PTG Webinar:
“Workforce Development Innovation: Success Stories from Indian Country”

Friday, June 22, 2018
1:30 to 3:00 p.m. EDT
Moderator: Ian Record, Director, NCAI Partnership for Tribal Governance

Panelist: Lana Chanda, Director, Employment & Training, Gila River Indian Community

Panelist: Dr. Chris Meyer, Director, Department of Education, Coeur d'Alene Tribe

Panelist: Frances Hernandez, Director, Economic Development, Ysleta del Sur Pueblo

Panelist: Arlene Templer, Director, Department of Human Resource Development, Confederated Salish and Kootenai Tribes
Webinar Agenda:

• 1:30 – Webinar Welcome and Instructions
• 1:35 – Overview of Four Tribal Approaches
• 2:00 – Guided Conversation #1: Factors Driving Success
• 2:20 – Guided Conversation #2: Sustaining Success
• 2:40 – Q&A with Webinar Attendees
• 2:55 – Related Resources for Further Learning, Upcoming Webinars, and Closing
WORKFORCE DEVELOPMENT INNOVATION

FOUR CASE STUDIES:
COEUR D’ALENE TRIBE
CONFEDERATED SALISH & KOOTENAI TRIBES
GILA RIVER INDIAN COMMUNITY
YSLETA DEL SUR PUEBLO
Coeur d’Alene Tribe
Confederated Salish and Kootenai Tribes
Sector Strategies/Career Pathways

Lana Chanda, Director
Employment & Training/TERO Department
Gila River Indian Community, Sacaton, Arizona
• Two Native WIA Grantees: Gila River Indian Community and Tucson Indian Center were selected by DOL to participate in a “Career Pathways Technical Assistance Initiative”, along with 9 other selected State WIA Service Delivery areas. (Kansas, Kentucky, Maryland, Minnesota, Montana, New Mexico, Ohio, Pennsylvania, Virginia)

• Organized a “Core Team” of 10.

• Attended two three-day Training Institutes in Washington, DC with issue experts in Education, Industry and Workforce Development - in November 2010 and in April 2011.

• 2012: received a 3 million Workforce Innovations Grant (ended 3/30/2016)

**Expectation**: To create a Native American Career Pathways Model in Indian Country
Connects Job Training, Education and Employment

1. **Job Training/ Workforce** – convenes or coordinates the system
2. **Education**: partners with industry in the creation of credentials
3. **Employers**: lead the work with Colleges in Industry Sector Work Groups to create the curriculum leading to industry specific credentials
6 Key Elements

1) Build Cross-Agency Partnerships
2) Engage Employers & Conduct Gap Analysis
3) Clarify Roles and Responsibilities
4) Design Programs
5) Identify Funding Needs/Sources
6) Align Policies and Programs

Career Pathways: Six Key Elements
2018 Reserve Firefighter Apprentice Training

Length: 18 Months
Outcome: 5 Certificates
College Credits: 22
Occupation: Fire Fighter
Employer: Gila River Indian Community

Academic level: 9th grade
Support: Educational Mentor
Work Readiness: Tailored

CPR Certification (GRIC EMS) 3-Months

EMT Training
11 College Credits
Chandler/Gilbert 5 Months

National Registry
EMT Testing Certification 2 Months

Basic Wild Land
National Certificate 40 hours

HAZMAT Certification
Fire Dept Staff 2 Months

Federal Firefighter I
Firefighter II
11 College Credits
Mesa Community College 4- Months

Firefighter State Exam for Certification 1 to 2 Months

Placement in the Reserves then hired through HR

Colleges: Chandler Gilbert Community College
Mesa Community College
Ysleta del Sur Pueblo

Figure 1: Lifelong Learning Cycle, “Cultural Corridors” Master Land Use Plan, YDSP Economic Development Department, June 2013 (Courtesy of Ysleta del Sur Pueblo)
Conversation #1: Factors Driving Success

- Salish and Kootenai: **Culture and Healing**
- Gila River: **Closing the Loop through Policy**
- Coeur d’Alene: **Nurturing a Commitment to Civic Obligation and Service**
- Ysleta del Sur Pueblo: **Culture of Advancement**
Conversation #2: Sustaining Success

Questions for panelists:

*How is your nation working to grow and sustain its workforce development success?*

*How are you overcoming new challenges and seizing new opportunities?*
Q&A

plus

Related Resources and Upcoming Webinars
• 15 key strategic considerations in crafting a self-governed approach
• Each features leading tribal examples, questions to consider, and policy recommendations
• “A nation-building checklist for tribal workforce development”
WORKFORCE DEVELOPMENT POLICY RECOMMENDATIONS

• Brief featuring 28 key policy recommendations
• Main Point: Tribal innovation is the key to workforce development success. The federal government’s job is to support that innovation.
PTG on NCAI’s YouTube Channel

Playlists:

- Workforce Development (23 videos)
- Economic Development (10 videos)
- Sovereignty In Action interview series (9 videos)
- Tribal Constitutions (5 videos)
Workforce Development Webinars

Coming Soon:

• **Late July:** Implementing the New 477 Law Webinar

• **Early August:** Toolkit “How To” Webinar