

**46TH NATIONAL INDIAN AND
NATIVE AMERICAN EMPLOYMENT
AND TRAINING CONFERENCE**



SACRAMENTO, CALIFORNIA | JUNE 1-4, 2026



The National Indian and Native American Employment and Training Conference (NINAETC), established in 1979 is the largest and most representative national Indian and Native American employment and training association. NINAETC serves the needs of a broad membership of Indian and Native American tribal governments, consortia, and organizations.

The NINAETC is organized as a representative voice of consensus on national employment and training issues. Our main purposes are to:

- gather and share information with individuals and organizations who are involved with Indian and Native American employment and training programs at an annual conference;*
- recognize the accomplishments of our programs and individuals who have benefited from the numerous employment and training opportunities provided through the Native American workforce development programs; and*
- provide a forum for the members to deliberate issues of pressing concern to Native American workforce development programs and develop strategies to attain the goals of our broad-based membership and communities.*

Cover artwork by: *Lawrence Schnorr, Tallahassee, Florida*



WELCOME

to the

46th National Indian and Native American Employment and Training Conference

Greetings, Relatives and Friends!

On behalf of the NINAETC 166/477 Executive Committee, we are delighted to welcome you to Sacramento, California.

We would like to thank the CIMC staff, Executive committee, volunteers and all who have made this possible to come together to share, learn and retain the information put forth during this conference. Thank you for the hard work and support of the grantee community, Tribal and Federal partners, and our generous sponsors!

The 46th NINAETC conference offers a wide range of workshops to help our community do the work we do! There is something offered for everyone - directors, finance officers, and front-line staff. This year's theme, "Exceeding the vision, expanding the possibilities" gives us the sight to see the possibilities of the following years of new focus in our programs that holds the future, building and connecting with more communities and employment opportunities. We gain and share Knowledge, Empowerment, and Opportunity to all we serve.

We Look forward to seeing you in the training sessions. Enjoy the beautiful state of California!

Thank you!

A handwritten signature in black ink that reads "Kathy Atkins".

Kathy Atkins
Conference Co-Chair WIOA Section 166
Executive Director, Florida Governor's
Council on Indian Affairs, Inc.

A handwritten signature in black ink that reads "Jacky England".

Jacky England
Conference Co-Chair P.L. 102-477
Employment Program Manager,
Cherokee Nation of Oklahoma

June 1-4, 2026

46TH EXECUTIVE COMMITTEE

WIOA Section 166

Public Law 102-477



Kathy Atkins
Florida Governor's Council
on Indian Affairs



Jacky England
Cherokee Nation of Oklahoma

CHAIR



Lorenda T. Sanchez
California Indian Manpower
Consortium, Inc.



Margaret Zientek
Citizen Potawatomi Nation

VICE-CHAIR

SECRETARY

*No Photograph
Available*

Mariah Mendez
Mescalero Apache Tribe



Deannah Neswood-Gishey
Navajo Nation

TREASURER



Michael Martin
Native American Community
Services of Erie and Niagara
Counties, Inc.



Holly Morales
Central Council of Tlingit and Haida
Indian Tribes of Alaska

FEDERAL PARTNERS

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

U.S. Department of Agriculture
U.S. Department of Commerce
U.S. Department of Education
U.S. Department of Energy
U.S. Department of Health and Human Services
U.S. Department of Homeland Security

Department of the Interior

Secretary of the Interior

Doug Burgum

Assistant Secretary – Indian Affairs

William “Billy” Kirkland III

Office of Assistant Secretary – Indian Affairs

Jacqueline Bisille, Senior Advisor

Deputy Assistant Secretary – Indian Affairs for Policy and Economic Development

Kennis “Ken” Bellmard

Office of the Solicitor - Division of Indian Affairs/Branch of Self Governance & Economic Develop.

Andrew S. Caulum, Senior Attorney

Bureau of Indian Affairs

Bryan K. Mercier, Director

Office of Indian Services

Genevieve Giaccardo, Acting

Bureau Director

Division of Workforce Development

K. Denise Baylon, Division Chief

Anthony Riley, P. L. 102-477 Branch Chief

Tahnee Barnes, Financial Specialist

Ida Doyle, Workforce Specialist

Carrie McMillan, Workforce Specialist

Leon Ghahate, Workforce Specialist

Samantha Leonard, Workforce Specialist

Vincent Romero, Workforce Specialist

Rebekah HorseChief, Workforce Specialist (JPT)

Terry “TJ” Tartsah, Workforce Development Assistant

Latisha Dewahe, Workforce Specialist (120-day detail)

U.S. Department of Housing and Urban Development

U.S. Department of the Interior

U.S. Department of Justice

U.S. Department of Labor

U.S. Department of Transportation

U.S. Department of Veterans Affairs

Department of Labor

Secretary of Labor (Acting)

Keith E. Sonderling

Assistant Secretary – Employment and Training Administration

Henry Mack III

Office of Workforce Investment

Kimberly Vitelli, Administrator

Division of Indian and Native American Programs

Stephanie West

Acting Chief

Tarsha Hall

Acting Unit Chief

Jennifer Whitmore

Workforce Development Specialist

Carl Duncan

Workforce Development Specialist

Jolene Aguilar

Workforce Development Specialist

Kayla Olvera

Workforce Development Specialist

Sharon McDowell

Workforce Development Specialist

NATIVE AMERICAN EMPLOYMENT AND TRAINING COUNCIL

Region 1 and 2

Darrell Waldron

Rhode Island Indian Council

Region 3

Candace Lowery

North Carolina Commission on Indian Affairs

Kathy Atkins

Florida Governor’s Council on Indian Affairs, Inc.

Region 4

Lora Ann Chaisson

Inter-Tribal Council of Louisiana, Inc.

Robin Counce

Choctaw Nation of Oklahoma

Darius Lee Smith

National Indian Youth Council, Inc.

Region 4 (Oklahoma)

Erwin Pahmahmie, Jr.

Cheyenne and Arapaho Tribes

Region 5

Robert Houle

Bad River Health and Wellness Center

Angel Peer

American Indian Council, Inc.

Region 6

Joseph Quintana

Native Development Network, Inc.

Gary Rickard

Wintu Tribe of Northern California

Orlanda Wauneka

Navajo Nation Department of Workforce Development

Region 6 (Hawai’i)

Winona Whitman

Alu Like, Inc.

Region 6 (Alaska)

Holly Morales

Central Council of Tlingit & Haida Indian Tribes of Alaska

Other Discipline

Patricia Hibbeler

Confederated Salish and Kootenai Tribes

Kay Seven

Nez Perce Tribe

Omer Tamir

Texas Native Health

Jacob Wojnas

Te wa’ tha hon :ni Corporation



46TH CONFERENCE AGENDA

Sunday – May 31, 2026

3:00 - 6:00 pm – Registration Maxi’s 7:00 pm – New Attendee Orientation Capitol D/Patio

Monday – June 1, 2026

Tuesday, June 2, 2026

7:00 am - 6:00 pm – Registration Maxi’s

7:00 am - 6:00 pm – Registration Maxi’s

8:00 am - 5:00 pm – Exhibitors/Vendors California Ballroom

8:00 am - 5:00 pm – Exhibitors/Vendors California Ballroom

8:00 am - 8:30 am – **Wake up with Mitch**..... Grand Ballroom

8:00 am - 8:30 am – **Wake up with Mitch**..... Grand Ballroom

8:30 am - 12:00 pm – **Plenary Session** Grand Ballroom

8:30 am - 10:00 am – **Plenary Session** Grand Ballroom

- Honor Guard/Posting of the Colors - *Big Sandy VWF Color Guard*
- Drum Group - *Sacred Circle Drum Group*
- Invocation - *Chris Devers, Pauma Band of Mission Indians*
- Welcome
 - *Kathy Atkins, Executive Director, Florida Governor’s Council on Indian Affairs (Chair-166)*
 - *Jacky England, Employment Program Manager, Cherokee Nation of Oklahoma (Chair -477)*
 - *Hon. Robert H. Smith, Chair, Board of Directors, California Indian Manpower Consortium, Inc.; Chair, Pala Band of Mission Indians*
- Roll Call
 - *Mariah Mendez, Mescalero Apache Tribe (Secretary 166)*
 - *Deannah Neswood-Gishey, Navajo Nation (Secretary 477)*
- Remembrance
 - *Margaret Zientek, Director of Workforce and Social Services, Citizen Potawatomi Nation (Vice Chair -166)*
- Federal Agency Updates
 - *Kim Kovol, Deputy Assistant Secretary for Tribal Affairs, Administration for Children and Families, US DHHS*
 - *K. Denise Baylon, Division Chief, Division of Workforce Development, Office of Indian Services, BIA, US DOI*
 - *Jacqueline Bisille, Senior Advisor, Office of the Assistant Secretary - Indian Affairs, US DOI*
 - *US Department of Labor*
- Announcements

- Invocation - *Tracy Tripp - Ione Band of Miwok Indians*
- Speaker - *Honorable James C. Ramos, Member, California State Assembly, District 45*
- 2026-2027 NINAETC Officer Nominations
- Announcements

12:00 - 1:30 pm – Lunch (on your own)

10:00 - 10:30 am – Break

1:30 - 3:00 pm – **Workshops**

10:30 am - 12:00 pm – **Workshops**

- Understanding Your WIOA 166 Budget: Practical Budget Tracking Tools Capitol Salon A
- Allowable Program Costs Capitol Salon B
- 477 Tribal Workgroup Meeting (Federal Partners invited) Capitol Salon D
- Unlocking Life: Re-entry, Resilience, Workforce Readiness & Community Transformation Garden
- Preventing Stress for Better Self Care and Deep Relaxation Redwood
- Career Curriculum: From Destinations to Pathways Sacramento
- Using the Haudenosaunee Concept of a Good Mind in Workforce Development (Part 1 of 2) Terrace

- Building Effective WIOA Intake Forms Using Digital Formats (Jotorm, Google Forms, etc.) American River
- Understanding Your WIOA 166 Budget: Practical Budget Tracking Tools Capitol Salon A
- Allowable Program Costs Capitol Salon B
- 477 Tribal Workgroup Meeting (Tribal only) Capitol Salon D
- WEX in Tribal-Federal Co-Stewardship Garden
- Leadership: The Seven Grandfather Teachings Redwood
- Dine’ Action Plan - A Navajo Nation movement Sacramento
- Building STEM Tribal Workforce Future: Leveraging AISES for Program Success Terrace

3:00 - 3:30 pm – Break

12:00 - 2:30 pm – **Awards Luncheon** Grand Ballroom

3:30 - 5:00 pm – **Workshops**

- *2026 Outstanding Participant (166 & 477)*
- *2026 Howard Yackus Memorial Scholarship Award*
- *2026 Alice BigPond Roach Memorial Award*
- *2026 Outstanding Employer (477)*
- *US DOI - Division of Workforce Development P. L. 102-477 Grantee Recognition Awards and Chief’s Award*

- Serving in Action: Serving with Purpose, Not Burnout Capitol Salon A
- Financial Management for the Non-Accountant Capitol Salon B
- Improving Communication in the Workplace Capitol Salon C
- P.L. 102-477 Integrating Funding Streams to Improve Effectiveness: Self Determination Tool Capitol Salon D
- Tribally Approved Providers Program Redwood
- Family Violence Prevention and Services Act Sacramento
- Using the Haudenosaunee Concept of a Good Mind in Workforce Development (Part 2 of 2) Terrace

2:30 - 3:00 pm – Break

3:00 - 4:30 pm – **Workshops**

- Case Management for Rookies American River
- Beyond the Prompt: Real-World AI for Human Services Capitol Salon A
- PMS Payment Requests and ETA-9130 Financial Reporting Capitol Salon B
- Improving Communication in the Workplace Capitol Salon C
- 477 “New” Statistical Reporting Capitol Salon D
- Developing a Growth Mindset: Building Your Professional Learning Plan Garden
- Tribally Approved Providers Program Redwood
- Reaching Veterans and Their Families with Benefits and Programs Earned Sacramento
- Building STEM Tribal Workforce Future: Leveraging AISES for Program Success Terrace

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

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

- Region 1, 2 & 3 Garden
- Region 4 Terrace
- Region 5 Sacramento
- Region 6 Capitol Salon C

46TH CONFERENCE AGENDA (CONTINUED)

Exceeding the Vision - Expanding the Possibilities

Wednesday, June 3, 2026	Thursday, June 4, 2026
7:00 am - 6:00 pm – Information Maxi’s	7:00 am - 6:00 pm – Information Maxi’s
8:00 am - 5:00 pm – Exhibitors/Vendors California Ballroom	8:00 am - 5:00 pm – Exhibitors/Vendors California Ballroom
8:00 am - 8:30 am – Wake up with Mitch Grand Ballroom	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 • 2026-2027 Office Candidate Speeches • 2027 Site Presentations • Announcements 	8:30 am - 10:00 am – Plenary Session Grand Ballroom <ul style="list-style-type: none"> • 2026-2027 Officer Election Results / 2027 Site Selection Result • Resolutions • Years of Service Recognition - 20, 25, 30, 35, 40, 45 Years • Retire Colors • Announcements
10:00 - 12:00 pm – Voting	
10:00 - 10:30 am – Break	10:00 - 10:30 am – Break
10:30 am - 12:00 pm – Workshops <ul style="list-style-type: none"> • Building Effective WIOA Intake Forms Using Digital Formats (Jotform, Google Forms, etc.) American River • Work Smarter: Time Tools, & Tiny Systems..... Capitol Salon A • Strengthening Performance: Using WIOA Reporting to Improve Outcomes Capitol Salon B • Designing Child Care Assistance Services.....Capitol Salon C • Fund Reporting/Financial Reporting 477 Capitol Salon D • Tribal Enterprises as Workforce Partners.....Garden • Impact on Navajo Nation Economy..... Redwood • Creating a Native Professionals Network (NPN) to Expand Opportunities for Your Program and Community! Sacramento 	10:30 am - 12:00 pm – Workshops <ul style="list-style-type: none"> • Empowering Clients American River • Unlocking Life: Reentry, Resilience, Workforce Readiness & Community Transformation Capitol Salon A • PMS Payment Requests and ETA-9130 Financial ReportingCapitol Salon B • Preventing Stress for Better Self Care and Deep RelaxationCapitol Salon C • 477 “New” Statistical ReportingCapitol Salon D • Strengthening Pathways: Strategic Partnership for Native Youth in Higher Education and Workforce Development.....Garden • Care Not Carry: Supporting Others, While Staying in Balance Redwood • Welfare Assistance - Reporting for Funding Sacramento • Strengthening Workforce & Training Partnerships..... Terrace
12:00 - 1:30 pm – Lunch (on your own)	12:00 - 1:30 pm – Lunch (on your own)
1:30 pm - 3:00 pm – Workshops <ul style="list-style-type: none"> • Empowering Clients American River • Serving in Action: Serving with Purpose, Not Burnout Capitol Salon A • Back to the Basics: Building your WIOA Toolbox.....Capitol Salon B • Creating Healthy Support System and Encouragement for People in NeedCapitol Salon C • Public Law 102-477: OMB 1076-0135 Annual Report Narrative Capitol Salon D • Developments and Best Practices for Tribal and Indian Preference.....Garden • Strong Systems, Meaningful Care Redwood • Dine’ Action Plan - A Navajo Nation movement Sacramento • Apprenticeships in Cloud Technology Terrace 	1:30 pm - 3:00 pm – Workshops <ul style="list-style-type: none"> • Financial Management for the Non-Accountant..... Capitol Salon A • Back to the Basics: Building your WIOA ToolboxCapitol Salon B • Creating Healthy Support System and Encouragement for People in Need.....Capitol Salon C • Peer to Peer Roundtable - How do I???Capitol Salon D • Protecting Their Future: Fraud Prevention to Honor Our Children & Preserve Our NationsGarden • Leadership: The Seven Grandfather Teachings Redwood • Tribal Flexibility in Child Care & Early Education Sacramento • Strengthening Workforce & Training Partnerships to Expand Opportunity in Native Communities Terrace
3:00 - 3:30 pm – Break	3:00 - 3:30 pm – Break
3:30 - 5:00 pm – Workshops <ul style="list-style-type: none"> • Case Management for Rookies American River • Beyond the Prompt: Real-World AI Capitol Salon A • From Intake to Impact: Managing WIOA participants for a successful journeyCapitol Salon B • Unplugged: Stories About Lessons Learned.....Capitol Salon C • Turning Flexibility into Impact: Plan 477 at Work in Indian Child WelfareCapitol Salon D • Protecting Their Future: Fraud Prevention to Honor Our Children & Preserve Our NationsGarden • Care Not Carry: Supporting Others, While Staying in Balance Redwood • Tribal Flexibility in Child Care & Early Education Sacramento • Quality Apprenticeships for Jobseekers in Tribal Communities..... Terrace 	3:30 - 5:00 pm – Workshops <ul style="list-style-type: none"> • Strengthening Performance: Using WIOA Reporting to Improve OutcomesCapitol Salon B • Family Violence Prevention and Services Act Funding Capitol Salon C • Wholistic Approach to Blending Services/ Avoid Silos.....Capitol Salon D • Strengthening Pathways: Strategic Partnership for Native Youth in Higher Education and Workforce Development.....Garden
6:00 pm – Banquet Grand Ballroom	5:00 pm – Hand Game Demonstration Capitol Salon A

46TH WORKSHOPS AT A GLANCE



WIOA SECTION 166 SESSIONS

- Allowable Program Costs
- Back to the Basics: Building your WIOA Toolbox
- Building Effective WIOA Intake Forms Using Digital Formats (JotForm, Google Forms, etc)
- Case Management for Rookies
- Creating a Native Professionals Network (NPN) to Expand Opportunities for your Program and Community!
- Empowering Clients
- Financial Management for the Non-Accountant
- From Intake to Impact: Managing WIOA participants for a successful journey
- PMS Payment Requests and ETA-9130 Financial Reporting
- Strengthening Performance: Using WIOA Reporting to Improve Outcomes
- Understanding Your WIOA 166 Budget: Practical Budget Tracking Tools for Program Directors and Managers

P. L. 102-477 SESSIONS

- 477 “New” Statistical Reporting
- 477 Tribal Workgroup Meeting
- Designing Child Care Assistance Services for Your Communities
- Family Violence Prevention and Services Act Funding
- Fund Reporting/Financial Reporting 477
- Impact on Navajo Nation Economy
- P.L. 102-477 Integrating Funding Streams to Improve Effectiveness: Self Determination Tool
- Peer to Peer Roundtable – How do I???
- Public Law 102-477: OMB 1076-0135 Annual Report Narrative
- Strong Systems, Meaningful Care
- Tribally Approved Providers Program
- Tribal Flexibility in Child Care & Early Education: Strengthening Native Communities Through Partnership and Systems Building
- Turning Flexibility into Impact: Plan 477 at Work in Indian Child Welfare
- Welfare Assistance - Reporting for Funding

UNIVERSAL SESSIONS

- Apprenticeships in Cloud Technology
- Beyond the Prompt: Real-World AI for Human Services
- Building STEM Tribal Workforce Futures: Leveraging AISES for Program Success
- Care Not Carry: Supporting Others While Staying in Balance
- Career Curriculum: From Destinations to Pathways
- Creating a Healthy Support System and Encouragement for People in Need
- Developing a Growth Mindset: Building Your Professional Learning Plan
- Developments and Best Practices for Tribal and Indian Preference in Hiring
- Dine’ Action Plan – A Navajo Nation movement to creating peer advocates, culture as prevention and family wellness
- Improving Communication in the Workplace
- Leadership: The Seven Grandfather Teachings
- Preventing Stress for Better Self Care and Deep Relaxation
- Protecting Their Futures: Fraud Prevention to Honor Our Children and Preserve Our Nations
- Quality Apprenticeships for Jobseekers in Tribal Communities
- Reaching Veterans and their Families with Benefits and Programs Earned
- Serving in Action: Serving with Purpose, Not Burnout
- Strengthening Pathways: Strategic Partnerships for Native American Youth in Higher Education and Workforce Development
- Strengthening Workforce & Training Partnerships to Expand Opportunity in Native Communities
- Tribal Enterprises as Workforce Partners
- Unlocking Life: Re-entry, Resilience, Workforce Readiness & Community Transformation
- Unplugged: Stories About Lessons Learned
- Using the Haudenosaunee Concept of a Good Mind in Workforce Development

46TH WORKSHOP DESCRIPTIONS

WORKSHOP LEGEND



477 "New" Statistical Reporting



Presenter: *Margaret Zientek, Holly Morales*

Day: Tuesday, June 2

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

Room: Capitol Salon D

Day: Thursday, June 4

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

Room: Capitol Salon D

OMB Form 1076-0135 with Expiration Date 12/31/2027. P.L. 102-477 (PL477), as amended, allows Tribes to integrate employment, training, and related services programs administered by the Secretary of the Interior, the Attorney General, the Secretary of Agriculture, the Secretary of Commerce, the Secretary of Education, the Secretary of Energy, the Secretary of Health and Human Services, the Secretary of Homeland Security, the Secretary of Housing and Urban Development, the Secretary of Labor, the Secretary of Transportation, and the Secretary of Veterans Affairs. Tribes with a 477 plan must annually submit a single, integrated, three-part report on PL 477 activities. The three parts include a Program Statistical Report Form, a Financial Report Form, and a Narrative Report. This workshop will focus on the statistical form and all the new data lines.

477 Tribal Workgroup Meeting



Presenter: *Holly Morales, Margaret Zientek, Ashawna Miles*

Day: Monday, June 1

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

Room: Capitol Salon D

**Federal Partners invited

Day: Tuesday, June 2

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

Room: Capitol Salon D

**Tribal only

The federal partners are asked to provide updates regarding status of various grants; legislative actions, upcoming events, etc. After federal partner discussion ends we will discuss issues / actions that may affect 477 tribes and consortiums. Officer elections will be held.

Allowable Program Costs



Presenter: *Kerry Jevsevar*

Day: Monday, June 1

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

Room: Capitol Salon B

Day: Tuesday, June 2

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

Room: Capitol Salon B

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.

Apprenticeships in Cloud Technology



Presenter: *Corinna Pereira, Chris Van Houten*

Day: Wednesday, June 3

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

Room: Terrace

This session will introduce the CloudEmpower ForwardProgress Apprenticeship Program, designed to prepare Tribal members with in-demand cloud and contact center technology skills. The program helps address the growing demand for specialized technology talent while expanding career pathways for Indigenous professionals historically underrepresented in the technology sector. Learn how ForwardProgress delivers a cohort-based training pathway that combines technical education, hands-on experience, and employment opportunities for Tribal members across the United States. By partnering closely with community leaders and technology stakeholders, the ForwardProgress initiative enables workforce programs tailored to the unique needs of each participating Nation sustaining.

Back to the Basics: Building your WIOA Toolbox



Presenter: *Jolene Aguilar*

Day: Wednesday, June 3

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

Room: Capitol Salon B

Day: Thursday, June 4

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

Room: Capitol Salon B

The workshop will provide Workforce Innovation and Opportunity Act (WIOA) Grantees with a list of current Training and Employment Guidance

46TH WORKSHOP DESCRIPTIONS (CONTINUED)

Letters (TEGL) and regulatory requirements for building a robust WIOA program. Attendees will receive guidance on developing and updating program policies and procedures to ensure regulatory compliance. Whether you are new to WIOA or need a refresher, this workshop is for you. Participants will have the opportunity to engage in discussions designed to help them apply the guidance in real-world scenarios.

Beyond the Prompt: Real-World AI for Human Services



Presenter: *Katreena Hayes-Wood*

Day: Tuesday, June 2

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

Room: Capitol Salon A

Day: Wednesday, June 3

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

Room: Capitol Salon A

Ready to take your AI skills to the next level? This dynamic, hands-on session is designed for human services professionals who want to save time, reduce stress, and work smarter—without feeling overwhelmed by technology. Join professional trainer and best-selling author Katreena Hayes-Wood as she brings AI to life with real-world examples, practical tools, and a little bit of fun along the way. You'll learn how to turn everyday challenges, like writing case notes, emails, and reports, into quick, confident wins using simple AI strategies. Through interactive activities and live demonstrations, you'll move beyond basic prompting and discover how AI can become your personal assistant in the work you already do. Walk away with a customized toolkit, ready-to-use prompts, and the confidence to start immediately. This session will leave you inspired, empowered, and truly in the driver's seat of your workday.

Building Effective WIOA Intake Forms Using Digital Formats (JotForm, Google Forms, etc)



Presenter: *Natasha Tilson*

Day: Tuesday, June 2

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

Room: American River

Day: Wednesday, June 3

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

Room: American River

This interactive, hands-on workshop is designed to train staff to design and implement a fully functional WIOA intake form using Jotform. The training will be guided by a real-world example form, allowing participants to see and replicate a practical, working model. Participants will walk through the structure and components of the intake form, gaining a clear understanding of how to organize and collect critical participant data required for Workforce Innovation and Opportunity Act (WIOA) programs. The session will break the form into key sections, including personal information, eligibility criteria, barriers to employment, document collection, and participant consent, demonstrating how each component supports compliance and program reporting. Using Jotform's intuitive drag-and-drop form builder, attendees will learn how to recreate and customize the intake form, including adding fields, applying required settings, organizing content, and improving the user experience. Advanced features such as conditional logic, file uploads, and electronic signatures will be introduced to enhance efficiency and ensure accurate data collection. By the end of the workshop, participants will have developed a working intake form and will be equipped to adapt it to meet specific program requirements.

Building STEM Tribal Workforce Futures: Leveraging AISES for Program Success



Presenter: *Tesia Zientek, Kathy DeerinWater*

Day: Tuesday, June 2

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

Room: Terrace

Day: Tuesday, June 2

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

Room: Terrace

Tribal nations administering WIOA and P.L. 102-477 programs face growing pressure to deliver culturally grounded, results-driven workforce services. This workshop introduces participants to the full range of workforce development tools, programs, and consulting services available through AISES (Advancing Indigenous Science and Engineering Society), including turnkey science, technology, engineering, and math (STEM) education programming, a STEM career exploration platform for tribal communities, financial wellness curricula, and professional development resources designed specifically for Indigenous communities. Presentation will walk participants through a practical framework for assessing their tribe's current workforce development landscape and identifying high-impact opportunities for partnership. Attendees will leave with actionable strategies for strengthening tribal program offerings, understanding how AISES can support tribal workforce development strategic planning, and direct connections to AISES resources that support Indigenous job-seekers from PreK through career. No prior AISES partnership experience required.

Care Not Carry: Supporting Others While Staying in Balance



Presenter: *April Carter, Kelley Francen*

Day: Wednesday, June 3

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

Room: Redwood

Day: Thursday, June 4

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

Room: Redwood

This session introduces the Care Not Carry framework, a practical and culturally grounded approach to supporting others while staying in balance. Using the Three Sisters framework, Corn (Support), Beans (Sustain), and Squash (Protect), participants will learn how to strengthen client independence, set compassionate boundaries, and support growth without taking on what is not theirs to carry. Participants will gain practical tools they can immediately apply in their work, including barrier identification, responsibility filtering, and language shifts that promote accountability. Through real-world examples and guided reflection, attendees will leave with clear strategies to support long-term success while maintaining balance in their role/development.

46TH WORKSHOP DESCRIPTIONS (CONTINUED)

Career Curriculum: From Destinations to Pathways



Presenter: *Alison Holmes, Loren Collins*

Day: Monday, June 1

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

Room: Sacramento

In higher education, activities such as internships, hands-on and experiential learning are considered “high impact Practices” and supported by various campus offices. However, the gaining of core career skill needed to succeed e.g. resume and cover letter writing, and how to look for/apply to various opportunities (jobs/ training/graduate school) is generally left to students. Further career materials are often presented as unchanging, and students told they must simply conform to norms defined by the ‘real world’. This blind corner puts many populations at severe disadvantage, particularly Native/ First Generation/ rural students. This workshop will focus on the college level and argue that we must transform career curriculum from a ‘defined destination’ to a ‘pathway perspective’. Every student needs basic career skills and while those remain largely unchanged, it is vital that we shift their frame. This workshop will cover: 1) The experiences of the Karuk Tribe as it moved programming from a ‘college prep’ to holistic peer mentoring and 2) practical exercises offered as a way to support any student in search of their path.

Case Management for Rookies



Presenter: *Gary Rickard*

Day: Tuesday, June 2

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

Room: American River

Day: Wednesday, June 3

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

Room: American River

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

Creating a Healthy Support System and Encouragement for People in Need



Presenter: *Mitch Factor*

Day: Wednesday, June 3

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

Room: Capitol Salon C

Day: Thursday, June 4

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

Room: Capitol Salon C

If you are a support system for people with needs, this break out is for you. People may seek help in desperation or emergency, being fully prepared is a must. Join Mitch to create a healthy support system and encouragement for people in need. Get ideas and tools to help people with short- and long-term goals. Learn communication skills to encourage people to accomplish goals. Get ideas to be prepared and organized. Topics covered will be associated with addiction, employment, family and suicide prevention.

Creating a Native Professionals Network (NPN) to Expand Opportunities for Your Program and Community!



Presenter: *Michael Martin*

Day: Wednesday, June 3

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

Room: Sacramento

A Native Professionals Network (NPN) is a regular gathering of Native professionals in your area to have access to people, places, and experiences. This workshop will discuss how Native American Community Services in upstate New York is using a Native Professionals Network (NPN) to expand program outreach and visibility. You will learn how you can start one to serve your area. Examples will be provided of all the potential benefits and how it can help you expand opportunities for your participants and community members, as well as for your program and organization.

Designing Child Care Assistance Services for Your Communities



Presenter: *Jacob Timmons*

Day: Wednesday, June 3

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

Room: Capitol Salon C

In this workshop, participants will see how a small Tribal organization in Alaska designed their Child Care Assistance services with their local communities, providers, and families at the forefront. Guest panelists will be invited to share, demonstrating flexibility and a variety of different solutions to the same questions on topics that may include/not limited to: developing rates, co-pays, and income verification; alternative background checks; provider payments; home inspections: provider training; and quality expenditures.

Developing a Growth Mindset: Building Your Professional Learning Plan



Presenter: *Kim Meadows*

Day: Tuesday, June 2

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

Room: Garden

Growth doesn't happen by chance. It happens when we make an intentional commitment to learning and development. The strategies and approaches we used in workforce development 10 years ago cannot be the same ones we rely on today. As the workforce and our industry continue to change, we must be willing to grow, adapt, and continuously build our skills. This session will explore how developing a growth mindset can help workforce professionals expand their impact, stay current in the field, and better serve job seekers, businesses, and communities. Participants will

46TH WORKSHOP DESCRIPTIONS (CONTINUED)

learn how to prioritize professional development, align their growth with the Certified Workforce Development Professional (CWDP) competencies and begin building a practical plan for ongoing learning. Participants will leave with renewed motivation, a stronger understanding of CWDP competencies, and a simple framework for creating a professional development plan that supports long-term growth and success in workforce development.

Developments and Best Practices for Tribal and Indian Preference in Hiring



Presenter: *Adam Bailey, Richard Frye*

Day: Wednesday, June 3

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

Room: Garden

This workshop provides a practical, legally grounded overview of Tribal and Indian preference and recent legal developments including the implications of the new OLC opinion, "Constitutionality of Race-Based Department of Education Programs." Participants will gain a clear understanding of how preference is commonly applied in hiring, how to structure policies and definitions to align to applicable law, and how to address potential equal protection challenges. The session will equip Tribal employers, HR professionals, and TERO program staff with frameworks for assessing compliance, ensuring consistent application of preference, and managing workplace morale. The session will address how Tribes, employers, and workforce programs can navigate evolving federal guidance while maintaining sovereignty-based employment systems. Attendees will leave with a stronger grasp of the governing legal standards, the practical challenges that can arise when applying preference, and the considerations that should inform policy development, communication, and administration. The session is designed to provide guidance that participants can apply in Tribal employment settings, training programs, and related workplace contexts.

Dine' Action Plan – A Navajo Nation movement to creating peer advocates, culture as prevention and family wellness



Presenter: *Sonlatsa Jim*

Day: Tuesday, June 2

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

Room: Sacramento

Day: Wednesday, June 3

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

Room: Sacramento

The Navajo Nation Division for Children & Family Services has coordinated efforts with a historic law called the "Dine' Action Plan" which serves to find solutions to violence, suicide, alcohol and drug abuse, and missing and murder Indigenous relatives. Participants will learn about best practices that created peer lead advocates in communities and has created more opportunities for cultural knowledge holders, traditional practitioners, and medicine people. The workshop will include Navajo wellness teachings that can be used for training and workforce development initiatives.

Empowering Clients



Presenter: *Gary Rickard*

Day: Wednesday, June 3

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

Room: American River

Day: Thursday, June 4

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

Room: American River

In this workshop participants will acquire the skills needed to empower their clients to take ownership of their future. The case manager will learn techniques that will allow them to teach the client how to obtain this future and reduce dependency on the case manager.

Family Violence Prevention and Services Act Funding



Presenter: *Miranda Carman*

Day: Monday, June 1

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

Room: Sacramento

Day: Thursday, June 4

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

Room: Capitol Salon C

This workshop provides an overview of FVPSA formula funding available to all 477 eligible tribes, including funding purpose, allowable activities, and application requirements. Participants will learn how FVPSA supports tribal programs that prevent and respond to domestic violence, and will receive guidance on accessing funds.

Financial Management for the Non-Accountant



Presenter: *Kerry Jevsevar*

Day: Monday, June 1

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

Room: Capitol Salon B

Day: Thursday, June 4

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

Room: Capitol Salon A

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.

46TH WORKSHOP DESCRIPTIONS (CONTINUED)

From Intake to Impact: Managing WIOA participants for a successful journey



Presenter: *Maria Richardson, Ashley Patrick, Wanda Ammons*

Day: Wednesday, June 3

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

Room: Capitol Salon B

This comprehensive workshop is designed to guide WIOA grantees through the full lifecycle of participant engagement—from initial intake to successful employment outcomes and follow-up reporting. Participants will gain practical, step-by-step knowledge of program operations, compliance requirements, and effective case management strategies. The session emphasizes both technical processes (DINAP reporting, documentation, compliance) and human-centered approaches (participant engagement, individualized support, and retention strategies).

Fund Reporting/Financial Reporting 477



Presenter: *Holly Morales, Margaret Zientek, Senta Rowan*

Day: Wednesday, June 3

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

Room: Capitol Salon D

OMB 1076-0135 Annual Financial Report Form Exp 12/31/2027

The 477 Financial Report is used to monitor the progress of grantees in delivering services to Tribal members, identify unmet needs or other provide information to justify budget submissions by the federal agencies involved. Certain report data is used to calculate funding distribution levels on particular grants. Those include Welfare Assistance / General Assistance FASSR (Financial Assistance & Social Services Report); WA-RAF (Welfare Assistance - Request for Additional Funds); BIE-JOM Count (Bureau Indian Education-Johnson O'Malley Student Count) and Title IV-B - APSR (Promoting Safe & Stable Families Title IV-B -Child Welfare- Annual Progress and Service Report).

Impact on Navajo Nation Economy



Presenter: *Thomas Cody, Daryl Multine, Marlinda Littleman, Karen Francis*

Day: Wednesday, June 3

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

Room: Redwood

The Navajo Division for Children and Family Services (NDCFS) propose to show a video that highlights the Division's contribution to the Navajo Nation economy. The Navajo Nation economy has many challenges including high unemployment and poverty rates. NDCFS wants to show how the 477 program can assist the Navajo people.

Improving Communication in the Workplace



Presenter: *Jacky England*

Day: Monday, June 1

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

Room: Capitol Salon C

Day: Tuesday, June 2

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

Room: Capitol Salon C

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 participants' questions and answers.

Leadership: The Seven Grandfather Teachings



Presenter: *Kelley Francen, April Carter*

Day: Tuesday, June 2

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

Room: Redwood

Day: Thursday, June 4

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

Room: Redwood

Participants will connect and reflect on leadership themes tied to the Seven Grandfathers Teachings, and their place in Native American culture. The Seven Grandfathers, revered figures in Native American culture, embody essential values such as wisdom, love, respect, bravery, honesty, humility, and truth. By integrating these timeless teachings into a leadership framework, we learn to lead ourselves with these life-changing teachings. When exemplifying these teachings, there is a natural flow to carry the teachings into the workplace with us. This is when we have the potential to see positive changes within our workplace climate and the clients that we serve.

P. L. 102-477 Integrating Funding Streams to Improve Effectiveness: Self Determination Tool



Presenter: *Margaret Zientek, Samuel Kohn*

Day: Monday, June 1

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

Room: Capitol Salon D

Participants will learn what benefits PL 102-477 Integration can bring; Eligible Agencies; Statute; Economic Development; History of the Law; skinny MOA highpoints; Practical Benefits; How-To Steps; hear some success stories; and hiccups to avoid.

46TH WORKSHOP DESCRIPTIONS (CONTINUED)

Peer to Peer Roundtable – How do I???



Presenter: *Margaret Zientek, Holly Morales*

Day: Thursday, June 4

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

Room: Capitol Salon D

Get help from your peers! 477 Staff are encouraged to bring questions and discuss with peers how do they handle....?

PMS Payment Requests and ETA-9130 Financial Reporting



Presenter: *Jolene Aguilar*

Day: Tuesday, June 2

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

Room: Capitol Salon B

Day: Thursday, June 4

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

Room: Capitol Salon B

The workshop will discuss Training and Employment Guidance Letter (TEGL) 06-25, highlighting important compliance requirements and practical applications for WIOA grantees. Attendees will receive clear guidance on how to submit payment requests using the Payment Management System to ensure timely and accurate processing. In addition, the workshop will provide step-by-step training on completing and submitting the Employment and Training Administration (ETA)-9130 Financial Report, with a focus on accuracy, required documentation, and reporting deadlines. This session is designed to equip participants with the knowledge and skills needed to confidently manage financial reporting and payment processes within their WIOA programs.

Preventing Stress for Better Self Care and Deep Relaxation



Presenter: *Mitch Factor*

Day: Monday, June 1

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

Room: Redwood

Day: Thursday, June 4

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

Room: Capitol Salon C

Daily stress at work can bring you down mentally emotionally and physically. In most cases people who max out on stress get angry, feel isolated or just want to leave work. You may also feel the same way at home with your family. The negative mood can affect the way you feel throughout the day. You might lose focus on helping others. Join Mitch on getting back to a healthier you. You will get the tools to recognize stress, prevent stress and feel better. Mitch will also introduce a world of deep relaxation mentally, emotionally, and physically. WARNING! LAUGHTER MAY OCCUR DURING THIS PRESENTATION!

Protecting Their Future: Fraud Prevention to Honor Our Children and Preserve Our Nations



Presenter: *Shandiin Etsitty, Marchelle Luther*

Day: Wednesday, June 3

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

Room: Garden

Day: Thursday, June 4

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

Room: Garden

This presentation highlights the vital role of fraud prevention in protecting the integrity of child care and early education programs serving Native communities. By strengthening internal controls, supporting staff and providers through training, and grounding program integrity in cultural values of accountability and collective responsibility, tribal programs can safeguard resources meant for children and families. Fraud prevention is not about punishment - it is about honoring sovereignty, ensuring transparency, and preserving the trust and well-being of the community for future generations.

Public Law 102-477: OMB 1076-0135 Annual Report Narrative



Presenter: *Luisa Machuca, Rosa Skonberg*

Day: Wednesday, June 3

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

Room: Capitol Salon D

The narrative report is a mandatory component of the single report format developed in accordance with P.L. 102-477. This report allows Tribes to describe the use of their employment, training and related activities and services to address the unique needs of their communities. The narrative provides a description of the services and activities provided and the results achieved under the P.L. 102-477 Plan.

Quality Apprenticeships for Jobseekers in Tribal Communities



Presenter: *Corinna Pereira, Jennifer Whitmore*

Day: Wednesday, June 3

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

Room: Terrace

This session will share effective ways to search for quality apprenticeship programs online. We will discuss when employer programs typically hire apprentices, how to apply for open opportunities, and what questions jobseekers should ask before applying. With over 26,000 registered apprenticeship programs nationwide and more than 60,000 participating employers, this session will help tribal and Native-serving organizations better prepare participants to compete and understand what to expect from apprenticeship programs. Attendees will leave with practical tools and strategies to support successful apprenticeship placement and long-term employment outcomes.

46TH WORKSHOP DESCRIPTIONS (CONTINUED)

Reaching Veterans and Their Families with Benefits and Programs Earned



Presenter: *Amy Claridge*

Day: Tuesday, June 2

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

Room: Sacramento

We will discuss benefits earned by Veterans while serving in the Military as well as benefits that family members may have as a result of that service the Veteran had while in or since returning. We also will be reviewing some of the programs that are available through the VA at various locations across the country such as the Tribal Veterans Representative program and the Traditional Healing program.

Serving in Action: Serving with Purpose, Not Burnout



Presenter: *Katreena Hayes-Wood*

Day: Monday, June 1

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

Room: Capitol Salon A

Day: Wednesday, June 3

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

Room: Capitol Salon A

Doing meaningful work in programs is incredibly rewarding, but it can also be exhausting. In this uplifting and hands-on session, join professional trainer and certified art therapy practitioner Katreena Hayes-Wood as she helps you reconnect with your purpose while protecting your energy. Through fun, reflective activities and real-life conversations, you'll explore what fuels your passion, what drains your energy, and how to stay grounded in the work you care deeply about. As a creative highlight, participants will design and create their own "Burnout Button," a personal connector to your why and the impact you make every day. This tangible takeaway becomes a powerful reset you can carry with you, even on the busiest days. Walk away feeling refreshed, re-energized, and equipped with simple, meaningful strategies to continue serving others with purpose, passion, and sustainability.

Strengthening Pathways: Strategic Partnerships for Native American Youth in Higher Education and Workforce Development



Presenter: *Jessica James*

Day: Thursday, June 4

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

Room: Garden

Day: Thursday, June 4

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

Room: Garden

This culturally responsive workshop examines how strategic partnerships between tribal nations, educational institutions, and employers can create sustainable pathways for Native American youth and young adults to achieve educational attainment, career success, and economic self-determination. Participants will explore evidence-based partnership models—including the Shoshone-Bannock Tribes' Summer Opportunities Program, youth camps at Yellowstone and Grand Teton National Parks, and university-based tribal relations offices—and develop actionable strategies for building collaborative networks that honor tribal sovereignty and values.

Strengthening Performance: Using WIOA Reporting to Improve Outcomes



Presenter: *Jennifer Whitmore*

Day: Wednesday, June 3

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

Room: Capitol Salon B

Day: Thursday, June 4

Time: 3:30 pm to 5:00 pm

Room: Capitol Salon B

This workshop will review key WIOA performance indicators, reporting requirements, and how data quality, documentation, and timing impact outcomes reported in the Grantee Performance Management System (GPMS). The session will also highlight common reporting challenges and practical strategies to strengthen reporting and improve results.

Strengthening Workforce & Training Partnerships to Expand Opportunity in Native Communities



Presenter: *Micaela Person, Jenny Pacheco*

Day: Thursday, June 4

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

Room: Terrace

Day: Thursday, June 4

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

Room: Terrace

Across Tribal communities, workforce programs are navigating increasing demand to connect participants with meaningful training opportunities and sustainable employment while coordinating services across multiple partners. The National Indian and Native American Employment and Training Conference brings together tribal workforce leaders, service providers, and training organizations to share strategies that strengthen these connections and expand opportunity for Native communities. This session will explore best practices for building effective partnerships between workforce service providers and training institutions to streamline referrals, expand access to training, and improve employment outcomes. Presenters will highlight how organizations are adopting integrated service delivery models that combine modern technology with personalized support to create more coordinated and participant-centered workforce ecosystems. Participants will learn how workforce programs and training providers are:

- Streamlining referral pathways between workforce agencies and education providers to reduce barriers and improve enrollment in training programs
- Showcasing training opportunities through centralized training catalogs and digital program discovery tools
- Leveraging workforce technology platforms to track participant progress from intake through training completion and employment
- Improving employer engagement by

46TH WORKSHOP DESCRIPTIONS (CONTINUED)

aligning training programs with regional workforce demand - Strengthening collaboration between case managers, training providers, and employers to support long term career pathways Through real-world examples and practical implementation strategies, attendees will gain insights into how stronger partnerships and coordinated service delivery can help match Native American job seekers with training opportunities and sustainable employment while supporting tribal workforce development priorities.

Strong Systems, Meaningful Care



Presenter: *Keyon Permetter, Bonnie Simmons, Heather Gaston*

Day: Wednesday, June 3

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

Room: Redwood

Strong systems. Safe environments. Meaningful care. This session highlights how we combine health and safety compliance, quality improvement, and cultural awareness to support providers and better serve our community.

Tribal Enterprises as Workforce Partners



Presenter: *E. Adkins-Franks*

Day: Wednesday, June 3

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

Room: Garden

This session explores how tribal enterprises can be valuable workforce partners by providing meaningful Work Experience opportunities for tribal citizens. It will highlight how these partnerships help build skills, create pathways to employment, and strengthen our tribal community from within.

Tribally Approved Providers Program



Presenter: *Katie Bourdon, Jillian Mixsooke*

Day: Monday, June 1

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

Room: Redwood

Day: Tuesday, June 2

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

Room: Redwood

This session provides a practical overview of Kawerak's Tribally Approved Providers Program, highlighting key processes, requirements, and supports that ensure quality and accountability across provider sites. Participants will learn how providers move from application through approval, including criminal background checks, provider responsibilities, health and safety assurances, and orientation and initial training. Distribution of required health and safety supplies, authorization certificates, timesheet and payment processes, and the role of site visits and monitoring will also be shared. Emphasis will be placed on continuous quality improvement, ongoing follow-up, and annual training expectations to sustain high quality services. Attendees will leave with actionable ideas to strengthen provider systems in their own communities.

Tribal Flexibility in Child Care & Early Education: Strengthening Native Communities Through Partnership and Systems Building



Presenter: *Delilah Goodluck, Deannah Neswood-Gishey*

Day: Wednesday, June 3

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

Room: Sacramento

Day: Thursday, June 4

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

Room: Sacramento

This presentation highlights how Tribal Nations can use federal flexibility in child care and early education to strengthen culturally grounded, community-driven systems for Native children. It emphasizes collaboration among Tribal early childhood partners to break down silos while reinforcing that, even under a 477 framework, continued communication with ACF is essential to understand new requirements and flexibilities. The session underscores accountability to the purpose of CCDF, grounded in Tribal sovereignty and culture.

Turning Flexibility into Impact: Plan 477 at Work in Indian Child Welfare



Presenter: *Ashlee May, Margaret Zientek, Senta Rowan*

Day: Wednesday, June 3

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

Room: Capitol Salon D

The workshop will cover how Indian Child Welfare fits into the 477 plan. The decision to include Title IV-B in 477 and the process behind it. The financial implications will be thoroughly discussed. Presenters will discuss successes and barriers that are faced. An open question and answer portion will be offered at the end as well.

Understanding Your WIOA 166 Budget: Practical Budget Tracking Tools for Program Directors and Managers



Presenter: *Cindy Macz-Duncan*

Day: Monday, June 1

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

Room: Capitol Salon A

Day: Tuesday, June 2

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

Room: Capitol Salon A

This session provides program leaders with practical tools to understand, monitor, and manage WIOA Section 166 program budgets. Participants will learn the key components of a budget and the differences between cost categories, as well as how to interpret spending and identify when budgets may be off track. The session also introduces practical budget tracking tools that support stronger program management and collaboration between program and finance teams. Learning Objectives: Understand the key components of a WIOA 166 program budget; Distinguish between direct costs,

46TH WORKSHOP DESCRIPTIONS (CONTINUED)

administrative costs, and indirect costs; Interpret and monitor program budgets; Understand burn rate and how to identify when a budget is off track; Use practical budget tracking tools to support program management decisions.

Unlocking Life: A Guide to Reentry, Resilience, and Real-World Success



Presenter: *Ralph Martinez*

Day: Monday, June 1

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

Room: Garden

Day: Thursday, June 4

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

Room: Capitol Salon A

This is a lived-experience-informed curriculum designed to support personal transformation, workforce readiness, behavioral stabilization, and long-term success for individuals overcoming adversity, justice involvement, addiction, trauma, and systemic barriers. This interactive workshop introduces Native American employment and training professionals, workforce leaders, youth advocates, behavioral health providers, tribal reentry coordinators, and community-based organizations to practical tools that strengthen accountability, resilience, leadership development, and sustainable career pathways. Grounded in real-world experience and culturally responsive human-centered engagement strategies, the Unlocking Life framework combines guided reflection, structured worksheets, workforce preparation, relapse prevention education, emotional regulation tools, and goal-oriented planning to help participants move from survival mode toward stability, purpose, and self-sufficiency. Participants will leave with immediately applicable strategies that support workforce engagement, personal growth, retention, and long-term community reintegration while strengthening Native families and communities.

Unplugged: Stories About Lessons Learned



Presenter: *Jacky England*

Day: Wednesday, June 3

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

Room: Capitol Salon C

This round table (room) discussion will center on sharing success stories in a structured, collaborative setting where “industry experts” or community members share personal experiences, “messy” journeys, and triumphs to foster learning and connection. This session will focus on storytelling to highlight actionable strategies, leadership, and resilience, turning obstacles into lessons for others. We will share the stories that often include “tough” moments, allowing participants to connect through honest, disarming conversations that build community. Bring your success stories, your lessons learned, your laughter and tears as we share all of the stories that have created who we are and solidify why we do what we do! This workshop will contain no lectures, simply all stories with a lifelong lessons. Join us!!

Using the Haudenosaunee Concept of a Good Mind in Workforce Development



Presenter: *Michael Martin*

Day: Monday, June 1

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

Room: Terrace

Native American Community Services has developed a framework for understanding and utilizing the Haudenosaunee concept of living with what is referred to as Ganigohiyó or Ganikwi:yo - a “Good Mind”. It is something that is intended to positively affect our thoughts, attitudes, actions, and behaviors. It is a way of living, a way of being – and requires a daily discipline. It is a personal and collective power for achieving skā:noñh – a state of peace and well-being. Therefore, if we can have more people living and working with a Good Mind, we will also have more peace and well-being individually, but also collectively within our families, across our communities, and in the world. Although it comes from and is presented from a Haudenosaunee perspective, it’s universal so all can access and apply its principles. A story of aligning “Spirit and Intent” will be shared to help workforce development professionals apply the concept in the work they do with their clients.

Welfare Assistance – Reporting for Funding



Presenter: *Melinda Duin, Andrea Smiley, Marla Grider, Elias Pickard*

Day: Thursday, June 4

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

Room: Sacramento

477 grantees who chose to operate a Welfare Assistance / General Assistance Program will learn how to accurately complete the Financial Assistance & Social Services Report as required in 25CFR 20. The FASSR is used to determine the amount of welfare assistance funding that will be distributed to tribes and BIA agencies each Fiscal Year or Calendar Year. It is also used to prepare and submit a Request for Additional Funds. Attendees will explore the option of Tribal Redesign in accordance with USC 13(d) and 25 20.202 to 20.210. Tribes have the option to change the qualifications to receive or the dollars awarded to an eligible GA recipient; or change the award amount. Attendees will explore the pro’s and con’s with Redesign Option. Reporting for contract support dollars will be touched upon.

WEX in Tribal-Federal Co-Stewardship



Presenter: *Erinn Adkins-Franks*

Day: Tuesday, June 2

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

Room: Garden

This workshop will showcase the collaboration between Tlingit & Haida Employment & Training and the Mendenhall Glacier Recreation Area (MGRA) Cultural Ambassador program. Participants will learn how WIOA programming has been integrated into co-stewardship initiatives, creating

46TH WORKSHOP DESCRIPTIONS (CONTINUED)

meaningful work experience opportunities for tribal citizens while strengthening partnerships with federal and local agencies. The session will highlight program design, lessons learned, and best practices for leveraging workforce development resources to support cultural stewardship and economic sovereignty.

Wholistic Approach to Blending Services/Avoid Silos



Presenter: *Andrea Smiley, Marla Grider, Elias Pickard*

Day: Thursday, June 4

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

Room: Capitol Salon D

Low Income Home Energy Assistance, Community Services Block Grant, Welfare Assistance, Adult Homemaker Services, Safe & Stable Families (Title IV-B); Child Development. How does education touch all of these programs? How can a tribe provide services to households of all ages through a wholistic approach? Administered individually each of these grants can have an education component. Administered in a wholistic approach, services can reach more effectively and combine cultural elements. This workshop will discuss how to address Energy Usage Reduction education; budgeting for limited income households, SCAM awareness, encourage Healthy Eating Habits, and more.

Work Smarter: Time, Tools, & Tiny Systems That Save Your Day



Presenter: *Katreena Hayes-Wood*

Day: Wednesday, June 3

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

Room: Capitol Salon A

If your days feel full, fast-paced, and just a little overwhelming, you're not alone. In this high-energy, hands-on session, join professional trainer and best-selling author Katreena Hayes-Wood as she shares simple, realistic strategies to help 477 professionals make the most of their time without adding more to their plate. Together, we'll explore practical ways to manage competing priorities, reduce repetitive tasks, and create small systems that make a big difference. Through engaging activities, you'll identify where your time is going, discover quick wins to streamline your workflow, and build a personalized plan to help you stay focused and organized. You'll also be introduced to easy-to-use tools and techniques that can lighten your workload and increase efficiency. Walk away feeling more in control of your day, more confident in your approach, and equipped with practical solutions you can start using right away.

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46TH PRESENTER BIOGRAPHIES

Erinn Adkins-Franks - is Tlingit and resides in Eagle River Alaska with her family. She serves as the Employment & Training Manager for Tlingit & Haida under the jurisdiction of 477. Her work is grounded in supporting tribal citizens through workforce development, employment services, and community-centered opportunity. She holds a Master of Legal Studies in Indigenous Peoples Law from the University of Oklahoma College of Law and a bachelor's degree in Creative Writing from the University of Hawai'i.

Jolene Aguilar - is an enrolled member of the San Ildefonso Pueblo in New Mexico. She spent seven years as an Education Program Specialist at the Southwestern Indian Polytechnic Institute, where she led several initiatives designed to support students in achieving their educational goals. She has more than twenty years of experience in leadership, as well as organizational design and development. Ms. Aguilar currently serves as a Federal Project Officer for the U.S. Department of Labor, Division of Indian and Native American Programs. She holds both a Bachelor's and a Master's degree from the University of New Mexico.

Wanda Ammons - is a member of the Lumbee tribe and serves as a Program Coordinator for the Workforce Innovation and Opportunity Act (WIOA) Program with the North Carolina Commission of Indian Affairs. Celebrating five years of dedicated service with the Commission, Wanda is passionate about supporting and uplifting Native communities across North Carolina through workforce development and career services. Her dedication to community service and advocacy continues to make a meaningful impact on the lives of program participants. Over the years she has worked with infants and toddlers as a tribal daycare director, preschool teacher at Sampson County headstart program and worked as the Indian education coordinator for K-12 for Sampson County schools and now has the pleasure of assisting participants in local community colleges through the NCCIA WIOA program.

Adam P. Bailey - is an enrolled citizen of the Choctaw Nation of Oklahoma. He is a Partner at Hobbs Straus Dean & Walker, LLP, in Sacramento, California. Adam has extensive experience in providing our tribal clients with analysis and guidance in the areas of tribal governance, gaming, health care, transportation, and natural resources. With over twenty years of experience working for Indian Country, he provides specific assistance to tribal clients in employment law and personnel matters, especially federal and state employment and labor laws spanning from wage and hour matters, minimum wage and working conditions, and anti-discrimination laws.

Katie Bourdon - is Inupiaq and serves as the Program Director for Child Care Services at Kawerak's tribal consortium in Alaska. She brings over 20 years of experience in early childhood education and holds a master's degree in Early Childhood Education, along with a professional teaching certificate. Katie is deeply committed to working with tribal communities and supporting families. She is passionate about promoting culturally responsive approaches to early learning that nurture confident, grounded children and contribute to the strength and well-being of healthy communities.

Miranda Carman - serves as Supervisory Tribal Program Manager with the Office of Family Violence Prevention and Services (OFVPS) at the Administration for Children and Families, U.S. Department of Health and Human Services where she provides leadership across the division on both tribal formula and tribal discretionary grant programs and supporting the program specialists across their regions. Miranda is an enrolled member of the Muscogee Creek Nation, a licensed clinical social worker, and holds a degree in sociology from Oklahoma State University, and a Master of Social Work from the University of Oklahoma.

April Carter - as an Employee Advocate is dedicated to supporting employees in achieving their career goals. She holds a bachelor's

degree in organizational leadership from the University of Oklahoma and is a certified Social and Emotional Intelligence Coach. April focuses on helping individuals build emotional resilience and navigate challenges with confidence. She is passionate about creating meaningful solutions that enhance employee engagement and support development at every stage of their careers.

Amy Claridge - 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 internship, I accepted the position as the Chief, Voluntary Service/CDCE and also 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.

Thomas Cody - Serving as the Executive Director of the Navajo Nation Department of Social Services, Executive Director Cody is dedicated to improving the well-being and livelihoods of Navajo Nation community members. Earlier in his career, he served as an Operations Specialist in the U.S. Navy, and later as the Director at Casey Family Programs, a leading national foundation focused on child welfare. There he implemented innovative strategies to support vulnerable children and families. Executive Director Cody has also served in various capacities within the Navajo Nation government.

Loren Collins - Born and raised in Eureka CA, Collins is the Director of Advising at Cal Poly Humboldt with 23 years in the fields of social work, education and career development. Collins was a facility social worker and employment counselor for the County of Humboldt before coming to work at Cal Poly Humboldt and worked in various positions before becoming the Advising Director. He has served the Karuk tribe as a consultant for 6 years including 3 grants for the Karuk Education Department and now serves the tribe's 477 program. Collins has a BA and MA from Cal Poly Humboldt.

Kathy DeerInWater - citizen of the Cherokee Nation, serves as Vice President of Strategic Impact at the Advancing Indigenous Science and Engineering Society (AISES), where she has spent over a decade building one of the most comprehensive Indigenous STEM ecosystems in the country. Her work sits at the intersection of Indigenous communities and STEM education and workforce development, spanning faculty career support, culturally sustaining STEM education, and multi-generational community building efforts that support Indigenous learners from childhood through professional careers. Her published research explores Native students' experiences in computing, the role of cultural identity in STEM persistence, and methodological innovations for community-based participatory research with Indigenous populations, and throughout this work she centers the 4Rs framework (Respect, Relevance, Reciprocity, and Responsibility) and advocates for Indigenous Data Sovereignty as foundational to ethical research practice. A national voice for the uplifting of Indigenous STEM knowledge, Dr. DeerInWater has forged partnerships with tribal nations, federal agencies, corporations, and philanthropic organizations to expand opportunities for Indigenous peoples across STEM fields, bringing deep expertise in program development, program evaluation, and organizational strategy.

Melinda Duin - Manager of the Citizen Potawatomi Nation Workforce and Social Services Department is passionate about helping others. She helps a staff of twenty-three manage fourteen grants under PL 102-477 to serve the Native American community in

46TH PRESENTER BIOGRAPHIES (CONTINUED)

a 6-county area in Shawnee Oklahoma. The WSS department prides itself on being a one-stop shop to help with multiple issues under one roof. She has been a proud CPN Employee for 25 years, assisting many different grants over that time.

Jacky England - is a Cherokee Nation citizen and current Employment Program Manager within the Career Services Department of the Cherokee Nation. He has been with the Cherokee Nation for 7 years. Prior to coming to the Nation, Jacky worked as a public school teacher and 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 creating positive mindsets and striving to create a positive work environment that promotes and develops excellent customer service.

Shandiin D. Etsitty - is a Diné (Navajo) from the Navajo Nation Department for Child Care & Development near the Four Corners area. He earned his degree in Criminal Justice from Northern Arizona University. His professional experience includes the establishment of the first Tribal Temporary Assistance for Needy Families (TANF) Fraud Investigation Unit, where he served as a Senior Investigator for more than fifteen years. He played a key role in the formation of the Four Corners Welfare Fraud Investigation Group. With an emphasis on fraud prevention, he has worked extensively with families and staff to reflect on a balance of investigative expertise, prevention focused education, and culturally grounded community engagement.

Mitch Factor - has been a lead teacher in Head Start for over 30 years. Mitch now presents to Head Start Staff, Employees and now has moved into main stream audiences. Mitch has presented across the United States, Alaska, and Canada. Mitch specializes in education, wellness, parent and family involvement, male involvement, and staff working as a collective unit to benefit the children and families. Mitch presents at conferences, national conferences, and Tribal events. Mitch Factor is also a humorist and enjoys laughing and having fun while presenting.

Kelley Francen - Director of Employee Advocacy and Engagement, has over 30 years of expertise, fostering a culture of collaboration within organizations helping individuals find success. She completed her bachelor's degree in training and development at the University of Central Oklahoma with a special emphasis on human relations and earned the prestigious Professional Human Resource (PHR) certification. Kelley is deeply committed to developing and empowering individuals, creating a supportive environment where they can thrive both personally and professionally.

Karen Francis - is the Communications Director for the Navajo Division for Children and Family Services. She has more than 18 years of experience working for the Navajo Nation, including as a public information officer for the Office of the Speaker and government relations officer for the Office of the Chief Justice. She has also worked for the Gallup Independent newspaper, Apache County (Arizona) and Diné College. She has Bachelor of Arts degrees from the University of New Mexico (UNM) in journalism and philosophy and a Master of Public Administration, also from UNM.

Richard J. Frye - is an enrolled member of the Navajo Nation. He is a Partner at Hobbs Straus Dean & Walker, LLP, in Sacramento, California. Richard has experience supporting tribal governance, including the development and revision of tribal constitutions, codes, ordinances, and resolutions. Richard assists tribes in navigating a variety of employment related topics, including development of employment policies and assisting tribes in navigating personnel matters. Richard has experience in tribal gaming, including assisting tribes in negotiating tribal state gaming compacts. Richard has assisted tribes with the expenditure of various sources of federal financial assistance, including significant work related to federal COVID-19 relief funding.

Heather Gaston - has been part of the Citizen Potawatomi Nation since 2006 and serves as an Intake Specialist. In her role, she supports and monitors child care provider relatives, homes, and centers to enhance quality and ensure safe, supportive environments for Children.

Delilah Goodluck - is a Senior Program & Projects Specialist with an area of specialty in communications and brand management, utilizing her degree in Communications to strengthen organizational messaging and strategic visibility. She has fifteen years of experience serving the Navajo Nation, including twelve years with the Navajo Division of Children and Family Services, where she worked within the Executive Office as well as the Child Care Development Fund and Temporary Assistance for Needy Families (TANF) programs. Delilah brings extensive expertise in program planning, project governance, and stakeholder engagement, and is recognized for her collaborative leadership style, cultural insight, and ability to translate strategic goals into clear, impactful outcomes.

Katreena Hayes-Wood - is the co-founder of the Native American Women's Conference, now celebrating its 11th year, and the owner of Career Services Network. A best-selling author, Career Development Professional, and Certified Behavioral Specialist, she has partnered with over 50 Indigenous communities and organizations across the U.S., providing training in work readiness, life skills, behavioral health, and team development. A sought-after presenter at national Native conferences, Katreena is known for her inspiring sessions on workplace trends and career strategies.

Alison Holmes - From Oklahoma, Holmes has been a professor at Cal Poly Humboldt since 2010 and taught a Career Workshop for the Yurok Tribe while working in food banks during COVID. She has served the Karuk Education Department for 6 years assessing/writing 3 major grants and now the 477 program. Holmes has a PhD from the London School of Economics, A.M. from the University of Chicago, B.S. from Northwestern, Graduate Certificate in Native American Studies from Montana State, and was sworn to the Yurok Bar (#97). She is currently writing The New Tribal Diplomacy with Kerri Malloy (Yurok).

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 the Pennsylvania State University and a Master of Business Administration from Robert Morris University.

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. She is also affiliated with the Pyramid Lake Paiute Tribe and Washoe Tribe. Ms. James is a graduate of Shoshone-Bannock Jr./Sr. High School and obtained an Associate of Arts degree in Liberal Arts (2003) and a Bachelor of Arts degree (2004) in American Indian Studies from Haskell Indian Nations University in Lawrence, Kansas. She also obtained a Master's Degree (2008) in Indigenous Nations Studies with emphases in Cultural Preservation Management and Indigenous Museum Studies from The University of Kansas in Lawrence, Kansas

Sonlatsa Jim - is a Navajo-Modoc woman and a member of the Navajo Nation. She is Sleeping Rock Clan and her maternal grandfathers are Salt Clan. She was raised on and lives on the Navajo Reservation in Tohlokai, New Mexico in McKinley County. Mrs. Jim is the new Deputy Director for the Navajo Nation Division for Children & Family Services (NDCFS) focusing on social services. Sonlatsa has worked for the Navajo Nation for over 25 years. She also has recently been selected as a member of the New Mexico Department

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of Justice's Missing & Murdered Indigenous People's Task Force. She volunteers her time to advocate for Indigenous women and human rights issues impacting Native Americans. Sonlatsa is also known by her nickname which is "Sunshine" and she is an Indigenous food grower, social entrepreneur and mother of four daughters. She graduated from the Colorado College in Colorado Springs, Colorado and is working on her master's degree. Her experience includes Public Education, Indian Education, Human Resources Management, Social Services, Non-Profit Management, Navajo Headstart, Navajo Department of Health, Public Health, and Community Development. She completed 4-years managing and supporting all 110 Navajo local government Chapters during the COVID pandemic within the Navajo Reservation in New Mexico, Arizona, and Utah. She also worked for the Navajo Nation Council under the Office of the Speaker. Sonlatsa is the Co-Chair for the Dine' Action Plan (DAP) Advisory Group for the Navajo Nation which addresses social issues impacting Native American citizens and families.

Samuel Kohn – is a member of the Apsáalooke Nation (Crow Tribe of Montana) and has nearly 15 years of experience helping Indian Tribes and Alaska Natives to interpret and advance their unique legal status and political relationships with the United States. Sam represents Indian Tribes, Alaska Natives, and tribal consortia in matters of self-governance and self-determination, matters related to Indian lands and related compliance, and other engagement with the United States, all while bearing in mind the unique challenges that tribes should consider when trying to obtain the best possible long-term outcomes.

Marlinda Littleman – is currently the Senior Programs and Projects Specialist with the Navajo Division for Children and Family Services – 477 Support Section. She has been with NDCFS for approximately eight years, of which four years was with the Department for Self-Reliance, aka, Tribal TANF, and four years with the Office of Executive Director. Ms. Littleman has a bachelor's degree in business administration from Northern Arizona University, and a master's degree in business administration from the University of Phoenix. Ms. Littleman used her educational background to assist various programs such as the Navajo Department of Personnel Management, Navajo Department of Workforce Development, Navajo Division of Transportation, and the Inter-Tribal Council of Arizona, Inc – Area Agency on Aging in Phoenix, AZ. She has approximately 26 years of experience, mostly in human services and project management. Marlinda enjoys reading, hiking, and watching movies.

Marchelle Luther - is a Navajo Tribal member. Employed with the Navajo Nation Division for Children and Family Services for 21 years, worked with Navajo Nation Department for Self-Reliance (Tribal TANF) as a Principal Caseworker and now with the Navajo Nation Department of Child Care & Development (DCCD) as a Senior Programs & Projects Specialist. Oversee the electronic database system for DCCD.

Ashlee May - is the Indian Child Welfare Director for the Citizen Potawatomi Nation. Before her current role, Ashlee spent six years at the Citizen Potawatomi Nation House of Hope Women and Children's shelter as the Shelter Coordinator and Family Advocate. After college, Ashlee worked for nearly two years at the Oklahoma Department of Human Services before returning to the Citizen Potawatomi Nation in 2013. She earned a bachelor's degree in social work from East Central University in 2012 and a Master's in Native American Leadership from Southeastern Oklahoma State University in 2021. Ashlee is involved with the Oklahoma Indian Child Welfare Association and the Tribal/State Workgroup, serving on several committees, as well as the Vice Chair of the Shawnee Area Native American Child Protection Team. She is a member National Indian Child Welfare Association. In 2019, she received the East Central University Social Work Alumni Award, and in 2018, she was recognized as one of the

Next Gen 30 under 30 in the non-profit category. Ashlee completed a mentorship through the 2020 AdoptUSKids Minority Professional Leadership Development Program and graduated from Leadership Shawnee, class #37, in 2024. She also serves as an Advisory Member for the University of Oklahoma's Women in Leadership program. Ashlee is passionate about Indian Child Welfare and dedicated to protecting and preserving Citizen Potawatomi families.

Cindy Macz-Duncan - is a grants compliance consultant and the founder of Steadfast Grants Management & Consulting. She specializes in grant financial management, WIOA Section 166 program compliance, ETA-9130 and SF-425 financial reporting. Cindy has worked closely with nonprofit organizations serving Native American communities, supporting the financial stewardship of federal, state, and philanthropic funding. Drawing on her background in Business Administration and Management, her work focuses on helping organizations improve financial systems, grant budgets, and reporting practices while maintaining compliance with Uniform Guidance. She also supports program leaders in understanding their budgets, tracking expenditures, and using financial information to strengthen program outcomes and community impact.

Luisa Machuca - is currently the Senior Vice President for Education, Employment and Supportive Services at Kawerak, Inc. since 2013 and was previously the Youth Employment Director from 2009-2013. She holds an A.A.S in Accounting, a B.A. in Psychology and an M.S. in Clinical Psychology. She is grateful to have the privilege to assist our people to advance their education, employment, and training goals that help them to become self-sufficient to support their family's growth, health and cultural traditions. She values making a positive and meaningful change in the Bering Strait region. She is actively involved in the education, training, and employment of the Tribal members of the Bering Strait region. In her current position, she serves on many boards and committees, including being a current council member for the Northwestern Alaska Career and Technical Center, Conference Planning.

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. He currently resides in North Tonawanda, NY. 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 at a 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. Most importantly, he is a proud father of his son Dawit and they share a love of lacrosse and sports together, and Michael often helped with his son's teams as he was growing up as either a manager, coach, or trainer, and is now an NLL off-field official with the Buffalo's professional box lacrosse team, the Buffalo Bandits.

Ralph Martinez – brings lived experience combined with community leadership, workforce engagement, and program development expertise. After overcoming 11 years of addiction, homelessness, and justice involvement, he rebuilt his life beginning in 2012 and has since dedicated himself to helping others transform their own lives through accountability, resilience, and opportunity. He is the co-founder of the first homeless shelter and transitional living facility in Espanola, New Mexico, has helped secure more than \$4 million in community-based funding, and has helped implement reentry and workforce-support programming within correctional and community

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environments across New Mexico. Through Unlocking Life, Ralph now works to bridge the gap between workforce systems, recovery support, reentry services, and long-term personal transformation by creating practical tools that support measurable outcomes and sustainable life change.

Kim Meadows - serves as the Director of Training for the National Association of Workforce Development Professionals (NAWDP). In this role, she supports workforce professionals across the country by identifying emerging training needs and developing professional development opportunities that strengthen the field. Kim leads and implements a variety of learning experiences, including webinars, cohorts, and both virtual and in-person conferences. Kim holds a bachelor's degree from University of West Georgia and an MBA from Kennesaw State University. She is also a Certified Workforce Development Professional (CWDP) and is passionate about equipping workforce professionals with the knowledge, tools, and resources they need to better serve job seekers, businesses, and communities.

Jillian Mixsooke - is an Inupiaq Child Care Services Specialist at Kawerak Inc., where she supports families in accessing child care and works to strengthen early childhood systems across tribal communities. She holds a Bachelor of Science in Family and Human Development, an Associate of Applied Science in Early Childhood Development, and an Occupational Endorsement Certificate in Infant and Toddler Development. Jillian brings experience in case management, eligibility determination, and program operations, with a strong focus on ensuring families most in need receive support. She is passionate about advancing culturally responsive practices, supporting providers through training and resources, and improving systems to better serve children and families in her region.

Darryl Multine - is the new Program Manager II for Navajo Division of Children and Family Services. Mr. Multine attended New Mexico State University and obtained his Bachelor of Accountancy and General Business in 2005. Mr. Multine had an executive role at Navajo Agricultural Products Industry for 11 years in the Finance Department and Navajo Division of Public Safety, City of Aztec, Navajo Nation Office of the Controller and San Juan County before coming on board with NDCFS.

Deannah Neswood-Gishey - is a Navajo social worker, military veteran, and public administrator who has also served as the Executive Director of the Navajo Nation Division for Child and Family Services. A veteran of the United States Army and the Arizona Army National Guard, she has worked within the Navajo Nation's social service system for over two decades, including roles in child protective services and overseeing the tribe's Temporary Assistance for Needy Families (TANF) program. Her leadership has focused on strengthening program accountability, workforce capacity, and services that protect and support Navajo children, families, and elders.

Jenny Pacheco - With more than 20 years of experience in higher education and 12 years with StrataTech Education Group, parent company of Tulsa Welding School and The Refrigeration School (RSI), Jenny has earned a strong reputation for developing high-impact partnerships across the skilled trades sector. As Assistant Vice President of Agency Partnerships, she is instrumental in driving growth and expanding the organization's national outreach. Jenny brings extensive expertise in cultivating and strengthening strategic relationships with GED centers, community-based organizations, tribal entities, and government agencies. She is recognized for her collaborative leadership, innovative approach to partnership development, and deep commitment to advancing workforce development opportunities.

Ashley Patrick - is a member of the Lumbee Tribe and serves as the Workforce Innovation and Opportunity Act (WIOA) Coordinator for the North Carolina Commission of Indian Affairs in Bolton, North

Carolina. In this role, she collaborates with tribal communities, federal and state agencies, NCWorks Career Centers, community colleges, and local workforce development boards to ensure effective program implementation and service delivery. She also works directly with employers—including major industry partners such as Duke Energy and General Electric—to connect participants with meaningful training and employment opportunities that support long-term economic stability. Ashley holds associate degrees in Business Management and Information Technology from Southeastern Community College and maintains certifications in Public Health and Professional Management. She is also a graduate of the inaugural American Indian Leadership Development Program (AILDP), a program designed to prepare Native American professionals for leadership roles within their careers and communities.

Micaela Pearson - As Chief Business Officer of Career Team, Micaela brings a background in workforce development, higher education, and career development to the organization. Micaela strongly believes that education is a gateway to empowerment, confidence, and most of all - choice! As a result, what excites her the most about her role is sharing Career Team's 30+ years of Workforce Development experience with partner institutions and, ultimately, with graduates. Prior to CTL, she served as National Director of Sales for McGraw Hill Education. Micaela completed the Accomplishment Coaching leadership and coaches training program, and she is also a certified trainer in the Aha! Process, Bridges Out Of Poverty program. Micaela is a Cum Laude graduate from San Diego State University with a BA in International Business, and she lives in Denver CO.

Corinna Pereira - is one of six Multi-State Navigators for the U.S. Department of Labor, Office of Apprenticeship. Corinna's apprenticeship knowledge is based on her experience having worked at both the state and federal levels, as well as having been an apprenticeship administrator for a community college program and a building trades union program. In her current position, Corinna provides technical support to state apprenticeship agencies. In this workshop, she offers her experience and insight to help job-seekers to gain access to quality registered apprenticeship programs.

Keyon Permetter - is a Muscogee Creek Tribal Member and Assistant Director for the Citizen Potawatomi CCDF Program. He has been part of the Nation since 2002 and brings over 25 years of experience in early childhood. He supports daily operations, ensures compliance, and advances high-quality, culturally responsive child care services.

Elias "EJ" Picard - is an enrolled member of the Cayuse (more commonly referred to as the Confederated Tribes of the Umatilla Indian Reservation) but also has Nez Perce and Oglala Lakota lineage. He possesses ten plus 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' as the Native student with the highest GPA at Rapid City-Stevens High School (Rapid City, SD).

Maria Richardson - is a member of the Haliwa-Saponi tribe and serves as the Director of the American Indian Workforce Innovation and Opportunity Act (WIOA) Program with the North Carolina Commission of Indian Affairs under the North Carolina Department of Administration. With more than 20 years of experience in customer service and human resources, she is dedicated to improving opportunities for American Indian communities across North Carolina. Maria joined the North Carolina Commission of Indian Affairs in 2019 as a WIOA Program Coordinator and Housing Inspector. In her current role, she oversees workforce development initiatives and supportive services designed to help American Indians strengthen academic, occupational, and literacy skills that increase competitiveness in today's workforce. Maria currently provides oversight and workforce services across 64 counties in North Carolina, working collaboratively

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with tribal communities, employers, educational institutions, and community partners to expand employment, training, and career advancement opportunities.

Gary Rickard - (Wintu), owner of Mt. Shasta Native American Employment and Training has provided Case Management and Staff Development workshops to Native American programs throughout Indian country for the last thirty years. Mr. Rickard has over thirty years of experience as a Case Manager and front line Supervisor in Employment and Training programs including: CETA, JTPA, WIA, WIOA, 102-477, AFDC, TANF, FSET, WtW, NEW, and GA. His workshops have helped hundreds of new and experienced Case Managers expand their skills and abilities as Case Managers. Mr. Rickard earned his degree in Sociology from Shasta College. Gary is a member of the Native American Advisory Council.

Senta Rowan - is the IDC/Grant Management Accountant for Citizen Potawatomi Nation. I have been with CPN for 15 years and have worked with tribals governments since 2003. I started working with P.L. 102-477 when I began working at CPN. Since I have learned what the law is about and what it can do for Tribal Nations.

Bonnie Simons - has been part of the Citizen Potawatomi Nation since 2007 and serves as an Intake Specialist. She works to connect Native American families with child care services across multiple counties, supporting access to reliable and quality care.

Natascha Tilson - serves as Chief Executive Officer of the Lumbee Regional Development Association (LRDA), where she provides strategic leadership for programs that support workforce development, housing stability, and community advancement across Robeson County and surrounding areas. Her appointment marks a historic milestone as the first woman to lead LRDA in its more than 50-year history. With over 30 years of experience in community service, program development, and public engagement, Natascha brings a strong foundation in human services and workforce innovation. She began her professional journey in roles focused on serving vulnerable populations and has consistently worked to create pathways that empower individuals and strengthen communities.

Jacob Timmons - is a life-long Alaskan, born and raised in Eagle River, Alaska. Since 2016, Mr. Timmons has been employed by Aleutian Pribilof Islands Association (APIA) and is the 477 Administrator with the Employment, Training and Related Services Division. During this time, Mr. Timmons has been dedicated to providing integrated services with the purpose of enhancing the self-sufficiency of the tribal members of the Aleutian/Pribilof region. Mr. Timmons also serves as the Treasurer for the Alaska Native Coalition on Employment and Training (ANCET) since 2018 and Member-at-Large for the 477 Tribal Workgroup Executive Committee since 2025.

Chris Van Houten - is a senior leader at CloudEmpower, driving innovation in workforce development and customer engagement solutions. With more than two decades of experience across consulting and cloud technology, he specializes in empowering businesses to elevate their customer experience through modern, scalable platforms. His career has spanned roles in sales, leadership, and customer experience strategy at top technology and consulting firms. Passionate about people and performance, Chris focuses on connecting technology, training, and talent to deliver measurable impact in every engagement.

Jennifer Whitmore - (Hia-Ced O'odham) is an enrolled member of the Tohono O'odham Nation and a Federal Project Officer with the U.S. Department of Labor's Division of Indian and Native American Programs (DINAP). She works closely with tribal workforce programs to improve performance, strengthen grant management, and enhance service delivery. Jennifer brings experience from both federal and tribal workforce systems, including her work with the California Indian Manpower Consortium and the State of California. She is

committed to expanding career opportunities, including registered apprenticeship, to support positive change in tribal communities.

Margaret Zientek – is a Citizen Potawatomi Nation tribal member. A graduate of Northeastern Oklahoma State University in Tahlequah, Oklahoma, majoring in Business Administration and Tourism Management; Margaret's employment background and experience includes over 40 years involved with businesses and their employment needs. For the past twenty-nine years, Margaret has worked directly with her tribe – the Citizen Potawatomi Nation. 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 29 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. Margaret has also served as Co-Chair for the National Indian and Native American Employment & Training / 477 Conference for several years and now holds Vice-Chair. Margaret holds many hats within her Tribe and family. She is Housemother each summer to the Potawatomi Leadership Program. She is a descendant of the Whitehead/Ogee Potawatomi families. She makes tribal regalia with inspiration from the traditional style of dress from the 1800's using her own artistic flair.

Tesia Zientek - (Citizen Potawatomi Nation) serves as Managing Director of Programs at the Advancing Indigenous Science and Engineering Society (AISES), where she leads a national portfolio of STEM initiatives, federal grants, and cross-sector partnerships designed to expand opportunities for Indigenous students and professionals. In addition to current board leadership roles for the ACLU of Oklahoma, The Kwek Society, and Camp Fire, she is a former President of both the National Indian Education Association and the Oklahoma Council for Indian Education and former Vice President of the Tribal Education Departments National Assembly. Previously, Tesia helped establish and served as Director of the Citizen Potawatomi Nation's Department of Education, where she led efforts to expand educational access and leadership pathways for Tribal citizens and shaped the curriculum for the Harvard Honoring Nations award-winning Potawatomi Leadership Program.

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- Building Construction Trade



46TH AWARD RECIPIENTS

2026 Outstanding Participants



Roman Jealous of Him

OGLALA SIOUX TRIBE

Nominated by:

**Northern California Indian
Development Council, Inc.**

With a clear career goal and persistence, Roman Jealous of Him fully leveraged WIOA-funded services to build skills, complete industry-recognized training, and overcome employment barriers. He completed wildland fire and chainsaw certifications, gained hands-on work experience, graduated from the Firefighter 1 Academy, and achieved long-term high-demand employment through the California Department of Forestry and Fire Protection (CalFire).



Arthur Frank

TLINGIT & HAIDA

Nominated by:

**Central Council of Tlingit and
Haida Indian Tribes of Alaska**

Arthur Frank has shown strong resilience, determination, and dedication as he works toward a career in welding. After experiencing a family tragedy, he bravely chose to leave home so he could continue his education and stay focused on his goals. He is on track to graduate from the Alaska Vocational Education Center's Industrial Welding program. Arthur draws strength from his culture and the support of his family, leading him to a bright future.



Daniel Zamora, Jr.

NORTHERN CHEYENNE

Nominated by:

**Native American Health
Center**

Daniel Zamora, Jr. entered the program while enrolled in a recovery program. With a goal to become a journeyman, he re-enrolled in an apprenticeship program, took the required apprenticeship classes, started college courses and obtained employment. With Daniel's drive, and dedication, and resilience, he grows closer to reaching his goal and transforming his life.



Johnny Lee Jumper

CHEROKEE

Nominated by:

Cherokee Nation

Following many years of incarceration, Johnny Lee Jumper utilized tribal training, re-entry, and Building Trades programs. He was given structure, guidance, and most importantly, a chance to learn skills that actually matter in today's world. After completing a work experience program, he gained employment with the housing authority. Johnny has proven to be a productive citizen who shows up, works hard, and is dependable.

46TH AWARD RECIPIENTS (CONTINUED)

2026 Alice BigPond Roach Memorial Award



Lianna Wallace

TLINGIT & HAIDA

Nominated by:

Central Council of Tlingit and Haida Indian Tribes of Alaska

As a respected Tlingit Elder, Lianna Wallace (S.aani) holds a deep ancestral connection to the Mendenhall Glacier Recreation Area (MGRA). Under a co-stewardship agreement with the U.S. Forest Service, she shared Tlingit history, language, and cultural knowledge with visitors to the MGRA, ensuring authentic Indigenous representation. She now trains new Cultural Ambassadors, developing educational materials, and is working to open up engagement with schools and community groups. She is deeply committed to her community, supporting and assisting Elders, and volunteering with the Alaska State Museum.

2026 Howard Yackus Memorial Scholarship Award



Crystal Brock

TLINGIT

Nominated by:

Central Council of Tlingit and Haida Indian Tribes of Alaska

Crystal Brock's educational journey emphasizes the importance of perseverance and forward thinking. She embodies the spirit of self-determination by returning to school during a time when the future felt uncertain. As a mother of six, she has thoughtfully limited her course load to ensure she can remain present and supportive at home. While earning her associates degree, she also started a small cleaning business, which allows her to contribute financially. She is an example of determination, balance, and cultural strength, and continues to seek ways to grow and succeed for herself and her family.

2026 Outstanding Employer



Southeast Trucking and Training, LLC

Nominated by:

Central Council of Tlingit and Haida Indian Tribes of Alaska

Southeast Trucking & Training stands out as both an employer and a training provider. They are dedicated to workforce development and meaningful investment in the success of Tribal citizens, making them a valuable partner. Their hands-on, industry-focused training prepared participants for in-demand jobs that can support families. Participants leave not just with certifications, but with real job skills. What really sets them apart is their ongoing support. They offer accessible training that leads straight to employment, and they continue to encourage, hire, and support participants as they start their careers. Their work helps build a stronger regional workforce, fills important job gaps, and prioritizes opportunities for Tribal citizens.

NATIVE WORKFORCE DEVELOPMENT GRANTEES



WIOA Section 166




P.L. 102-477 (as amended by PL 115-93)

REGION I

Maine


 **Penobscot Indian Nation**
Indian Island, Maine


Massachusetts

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


New York

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

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


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

Rhode Island

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


REGION II


Pennsylvania

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

REGION III

Alabama

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

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

Florida

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


 **Miccosukee Tribe of Indians**
Miami, Florida

Mississippi

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


North Carolina

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

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


REGION III (CONTINUED)

North Carolina (continued)


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

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

South Carolina

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

Tennessee

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

REGION IV

Arkansas


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

Colorado

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


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


Louisiana

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


Montana


 **Blackfeet Tribal Business Council**
Browning, Montana

 **Business Committee of the Chippewa Cree Tribe**
Box Elder, Montana


 **Confederated Salish and Kootenai Tribes**
Pablo, Montana

 **Fort Belknap Indian Community Council**
Harlem, Montana

 **Fort Peck / Assiniboine and Sioux Tribes**
Poplar, Montana

 **Little Big Horn College**
Crow Agency, Montana


 **Montana United Indian Association**
Great Falls, Montana


 **Northern Cheyenne Tribe**
Lame Deer, Montana

REGION IV (CONTINUED)


New Mexico

 **Alamo Navajo School Board**
Magdalena, New Mexico


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


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


 **Jicarilla Apache Tribe**
Dulce, New Mexico


 **Mescalero Apache Tribe**
Mescalero, New Mexico


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


 **Ohkay Owingeh**
Ohkay Owingeh, New Mexico

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

 **Pueblo of Isleta**
Albuquerque, New Mexico

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


 **Pueblo of Taos**
Taos, New Mexico


 **Pueblo of Zuni**
Zuni, New Mexico

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


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


North Dakota

 **Mandan, Hidatsa and Arikara Nation**
New Town, North Dakota


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


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

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

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

Oklahoma

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


















 **Cherokee Nation**
Tahlequah, Oklahoma

(continued)







NATIVE WORKFORCE DEVELOPMENT GRANTEES (CONTINUED)

REGION IV (CONTINUED)

Oklahoma (continued)




-  **Cheyenne-Arapaho Tribes of Oklahoma**
Concho, Oklahoma
-  **Chickasaw Nation**
Ada, Oklahoma
-  **Choctaw Nation of Oklahoma**
Durant, Oklahoma
-  **Citizen Potawatomi Nation**
Shawnee, Oklahoma
-  **Comanche Tribe of Oklahoma**
Lawton, Oklahoma
-  **Eastern Shawnee Tribe of Oklahoma**
Wyandotte, Oklahoma
-  **Inter-Tribal Council of Northeast Oklahoma**
Miami, Oklahoma
-  **Kaw Nation**
Kaw City, Oklahoma
-  **Kiowa Tribe of Oklahoma**
Carnegie, Oklahoma
-  **Muscogee Creek Nation**
Okmulgee, Oklahoma
-  **Osage Nation**
Pawhuska, Oklahoma
-  **Otoe-Missouria Tribe**
Red Rock, Oklahoma
-  **Pawnee Tribe of Oklahoma**
Pawnee, Oklahoma
-  **Ponca Nation of Oklahoma**
Ponca City, Oklahoma
-  **Tonkawa Tribe of Oklahoma**
Tonkawa, Oklahoma
-  **United Urban Indian Council, Inc.**
Oklahoma City, Oklahoma
-  **Wyandotte Nation**
Wyandotte, Oklahoma

South Dakota



-  **Cheyenne River Sioux Tribe**
Eagle Butte, South Dakota
-  **Lower Brule Sioux Tribe**
Lower Brule, South Dakota
-  **Oglala Sioux Tribe**
Pine Ridge, South Dakota
-  **Rosebud Sioux Tribe**
Rosebud, South Dakota
-  **Sisseton-Wahpeton Oyate**
Agency Village, South Dakota
-  **Yankton Sioux Tribe**
Marty, South Dakota

REGION IV (CONTINUED)



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 City, Utah
-  **Ute Indian Tribe**
Fort Duchesne, Utah

Wyoming

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

REGION V

Kansas

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

Michigan








-  **Grand Traverse Band of Ottawa and Chippewa Indians**
Suttons Bay, Michigan
-  **Inter-Tribal Council of Michigan, Inc.**
Sault Ste. Marie, Michigan
-  **Little Traverse Bay Bands of Odawa Indians**
Harbor Springs, Michigan
-  **Michigan Indian Employment and Training Services, Inc.**
Lansing, Michigan
-  **North American Indian Association of Detroit, Inc.**
Detroit, Michigan
-  **Sault Ste. Marie Tribe of Chippewa Indians**
Sault Ste. Marie, Michigan
-  **South Eastern Michigan Indians, Inc.**
Center Line, Michigan

Minnesota

-  **American Indian Opportunities, Inc.**
Minneapolis, Minnesota
-  **Bois Forte Reservation Tribal Council**
Nett Lake, Minnesota

REGION V (CONTINUED)




Minnesota (continued)

-  **Fond du Lac Reservation**
Cloquet, Minnesota
-  **Leech Lake Band of Ojibwe**
Cass Lake, Minnesota
-  **Mille Lacs Band of Ojibwe**
Onamia, Minnesota
-  **Minneapolis American Indian Center**
Minneapolis, Minnesota
-  **Northwest Indian OIC**
Minneapolis, Minnesota
-  **Red Lake Nation**
Redby, Minnesota
-  **White Earth Nation**
White Earth, Minnesota

Missouri

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

Nebraska

-  **Omaha Tribe of Nebraska**
Macy, Nebraska
-  **Ponca Tribe of Nebraska**
Niobrara, Nebraska
-  **Winnebago Tribe of Nebraska**
Winnebago, Nebraska

Ohio

-  **North American Indian Cultural Center, Inc.**
Akron, Ohio

Wisconsin





















-  **Ho-Chunk Nation**
Black River Falls, Wisconsin
-  **Lac Courte Oreilles Tribal Governing Board**
Hayward, Wisconsin
-  **Lac du Flambeau Band of Lake Superior Chippewa Indians**
Lac du Flambeau, Wisconsin
-  **Menominee Indian Tribe of Wisconsin**
Keshena, Wisconsin
-  **Oneida Tribe of Indians of Wisconsin**
Oneida, Wisconsin
-  **Spotted Eagle, Inc.**
Milwaukee, Wisconsin
-  **Stockbridge-Munsee Community**
Bowler, Wisconsin

(continued)

NATIVE WORKFORCE DEVELOPMENT GRANTEES (CONTINUED)

REGION VI

Alaska

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

Arizona








-  **Colorado River Indian Tribes**
Parker, Arizona
-  **Gila River Indian Community**
Sacaton, Arizona
-  **Hopi Tribal Council**
Kykotsmovi, Arizona
-  **Hualapai Tribe**
Peach Springs, Arizona

REGION VI (CONTINUED)

Arizona (continued)

-  **Inter-Tribal Council of Arizona, Inc.**
Phoenix, Arizona
-  **Navajo Nation**
Window Rock, Arizona
-  **Pascua Yaqui Tribe**
Tucson, Arizona
-  **Phoenix Indian Center, Inc.**
Phoenix, Arizona
-  **Quechan Indian Tribe**
Yuma, Arizona
-  **Salt River Pima-Maricopa Indian Community**
Scottsdale, Arizona
-  **San Carlos Apache Tribe**
San Carlos, Arizona
-  **Tohono O'odham Nation**
Sells, Arizona
-  **Tucson Indian Center**
Tucson, Arizona
-  **White Mountain Apache Tribe**
Whiteriver, Arizona



California

-  **California Indian Manpower Consortium, Inc.**
Sacramento, California
-  **Karuk Tribe**
Happy Camp, California
-  **Native American Health Center, Inc.**
Oakland, California
-  **Northern California Indian Development Council, Inc.**
Eureka, California
-  **Southern California American Indian Resource Center, Inc.**
El Cajon, California
-  **Tule River Tribal Council**
Porterville, California
-  **United American Indian Involvement**
Los Angeles, California

Hawaii

-  **ALU LIKE, Inc.**
Honolulu, Hawaii

Idaho

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

REGION VI (CONTINUED)













Nevada

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

Oregon

-  **Confederated Tribes of Grand Ronde**
Pendleton, Oregon
-  **Confederated Tribes of Siletz Indians**
Siletz, Oregon
-  **Confederated Tribes of the Umatilla Indian Reservation**
Pendleton, Oregon
-  **Confederated Tribes of Warm Springs**
Warm Springs, Oregon

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'Klallam Tribe**
Neah Bay, Washington
-  **Samish Indian Nation**
Anacortes, Washington
-  **South Puget Intertribal Planning Agency**
Shelton, Washington
-  **Spokane Tribe of Indians**
Wellpinit, Washington
-  **Suquamish Indian Tribe**
Suquamish, Washington
-  **Tulalip Tribes**
Tulalip, Washington
-  **United Indians of All Tribes Foundation**
Seattle, Washington

46TH RESOLUTION PROCEDURES

**Proposed Resolutions are due
Wednesday, June 3, 2026, by 5:00 p.m.**

Submit digital copy to training@cimcinc.com

**Resolution Presentations
Thursday, June 4, 2026 Plenary Session**

*Resolutions will be displayed using
digital projection and the vote will be called.*

Each resolutions should address only one issue / problem and answer the following questions:

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

**Resolutions will
be adopted by
a majority vote.**



**46TH NATIONAL INDIAN AND NATIVE AMERICAN
EMPLOYMENT AND TRAINING CONFERENCE**
Sacramento, California | June 4, 2026



RESOLUTION NUMBER 2026-XX

[Title of Resolution]

We, the Indian and Native American Grantees of the National Indian and Native American Employment and Training Conference (NINAETC) attending the 46th Annual Conference in Sacramento, California, to preserve for ourselves and our descendants rights secured under Indian Treaties and benefits to which we are entitled under the laws and constitution of the United States and the several states, to enlighten the public toward a better understanding of the Native people, to preserve Indian and Native cultural values, and otherwise promote the welfare of the Indian and Native people, do hereby establish and submit the following resolution:

WHEREAS, the NINAETC are the representatives of and advocates for national, regional, and tribal concerns; and

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

WHEREAS, the health, safety, welfare, education, economic and employment opportunity and preservation of cultural and natural resources are primary goals and objectives of NINAETC; and

WHEREAS,

WHEREAS,

NOW THEREFORE BE IT RESOLVED,....

BE IT FURTHER RESOLVED, that,...

BE IT FINALLY RESOLVED,...

CERTIFICATION

The foregoing resolution was adopted at the 46th National Indian and Native American Employment and Training Conference held at the DoubleTree by Hilton, Sacramento, California, on June 1-4, 2026, with a quorum present.

Kathy Atkins, Co-Chair 166

Jacky England, Co-Chair 477

Resolutions adopted by the 46th NINAETC will be posted at www.ninaetc.net.

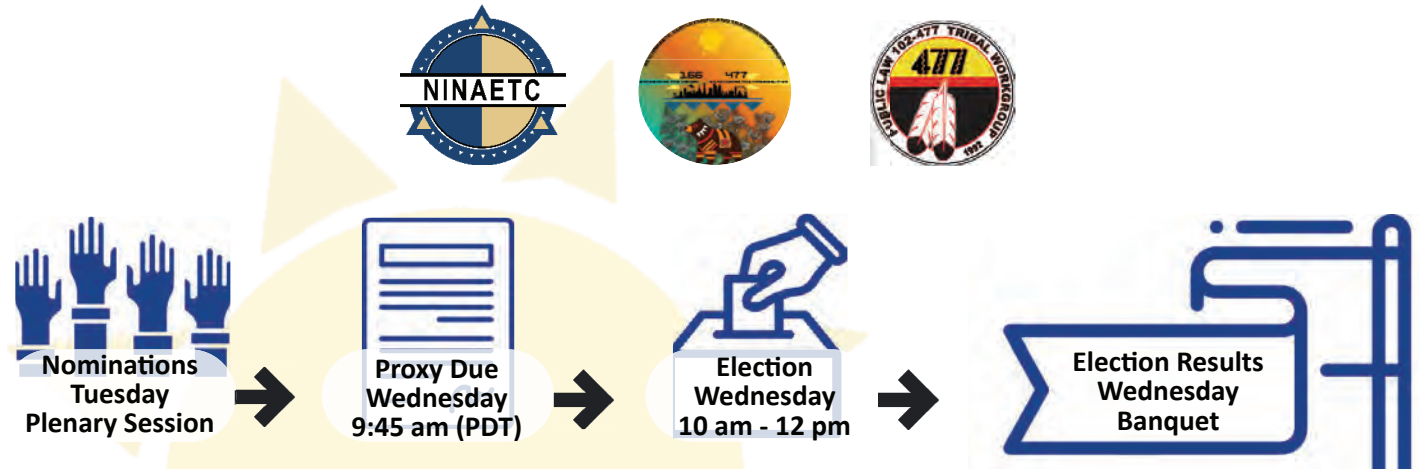
NINAETC CONFERENCE HISTORY

XLV	2025 - Providence, RI	<i>Empowering Native Communities - Advancing Native Workforce</i> Co-Chairs: Darrell Waldron - Rhode Island Indian Council, Inc.; Kay Seven, Nez Perce Tribe
XLIV	2024 - Orlando, FL	<i>Keepers of the Fire - Knowledge, Empowerment , and Opportunity</i> Co-Chairs: Kathy Atkins - Florida Governor's Council on Indian Affairs; Margaret Zientek - Citizen Potawatomi Nation
XLIII	2023 - Mashantucket, CT	<i>Unity = Opportunity</i> Co-Chairs: Darrell Waldron - Rhode Island Indian Council, Inc.; Margaret Zientek - Citizen Potawatomi Nation
XLII	2022 - Catoosa, OK	<i>Remember - Restore - Rebuild & Rise</i> Co-Chairs: Darrell Waldron - Rhode Island Indian Council, Inc.; Margaret Zientek - Citizen Potawatomi Nation
XLI	2021 - Warwick, RI	<i>Together One Voice</i> Co-Chairs: Darrell Waldron - Rhode Island Indian Council, Inc.; Margaret Zientek - Citizen Potawatomi Nation
XL	2019 - Durant, OK	<i>Together Everyone Achieves More = TEAM</i> Co-Chairs: Erwin L. Pahmahmie, Jr. - Cheyenne and Arapaho Tribes; Margaret Zientek - Citizen Potawatomi Nation
XXXIX	2018 - Marksville, LA	<i>Together Achieving Balance</i> Co-Chairs: Paula Starr - Southern California Indian Center, Inc.; Margaret Zientek - Citizen Potawatomi Nation
XXXVIII	2017 - Los Angeles, CA	<i>Weaving Native Pathways to Success</i> Co-Chairs: Paula Starr - Southern California Indian Center, Inc.; Margaret Zientek - Citizen Potawatomi Nation
XXXVII	2016 - Reno, NV	<i>Creating Life Success from Cradle Board to Golden Years</i> Co-Chairs: Paula Starr - Southern California Indian Center, Inc.; Margaret Zientek - Citizen Potawatomi Nation
XXXVI	2015 - Durant, OK	<i>Shifting Gears</i> Co-Chairs: Darrell Waldron - Rhode Island Indian Council, Inc.; Patty Mink - Choctaw Nation
XXXV	2014 - Sioux Falls, SD	<i>Keys to our Community's Independence</i> Chair: Darrell Waldron - Rhode Island Indian Council, Inc.
XXXIV	2013 - Acme, MI	<i>Spirits United - Controlling our Own Destiny</i> Chair: Darrell Waldron - Rhode Island Indian Council, Inc.
XXXIII	2012 - Marksville, LA	<i>United Native Leadership is our Pathway to Success</i> Chair: Roselyn Shirley - Navajo Nation
XXXII	2011 - Scottsdale, AZ	<i>Today's Challenges + A Stronger Workforce = Stronger Communities Tomorrow</i> Chair: Kathy Atkins - Goodlettsville, Tennessee
XXXI	2010 - Albuquerque, NM	<i>Cultivating Today's Native Workforce to Harvest Tomorrow's Leaders</i> Chair: Norman Ration - National Indian Youth Council, Inc.
XXX	2009 - Sacramento, CA	<i>Tribute to the Past, Empowering the Present, Continuing the Legacy</i> Chair: Darrell Waldron - Rhode Island Indian Council, Inc.
XXIX	2008 - Wisconsin Dells, WI	<i>Voices Spoken, Voices Heard, Strengthen our Voices through Encouragement and Balance</i> Chair: Darrell Waldron - Rhode Island Indian Council, Inc.
XXVIII	2007 - Newport, RI	<i>Respect the Past - Live the Present - Build the Future</i> Chair: Darrell Waldron - Rhode Island Indian Council, Inc.
XXVII	2006 - Tulsa, OK	<i>Determination - Inspiration - Drive: United We Thrive</i> Chair: Larry Ketcher - Cherokee Nation
XXVI	2005 - Houston, TX	<i>Indian and Native American Employment and Training - It Works!</i> Chair: Kathy Atkins - American Indian Council of Arkansas

NINAETC CONFERENCE HISTORY (CONTINUED)

XXV	2004 - Milwaukee, WI	<i>Commemorating 25 Years of Commitment and Service</i> Chair: Darrell Waldron - Rhode Island Indian Council, Inc.
XXIV	2003 - Anchorage, AK	<i>First People of Great Land</i> Chair: Darrell Waldron - Rhode Island Indian Council, Inc.
XXIII	2002 - Rapid City, SD	<i>Our Journey Continues Strengthening our Future</i> Chair: Larry Ketcher - Cherokee Nation of Oklahoma
XXII	2001 - Reno, NV	<i>Circle of Partners - Building our Native Workforce through Traditions</i> Chair: Larry Ketcher - Cherokee Nation of Oklahoma
XXI	2000 - San Antonio, TX	<i>Facing the New Millennium with Wisdom from the Past</i> Chair: Jeff Foster - Four Tribes Consortium of Oklahoma
XX	1999 - Sioux Falls, SD	<i>Two Decades of Dedicated Service</i> Chair: Jeff Foster - Four Tribes Consortium of Oklahoma
XIX	1998 - Spokane, WA	Chair: Jeff Foster - Four Tribes Consortium of Oklahoma
XVIII	1997 - Anaheim, CA	<i>Native American Bridge to the Future - Employment, Training and Education</i> Chair: Karen Kay - Michigan Indian Employment and Training Services, Inc.
XVII	1996 - Providence, RI	<i>Surviving Broken Promises - Spirits United - Voice of One</i> Chair: Darrell Waldron - Rhode Island Indian Council, Inc.
XVI	1995 - Bismarck, ND	<i>When Patterns are Broken - New Visions Emerge</i> Chair: Karen Kay - Michigan Indian Employment and Training Services, Inc.
XV	1994 - Albuquerque, NM	<i>Celebrating 15 Years of Partnership and Shared Vision for the Future</i> Chair: H. Clark Hosick - North American Indian Cultural Center
XIV	1993 - Denver, CO	<i>Strategies for Promoting Self-Sufficiency into the 21st Century</i> Chair: Wilbur Red Tomahawk - Standing Rock Sioux Tribe
XIII	1992 - San Diego, CA	<i>Lifting as You Climb</i> Chair: Alice Roach - Indian Center, Inc.
XII	1991 - Spokane, WA	<i>Working Together for a Better Tomorrow</i> Chair: Frank La Mere - Nebraska Inter-Tribal Development Corporation
XI	1990 - St. Petersburg, FL	<i>Joint Partnership Agreement to Serve our People Most in Need</i> Chair: Fred Muscavitch - Milwaukee Indian Manpower Council
X	1989 - Milwaukee, WI	<i>A Decade of Success</i> Chair: Thomas M. Dowd - Native Americans for Community Action
IX	1988 - Albuquerque, NM	<i>Based on Tradition, Grasping the Future</i> Chair: Randy Edmonds - Indian Human Resource Center
VIII	1987 - Anchorage, AK	<i>Culture - Technology - Success</i> Chair: Randy Edmonds - Indian Human Resource Center
VII	1986 - Reno, NV	<i>New Horizons through Employment and Training</i> Chair: Kenneth P. Martinez - Dallas Inter-Tribal Center
VI	1985 - Los Angeles, CA	<i>The Best of Two Worlds through Employment and Training</i> Chair: John Smith - Shoshone and Arapaho Tribes
V	1984 - Nashville, TN	<i>A New Beginning</i> Chair: Eddie Tullis - Poarch Band of Creeks
IV	1983 - Spokane, WA	<i>Building Pride Through Employment and Training</i> Chair: Lonnie Racehorse - Idaho Inter-Tribal
III	1982 - Albuquerque, NM	<i>Employment and Training...It Works</i> Chair: Kenneth P. Martinez - Pueblo of Laguna
II	1981 - Tulsa, OK	<i>Challenges in the 80's</i> Chair: Evelyn Stephens - Oklahoma Tribal Assistance Program
I	1980 - Washington, D.C.	<i>Unity and Purpose: A Future with Progress</i> Chair: S. Diane Kelley - Cherokee Nation

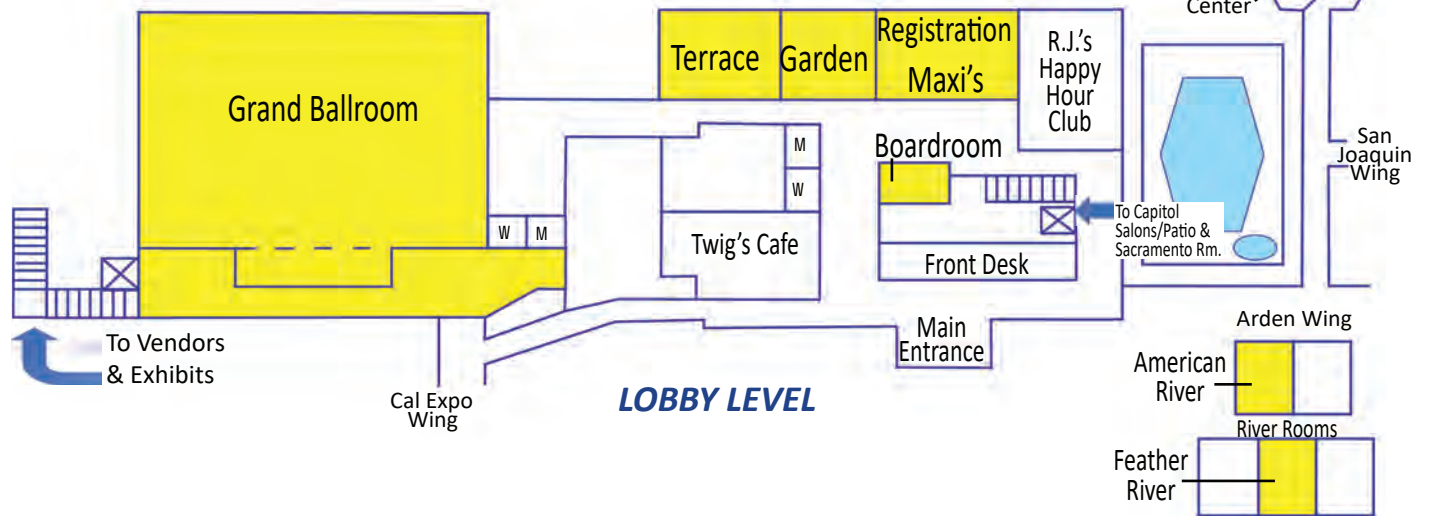
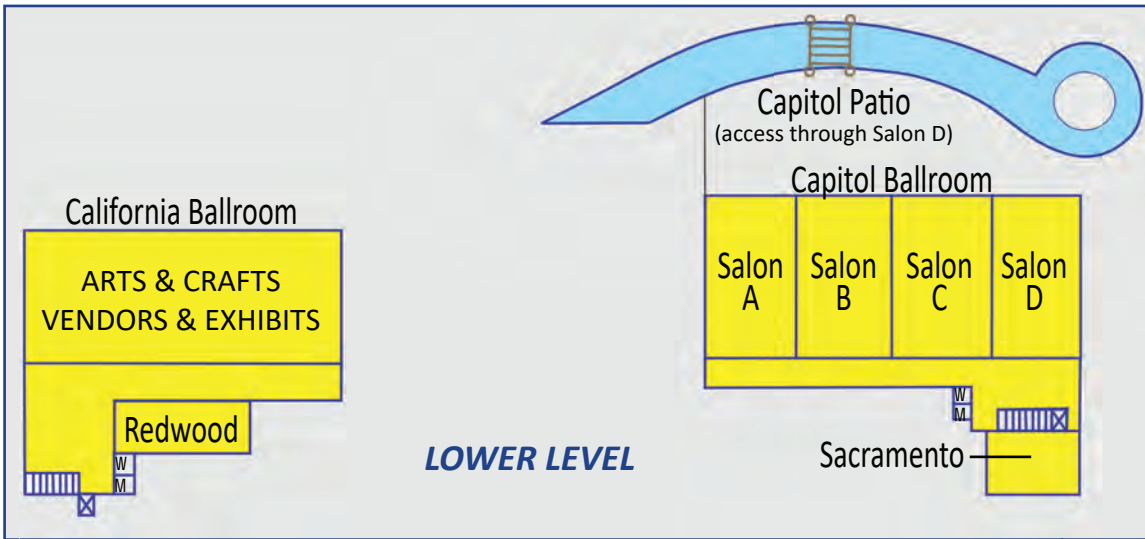
46TH ELECTION PROCEDURES



1. Nominations for eight NINAETC executive committee seats will be accepted from the floor during the General Assembly, Tuesday, June 2, 2026, 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 Plenary Session on Wednesday, June 3, 2026. The Election Committee will prepare official ballots. Ballots shall bear the names of the candidates nominated for each specific office.
2. Election committee members shall oversee all the facets of the election and will provide procedures information as needed.
3. Official ballots will be available at the polling site beginning at 10:00 a.m. until exactly 12:00 p.m. (noon) on Wednesday, June 3, 2026.
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 Elections Committee prior to 9:45 a.m. before the start of the voting at 10:00 a.m. on Wednesday, June 3, 2026.
6. The results of the voting will be given to the Chairman 166 and Chairman 477 who will announce the officers at the Plenary Session on Thursday, June 4, 2026.
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 2027 - 47th NINAETC site shall be the candidate or site with a simple majority of the vote cast. An elected officer shall serve a one-year term from the 2026 event to the 2027 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 Wednesday afternoon June 3, 2026, from 2:00 p.m. to 4:00 p.m., 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 2025-2026 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.

For election information, see the registration desk or email training@cimcinc.com.



Download the Whova App

- View the agenda, speaker, and attendee profiles.
- Receive reminders and updates on last minute session changes.

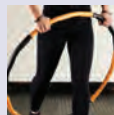
Whova



Submit session feedback on the Whova app to be entered into drawing!

Send your email to training@cimcinc.com to receive an invite with password.

Join in some fun Wellness Activities
- Tuesday and Thursday Mornings
at 7:00-7:45 am.



Visit Old Sacramento on Tuesday evening, June 2nd. Sign up for free transportation at Registration Desk.

Join NINAETC at The River Cats Baseball Game on Thursday, June 4th at 6:45 pm - Sutter Health Park - Tickets available online.



Win some cool prizes!
Complete your Passport by visiting Arts & Crafts Vendors and Exhibitors in the California Ballroom (lower level - past Grand Ballroom).

SHOW YOUR BADGE

Scan to access attractions, retailers, and restaurants which offer deals and discounts while you visit Sacramento. Show the digital Badge Pass (scan the QR code) on your mobile device at the time of redemption and show your conference badge at the time of redemption.



Limited Seats are available to visit San Francisco! (\$20) Friday, June 5th
SIGN UP TODAY!
at Registration Desk.



Cherokee Nation Career Services welcomes you to the 46th Annual National Indian and Native American Employment and Training Conference

Cherokee Nation Career Services provides tribal citizens with employment training opportunities and job assistance including specific assistance for individuals with disabilities and youth. The department also helps bring industries into northeastern Oklahoma by offering recruitment fairs and employee training.

Career Services
918-453-5555
career-services-dept@cherokee.org
17675 S. Muskogee Ave., Tahlequah, OK



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For more than 20 years, Alliance Enterprises has worked with AIVRS programs nationwide to create case management software that reflects the unique needs of tribal nations.

In collaboration with our AIVRS partners, we've adapted Aware Express to fully support the comprehensive requirements of 477 programs.

A purpose-built case management solution for sovereign AIVRS and 477 Programs

- **Purpose-built workflows** aligned to tribal employment services
- **An intuitive system** for quick adoption by small teams
- **Built-in data capture** to streamline reporting and support compliance
- **Flexibility to meet the unique needs of tribal communities—and the individuals within them**

Explore whether Aware Express for 477 is a fit for your team.

We warmly invite you to connect with our AIVRS liaison Michael O'Brien Ed.D., CRC, CVE, Alliance Enterprises during the conference or contact him directly via email: Michael.O'Brien@allianceenterprises.com or via phone: 360-456-7000



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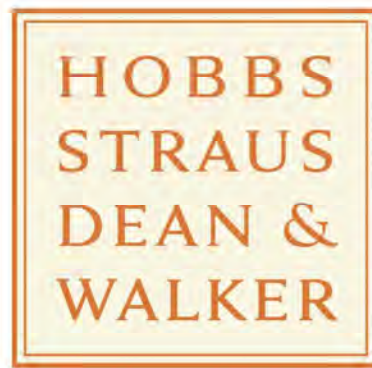
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- Native American Communities
- Native American and Non-Native Businesses

California Indian Manpower Consortium, Inc.

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