

**30th NATIONAL INDIAN AND NATIVE AMERICAN EMPLOYMENT AND TRAINING CONFERENCE
MAY 17-21, 2009 - SACRAMENTO, CA**

CONFERENCE PRESENTERS / WORKSHOPS

Cristala Allen is the Founder and Executive Director of Native Workplace, a Native nonprofit organization created with the objective to educate the community on Green Jobs available to Indian country. Her mission is to create opportunity while honoring Native culture and values, with results that improve the quality of life for Native families.

- **Green Jobs & Training** - *A presentation on the variety of Green Jobs available, how to connect training with employment – unique training & small business development.*

Denise Alley (Cherokee, Shawnee, Otoe) is a professional speaker, author, workshop trainer and performer and has served in Indian country for the last 19 years working with tribal programs, departments, and conference events. Ms. Alley annually performs with Willie Nelson's Farm-Aid and Neil Young's Bridge School Benefit concerts. Ms. Alley is the author of her new book, Native Heart and resides in Arizona. www.denisealley.com

- **Soar Above the Crowd** - *Participants will learn empowering motivational skills to create healthy thinking, energy techniques to accomplish tasks and goals easily, and the three key points in serving with the heart and soul.*

John Charles Arcoren (Rosebud Sioux Tribe) is an Employment Specialist for the Sicangu Nation Employment and Training Program. His work revolves around both adult and youth components which consist of Work Experience, On-the-Job-Training, Job Placement and Creation, and training sessions and seminars. Mr. Arcoren was the recipient of the *2009 Michelle Law 102-477 Memorial Award for Outstanding 477 Employee.*

Co-Presenter:

Henry Red Cloud (Oglala Lakota) is the proprietor of Lakota Solar Enterprises (LSE), a solar heat collector manufacturing and assembly company established in 2005 on the Pine Ridge Reservation in South Dakota. Mr. Red Cloud is a leader who has developed new ways to honor old ways using 21st century technology.

- **Indian Country Going Back to Green** - *The information presented in this workshop is regarding the Solar Heat Panel Training and Installation Project that the Rosebud Sioux Tribe is currently engaged in. The project is unique in itself that it brings together multiple tribal entities of the Rosebud Sioux Tribe and a small business which is owned and operated by a member of the Oglala Sioux Tribe. It has multiple benefits that consist of: providing training to clients, job creation, renewable/green energy, education and awareness of renewable/green energy, improving our infrastructure, and of course providing solar heat panels for elderly, veterans, handicapped, and low income residence at no cost to the individual. The overall benefit of this project will be: enhancing clientele skills in green energy, education & jobs and provide solar heat to families to assist in cutting energy costs. Information will also be presented on Straw Bale Home building which is another project we are currently engaged and is in line with green energy and jobs. This project also brings together multiple entities and focuses on energy efficiency.*

Jan Austin, Ed.D. is the Director of the Office of Campus Life at the University of Arkansas at Little Rock (UALR) and serves as an adjunct faculty member for the university's College of Education. Dr. Austin has 34 years of experience in higher education.

- **Goal Setting and the Art of Delegation** - *This session will focus on defining goals and delegating in ways that help ensure group success. Common personnel issues are discussed, as are ways to utilize goal setting and delegation to approach those issues.*

Lois A. Bethards is the Executive Director of American Indian Center of Arkansas, a nonprofit organization serving the off-reservation Native American population residing in Arkansas and Tennessee. She has more than twenty years experience working with Native Americans as Assistant Program Director/Fiscal Officer and then as the Executive Director of DOL WIA Section 166 program.

Co-Presenters:

Lora Ann Chaisson is a Case Manager of Inter-Tribal Council of Louisiana, Inc. in Baton Rouge, LA.

Sonya French-Begay is the WIA Director of Three Rivers Council American Indian Center, Inc. in Pittsburgh, PA.

Larry Ketcher (Cherokee Nation) is the Director of Cherokee Nation Employment & Training Programs, which he acts as an educator and coordinates education, employment & training activities for Career Services in the Cherokee Nation fourteen (14) county jurisdiction service area of northeastern Oklahoma.

Darren E. Kroenke is the Executive Director of Spotted Eagle, Inc., a nonprofit community based organization serving the off-reservation Native American population residing in Southeast Wisconsin.

Kathy McDonald is the WIA Director for the Urban Inter-Tribal Center of Texas located in Dallas, TX.

E. Lynn Roanhorse (Jicarilla Apache) is the WIA Director for the Jicarilla Apache Tribe in Dulce, NM.

30th National Indian and Native American Employment and Training Conference

May 17-21, 2009 - Sacramento, California

CONFERENCE PRESENTERS / WORKSHOPS

- **Transitioning Clients from the Reservation and/or Rural areas to the Urban Areas** - This workshop will consist of at least six (6) or more panelists who have had experience dealing with clients who are relocating from a reservation and /or rural area to an urban area. Issues to be discussed: How are the urban grantees receiving these clients; and how can the Reservation and/or Rural and the urban grantees partner to obtain a stable base for the client to keep them employed.

Jeri Brunoe (Warm Springs) is the President of Brunoe Training & Consulting in Burbank, California. Ms. Brunoe has many years of experience in providing youth-related training.

- **Are We There Yet!** - Would you like to be more effective in your work? Would you like to add to your toolbox of skills? Do you wish to strengthen your communication skills with your clients and co-workers? How about seeing what you're capable of? In this session, you will build life long skills that will assist in all areas of your life from work to family to health to personal achievements. This session will be interactive, inspiring, cultural, spiritual and fun! Laughter is an important element to healing, resiliency and communicating. This 2-part session will surely leave you with a renewed spirit to continue your journey in life!
- **Enhancing Youth Involvement and Youth Governance** - Would you like more youth involvement? Do your youth want a voice? Would you like the youth to create positive change in your community? Would you like to engage your youth to participate? Would you like to see the youth create a youth council? If you said yes to any of these questions this is the workshop to be in...how to engage youth, develop leadership, understand youth choices and how to strengthen or start a youth council will be covered in this workshop. Being creative to what will work when engaging youth and to helping them find their voice. Youth advocacy and youth to youth are keys to a successful program.

Lana Chanda is the Director of Employment & Training, Gila River Indian Community, Sacaton, AZ

Co Presenter:

Katreena Hayes-Wood is the owner of Strive for Students.

- **Youth Work Readiness Camp** - In order to meet the performance standards tied to DOL's stimulus funding, the current format for the Ninth Annual Indian Nations Camp will be modified to make Work Readiness a larger part of the curriculum. The work readiness training has a pretest and post test component for the ability to measure the learning process. The results have been made simple and are calculated electronically with an online component as well. The camp has always been hugely successful in creating strong Native leaders. Come see how we have combined the best of both worlds!

Terrence "Terry" Clark has been the Training Coordinator for the Florida Governor's Council on Indian Affairs since 1994. He holds a Bachelors Degree in Political Science. Mr. Clark has been involved with the conference computer lab since 1995, which has included diagnosing computer problems and teaching internet skills to conference participants.

- **BearTracks 2 – Admin Menu** - This class will focus on the Administrator Menu button of Bear Tracks 2 and merging data from different field offices. Database administrators and Grantees with field offices should attend this class.
- **BearTracks 2 – Basics** - This class will go through all of the basics of BearTracks 2 from entering data to submitting reports. Anybody who does data entry or reviews the data should attend this class.
- **BearTracks 2 – Changes** - This class will go over the changes to BearTracks 2 and if time permits troubleshoot problems you are having with Bear Tracks.

Penny Cordova (Hoopa Valley) was recently appointed as the Director for the Hoopa Valley Tribal TERO Department. Prior to becoming the Director, Penny worked as the TERO Secretary for the past 16 years and played a vital role in the day-to-day operations of TERO assisting the Director, which included Acting Director on numerous occasions. The TERO Office is currently responsible for enforcement of the TERO Ordinance which includes enforcing Indian Preference for all jobs with contractors doing business on the Hoopa Valley Indian Reservation.

- **Tribal Employment Rights Ordinances** - This workshop discusses the expansion of the TERO concept to cover all other areas of workforce protection, including Occupational Safety & Health, Tribal minimum wage rates, a Tribal Bureau of Apprenticeship & Training, laws regarding immigration & illegal workers, and Tribal law for discrimination in employment, sexual harassment in the workplace, and family medical leave, including pregnancies.

Leo Cummings has spent 30 years working for the Three Affiliated Tribes and is the Administrator for the Tribe's Employment Training Department. He is also Co-Founder of the Great Plains Horse Society Alliance and is currently working on the movement of helping Native people use horses for mental and physical health. Mr. Cummings is an Equine Assisted Growth and Learning Association (EAGALA) level

30th National Indian and Native American Employment and Training Conference
May 17-21, 2009 - Sacramento, California
CONFERENCE PRESENTERS / WORKSHOPS

two trained professional that uses horses to deliver equine assisted psychotherapy and learning for the people of the Ft. Berthold Reservation in North Dakota.

Co-Presenters:

Jennifer Lenning is the Mental Health Team Member and has extensive experience with horses. She has assisted with curriculum development and worked with developing community contacts and program development. She is certified as level two in the EAGALA model.

Jessica White Plume, Ph.D. (Oglala Lakota) has worked in tribal health and community development at the University of North Dakota, Center for Health Promotion and Prevention Research for ten years. She has been collaborating with the Three Affiliated Tribes Healing Horse Program since 2007. Dr. White Plume is also the cofounder of the Great Plains Horse Society Alliance.

Marty YoungBear is a Youth Mentor for the Three Affiliated Tribes PL 102-477 Program. He works with youth, teaching them life skills, including working with horses. He is active on the rodeo circuit and local horse races. Mr. YoungBear is certified as level two in the EAGALA model.

- **Healing Horse Program - Psychotherapy and Equine Assisted learning introduction through Three Affiliated Tribes 477 Program's Healing Horse Program. Discussion on Fort Berthold's Community College approved native value/ Horse 101 curriculum and the Great Plains Horse Society Alliance nonprofit organization.**

Ron D'Amico, Ph.D. is President and Senior Social Scientist at Social Policy Research Associates. He is an expert in public policy and evaluation research, and has served as an advisor to the U.S. Department of Labor on workforce development programs for more than 20 years.

- **Understanding Common Measures - This session will provide attendees with a thorough understanding of the Common Measures in effect for the Comprehensive Services Program. Topics will include: definitions of the measures, who counts under each measure, measurement quarters and reporting periods, and practical strategies for maximizing performance. Learning will be reinforced through examples and hands-on exercises.**

Steven A. Darden is a successful leader, business owner, executive, trainer, and public speaker. He has over 30 years experience in tribal, educational, nonprofit human services, municipal leadership, and administration. He is a former Magistrate and Councilman with the city of Flagstaff, Arizona. He is also a former Adjunct Faculty of the Dine College (Navajo Nation). Mr. Darden is a student of cutting edge leadership, excellence in organizations, and personal wellness.

- **Cultural Motivation – Identity - In today's society, it is more important than ever to know who you are and where you stand as a Native American individual – the most important aspect of oneself is identity. Those attending this workshop will explore and gain knowledge of identity in an innovative, motivational, and culturally appropriate manner. Knowledge gained by those in attendance will be important to share with the communities they serve.**

Francis W. Dunne is a Supervisor in the Workforce Development Division of the Office of Assistant Secretary - Indian Affairs, U.S. Department of the Interior based in Washington, DC.

- **Public Law 102-477: An Effective-Efficient Approach to Self Sufficiency - The presentation will include a brief review of Public Law 102-477, a brief discussion on what a "one stop shop" scenario might look like as it's related to "477", and how the consolidation and integration of resources and services might be advantageous to a case manager. We will look at our simplified reporting system and how our federal partners help with the "plan" review process. We will ask the proverbial question "Are you and the Employment, Training, and Related Services Demonstration Act ready for each other?"**

Diane Eid has been a Teacher/Educator for more than 25 years and has worked for the last 15 years at the Charles A. Jones Career and Education Center as a Case Manager/Teacher-Facilitator in GAIN, JTPA and WIA funded programs. Ms. Eid has a certificate as a Career Development Specialist and administers a variety of career, personality and vocational assessments to the students in the Workplace Skills and Computer Literacy class.

Co-Presenters:

Roland Rebuyon has been an Education teacher for 12 years. He currently teaches a Financial Literacy class at the Charles A. Jones Career and Education Center. He received the CCAE Teacher of the Year/Staff Member of the Year Award in 2005.

Rudy Meza is the Site Supervisor at the Charles A. Jones Career & Education Center in Sacramento, CA.

- **The Value of Vocational Assessments - Still don't know what you want to be when you grow up? In the middle of a career change? Completing a Vocational Assessment may help you find the right path. This workshop will cover 10 of the most used Vocational Assessments: 1) California Career Zone; 2) Choices; 3) COPS/CAPS/COPES; 4) Please Understand Me; 5) Time**

30th National Indian and Native American Employment and Training Conference
May 17-21, 2009 - Sacramento, California
CONFERENCE PRESENTERS / WORKSHOPS

Preference; 6) Workkeys System; 7) Ideas; 8) Learning Styles; 9) Right Brain/Left Brain; & 10) Getting to Know You. Attendees will complete 4-5 Vocational Assessments and have results interpreted.

Jenny Erwin has been the Regional Administrator for the U.S. Department of Labor, Women's Bureau since 1999. She manages a regional staff that plans and implements programs in Arizona, California, Guam, Hawaii and Nevada. She also works with staff both in D.C. and throughout the other nine regional offices to help women attain better jobs, better earnings, and a better living.

Co-Presenter:

Betty Lock has over 18 years of experience in the workforce development arena. She has worked with the Employment and Training Administration, served as a Native American Housing Program Evaluator with the U.S. Department of Housing and Urban Development, and has worked for many grassroots and nonprofit organizations on refugee and immigrant resettlement, employment, and social programs. Ms. Lock is currently the Regional Administrator for the Women's Bureau, U.S. Department of Labor.

- **Innovative Partnerships to Increase Employment Opportunities for Native American Women** - *Learn how the U.S. Dept. of Labor, Women's Bureau in Regions 9 and 10 teamed with local workforce and community economic development groups to create two successful pilot programs that help women increase their employment, training and entrepreneurial opportunities both off and on the reservation.*

Beverly O. Ford, Ph.D. is President of ASM Associates, a training and consulting firm that specializes in staff training for human services professionals. Since 1989 she has conducted training in case management, employment preparation, welfare reform, and client empowerment for over 100,000 people in 42 states.

- **Counseling Skills for the Employment Counselor** - *Master the basic skills you need to build effective partnerships that empower customers to work with you. Learn how to use your listening skills to build productive relationships; ask questions that encourage customers to think for themselves; confront self-defeating behaviors and engage them in working with you to solve problems that interfere with employment.*
- **Helping vs. Empowering** - *Do you often find yourself making plans, solving problems, and finding resources for participants and then become frustrated when they become dependent on you? Learn how to replace your "helping" behaviors with "Empowering" ones. Shift your strategies from doing for participants to teaching them how to do for themselves.*
- **Motivating the "Unmotivated"** - *Motivation is any need or desire that causes us to act. Your participants bring needs and desires with them. They come to you already motivated. Find out how to listen for and identify both the positive and negative motivations that can promote work. Learn how to transform participants' complaints about their present lives into goals for the future. Develop the skills you need to tie participants' motivation to the programs' goals and to reinforce the commitment to complete training and retain employment.*

Daniel Golding (Quechan) graduated Cum Laude from San Francisco State University receiving a Bachelors of Arts in Film Production and a minor in American Indian Studies. He started *Hokan Media Productions* in 1997 as a means to produce social issue documentary and narrative films. His films have screened both nationally and internationally.

- **Empowering Tribal Communities through Digital Technology** - *This workshop will present to participants the importance of implementing the use of digital video technology to be used for training at-risk youth and adults, cultural and language preservation, historic preservation, and education that will empower tribal communities*

Duane Hall is the lead Federal Project Officer with the Indian and Native American Programs, Office of Workforce Investment, Employment and Training Administration, U.S. Department of Labor and is based in Dallas, TX.

- **DOL Financial Reporting** - *This workshop will review the procedures for submitting financial report ETA-9130.*

M. Ligaya Hattari, Ph.D. has been with California Indian Manpower Consortium, Inc., since 2002. Dr. Hattari fills her spare time teaching as adjunct faculty at the Anthropology Department of California State University, Sacramento, and volunteering as workshop presenter and fundraiser chair for local and national domestic violence agencies.

Co-Presenter:

Kimberlea Sanchez (Paiute) has volunteered for California Indian Manpower Consortium, Inc., since she was in high school. She recently graduated from California State University, Sacramento, where she studied Criminal Justice and Psychology. Ms. Sanchez is continuing her graduate studies in psychology at CSU, Sacramento, and looks forward to attending law school after she graduates.

- **Will the Real Indian Please Stand Up?** - *This workshop will examine "race" as a social construct linked to American culture, and how it defines our personal assumptions about ourselves and frames our actions to others in Indian country.*

30th National Indian and Native American Employment and Training Conference

May 17-21, 2009 - Sacramento, California

CONFERENCE PRESENTERS / WORKSHOPS

Phyllis Hutto is the Corporate Director of Agency Admissions for High-Tech Institute, Inc., as well as the CEO of Empowerment Resources, a company dedicated to empowering organizations and individuals to reach their maximum potential. As an accomplished trainer, facilitator, and motivator, Ms. Hutto has provided training for major companies throughout the nation.

- **Managing Stress** - *This workshop will identify the main causes of stress. The participant will learn key strategies for dealing with stress which includes relaxation exercises.*
- **Planning and Prioritizing** - *This workshop will help participants to identify their time management concerns, strengths, and areas for improvement; clarify the link between personal values and time use; connect planning to your various roles (employee, parent, friend, home manager, etc.); and teach them to use a system for assigning tasks to categories depending on time-sensitivity and importance.*
- **The Art of Managing Theater – Dealing with Workplace Drama** - *This workshop focuses on effective ways to deal with workplace drama and your role as the director of this theater. The participants will learn strategies for dealing with the varying personalities; conflict in the workplace; and difficult bosses.*

Jessica James (Pyramid Lake Paiute Tribe) obtained an AA degree in Liberal Arts and a BA degree in American Indian Studies from Haskell Indian Nations University and a MA in Indigenous Nations Studies with emphases in Cultural Preservation Management and Indigenous Museum Studies from the University of Kansas in Lawrence, Kansas. Currently, Ms. James is the Youth Program Director for the Indian Center, Inc. located in Lincoln, Nebraska. Ms. James mentors and advises youth on multiple levels of education and empowers youth to become educated leaders through encouraging cultural values and achieving academic success.

Co-Presenter:

LaNada War Jack, D.A. (Shoshone-Bannock), currently living on the Fort Hall Indian Reservation, is a graduate of the University of California receiving her MPA and Doctorate of Arts from Idaho State University. Dr. War Jack is currently the President of Indigenous Visions Network and completing her book on the Federal Fiefdom: A Study of Colonialism on Americas Indian Reservations.

- **Youth Empowerment** - *Background and experience of presenters describe both reservation and urban environments. Session will give information on how to overcome issues with positive attitude and understanding.*

Wayne Kei is the Assistant Branch Chief, U.S. Census Bureau based in Washington, D.C.

Co-Presenter:

Hai-Na-Nu Saulque (Benton Paiute) is the Census Information Center Coordinator for California Indian Manpower Consortium Inc, Sacramento, CA

- **On the Road to the 2010 Census** - *This workshop will provide an overview of the 2010 Census, history and operations, specifically pertaining to the American Indian and Alaska native (AIAN) populations. This session will also examine the available data on the American Indian and Alaska Native populations, as well as provide summary information on the AIAN advertising communication plans for the decennial census.*

Jonathan Lampman is a Federal Project Officer, U.S. Department of Labor - Employment and Training Administration.

Co-Presenter:

Kirk Shrum is a Federal Project Officer, U.S. Department of Labor - Employment and Training Administration.

- **Dislocated Worker NEG Programs** - *This workshop will lead into National Emergency Grant programs available to Section 166 Programs for dislocated worker assistance.*

John Lloyd is a member of the International Brotherhood of Electrical Workers (IBEW) and has been part of the building trades for 40 years. Mr. Lloyd is also the Membership Development Representative for the IBEW Local 551 in Santa Rosa, CA.

Co-Presenters:

Marie De La Parra, CEO, is the founder and principal of BMB Construction Properties, an Oakland based green certified general contractor. Ms. De La Parra is one of a handful of women construction owners and perhaps one of even fewer female certified green construction and design experts. She also holds a C-27 landscape license.

Tracy Madden-Maloon (Te-Moak Shoshone) is a fourth year apprentice in the IBEW. She was accepted in to the IBEW after her mother, a journeyman wireman, insisted. She is happy to share her story with other Native people.

- **Careers in the IBEW** - *An overview of the career opportunities with the International Brotherhood of Electrical Workers will be provided.*

30th National Indian and Native American Employment and Training Conference

May 17-21, 2009 - Sacramento, California

CONFERENCE PRESENTERS / WORKSHOPS

Andrew Miritello, an EAGALA Equine Specialist, has a unique background consisting of a combination of 35 years of horse experience and 18 years working with at-risk youth, and the past 12 years with youth in the Native American Community. This relationship with horses and youth has drawn him to partner in Equine Spirit: Equine Assisted Growth & Learning Adventure.

Co-Presenter:

Mary Sims Gerdes is a licensed Professional Counselor with a private practice in Tempe, AZ. She also partners in Equine Spirit. She is the Certified EAGALA Mental Health Professional. Her specialties include: corporate leadership, teambuilding, counseling individuals and couples, and Equine Assisted Psychotherapy. Her experience includes accomplishments as a businesswoman, speaker, facilitator, mediator and therapist.

- **Kahv'yoo Adventure for WIA Youth** - *This Equine Spirit Program offers an opportunity for youth to develop healthy coping strategies, resilience and self-esteem. This is an experiential process where youth groups participate with horses in assigned ground activities utilizing the internationally known EAGALA model.*

Christine Molle is the Executive Director, American Indian Council, North Kansas City, MO. Ms. Molle also represents Region V as a member of the U.S. Department of Labor Native American Employment and Training Council.

Co-Presenter:

Kathy Atkins is the Tennessee Office Coordinator, American Indian Center of Arkansas, Inc. in Nashville, TN. Ms. Atkins has also previously served and the NINAETC Chairman and Secretary.

- **Meeting Clients' Barriers to Employment** - *An interactive, hands on session to problem solve individual based needs to employment barriers.*

Christian Naho'opi'i-Hose is the Intern Manager at ALU LIKE, Inc. and Wai'anae 'Olelo Community Media Center, Wai'anae, HI. Mr. Naho'opi'i-Hose has been involved with the Community Media Program for ten years and has been the Intern Manager for three years. He plans to teach in his community after completing college. He is actively involved in community projects and all aspect of Native Hawaiian Culture.

Co-Presenters:

Naturalee Puou is the Intern Manager at Wai'anae 'Olelo Community Media Center, Wai'anae, HI. She has been involved with the Community Media Program for six years and an Intern Manager for three years. Ms. Puou plans to teach in her community after completing college. Her interests and activities include reading, writing, and mentoring young learners. Ms. Puou has a deep passion for Native Hawaiian culture, particularly hula (dance).

Thorne Kahele-Fontanilla is an Intern at Wai'anae 'Olelo Community Media Center. Mr. Kahele-Fontanilla has been involved with the Community Media Program for three years, and has been an intern for two years. His plans are to continue working in his community after completing college. He enjoys training and mentoring community members of all ages with learning Media Production skills and sharing his Native Hawaiian culture with others.

Shirley P. Naho'opi'i is a Kupuna (Elder) Cultural Specialist. She is retired from civil service work which includes the Headstart Program, Community Action Programs, and the Dept. of Public Safety. Ms. Naho'opi'i started her second career as a Kupuna (Elder) and Culture Specialist and has taught Hawaiian culture and values to school children for the last ten years. Her goal is to ensure that Native Hawaiian culture, knowledge, values and traditions are perpetuated by future generations.

- **Maximizing and Leveraging Native Employment and Training Resources for Youth** - *Native peoples always knew it took a village to raise a child. Discover how maximizing and leveraging Native Employment and Training Resources can raise empowered and culturally-grounded Native youth. This workshop is presented by the Kako'o or Youth Interns of the Wai'anae 'Olelo Community Media Enrichment Program. The Student Interns will be focusing on the program's success of combining employment and work experience with cultural and traditional practices, integrated with media production technology and P.E.G. Access Television, as a means to both preserve and perpetuate Native culture from the past, in the present and for the future of Native communities. Learn of engaging multigenerational activities that strengthens family relationships, teaches civic participation, and fosters a community's wellbeing*

Timothy O'Daniel (Oglala Lakota) has spent the last 20 years in the development and administration of educational and employment programs for at risk and hard to serve youth and adults. Mr. O'Daniel's Fresh Start Program was awarded the South Dakota Work Force Development Program of the year in 2000. He served as Lead Consultant for the Oglala Lakota Tribe's Department of Public Safety to reorganize the Juvenile Service Center on the Pine Ridge Reservation. Mr. O'Daniel served as the Director of Criminal Justice Advocacy for YouthBuild USA for five years developing opportunities for youthful and young adult offenders across the nation to participate in YouthBuild Programming. He also served as lead consultant and Interim Director for the Sisseton Wahpeton Tribe's YouthBuild Program. Mr. O'Daniel is currently a consultant for YouthBuild USA's Native American Programs Department.

30th National Indian and Native American Employment and Training Conference

May 17-21, 2009 - Sacramento, California

CONFERENCE PRESENTERS / WORKSHOPS

- **YouthBuild: A Youth and Community Development Program** - YouthBuild addresses issues facing low-income communities: housing, education, employment, and leadership development. In YouthBuild programs, low-income youth ages 16-24 work toward their GED or High School Diplomas, learn job skills, and serve their communities by rehabbing and building affordable housing. YouthBuild is a "learn and earn" program with students receiving stipends and incentives during their educational and vocational training.

Teresa Peralta (Yurok), an employee of California Indian Manpower Consortium, Inc. (CIMC) of more than 15 years, has extensive experience in coordinating logistics for numerous national, regional and local events. Ms. Peralta has successfully co-coordinated CIMC's Leadership Training for Entrepreneurial/Small Business/Economic Development for the past eight years.

Co-Presenter:

G. David Singleton is a planner, researcher and manager of social, educational, community and economic development projects with 30 years of progressively responsible experience. He has been successful in bringing together public and private resources resulting in projects that have impacted numerous local Native communities throughout California. Mr. Singleton has also co-coordinated CIMC's Leadership Training for Entrepreneurial/Small Business/Economic Development for the past eight years.

- **Turning Native Dreams into Entrepreneurial Reality** - This workshop will share information on California Indian Manpower Consortium's Leadership Training for Entrepreneurial/Small Business/Economic Development, an innovative entrepreneur training program for Native individuals who want to start a business or expand an existing business.

Richard Phelps is the founder and CEO of Falmouth Institute. He has been providing a range of services to the American Indian and Alaskan Native community for over 20 years. Mr. Phelps has worked with tribal organizations in developing organizational audits, developing policies and procedures to insure compliance with federal grant and contract requirements, and has negotiated indirect cost agreements for numerous tribes. He has served as project manager on several major federal contracts for the U.S. Department of Labor, Indian Health Service and the U.S. Department of Housing and Urban Development.

- **Grievance and Appeals Procedures for Human Resource Professionals in Indian Country** - The purpose of the grievance and appeals process is to protect tribal employees from improper treatment or management errors, but it must ensure fairness for employees and the tribal organization. Without a doubt, managing the process is challenging for tribal employers. This class will provide human resources professionals with tools to minimize the risk of claims, and develop grievance process models and policies that are consistent and fair to all parties. During this hands-on class, we will walk you through a typical hearing and share the latest case law. Whether you're an experienced Human Resources professional or a newcomer, you'll walk away from the session better prepared to address the difficult area of grievances and appeals.
- **Supervision and Management Skills** - If you're a manager or supervisor, ask yourself: What will motivate my staff? How can I get people to accomplish their duties quickly and productively? How can I instill cooperation and teamwork in my staff? How do I get a difficult employee to become a good employee? How can I continue to keep my employees energized and resourceful? This course will enable you to expand on personal and on-the-job experience by applying newly-acquired skills and techniques used by leading management experts. This course will walk you through practical, hands-on exercises, including problem-solving and other workplace scenarios.

Millicent Pittman (Seneca Nation) has a long, well-established relationship with Native American Employment & Training programs. Her first jobs were as a CETA participant in the late 70's. Since then, she has had a rewarding career working for the Florida Governor's Council on Indian Affairs, Inc., doing everything from receptionist to accounting work. She credits the Native American JTPA and WIA programs for helping her attain a Bachelor's Degree in Business Administration in 2006.

- **Financial Literacy for Native Communities** - This workshop will introduce the participants to the financial literacy curriculum, *Building Native Communities: Financial Skills for Families*, developed by First Nations Development Institute and the Fannie Mae Foundation. The curriculum delivers vital personal financial management skills by connecting the ways of our ancestors to our present day circumstances. Some of the topics to be briefly discussed will be: *Building a Healthy Economy, Developing a Spending Plan, Working with Checking and Savings Accounts, Understanding Credit and Accessing Credit*. In addition, we will work through a hands-on exercise and have some fun!

Gary Rickard (Wintu) has worked in the field of employment and training for the past 26 years. His experience includes work at the federal, state, tribal and county levels and with a wide variety of programs. Mr. Rickard has developed many innovative practices in the area of preparing the "hard-to-serve" for entry into employment. He is the Vice chairman of the Wintu Tribe of Northern California and Vice-Chairman of the Board of Directors for California Indian Manpower Consortium, Inc.

30th National Indian and Native American Employment and Training Conference

May 17-21, 2009 - Sacramento, California

CONFERENCE PRESENTERS / WORKSHOPS

- **Effective Case Management – Empowering Your Clients** - Participants will learn how to influence change that allows the client to assume responsibility for their own problems. Case managers will leave the workshop with a new approach to assist clients with solving problems.
- **Effective Case Management – Job Retention Strategies** - This workshop will present job retention strategies to assist clients with sustaining long-term employment. Workshop participants will explore pre-employment preparation strategies, immediate post employment stabilization services, and long-term post employment work supports.

Anthony Showa (Navajo) is WIA Case Manager of the American Indian Center of Indiana, Inc. (AICI). As Case Manager for AICI, he works to help the American Indian community of Indiana in workforce development and education.

- **Different Pathways to Successful MOU's** - Workshop will provide information on developing successful and mutually beneficial memorandums of agreement.

Dirk N. Soma is the founder of Kulia Career Development Services (KCDS). KCDS provides individual and group education and career planning services within the Hawaiian community across the state of Hawai'i.

- **Project Popoho Na Pe'a - Setting the Course for a Journey of a Lifetime** - Project Popoho Na Pe'a was launched in October of 2005 in response to the need to provide Hawaiian Youth and Adults with quality, comprehensive education and career planning services. Come and hear how PPNP has empowered individuals, families, and communities to attain self-sufficiency and see how you can launch this model in your community.

Debby Tewa (Hopi) is currently the Arizona Department of Commerce Energy Office's Renewable & Tribal Energy Coordinator and serves as the state's Tribal Energy Liaison. Prior to joining the Energy Office, She worked at Sandia National Laboratories Tribal Energy Program in Albuquerque, NM where she provided technical assistance to tribes with their renewable energy portfolio to promote employment and economic development in Indian Country. While at Sandia, Ms. Tewa co-taught Women's Photovoltaic courses in conjunction with the American Solar Energy Society conferences. She also served as Project Manager for NativeSUN on the Hopi reservation. NativeSUN deployed over 300 stand-alone photovoltaic systems on the Hopi, Zuni, Navajo reservations and rural Flagstaff. She holds a bachelor's degree in Applied Indigenous Studies (2004) from Northern Arizona University, Flagstaff, Arizona.

Co-Presenter:

Al Henderson is the Tribal Liaison, Institute for Native Americans, Northern Arizona University, Flagstaff, AZ

- **Building Tribal Capacity for a Green Economy** - Session will provide definitions of "Green Economy," examples of Green Jobs for labor forces education and training in Tribal Communities, Renewable Energy Resources, and Native American Sustainability Energy Resource Center.

Michael Thomas is a senior advocate at Disability Rights California and is the coordinator of both the Protection & Advocacy for Beneficiaries of Social Security (PABSS) and the Client Assistance Program (CAP). Mr. Thomas is dedicated to assisting people with disabilities secure employment opportunities through programs of the Social Security Administration (SSA) and the Department of Rehabilitation (DOR).

- **SSA Employment Support/Work Incentive Programs for Individuals Who Receive SSI and SSDI** - This session provides information on elements of social security law that allows beneficiaries of SSI and SSDI to either return to or advance in the workplace. These SSA employment support/work incentives programs allow beneficiaries to keep some or all of their benefit payments while they transition to work. Other employment support services will also be presented such as the Department of Rehabilitation and the Ticket to Work Program.

PaPai X. Thomas, MPA (Miwok/Pawnee/Santee) was an elected officer of the El Dorado Miwok Tribal Council for five years and currently sits on her Tribe's Election Board and is the Chair of the Membership Committee. For the past thirteen years, Ms. Thomas has worked for California Indian Manpower Consortium (CIMC). In Ms. Thomas' current position, Business Services Coordinator, she works with the USDA Rural Business Enterprise Grants and with CIMC's for-profit subsidiary Tribal Business Services with various tribes on business development, tribal business partnerships and international trade.

- **Nation to Nation Trade Ventures** - This workshop will cover the increasing trend of Nation to Nation trade, tribal joint ventures and international trade.

Sandra Waterhouse is a Federal Project Officer with the U.S. Department of Labor, Employment and Training Administration in Region 6, San Francisco, CA. She works in the Office of Special Initiatives and Demonstration Grants. Ms. Waterhouse has worked for US DOL since 2000.

30th National Indian and Native American Employment and Training Conference

May 17-21, 2009 - Sacramento, California

CONFERENCE PRESENTERS / WORKSHOPS

YouthBuild Workshop Co-Presenter:

Patti Clary has been the Director for the Yuba County Office of Education's YouthBuild Program located in Marysville, CA for the past two years. In addition, she serves as the Director for the Yuba Sutter Conservation Corp and the Yuba County One Stop. In all, Ms. Clary nearly eight years of experience in the workforce development field.

Ex-Offenders Workshop Co-Presenter:

Tressa Dorsey has been the Program Director for MAAP, Inc. New Choice Program located in Sacramento, CA for the past three years. The New Choice Program is part of the U.S. Department of Labor Prisoner Reentry Initiative that was established to assist ex-offenders with vocational training, employment barrier removal, and employment placement assistance.

- **Ex-Offenders** - *This workshop will discuss the current DOL Prisoner Reentry Initiative projects and offers an "on-the-ground" experience working with the formerly incarcerated population.*
- **YouthBuild** - *This workshop will discuss the current DOL YouthBuild projects and offer "on-the-ground" experiences working with youth in this program.*

Jennifer Whitmore (Tohono O'odham) MIS Specialist at California Indian Manpower Consortium, Inc., Sacramento, CA

Co-Presenter:

Tara Andrade (Pomo) is the MIS Policy Performance Specialist at California Indian Manpower Consortium, Inc., Sacramento, CA

- **BearTracks 2 – Learning Lab** - *This workshop is designed for BearTracks 2 users who need to become more familiar with the BearTracks 2 database. The workshop will allow users the opportunity to individually work through various scenarios at their own pace. Users will have the opportunity to troubleshoot issues with the presenter and time for general BearTracks 2 questions will be made available at the end of the workshop. It is recommended that attendees have at some point also attended the "Understanding Common Measures" and "BearTracks 2: Basics" workshops.*
- **MIS Training** - *Workshop attendees will receive information on WIA regulatory requirements for participant eligibility, record maintenance, reporting, and program services.*

Gregory T. Williams is a former federal agent who began his career with NCIS and has over 23 years of administrative experience with gang intervention, employment, education and training programming. Since 2001, he has served as the Assistant Executive Director of Wisconsin Community Services, Inc. (WCS) overseeing for the organization's reentry initiatives, employment services, education, halfway houses, gang intervention, youth and mentoring services and civil rights compliance.

Co-Presenter:

Michael Alexander is a Case Manager with Spotted Eagle, Inc., in Milwaukee, WI

- **Effective Reentry Services** - *This workshop will be interactive with audience participation, lecture and video and will offer detailed strategies to address a broad range of effective programming for ex-offender/formerly incarcerated persons including African Americans, Native Americans, Hispanic and all other cultures in transitioning from jail and/or prison back to the community.*

Nancy P. Williams is the Team Leader, for the Office of Grants and Contract Management, Division of Policy, Review and Resolution, U.S. Department of Labor - Employment and Training Administration.

Co-Presenter:

Steve Malliaras is from the Division of Financial Management and Administrative Services, U.S. Department of Labor - Employment and Training Administration.

- **Financial Management** - *This three-day workshop will provide guidance and technical support on ETA financial and administrative requirements. Topics include financial reporting, monitoring, procurement, indirect costs, salary and bonus limitations, audit requirements and a host of other financial and administrative management topics.*

Jane Wood, MPA (Sisseton-Wahpeton) is President of Oyate Research and Training, which provides leadership, management, and communication training to tribal and Native organizations. She has designed, developed and delivered customized training to thousands of professionals in Washington and Oregon and serves as a consultant and researcher to several Pacific Northwest tribes. She has published numerous articles on human resources, leadership and professional development.

- **Four Generations at Work** - *You belong to one of four generations of workers -- each with distinct communication and work styles, preferences and expectations. Do you know how to work effectively with the other three generations in your workplace? Do they know how to work effectively with you? This highly-interactive and entertaining workshop identifies the four generations and ways to attract, recruit, retain, motivate and communicate with each generation.*

30th National Indian and Native American Employment and Training Conference
May 17-21, 2009 - Sacramento, California
CONFERENCE PRESENTERS / WORKSHOPS

- **Keep the Best, Develop the Rest: Effective Retention Strategies** - In these uncertain economic times, tribal managers are faced with unique challenges unlike any experienced before. Recruitment has slowed as jobs disappear, so human resource managers look for innovative retention strategies to keep existing staff and prepare employees for other opportunities within their organization.
- **Not Your Ordinary Interview: Hiring Tribal Members** - In today's tribal organizations, human resources must balance a variety of issues to select staff. Considering TERO, AA/EEO and a host of other laws, policies and procedures, hiring can also be impacted by political and economic considerations. Many tribal human resource managers grapple with how to best meet organizational needs via traditional selection procedures but also employ community members who may have limited educational or professional experience. In this workshop, you will learn about behavioral-based interviewing as well as methods to translate life skills into professional skills so that you can recruit, select and employ tribal members within their own organizations.
- **Performance Management in Today's Tribal Organization** - Performance Appraisals are an opportunity to evaluate whether individuals are meeting established standards and goals, yet they are often poorly designed, underutilized or managers are not trained to administer them effectively. This workshop equips human resources professionals with methods to improve the performance appraisal process in their own tribal organization. It addresses performance management systems and the performance appraisal process.

Sylvia WynnLindeman served the San Francisco Bay Area business community for over two decades as a management and organization development consultant and as senior adjunct professor at a respected private university before joining the WIA Program staff at Ya-Ka-Ama Indian Education and Development Center in Forestville, CA Her courses and in-house workshops in leadership and communication, strategic planning, problem solving, performance management and motivation have equipped thousands of people with the competencies needed to build high performing teams and successful organizations.

- **Best Practices for Caseload Management** - "They" say life is all about balance and the same notion might be applied to the art and science of managing a (sometimes overwhelming) caseload. If you have days when you feel that you're being forced to make trade-offs between working with your participants and record keeping, between reaching out to potential employers and the larger business community and handling the constant stream of applicants, join this interactive workshop.
- **Connecting with your Participants** - If you've ever wondered if there was anything you might have done to keep a particular participant from dropping out of the program or what your best strategy might be for motivating another participant to step up and take responsibility for their future, this workshop is for you.
- **"Criticism" Done Right** - Recent research in the field of organizational behavior shows that a poorly worded or timed critique can hurt not only a person's sense of self and direction but dampen their overall morale. Repeated incidents have been shown to permanently damage working relationships and weaken a team's capacity to overcome challenges. On the flip side, clear feedback – both supportive and constructive – regularly provided – significantly improves esprit de corps and inspires new heights of innovation and excellence. What's the secret? If something is wrong or could be done a better way, it needs to be discussed. How can you ensure that you and your team stay safe talking about what succumbing to the dangers of "criticizing" or "blaming?" And how do you keep emotions in perspective when the issue really is "personal?"
- **Navigating Change** - In these turbulent times, change is almost a given. The question this workshop addresses is what you can do to facilitate the transition to the new circumstances so that the process is more conscious and less fraught with nonproductive behavior.
- **Time Management and Organizational Skills** - Some days you go home exhausted, others you leave exhilarated. What can you do to ensure that the hours you invest in your work are really being levered to produce the most important results? And how can you avoid the frustration of time spent "spinning your wheels"? Join this workshop and delve into tried and true tactics for the following: 1) Getting and Staying Organized; 2) Triumphant over the organizational patterns that scatter your energy; 3) Effectively working those large or overwhelming projects; and 4) Setting Priorities that succeed – on all levels.