



Gila River Employment & Training Department  
Sacaton, Arizona



**DRAKE LEWIS**  
**Curriculum Specialist**

Career Pathways Programs

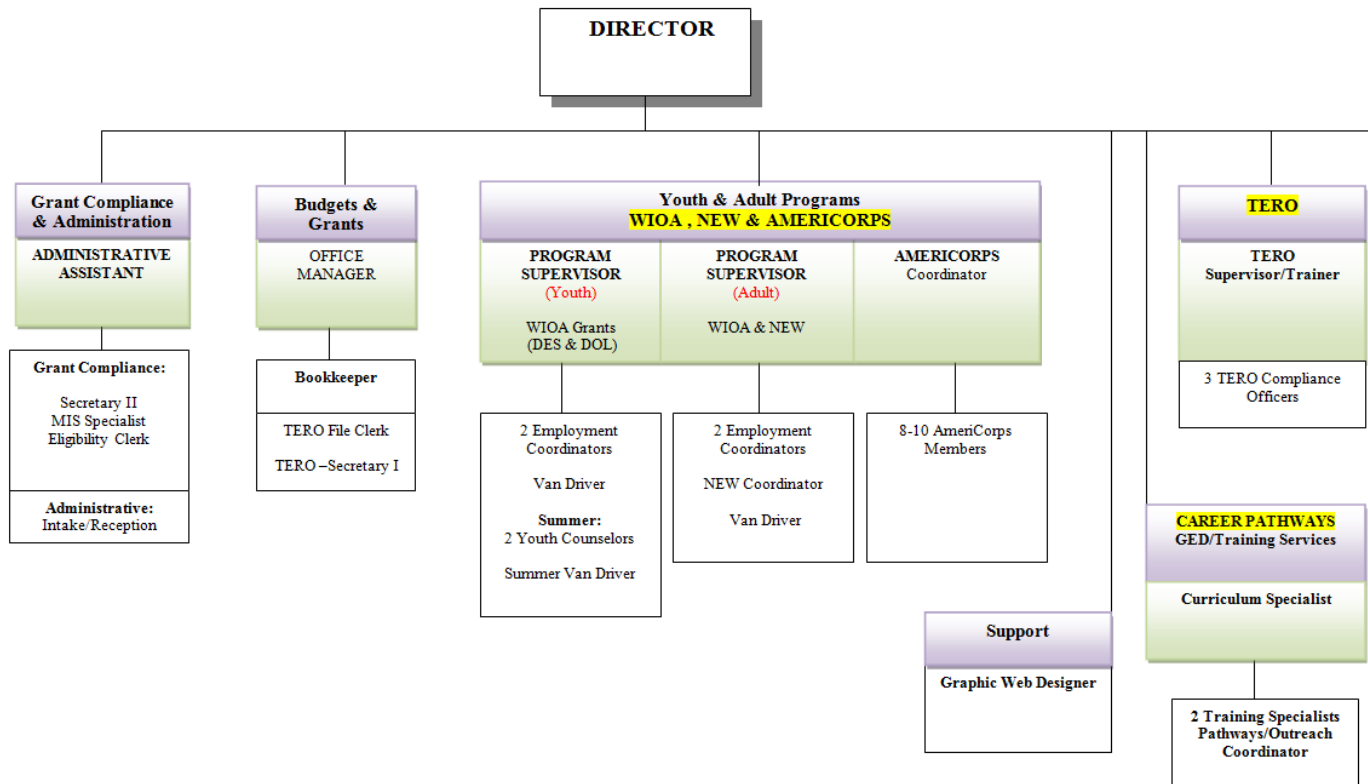
Outreach Programs

Training Programs



# Organizational Chart

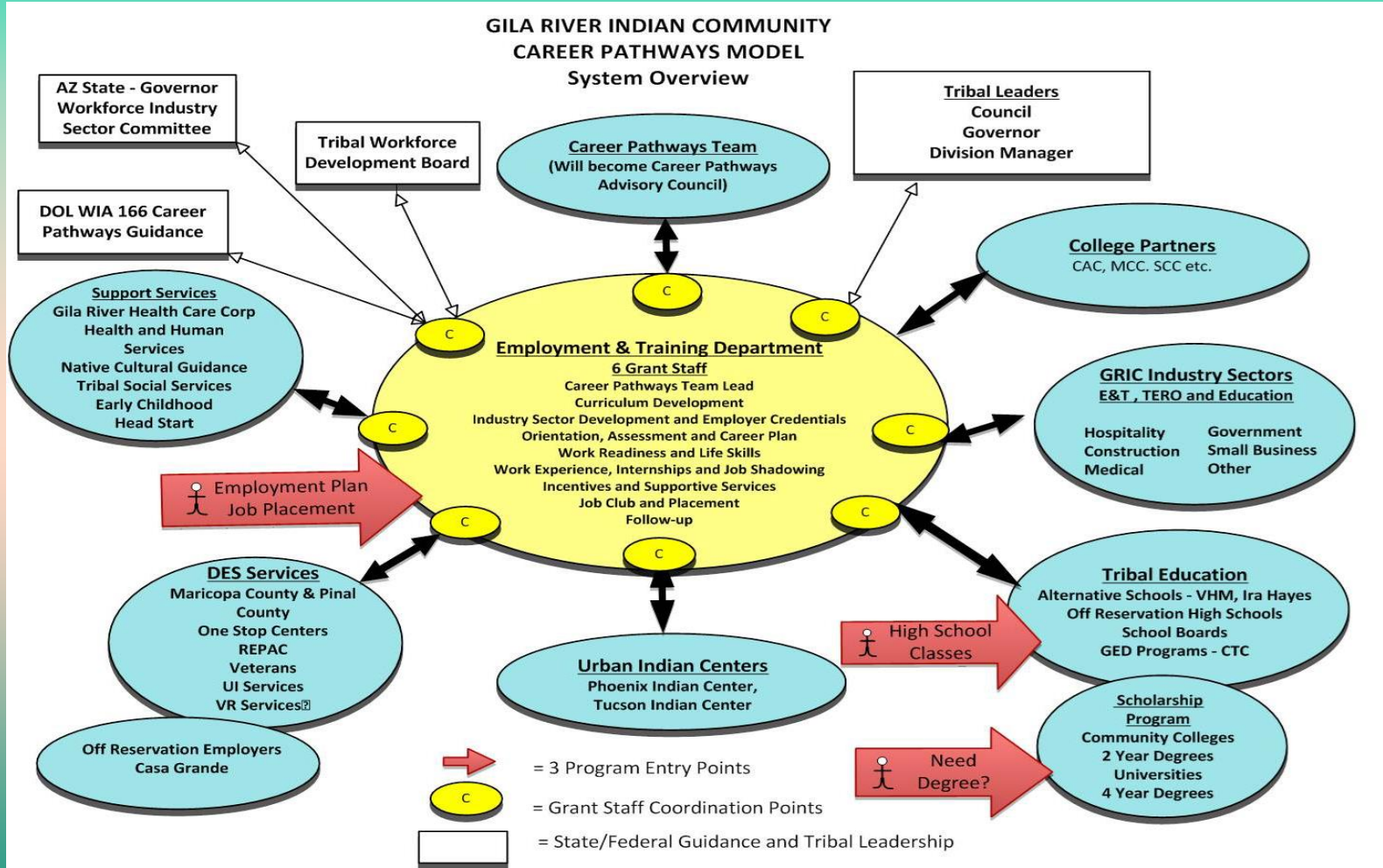
## EMPLOYMENT & TRAINING DEPARTMENT ORGANIZATIONAL CHART



Supervisors

Department  
Functions

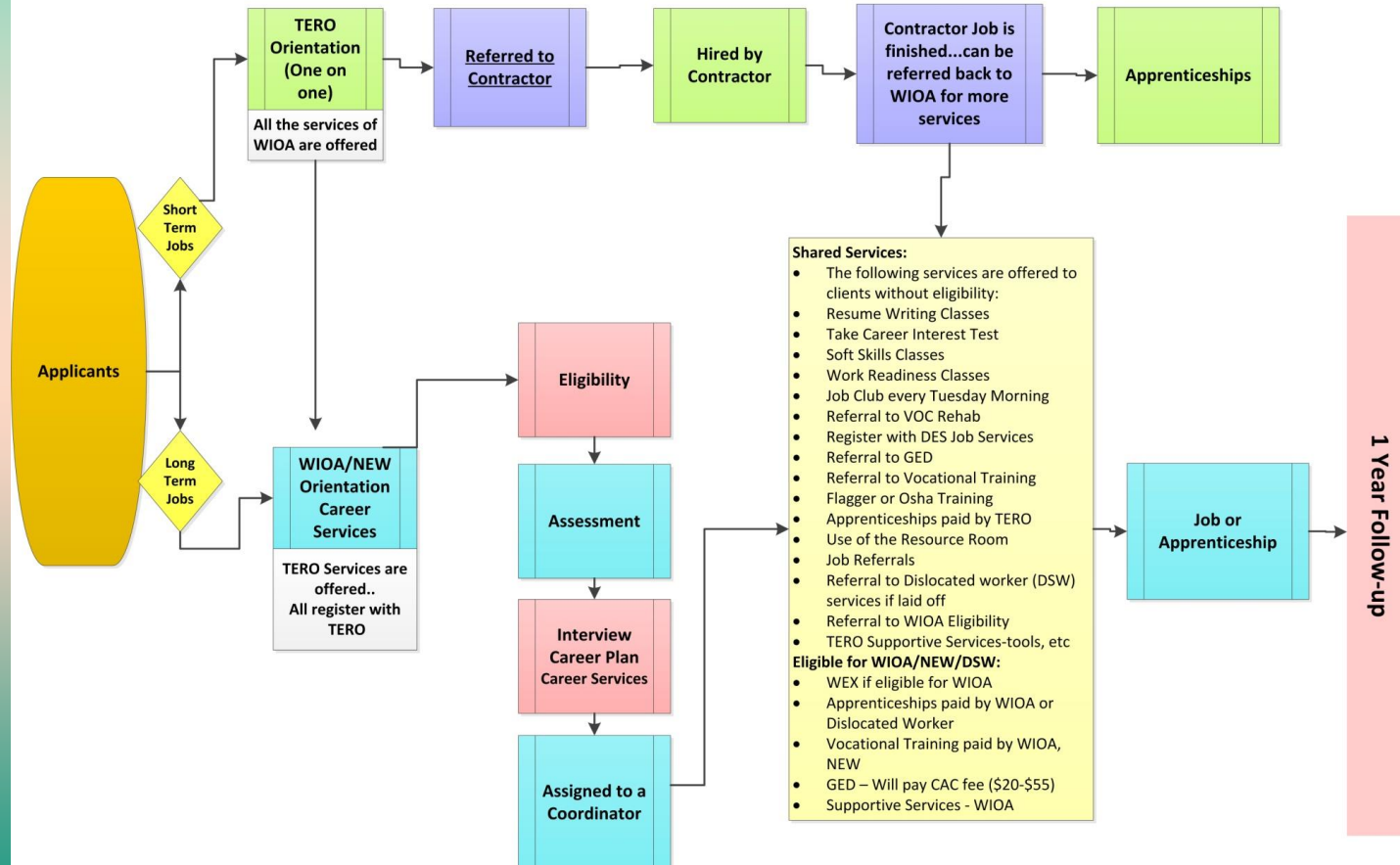
# Career Pathways Model



# Flow of Services

Effective: 5/21/16

## Flow Of Services Employment & Training Department



# Fire Sector

## 2016 Reserve Firefighter Apprentice Training

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

Academic level: 9<sup>th</sup> 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

HAZMAT  
Certification  
Fire Dept Staff

2 Months

Basic  
Wild Land  
National  
Certificate

40 hours

Firefighter I  
Firefighter II  
11 College Credits  
Mesa Community  
College

4- Months

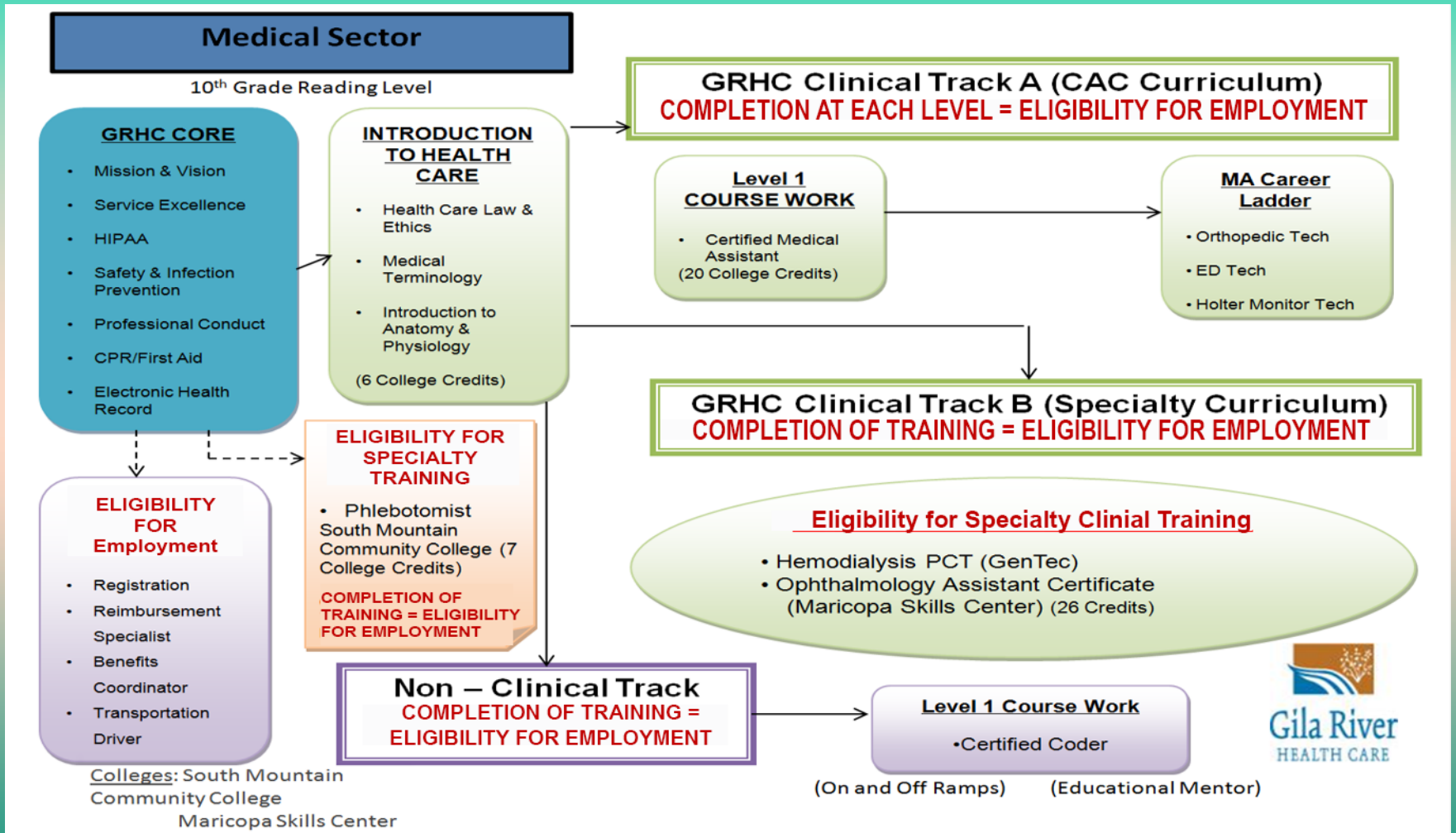
Firefighter  
State Exam for  
Certification

1 to 2 Months

***Placement in  
the Reserves  
then hired  
through HR***

Colleges: Chandler Gilbert Community College  
Mesa Community College

# Medical Sector

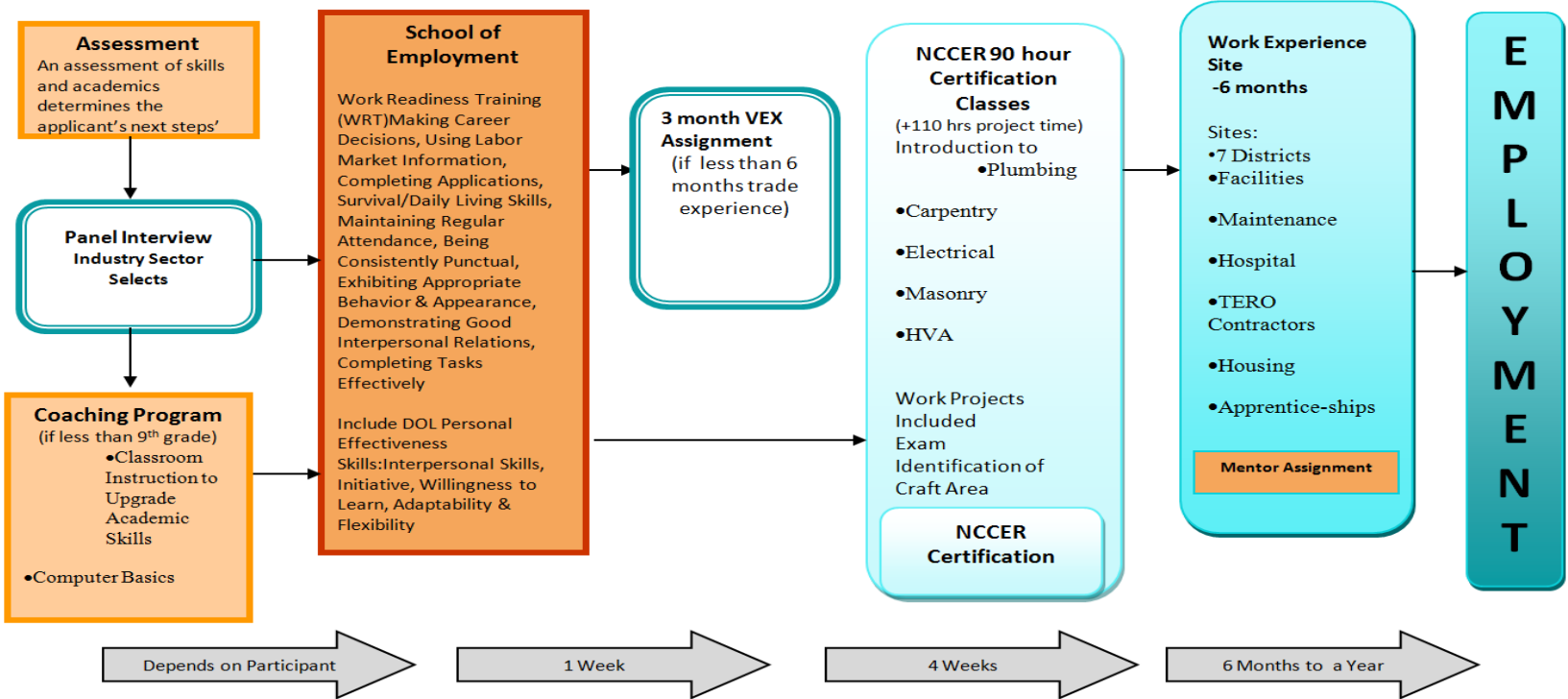


# Construction Sector

## Construction Sector

**Pre-Apprenticeship Program**  
 90 hour Core Curriculum  
**National Center for Construction Education and Research (NCCER)**  
 Partner: Arizona Builders Alliance

The Construction Sector Program is designed to provide the introductory NCCER 90 core curriculum for certification before participants specialize in one of the Trades. A Master Trainer has been certified by NCCER and can certify other specialized craft trainers from the Community. Certification is recognized Nationally and Internationally.





# Coaching - CP

## BEING A GOOD COACH

- Be a good mentor
- Giving clear and sometimes tough feed back
- Inspiring people to excel
- Rewarding people for their performance
- Be a good listener

Initial Meeting  
with clients



Want clients to feel  
community is behind  
them

Staffing Clients



Identify clients  
strengths & areas that  
need improving &  
added support

Assign Cohort  
Mentor



Staff that will follow  
them through the  
training program

# Coaching – E & T

## CAREER PATHWAYS

- \* Work Readiness
- \* Soft Skills Training
- \* Life Skills Training
- \* Specialized Training

WIOA & NEW

AmeriCorp


Tribal Employment  
Rights Office  
TERO

Behavioral Health Collaboration



# Coaching - TERO

## TERO STAFF IDENTIFIED ISSUES

- ❖ Clients not consistent with attendance and employment longevity
  - ❖ Develop Training to address issues, barriers
  - ❖ Looked at cultural background of community
  - ❖ Develop “Success” Training
- 



# Behavioral Health



- ❖ **Identified need for mental health services**
  - ❖ **Collaboration with mental health department & contractors**
  - ❖ **Provide mental health information**
  - ❖ **Supervisor In-Service**
  - ❖ **Client information meetings (Required for WIOA)**
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