the bellman.



Standard Scooter
Capacity 375 lbs

Scooter Rentals

<https://www.buenavistascooters.com/>

Hotel Map



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- Green Line Route Trolleys arrive approx. every 45 minutes.
- Wait times for Trolleys may vary with traffic and season.
- Transfers are FREE! Transfer between lines at the designated transfer stops, which are represented on the map as stars.
- Unlimited Ride Passes:
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 - Five Day Pass: \$10.00 per person
 - Seven Day Pass: \$16.00 per person
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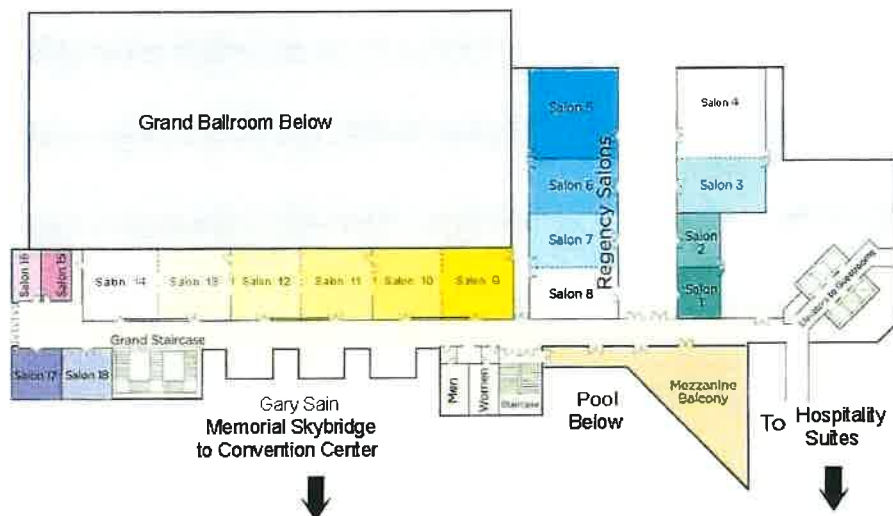
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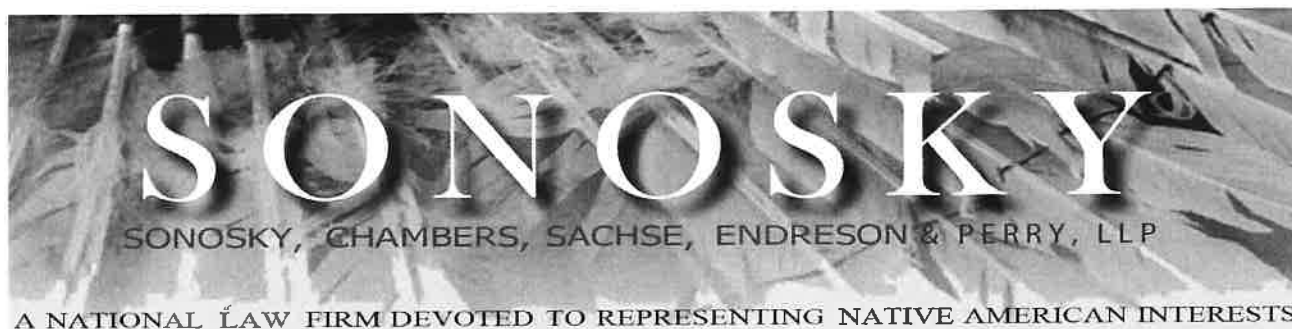
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Instructor

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Employment and Training Conference for more than four
decades of supporting tribal governments, consortia, and
organizations in building successful workforce development
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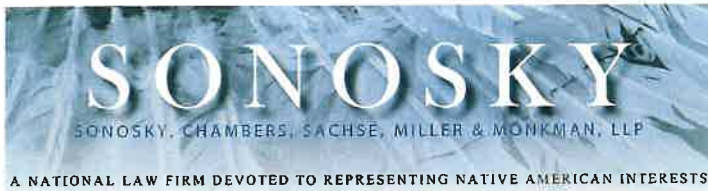
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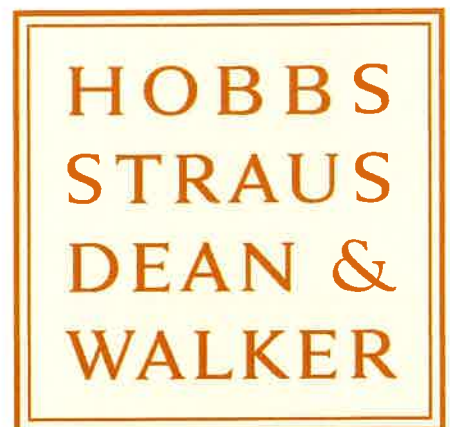
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Who We Are

The Florida Governor's Council on Indian Affairs, Inc. is a non-profit, tax exempt organization which operates the Employment & Training Program as a Workforce Innovation and Opportunity Act (WIOA) Native American grantee through the U.S. Department of Labor, Division of Indian and Native American Programs. We are responsible for the allocation and distribution of this funding to economically disadvantaged, unemployed or underemployed Native American, Native Alaskan and Native Hawaiian students residing in the states of Florida and Georgia for job training and educational purposes.



Our Services

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