



A Nation-Building Toolkit for Tribal Workforce Development

*Marriott Kansas City Downtown, Room Bennie Moten AB
Monday, June 4th, 1:30 to 4:00 p.m.*

This breakout session will provide a detailed overview of NCAI's new decision-framing toolkit for tribal workforce development, and the different ways that tribal leaders and workforce development practitioners can use the toolkit to inform and drive strategic action towards the crafting of effective, self-governed approaches to developing the ability of Native people to "fulfill their true potential and live their authentic lives." The session will feature a panel of leading tribal workforce development practitioners offering their perspectives on the key strategic considerations covered in the toolkit and how their nations/organizations are engaging those considerations.

Moderator:

- **Dr. Ian Record**, Director, Partnership for Tribal Governance

Panelists:

- **Kim Carroll**, Grants & Compliance Director, Career Services, Cherokee Nation
- **Erwin Pahmahmie, Jr.**, Employment and Training Administration Director, Cheyenne & Arapaho Tribes
- **Kay Seven**, Director, Adult Education, Nez Perce Tribe

AGENDA:

- 1:30 – 1:40 p.m.** **Welcome and Introduction of Session and Panelists**
- ***Ian Record**, Director, Partnership for Tribal Governance, NCAI*
 - *NCAI toolkit is distributed to all attendees.*
- 1:40 – 2:10 p.m.** **Preparing Tribal Citizens for Career Success: Three Perspectives**
- *Panelists each give remarks for 10 minutes detailing their nations' approaches to workforce development.*
- 2:10 – 2:20 p.m.** **NCAI's Workforce Development Toolkit: A Quick Tutorial**
- ***Ian Record**, Director, Partnership for Tribal Governance, NCAI*
- 2:20 – 2:50 p.m.** **The Key Strategic Considerations of Tribal Workforce Development**
- *The panelists each select one of the 15 key strategic considerations presented in NCAI's toolkit and talk about (1) its importance to workforce development, (2) how his/her nation is engaging that consideration, and (3) how it could be doing more in that area.*
- 2:50 – 3:15 p.m.** **Small Group Breakouts: Using the Toolkit: A Quick Exercise**
- *Attendees break up into groups of five and engage one of the toolkit's strategic considerations.*



3:15 – 3:30 p.m.

Small Group Report Outs

- *Each small group shares its top two (2) takeaways from its discussion of the particular strategic consideration that it selected.*

3:30 – 3:55 p.m.

Implementing the Toolkit: Large Group Discussion and Q&A with Panelists

- *Attendees' questions for panelists based on what they have shared.*
- *Question for attendees: How do you envision using this toolkit when you get back home? What other resources/support might you need in order to implement it effectively?*

3:55 – 4:00 p.m.

Closing

- *Other NCAI Partnership for Tribal Governance resources on tribal workforce development*
- *Closing*

PANELIST BIOS:

Kim Carroll (Choctaw) has been employed with the Cherokee Nation in Tahlequah, Oklahoma for the past 30 years. In her current position as Director of Grants and Compliance, Carroll is responsible for grant development and management, compliance, legislative issues, and both federal and tribal reporting for the Career Services Department, in which all employment and training programs are administered. She supervises the Central Records Office, Data Entry, Intake/Reception, and Compliance Monitoring. She also has served on numerous workgroups concerned with employment and training issues, served as a field reader for the Department of Education and the Department of Labor, and is an NCAI lifetime member. She has served as Secretary of the National PL 102-477 Tribal Work Group, Co-Secretary of the National Indian and Native American Employment and Training Conference, and on the Administrative Flexibility Workgroup. Carroll is in her fifth term as a member of the National Indian and Native American Advisory Council for the Department of Labor.

Erwin Pahmahmie, Jr. is of Cheyenne-Arapaho/Prairie Band of Potawatami descent and enrolled with the Cheyenne & Arapaho Tribes. Pahmahmie has an Associate's Degrees in Applied Science and Tribal Administration from Southwestern Oklahoma State University and the Cheyenne and Arapaho Tribal College. He is currently enrolled at the Southern Nazarene University to attain his Bachelor's Degree in Organizational Leadership. The Cheyenne & Arapaho Tribes are located in Concho, Oklahoma, where Mr. Pahmahmie is the Employment and Training Director for the Tribe's WIOA grant. He also serves as the Section 166 Co-Chair for the National Indian and Native American Employment and Training Conference (NINAETC). In addition, he serves as a member of the Oklahoma Employment and Training Advisory Council (OETAC) and the OETAC Youth Summit, which is an annual event that provides life learning and cultural experiences for Native youth.

Kay Seven is an enrolled member and employee of the Nez Perce Tribe. Kay has worked in Indian employment and training programs for 36 years, starting as a CETA participant in 1982. She currently serves as the director of the Tribe's Adult Education/477 Program, a position she has held since 2002. Kay serves in elected leadership roles with national and regional Indian employment and training planning circles, coordinating technical assistance and training for the grantee community of federal programs with the U.S. Departments of the Interior, Labor, and Health and Human Services (including the Public Law 102-477 Tribal Work Group).