

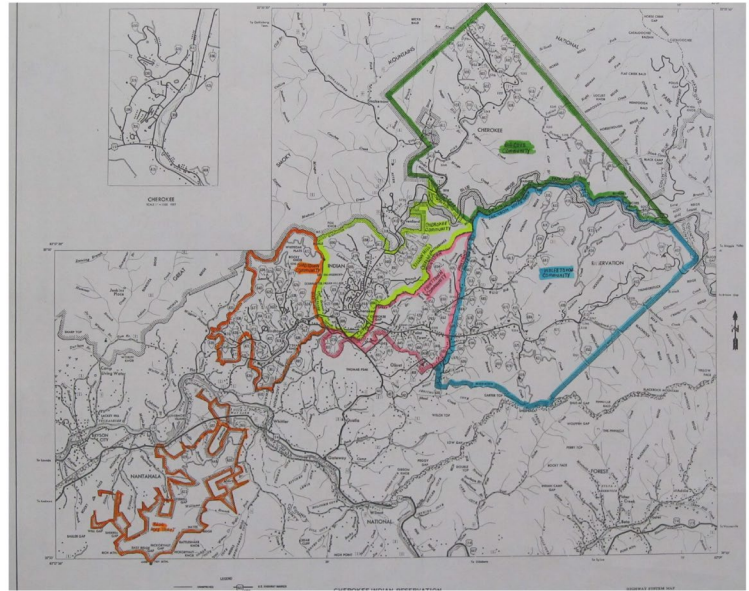


EASTERN BAND OF CHEROKEE INDIANS TRIBAL EMPLOYMENT RIGHTS OFFICE WORKFORCE DEVELOPMENT PROGRAM

OFA REGIONS 4-8 TRIBAL /NEW PROGRAM MEETING
PEER EXCHANGE

AFTER COVID ECONOMY: IN-DEMAND JOBS AND EMPLOYMENT PARTNERSHIPS VIRTUAL
AUGUST 17, 2022

EASTERN BAND OF CHEROKEE INDIANS - QUALLA INDIAN BOUNDARY



Tribal Demographics

Tribal Lands: 56,000+ acres

Located in 5 western North Carolina Counties:

- Jackson, Swain, Graham, Haywood, Cherokee

Tribal Member Citizens: 16,143 (May 2022)

Tribal Member Citizen Residents: approx. 54%

	Qualla Boundary	North Carolina
Population	9,613	9,886,033
Age (% under 25 years old)	39%	33%
Number of Household (3-persons or more)	3,326	3,815,392
Labor Force Participation / Unemployment Rate	53% / 5.2%	65% / 4.9%
Median Household Income / Poverty Level	\$27,813 / 27%	\$50,584 / 16.4%
Educational Attainment: High School Diploma / College Degree	83% / 12%	86% / 29%

** Source: US Census Bureau, 2011-2015 American Community Survey 5-Year Estimates*

TRIBAL
ECONOMY
NATURAL, CULTURAL,
WORKFORCE
& ECONOMIC
RESOURCES

- ♦ Gaming & Tourism Industries
- ♦ Non-Gaming Businesses & Enterprises
- ♦ Tribal Governmental Operations (Public Sector)
- ♦ Negative Workforce
 - ♦ 47% adult population on the Boundary is not in the labor force.

TERO WORKFORCE DEVELOPMENT

Job Bank

Mother Town Healing Program
(MTHP)

Work Experience (WEX)

WORKFORCE DEVELOPMENT PROGRAM OVERVIEW

Creating a 21st Century Tribal Workforce:

- Individual Assessments
- TERO Career Path Training **
- On-The-Job Training Placements
- Strengths Based Employee/
Supervisor Evaluations
- Career Counseling
- Registered Apprenticeships
- Program Evaluation

TERO CAREER PATH TRAINING

A PARTNERSHIP BETWEEN EBCI TERO AND SCC

Module 1. Career Ready/Pre-Employment



Module 2. Translating Work Experience to Next Employer



Module 3. “Working Smart: Soft Skills for Workplace Success”

(Developed by the Charlotte Mecklenburg Workforce Development Partners)

Working Smart: Soft Skills for Workplace Success

24-hour training

Benefits of the Program

- Learning important soft skills
- Strategies for job interviews
- Interacting with others
- A new perspective on life

Lesson 1:
Personal
Branding

Lesson 2:
Self-Change

Lesson 3:
Cognitive
Cycle

Lesson 4:
Dealing with
Stress

Lesson 5:
Warning Signs

Lesson 6:
Personal
Reactions

Lesson 7:
Staying Calm
and Clear

Lesson 8:
Employer
Expectations

Lesson 9:
Code-Switching

Lesson 10:
Active Listening

Lesson 11:
Four C's of
Communication

Lesson 12:
Expressing
Concerns

Lesson 13:
Handling
Feedback

Lesson 14:
Problems and
Goals

Lesson 15:
Facts vs.
Opinions

Lesson 16:
Options and
Outcomes

*"This training
has helped me
see the
connection to
my work
responsibilities
and benefits to
my
professional
development."
~ WEX
Participant,
6/23/22*



ADDRESSING BARRIERS TO WORK

PROJECT PHOENIX

- Project to remove tribal non-violent & drug related convictions to help tribal employment among recovering addicts.
- Give hope of a better future for tribal families.



Convictions Covered By The Phoenix Program

Expunction of records for first offenders under the age of 21 at the time of conviction of misdemeanor.

Expunction of records for first offenders not over 21 years of age at the time of the offense of certain drug offenses.

Expunction of records for first offenders who are under 18 years of age at the time of the commission of a nonviolent felony.

Expunction of certain misdemeanors and felonies; no age limitation.

Expunction of records for offenders under the age of 18 at the time of commission of certain misdemeanors and felonies upon completion of the sentence.





www.ebci-tero.com

Terri Henry, Director
terrhenr@ebci-nsn.gov

Kevin Jackson, WFD Manager
kevijack@ebci-nsn.gov

Billie Jo Rich, MTHP Supervisor
bjrich@ebci-nsn.gov

Jonah Saunooke, MTHP Coordinator
jonasaun@ebci-nsn.gov

Jacob Crowe, Compliance Officer
jacocrow@ebci-nsn.gov

Jim Panther, Compliance Officer
jamepant@ebci-nsn.gov

Heather Younce, Compliance Officer
heatyoun@ebci-nsn.gov

Hillary Norville, Job Bank Coordinator
hillnorv@ebci-nsn.gov

Doug McCoy, Job Bank Coordinator
dougmcoco@ebci-nsn.gov

Shayna Williams, WFD Coordinator
shaywill@ebci-nsn.gov

Bradley Welch, Admin Asst/Ofc Coord
brwelch@ebci-nsn.gov

Harold "Bumper" Smith
hsmith@ebci-nsn.gov