



# **Gila River Indian Community CAREER PATHWAYS PROJECT**

**“Enlighten One Child.....Empower a Community”**

# Presenters



- **Lana Chanda**, Director  
Employment & Training Department
- **Chris Banham**, Off Reservation Boarding Schools,  
Tribal Education Department
- **Stephanie Saucedo**, Director  
TERO

# Presentation Goal



## Goal:

- Introduction of the “Career Pathways” System
- Define the “model” created to date
- Gain your support.....

# Grant Opportunity History



## History

- 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 nine other selected State WIA Service Delivery areas.
- Organized a “Core Team” of ten.
- Attended two **three-day Training Institutes** in Washington, DC with issue experts in Education and Workforce Development - in November 2010 and in April 2011.

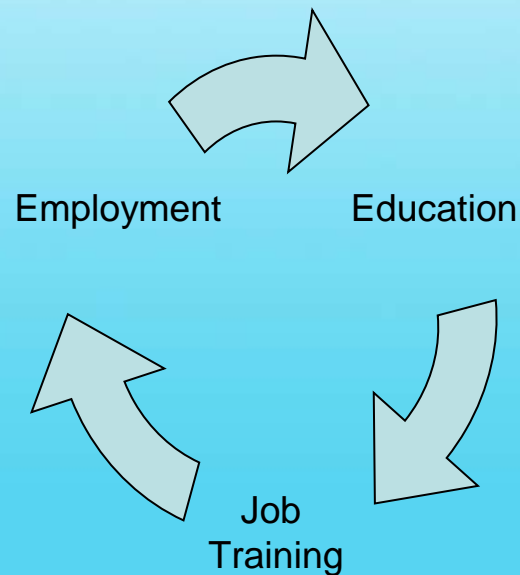
**Expectation:** To create the first ever Native American Career Pathways Model in Indian Country

# Career Pathways System



- Aligned with skill needs of employers
- A full range of educational options
- Work based learning
- Work Readiness Training
- Soft Skills Training
- Integrated education and job training
- Credit for prior learning
- Increased educational and job skills attainment
- Career advancement for employees
- Leads to an industry recognized degree/credential of values in the GRIC labor market
- Stackable credentials leading to higher level credentials or degrees
- Academic & Career Counseling
- Wrap around support services
- Flexible work schedules
- Flexible class times
- Use of technology

# Systematic Approach



- **Connects** job training, education and employment
- **Engages employers** in the program design and curriculum development
- A **simplified system** to access occupational skills training programs
- **Increases credential attainment** by modularizing curricula into smaller units; portable, stackable, chunk-able units

# Target Groups



- Unemployed Adults
- Under-employed Adults
- High School Youth
- K-8 Youth

# Community Challenges



- Disjointed training efforts
- Lack of awareness of community services
- Lack of awareness of employer services
- Disconnected Adults
- No consolidated information about schools located within GRIC
- Disconnected Youth-school and work
- Unskilled Applicant Pool
- Employers hire workers outside the Community
- After the fact training: not getting employer information before employers hire
- Lack of transportation
- Unnecessary waste of Resources



# Community Strengths



- Close Knit Community
- Employers Have The Same Goal – Hire Community Members
- Variety of Jobs Available
- Close to Casa Grande and Phoenix Area
- Housing Assistance
- Excellent Programs in Community
- Child Care
- Close to Schools
- Dedicated employees
- Education Scholarship Program
- District Services
- Native Culture

# Educational Challenges



## Current System of Education

- “Off the Shelf” Training
- No Employer Involvement
- Little to No Real World Application

# Youth Challenges



## Remembering the Youth:

### Major Issues at Adolescent Level

- Crime
- Poverty
- Gangs
- Truancy
- Motivation
- No Mentorships
- Cultural
- Teen Parents
- Drugs/Alcohol

# Role of the Schools



## Gila River Indian Community

- K-12 School System

### High Schools

- Ira Hamilton Hayes High School
  - 55 students
- Vechij Himdag Maschamudkud
  - 53 students
- Off-Reservation Boarding Schools
  - 126 Students
- Off-Reservation High Schools
  - Majority of GRIC

# Role of the Colleges



## Colleges/Universities

- o Central Arizona College
- o Mesa Community College
- o Future Educational & Training Providers

# Labor Market Needs



- Medical Occupations – (3 years – 485 jobs)
- Hospitality/Gaming – (52% turnover)
- Construction/Green
- HR – Government -next
- Information Technology
- Administrative
- Environmental
- Agriculture
- Teachers
- Management
- Small Business Management

# Employers' Role



- Identify industry skill sets.
- Create industry ladders that guide employees to advancement.
- Develop credentialed training programs with community colleges.
- Deliver training/activities in the schools- electives.
- Identify Career Pathways Mentors in their industry.
- Serve on the GRIC Employers Advisory Council.
- Partner with employers adjacent to the Reservation.

# Key System Elements

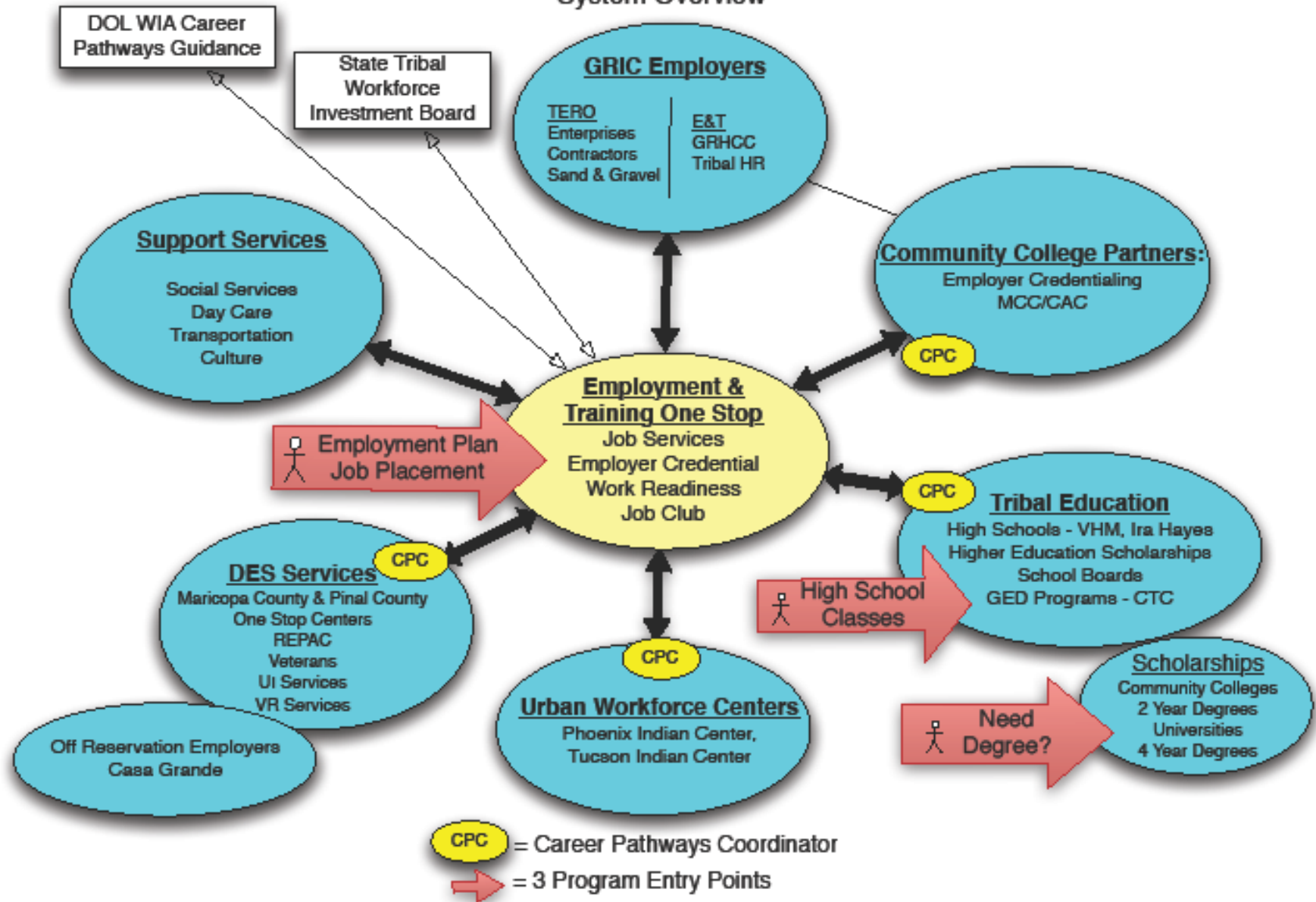


- Academic, Interest and Aptitude Assessment
- Career Plans
- Internships, Mentorships, Job Shadowing
- Career Pathways Mentors
- Local Trainers
- Job Placement and Follow-up
- Motivational Component
- Cultural Component
- “Community Service” Projects
- Transition Services
- MIS Tracking System
- Other Wrap Around Support Services



# CAREER PATHWAY MODEL GILA RIVER INDIAN COMMUNITY

## System Overview



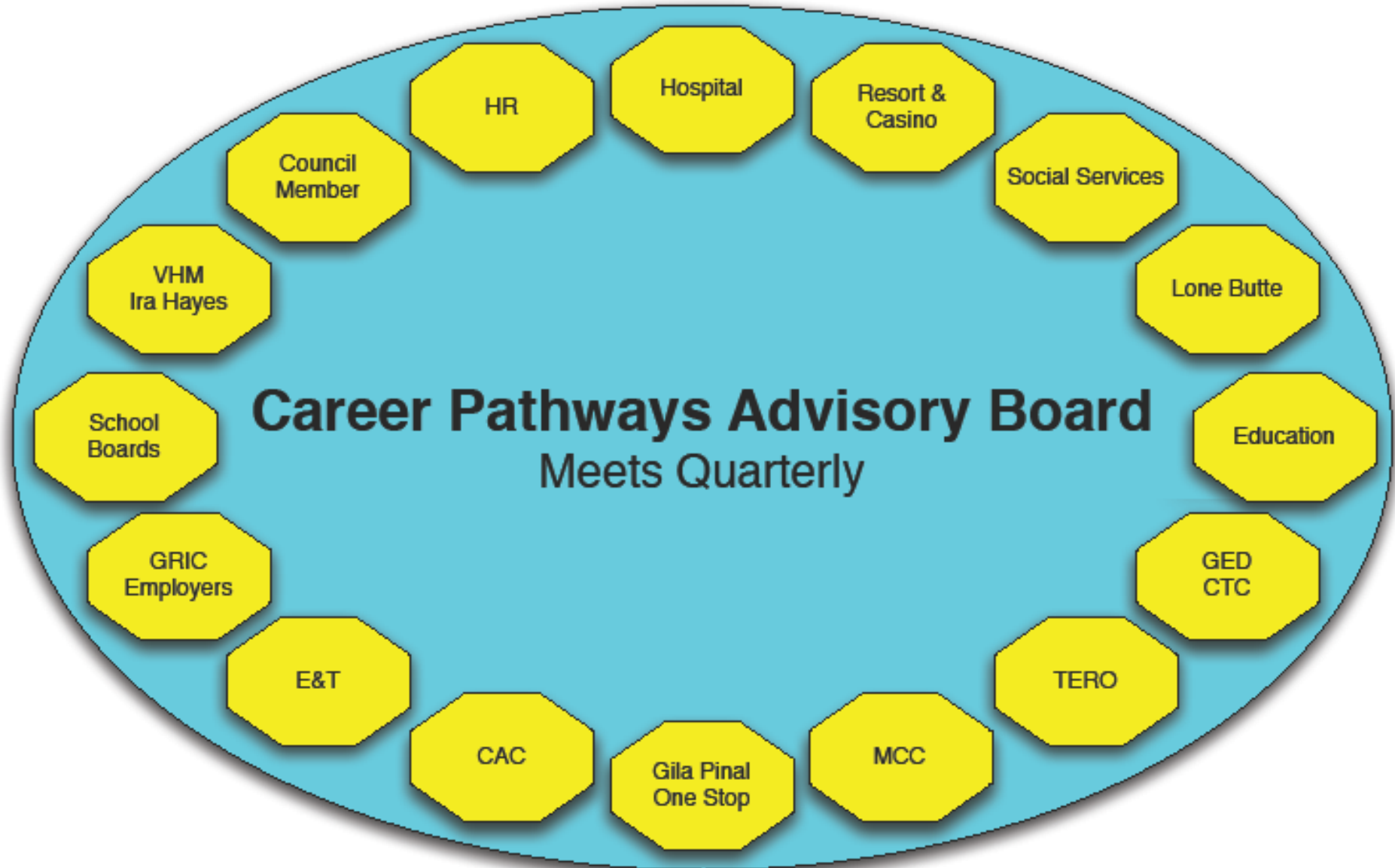
# Sustainability



- **Sustainability Plans:**

- **Marketing** – Branding, presentations, video, a Web site, brochures, common application
- **Tracking** – MIS tracking from each entry point and as a participant goes on and off the system from youth through adulthood
- **Employer Advisory Boards** – Sub-Committees of the Career Pathways Advisory Board. Specific to Industry, i.e. hospitality, medical, etc.
- **Career Pathways Advisory Board** – Key stakeholders, quarterly meetings

**CAREER PATHWAYS MODEL**  
**GILA RIVER INDIAN COMMUNITY**  
Sustainability Structures



HR

Hospital

Resort &  
Casino

Social Services

Lone Butte

Education

GED  
CTC

TERO

MCC

Gila Pinal  
One Stop

CAC

E&T

GRIC  
Employers

School  
Boards

VHM  
Ira Hayes

Council  
Member

# Projects



## Completed:

- Marketing Materials – Branding, brochures, presentation
- First Employers Institute July 27 - hospitality, medical , and construction
- Presentation to National WIA Conference, Executive, Community Employers, Division Departments

## Future Development:

- “Electives” Curriculum For High Schools – November 2011
- Universal Manual and Application – November 2011
- Mentor Training Manual – November 2011
- Training for High School Mentors – November 2011
- MIS Tracking System for 3 entry points- December 2011
- Second “Employers Institute” for HR – January 2012
- Complete Labor Market Survey – February 2012
- Deliver Presentations to Districts, Council, Schools, DES, School Boards, National Conference, WIA Tribal One Stops, Employers - Ongoing

# Deliverables



- **Increased skill levels** of GRIC workforce
- Increased numbers of **professional degrees**
- **Greater awareness** of GRIC Career Opportunities
- **Streamlined** job training, educational, and employment delivery system
- Increased **presence of employers** in the school system
- A **Pathways Advisory Board**
- An **Employer Advisory Board**
- **Career ladders** for employees seeking career advancement
- **Less duplication** of services
- A **unified language** across Community utilizing Career Pathways concepts

# Policy Changes



## Employers:

- **Mechanism for hiring** Career Pathways Participants
- Develop the skill levels of entry level employees - **advanced positions**
- Create **unified training** – share resources
- Add a “**trainee qualifications**” section to current job descriptions along with “regular qualifications” for all unfilled positions

## Education:

- **Change high school curriculum** - making learning relevant to GRIC opportunities
- Colleges – Develop “**employer” generated credentials** for those not seeking full degrees not only the traditional degrees
- **Expand the scholarships tuition program** to include short term credentials, part-time schooling and “open entry” applications for scholarships
- **Expand the Role of Education** – with School Boards, VHM, Ira H. Hayes and GED Programs within the Community

# Gila River CORE Team



## Gila River Indian Community:

- **Lana Chanda, Lead**  
Director of Employment & Training
- **Eulonda Martinez**, WIA Coordinator,  
Employment & Training Department
- **Andy Miritello**, Building Trades  
Employment & Training Department
- **Chris Banham**, Off Reservation Boarding  
Schools, Tribal Education Department
- **Stephanie Saucedo**, TERO Director
- **Mary Valenzuela**, HR Representative

## GRIC Schools:

- **Wendy Ong**, Ira H. Hayes Principal
- **Kim Franklin**, VHM Principal

## Employers:

- **Aphreika Duhaney**, HR Training,  
Huhukam Hospital
- **DJ Kooner**, Director Food & Beverage,  
Wild Horse Pass Casino,
- **Marty Clay**, One Stop Manager, Business  
Service Representative, Gila Pinal  
Workforce Investment

## Community Colleges:

- **Georgia White**, Academic Dean  
Central Arizona College
- **Leah Palmer**, Workforce Division  
Mesa Community College

Wrap Up



Questions???