

Tohono O'odham Nation  
Public Law 102-477 Annual Report  
October 1, 2013 through September 30, 2014



## **Tohono O’odham Nation**

The Tohono O’odham Nation has a vast land base of 2.8 million acres and 4,460 square miles, equivalent to the size of the state of Connecticut. Indigenous lands of the Tohono O’odham Nation extend south to Sonora, Mexico, north to Central Arizona, west to the Gulf of California, and east to the San Pedro River. In 1853 through the Gadsden Purchase, Tohono O’odham land was divided between the United States of America and Mexico. In present time, the Tohono O’odham Nation has a membership of close to thirty four thousand (34,000) members with members living on the reservation and others living in nearby cities or states. The Tohono O’odham Nation is governed by Executive, Legislative, and Judicial Branches.

Below is the Public Law 102-477 Annual Report for October 1, 2013 through September 30, 2014 with goals listed in bold:

### **Integrate the Tohono O’odham Nation employment, training, and related services in order to improve the effectiveness of those services while balancing the strength of our culture.**

Create partnerships with other tribal agencies that provide similar services to that of the One Stop Division. These partnerships have created stronger networks and services for our people. Below are the established partnerships with the One Stop Division.

- Tohono O’odham Community College (TOCC): Tohono O’odham Community College provided a 2-week Professional Development Workshops for youth that participated in the Summer Employment Opportunities Program. Workshops included; career exploration, time management, team building, communication, interviewing skills, public speaking, and “Dress for Success”. TOCC also offers a GED Program that we will refer GED clients to, if they wish to enroll in their GED program. TOCC does also offer a Summer Bridge Program for students to earn college credit while in high school, and some youth clients do enroll in the Summer Bridge Program.
- Pima County Re Entry Coalition: The One Stop Division attends Coalition meetings made up of stakeholders that promote the successful reintegration of Pima County ex-offenders, and recidivism. The Tohono O’odham Nation is located within Pima County. Currently the gathered information from the meetings is shared with clients in the Adult and Youth Programs and as needed provide referrals.
- Tribal Employment Rights Office (TERO): TERO provides members of federally recognized tribes services that relate to employment which may include: Indian Preference in Employment and Training Contracting and Sub Contracting, Currently we provide core services workshops/outreach (Filling out Job Applications, Resume, Mock Interviews) to clients enrolled in the TERO program to assist and further their employment opportunities.
- Tohono O’odham Nation Division of Early Childhood and Child Care: This program provides services to individuals that need childcare (full day, part day, In-home care) while the parent/guardian is in school or working. This partnership between the One

Stop Division and Child Care Program, allows One Stop clients to use child care services while attending training programs, and/or working at a jobsite.

- Tohono O’odham Nation Vocational Rehabilitation: The Vocational Rehabilitation program was created to assist individuals with disabilities to achieve and maintain employment. We may co-enroll clients that are eligible to use both programs and services to ensure that our clients who have disabilities receive the proper support and service from the One Stop Division and the Vocational Rehabilitation program.
- Tohono O’odham Nation Department of Health & Human Services: This program provides services in the areas of Health and Wellness to our Adult and Youth Programs, specifically in the areas of Behavioral Health, Suicide Prevention, Family Assistance and Community Health programs. Several different programs within DHHS also served as a worksite for the Summer Youth Employment Opportunities Program for youth that were interested in different careers within the Tohono O’odham Nation Department Health and Human Services.
- Baboquivari School District: The One Stop Division is partnering with the Baboquivari School District to develop an Internship Program for High School Students to further work experience skills, career exploration before they graduate.
- Native American Advancement Foundation (NAAF) – Partnership with this non-profit organization was created to implement a summer and fall 2013 GED Program. The program was developed to prepare members to take the 2002 GED test prior to December 2013. One Stop Division also partnered with NAAF to implement a GED Program in the summer of 2014. The program was offered to address changes and requirements to the 2014 GED Test. The program provided a teacher led instructor in mathematics and language arts to a cohort of students.
- Nineteen Tribal Nations Workforce Investment Board (NTNWIB): The One Stop Division Program is one of thirteen (13) tribes in Arizona that compose the NTNWIB. The One Stop Senior Program Manager participates in both the Directors meeting and NTNWIB meetings. The Executive Director of the Tohono O’odham Nation Education Department is the official tribal representative on the NTNWIB. Both representatives attended meeting for FY-14. NTNWIB does also host an Annual Conference and a Training Academy that includes WIA material, and One Stop staff does attend to gain Professional Development related to their positions.

**Reduce joblessness among Native American people within the Tohono O’odham service area and promote long term self-sufficiency through job retention.**

- Offer workshops that teach skills such as resume writing, interviewing skills, how to complete a job application, and computer skills such as typing and accessing email communications.
  - In the spring of 2014, the One Stop Division has been offering 2 core services workshops per month. One workshop is provided locally at the One Stop

Resource Center and the other workshop is held at one of the 12 Districts on the Tohono O'odham Nation.

- Provide information on careers and specific labor market information. Currently we offer the Occupational Information Network (O-NET) Program and the Arizona Job Connections (AJC) website where clients can access and look up demographic information pertaining to jobs and careers of interest. One Stop also offers Career Occupational Preference Survey (COPS) to assist individuals with career exploration and specific labor market information pertaining to fields of interest.
- Collaborate with other tribal enterprises to conduct job fairs.
  - In FY-2014, One Stop collaborated with the Arizona Department of Economic Security (DES), Arizona Department of Transportation, Tohono O'odham Nation Education Department, the Inter Tribal Council of Arizona and Tohono O'odham Nation Community Health Services, to conduct 3 job fairs for individuals looking to further their education and employment.
- Advertise in Tribal and Tribal enterprises jobs listing. The One Stop Division currently has two office locations and provides a job listing board that is updated weekly with new job announcements and career resources.
- The One Stop Division developed and implemented a Summer Employment Opportunity (SEO) Work Experience Program. The program was designed for youth clients to gain work experience in careers of interest and to also use skills learned and or gained during the SEO for future employment. Additional trainings and or workshops were provided during the SEO timeline that related to topics on seeking and maintaining employment.

**Promote Youth Services specifically developed for school retention and promotion.**

- Youth clients are offered Survival Skills which include Cultural activities, Financial Literacy, Team Building, Health and Wellness, Gang Awareness, College Access and Career Resources and best practices that can benefit clients by improving personal and professional development.
- Youth clients are assigned to a Career and Employment Specialist that serves as a mentor and resource to assist students with identifying personal and academic barriers, and how to break down those barriers to ensure long term success for youth clients.
- Youth clients are offered the opportunity to receive incentives for receiving good grades. These incentives were created and designed to encourage students to maintain good grades and earn their diploma and/or additional academic incentives. Other incentives include supportive services which include the purchase of personal hygiene products and professional attire to assist youth while they are in school or employed.
- Tutoring services are available for clients to help assist youth with their coursework to maintain and raise grades to be promoted to the next grade.

- The Youth Program also offers assistance with tuition payment for summer school courses to allow for youth to make up or accelerate their course of study to obtain their high school diploma.
- The One Stop Division offers assistance for tuition for high school students/youth to enroll in college access/bridge programs within community colleges/schools to earn college credit.

**Serve tribal determined goals consistent with the policy of self-determination and self-governance. The Tohono O’odham Nation Education Department mission is “to encourage a lifetime of learning, the pursuit of excellence, and pride in our cultural identity; to draw strength and guidance from our culture; to nurture O’odham families by listening, communicating, respecting, sharing and supporting all educational goals; to make education fun, healthful, creative, and sociable; and to practice professionalism, by showing courtesy, loyalty, and respect to the people we serve.**

- One Stop Resource Center offered services to members throughout the year.
  - 2,686 tribal members have been served with core services at the Resource Center for FY 2014. Core Services includes Resume Writing, Online Job Search, “How to Fill Out” an Application, and Mock Interviews.
- By offering our core services to the Tohono O’odham Nation, we are providing skills necessary to become a stronger Nation. Tribal members who gain self-sufficiency enhance their professional development, so that they may become an independent employee and assist our goal of becoming a self-determined tribe.

**In addition to the above goals, the Tohono O’odham Nation proposed a Performance Based Budgeting system, which includes:**

**One Stop staff will be at different locations to provide survival skills to clients once each quarter that includes: culture, teambuilding, time management, money management, health, gang awareness, and best practices that will benefit clients by improving professional and personal development.**

- October 26, 2013 - The One Stop Youth Program held a Survival Skills Workshop at Baboquivari Park. The Survival Skill workshop focused on Health and Wellness and had 6 individuals participate in the workshop.
- March 8, 2014 - The One Stop Adult Program held a Survival Skills Workshop that was focused on Budget Planning and Time Management at the Tohono O’odham Nation Education Building and had 9 adult clients participate in the workshop.
- March 19, 2014 - The Youth Program held a Spring Break Workshop at the Hickiwan Recreation Center that focused on Time Management and Budget planning, and had 5 clients participate in workshop.

- March 22, 2014 - The One Stop Youth Program held a Survival Skills Workshop that was focused on O'odham Culture at the Hickiwan Reburial site and had 11 individuals participate in the workshop.
- May 17, 2014 - The Adult Program held a Survivor Skills Workshop focused on the O'odham Himdag (Culture & Tradition) and had 7 participants attend.
- June 27, 2014 - The Youth Program held a Survival Skill Workshop focused on Social Media and Summer Employment Opportunities that had 15 participants attend.
- September 30, 2014 - The Youth Program held a Survival Skills Workshop at Tucson College Night focused on College Access and Readiness and had 11 youth participants.
- The One Stop Division provided 7 Survival Skills workshops for Adult and Youth Clients in FY 14.

**The public will be provided with information on program services by working at career fairs and District events each quarter.**

- October 16, 2013 – Sif Oidak District Event.
- October 19, 2013 – San Xavier Career Fair
- October 19, 2013 – San Lucy Health Fair.
- November 8, 2013 – HOPP Diabetes Fair
- November 16, 2013 – Gu-Vo District Day
- November 30, 2013 – Baboquivari District Day
- December 12, 2013 – Arizona Department of Transportation Mini Job Fair.
- December 27, 2013 – Tohono O'odham Nation Youth Council Conference at Tohono O'odham High School.
- January 29, 2014 – The One Stop Division participated in the Department of Economic Security Mini Job Fair held at the One Stop Resource Center,
- March 20, 2014 - HIV/AIDS Awareness Day held at the Hickiwan Recreation Center
- March 28, 2014 – Tohono O'odham Nation Education Department College and Career Fair held at the San Xavier Recreation Center.
- April 1, 2014 – Month of the Young Child.
- April 17, 2014 – Ha:san College Career Day
- April 29, 2014 – Jewed Tas (Earth Day)
- May 1, 2014 – Tohono O'odham Nation Law Day
- May 2, 2014 – One Stop Job Fair with Inter Tribal Council of Arizona

- May 24, 2014 – Tohono O’odham Nation Recreation Division Summer Kickoff
- June 12, 2014 – Sif Oidak District Summer Youth Program
- June 6, 2014 – Schuk Toak District Summer Youth Program
- July 3, 2014 – Sells District Summer Youth Program.
- July 10 & 17, 2014 – Gu-vo Summer Youth Program .
- July 11, 2014 – Schuk Toak Summer Youth Program
- July 14, 2014 – Baboquivari Back to School Bash.
- July 18, 2014 – San Lucy District Summer Youth Program
- August 23, 2014 – Native American Wellness Day.
- The One Stop Division participated in 25 Nation/District outreach events and sign in sheets confirm that 1,029 Tribal members were provided with information pertaining to One Stop Programs and Services offered in FY2014.

**To have a 65% graduation rate for the adult and youth program for the FY2014 fiscal year, each quarter will be measured using client’s grade/GPA. To ensure the goal is met, tutoring will be offered.**

- The One Stop Youth Program has 35 enrolled students and the Adult Program has 31 Adults enrolled for FY14. Due to different timelines and graduation dates for both groups, we determined the graduation all together at the end of the fiscal year to be 74%.

**One Stop will create a partnership with the Tohono O'odham Veteran's office to streamline enrollment services and co-enroll 2 eligible clients per quarter for employment and training programs.**

- A Veteran has been enrolled in One Stop Employment or Training programs for FY 2014. Although planning meetings with the Tohono O'odham Veterans office have taken place to better serve the Nations Veterans, meetings have concentrated and resulted in identifying barriers and alternatives for programs and services that Veterans use before enrolling in the One Stop Program.

**One Stop staff will be provided technical and professional training to improve productivity for their professional development. To ensure that One Stop staff have the tools and knowledge to reach their goals, management will provide technical and professional training on average 4 times per year.**

November 21, 2013 – One Stop Program Manager attended a MIS Training.

December 3 & 5, 2013 – Two Youth Career & Employment Specialists attended the NTNWB Annual Conference in Prescott, AZ.

March 13, 14, 2014 – 5 staff members attended the Nineteen Tribal Nations Training Academy in Laughlin, AZ.

April 1, 2014 – One Stop Senior Program Manager attended Mandatory Disciplinary Procedures hosted by Tohono O’odham Nation Human Resources.

April 11, 2014 – All One Stop staff attended an In House Training on Equal Opportunity.

April 24, 2014 – 4 One Stop staff (Program Manager, SR, and Career & Employment Specialist) attended a Professional Development Workshop- UA Partnering for Native American Student Access & Success held at University of Arizona - Phoenix Campus.

April 30, 2014 – Quality & Assurance Coordinator attended NTN MIS Task Force in Prescott.

June 18, 2014 – 2 Program Managers and Case Manager attended Fraud Policy training hosted by Tohono O’odham Nation Human Resources.

June 26, 2014 – Program Managers attended Evaluation Performance Measures on June 26.

June, 30, 2014 – 7 of our One Stop staff participated in a WIA MIS Webinar with topics that included WIA reports process, Common Errors, AJC Change Requests, Literacy & Numeracy timeframe.

July 23, 2014 – Quality & Assurance Coordinator attended a MIS Task Force meeting.

August 22, 2014 – All One Stop staff attended a training on “How to Provide Powerful Customer Service to People with Disabilities” presented by Vocational Rehabilitation.

**The One Stop Division provided 13 Training/Technical Assistance/Professional Development opportunities for One Stop staff in FY2014.**

## **Conclusion**

One Stop Division has provided services to the Tohono O'odham Nation with a high level of professionalism and generosity. Through P.L. 102-477 funding, services are readily available and accessible. The Nation is honored to have been afforded this and future funding opportunities that have helped Nation members become self-sufficient in the workforce. We look forward to the years ahead and the funding that will become available to the Nation.