

## Division of Workforce Development

### Grantee - Awards

#### The Chief's Award nomination for Mr. Terry Parks is

#### Nez Perce Tribe - 477-Adult Education Program

In 1998, the Nez Perce Tribe officially designated education as a strategic priority vital to strengthening its ability to maintain the Nez Perce cultural lifeways. Since 2000, the Tribe has used the authority of Public Law 102-477 to better meet the needs of its people by providing culturally-relevant and diverse employment-training and education-support services, while also reducing administrative costs.

As a small grantee, the Nez Perce 477 Plan successfully integrates five federal programs with a service area of around 770,000 acres in north-central Idaho. These programs are: the Health & Human Services' Native Employment Works, the Department of Labor's Workforce Innovation & Opportunity Act (Adult and Youth services), and the Bureau of Indian Affairs' Job Placement & Training and Adult Education Programs.

The Nez Perce 477 program averages an annual enrollment of one hundred clients, and provides up to an addition 250 individuals with numerous referrals and support for academic and cultural achievement.

Implemented by its talented staff, the Nez Perce 477 Plan carries an education and training theme to build the employability of its' workforce. Their plan offers a variety of services of adult remedial support, post-secondary education assistance in areas of vocational technology disciplines, various apprenticeships and short term training. The 477 program is co-located and is a partner with its' department elementary, secondary and postsecondary projects. The Nez Perce Tribe is the 3rd largest employer in the North Idaho region, employing 1,191 people.

The Tribe's 477 Program has numerous partnerships with employment and training initiatives to promote job entry into the hot occupational demand jobs on or near the Tribe's aboriginal land areas.

Those partnerships are with the local economic development agency regional workforce development team, a tribal college chartered by the Lummi Nation, four state college/universities within a forty-mile radius of their tribal headquarters, natural resource land managers such as the U.S. Forest Service; and the U.S. Department of Energy in Richland, Washington. The Tribe's 477 program serves as a workforce development advocate of the reservation area in north central Idaho and eastern Washington; and the WIOA Section 166 and PL 102-477 programs on a regional and national level.

***Together, we provide education and career pathways to enhance self-sufficiency while staying grounded in Nez Perce values.***

**Specialist Award for Jeffrey Barwick is**

**Ho Chunk Nation – 477 Program**

The Ho Chunk Nation P.L.102-477 Program receives this Award for 2019 due to the positive developments and upgrades they have worked on. In the prior years the program has developed an effective Limited Term Training Program, This program has and is been developed and is used throughout the various areas of the tribes departments allowing the tribal members to train in various areas this adds flexibility to the other program areas. Also the Ho Chunk program has done well solidifying and the trained staff for the program have not had turnover. The Ho Chunk 477 program along with the tribes staff has worked also on developing a face book account for the program along with a P.L.102-477 Data Base specific to the program areas. Many of the tribes clients that can not afford the monthly phone charges utilize the Facebook account to communicate back an forth with the program

## **Specialist Award for Rae Belle Whitcomb is**

### **Chickaloon – 477 Program**

Leah Walker is the 477 Program manager at Chickaloon Village Traditional Council. Chickaloon's 477 plan includes JPT, HE and JOM. Leah has filed 477 reports timely and I have used segments of Leah's report and pictures to explain the reason for this award.

Chickaloon's 477 program focuses on employment, training, and related services to reduce joblessness and create self-sufficiency. Through Chickaloon's Village Traditional Council policy of self-determination and self-governance, their purpose is to perpetuate their ancestors' beliefs, customs, traditions, values, and steward their environment to help their citizens thrive. They provide activities for youth to help them appreciate their culture and be self-sufficient and overcome barriers in life.

They teach about goal setting, responsibilities, leadership skills, team work to lead them to future success in education and career goals. Chickaloon has supported cultural activities and Native Youth Olympics (NYO).

The youth in NYO participated in many strength and endurance events while showing maturity and leadership by encouraging and mentoring younger athletes who together have received team Sportsmanship awards for 4 years in a row at tribal competitions in Southcentral Alaska.

They have partnered with Administrations for Native Americans (ANA) Program to host a culture camp teaching cultural activities to children and adults. Culture camp had traditional cooking lessons, hiking, plant identification, medicinal plant educations, salve making, Native Youth Olympics, elder storytelling, wood carving, language lessons, drum making, birch bark basket lessons and how to find the material in nature.

## **Specialist Award for Vincent M. Romero is**

### **Makah Tribe– 477 Program**

On time and consistent with 477 Annual Reports (Plan runs Jan-Dec). Plan includes JPT, GA, JOM, AE, HE, WIOA, and NEW. The Program provides a number of workshops and center resources for eligible clients and community members. Activities and support includes: cash assistance, academic and career skill and remedial development activities, interactive TV K-20 school-based education and training courses, client referrals, OJT opportunities, and summer youth programs. Networks well with local, state, and federal programs to diversify training opportunities and referrals for clients.

**Specialist Award for Ida Doyle is**

**Winnebago Tribe of Nebraska– 477 Program**

The Winnebago Tribe of Nebraska's Social Services Program (477) under the leadership of Chiara Cournoyer, Human Services Director, Tina Tassler, Human Services Deputy Director, and Erin Grace, Social Services Program Manager have been trail blazers in re-imagining the Winnebago's P.L. 102-477 program. Their relentless effort to push the envelope on behalf of the Winnebago people, to expand services, and develop best practices in the delivery of social services programs has benefited all members in the Winnebago Tribe and other tribal members in their service area.

Mrs. Cournoyer, Ms. Tassler, and Ms. Grace are leaders in the 477 arena, these ladies continuously devote time to work and develop services, to improve understanding, to advocate, and create out of the box programming that stimulates flexibility and promotes tribal sovereignty. Some of the Winnebago Tribe's 477 highlights include: developing programming, such as GED programs, Job Clubs, capacity building, and new client orientations; providing Family Group Decision Making (FGDM) and Basic Mediation support for the community; every new worker participated in extensive training, they have overall increased the focus on staff training in case management, cultural competency, trauma informed care, and other individual trainings to increase employee morale, team work and staff retention. Winnebago's 477 team has made great strides in

their summer youth programs. They have increased collaboration between internal and external departments, improved job placements, and also increased and enhanced workshops for the summer youth. With all this going on, they have also taken on the task of renovating the Neola Walker building, which is has a historical significance to the mission of service that the Social Services office upholds. This will be their new office space and hold the additional child care service which will feature programs specifically designed for clients needing temporary child care while working on their self-sufficiency goals.

Ms. Cournoyer, Ms. Tassler, and Ms. Grace create an atmosphere that supports both experienced and inexperienced staff. They lend their knowledge, skills, experience, creativity, along with providing an environment that promotes inclusiveness, learning, and continual evaluation on best practices and leadership. These ladies have established in their own community, a program, which exemplifies imagination, communication, expectations, hard work, relationships, partnerships, and self-determination, which are all qualities that we use every day as examples for clients that leads them to self-sufficiency and a productive hopeful future. The Winnebago Tribe of Nebraska is an example for all of Native Country to follow of a program that continuously goes above and beyond.

### **Specialist Award for Anthony Riley is**

### **Yakutat Tlingit Tribe– 477 Program**

The YTT - 477 program was under BIA review for non-compliance in 2016. They attended to the recommendation of the review, which was largely file auditing for financials and documentation of clients. During the review process in November of 2016, DOI-BIA-OIS-DWD Mr. Ken LeMieux AOTR and Mr. Anthony Riley DWD Specialist conducted a final onsite review that included a great deal of technical support. YTT updated its application to streamline the process making it less cumbersome for clients to obtain services. File management was improvements were put in place.

Their efforts to create a fully functional 477 program continue to change and evolve on how to best serve their clients. They revised the requirements for all assistance services. Required documentation and education for each service has given their clients a better footing as they step into the workforce (see attached check off lists.). They continue to offer Employment Assistance (GA) clients work experience opportunities to work in the office while continuing to seek work placement. They have separated Employment Support and Economic Development Services identifying each as employee needing support to get to work or as a business owner needing support in order to operate.

Yakutat Tlingit Tribes goal has been to bring education and training to their service area to reduce cost for travel and increase successful outcomes by not having clients leave their families for long periods of time. They brought several educational opportunities to the Yakutat community, such as the University of Alaska Fairbank's Facilities Maintenance Occupational Endorsement courses; Alaska Marine Safety Education Association courses for fishermen, youth, and community; co-partnered with others for a CDL Class A course, partnered with Tlingit Haida Regional Housing Authority (THRHA) apprenticeship program. They partnered with THRHA for the hiring process on a local project, assisted Southeast Stevedoring Corporation applicants, and look forward to assisting the hiring process for U.S. Census Bureau soon. They are proud of our higher education and occupational training students who are diligent in their studies and graduating!

They are proud to announce their new in-house childcare for tribal employee families, which opened its doors in November 2018. They are working towards the staff credentials and licensure to be able to open to all community members. Bringing on work experience interns is a stepping stone to create more CDA holders and adding the additional staff they will need for summer. (They also operate other services: LIHEAP, FDPIR, TEFAP, ICWA, Adult Care, Burial Assistance, Emergency Assistance.) They are looking forward to further integration of services and programming to service the people of Yakutat.

Penney James ,Human Services Director, Lindsey Hershey, Case Manager, Sierra Donohue, Intake Specialist