

**Education Committee
Career Services
August 2020 Monthly Report
Diane Kelley, Executive Director**

Alternative Education:

We had **two** students pass all components of the HSE (GED®, HiSET®) Test during the month of July. Of these, 23 are Cherokee Nation Citizens; six are Other Tribal Citizens. Our total graduate count is **29**.

Alternative Education staff are currently observing CN guidelines put into place during the Covid-19 pandemic. PearsonVue Testing Centers are opened and are observing Cherokee Nation and PearsonVue safety guidelines put into place during the Covid-19 pandemic.

Teachers are scheduling appointments with clients for testing and class. Staff is currently reviewing the online TABE assessment to supplement standard paper testing. Aztec Software program is currently being purchased and is in purchasing/contracts stage.

The annual graduation ceremony has been cancelled due to Covid-19. A photographer has been hired to take pictures of the graduates on August 25, 27 & 29th. Students will receive their diploma and incentive at that time.

Vocational/Customized Training

As part of the Cherokee Nation's Respond, Recover and Rebuild spending relief plan, money has been dedicated to expand training for individuals displaced by the COVID-19 pandemic. Career Services has contracted with Indian Capitol Technology Center (ICTC), Northeast Tech, Tulsa Tech and Tri-County Tech to offer the following courses:

Fiber Technician Training Program

We have a brand new short-term training program starting in September. Career Services will recruit and select individuals to complete Fiber Technician training program. These individuals will be placed in training on Tuesdays and Thursdays from 8:00am to 4:00pm for a total of 128 hours (two months). This short course designed to train individuals in the Fiber Technician trade.

Covered topics include: Pole climbing, including learning to climb in the power zone; jiggling or pulling fiber from start to finish; introduction to fiber splicing, both residential and commercial; learning to splice; hanging strand and fiber and lashing them together; hanging self-support and sagging to proper tension; and advanced fiber splicing & troubleshooting. Training will also include OSHA 10 and CPR.

*Students will need to have their CDL class A permit, or attend training for the permit test.

Vocational Success Stories:

Kristin Lochner, Business Tech Class, PL 102-477

(As written by Jan Grogan, Special Project Officer)

Every now and then, I come across a special participant that really makes me proud to be a counselor; that participant is Kristin Lochner. She is a participant on the Business Tech Program. What makes Kristin so special? She came to us while working at the Days Inn as a housekeeper. She is a 27 year old, single parent of two little girls, ages six and three. She's lived in Tahlequah all her life. She knew she needed some specialized training if she was going to provide a better life for her and her daughters. She came with a desire to get training and certifications to apply for jobs in the clerical field. Kristin applied and was selected for the Business Tech Class. She started at the end of February 2020 then unfortunately the COVID-19 pandemic happened and Cherokee Nation shutdown for about two and a half months. She has two certifications in MOS 2016 Word and 2016 PowerPoint. I believe she would have possibly had maybe a couple more if it weren't for the shutdown. She's currently working on her Excel and will be testing soon.

Kristin also came in without her high school diploma and has been taking GED classes at the Adult Ed Center since December 2019. So far, she's passed the Language Arts, Social Studies, and Science. All she has left

to pass is her Math. I believe she'll do it. She has determination to do the best she can in whatever she puts her mind to. I've had the privilege to see her go from someone without much confidence in herself to someone with the confidence to know she can be a success in whatever she does. I look for her to get the training she needs to land a job working for Cherokee Nation.



"I've always wanted to work within the Tribe and gain the skills and knowledge to hopefully land a career within the Tribe as well. I'm so happy that I was selected for the Business Tech Program and I've become more eager to get my GED so I can get the job I want and be able to provide a better living for me and my girls".

Falisha Shepherd, CNA Northeast Technology Center-Kansas, OK

Falisha Shepherd is 34 years old, married, and mother of six children. Her past work experience consisted of restaurants and minimum wage jobs. The father, who works for the City of Grove, earns an income that can support the family but with six children that attend school from pre-kindergarten through sixth grade, the family has many expenses. Falisha felt she needed to contribute to the family income but knew she would need skilled training in order to do this.

Falisha came to the Cherokee Nation and asked if she could receive help to start a career. She wanted to become a LPN but knew she could only do this in stages. First, she would enter the Certified Nurse Aide training then she would continue as time allowed. She was very excited to

know she could be a mother and a student at the same time. She was a good student and made excellent grades.

The participant enrolled in the next short-term training on her way to the Licensed Practical Nurse Program, but during this time, the COVID Virus became so wide spread that the schools were closed including the VoTech Campuses where she was attending. Falisha couldn't wait until they reopened for more training so she began to put in applications for Certified Nurse Aide positions.

She was very surprised and proud of her accomplishments when she was offered a position at the Grove Nursing Center in Grove. With the skills and certificate she had acquired, not only did she gain fulltime employment, but she was also offered \$17.00 per hour for this position. This would greatly help her family's income.

Falisha states she would still like to return to school and complete her Licensed Practical Nurse training but as the COVID virus is still in the communities, it is best for her to this employment opportunity. She is very grateful for the assistance Cherokee Nation provided to her and her family.

Talking Leaves Job Corps:

TLJC is continuing their Distance Learning Plan with students, ensuring students stay engaged.

Staff are continuing continuous cleaning of the entire Center in accordance with CDC Guidelines.

Vocational Rehabilitation:

Staff have been busy getting consumers ready for fall; sending authorizations and paying invoices. We have new applications and we're working hard to process them, so consumers can get into fall training. James Ballard is doing a zoom presentation for the Oklahoma Department of Rehabilitation Services' Academy today. Our Voc-Rehab grant application received an extension for one year, with renewal of one-year federal funds.

JOBS/Tribal TANF:

We submitted our Quarterly Reports: the 196T financial report and the required Data Report. We began assisting families with Youth Supportive Services for school supplies and hygiene/grooming items.

Trade and Economic Transition – TET:

Trade and Economic Transition seems to have taken Oklahoma over as the method of dealing with the pandemic. As individuals are laid off, furloughed, or become unemployed by the pandemic, the program is seeing higher numbers of participants enrolled in vocational training. August is generally the start of the new semester, so participants are preparing for their vocational studies to begin. Vocational selection of participants range from truck driving to information technology to nursing and surgical technology. The team will continue to take applications of all dislocated workers in Eastern Oklahoma until September 30, 2020. At this point, the team will switch focus to enrolling individuals who specifically qualify for Cherokee Nation's PL 102-477 program.

Disability Employment Initiative:

The Disability Employment Initiative staff plans to focus on the training and advisory of Career Specialists within all of Career Services regarding client services of individuals with disabilities and performing tasks relating to the increase of accessibility to the Career Services offices and services. The bottleneck of services to individuals with disabilities has widened, as the intake, application, and services aspect of Cherokee Nation Career Services doesn't differ between individuals with or without disabilities. The Career Specialists are armed with the knowledge and confidence to serve all participants who come into the offices no matter their barriers to employment. Additionally, working with the client and businesses on accommodations has become a routine and commonplace activity with a member of the Disability Employment Initiative available to participate on the Integrated Service Team of the clients. The Disability Employment Initiative has been a wonderful success in providing more of our Cherokee citizens with the opportunity to benefit from our employment and training programs.

As of 8/18/2020, DEI has worked with 200 clients. Of these, 51 individuals were co-enrolled with Cherokee Nation's Vocational Rehabilitation program and leveraged resources were utilized. The numbers show that Cherokee Nation's Disability Employment Initiative has met its achievement goal of serving 200 individuals with disabilities and 100% complete of the goal of assisting individuals with leveraged resources from Cherokee Nation's Vocational Rehabilitation program. With three months left in the grant program and 200 participants served, the Disability Employment Initiative continues to show a percent increase of serving clients who identify as having a disability compared to the three years prior to the start of the grant, which served 34. The argument can be made that with the increase of ADA accessibility to our physical locations and our computer labs within Career Services, we would stand ready to serve even more individuals.

With the start of a new semester coming soon, our vocational clients are gearing up for training in ways that have never been tried before. We have provided assistance with electronic learning methods that some clients have not had to deal with before. As stated, the unprecedented times are creating a different way of operating for many people and businesses, but DEI believes the show must go on and we will be there to provide the help to our clients where needed.



CAREER READINESS ACT

Trainings



Career Readiness Act Program: *High Voltage Lineman Training*



The Cherokee Nation's first lineman training students started their first internship just over two weeks ago. Some of the students spent their first two weeks on internship working storm damage caused by Hurricane Isaias. The storm caused significant power outages across the East Coast. The crews traveled to Maryland and New York to help repair the damages and assist in restoring power outages due to Hurricane Isaias.



Lineman Class 2

We currently have 11 students in our second lineman class. They are currently working on getting their Class A CDL and working on Lineman Training.



CN Career Services offers High Voltage Lineman training

BY LINDSEY BARK

Reporter

08/19/2020 09:00 AM

TAHLEQUAH – Earlier this year, Cherokee Nation Career Services began a non-credit certificate program called High Voltage Lineman training via a partnership with the Oklahoma State University of Institute of Technology Workforce and Economic Development.

“The two-year degree program is already well established on the Okmulgee campus so we are able to apply that knowledge and skillset in an expedited program for the Cherokee Nation reservation,” Hunter Palmer, Career Services Economic Development manager, said.

The program has allowed Career Services to create other partnerships with companies such as Lake Region Electric Cooperative, American Electric Power and Utility Plus Inc. to provide internships and materials for students.

“We then partnered with Heavy Metal Training Institute to provide us with CDL (commercial driver’s license) training for the students and partnered with AEP and Public Service Company of Oklahoma to provide us with a bucket truck for training,” Palmer said.

The program has two cohorts in training with 18 total students. Training is broken up between the classroom, training grounds and internships.

“The students spend the first eight weeks in the classroom and on training grounds. The second eight weeks will be spent on internship and then back to the classroom for another eight weeks before they leave for their final eight week internship to complete the program,” Palmer said.

Classes consist of “Introduction to High Voltage Lineman,” “High Voltage Lineman Safety,” “High Voltage Pole Climbing Techniques,” “AC/DC Principles,” “Heavy Construction Equipment & Operation,” “Principles of Operations of High Voltage Distribution Systems,” “Underground Distribution Systems,” “Overhead Distribution Systems,” “Advance Distribution Systems,” “Transmission Principles,” “HVL Capstone,” “OSHA (Occupational Safety and Health Administration) 10” and “CPR & CDL Class A” training.

Palmer said the training is “almost entirely” hands-on to prepare students for internships. He said by then students should already have obtained a Class A CDL and OSHA 10 card as well as be certified in CPR, digger operations, pole climbing, bucket truck rescue and pole top rescue.

He said the internships serve multiple purposes. “While providing hands-on learning, it allows prospective employers the opportunity to evaluate the candidates before hiring them. In turn, students are able to evaluate potential employers to ensure it will be a good fit for them.”

Palmer said with paid internships, students can make anywhere from \$12 to \$31 per hour while getting job experience.

CN citizen Taylor Davidson, of Sallisaw, is a student in his first internship on the East Coast helping with damages caused by Hurricane Isaias, which has left millions across without power. “I started this lineman class with hopes of gaining a trade that could allow me to make a reasonable salary and keep me close to my family,” Davidson said. “With electricity being such a vital part of our daily lives, I really like the idea of being able to be a part of keeping the electricity up and running for my community.”

The program takes two cohorts per year, with 10 to 12 students per cohort. The next two cohorts will start in 2021.

To apply, candidates must be 18 or older, have a valid driver’s license, dependable transportation and pass the Oklahoma Department of Public Safety drug screening and physical. A Class A CDL is preferred but not required. Applicants do not need to be CN citizens if they qualified for Career Services federal grants.

Palmer said the demand for linemen is high and that it’s hard to fill vacancies with experienced candidates. He said an average salary for a lineman could be up to \$65,000 annually.

“The industry is currently in a growth period resulting in an increased demand for additional linemen,” he said. “Seasoned linemen are retiring or approaching retirement, adding to the already increased demand for qualified individuals to fill both new positions and vacancies created by retirement. It is extremely beneficial to power companies to have a trained pool of candidates available to hire from, rather than training them on the job.”

For information, call 918-453-5555 or email career-services-dept@cherokee.org.



GWYB DBF
CHEROKEE NATION®
Career Services
918-453-5555

Group: Education Services

Month/Year: August 2020

Executive Director: Corey Bunch

Phone: 918-453-5153

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College Resource Center

****Scholarship deadlines were extended to June 26, 2020 at 4:59pm CST****

# of Fall 2020 scholarship awards as of 8/19/2020	5,556 Total
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Break Down by Program:

Concurrent Enrollment	356 Total
Approved	327
Missing Documents	5
Processing	0
*Denied	17
*Cancelled	7
Undergraduate	4,576 Total
Approved	3,845
Missing Documents	271
Processing	0
Deferred Fall 2020	13
*Denied	424
*Cancelled	9
Graduate	622 Total
Approved	501
Missing Documents	43
Processing	0
Deferred Fall 2020	7

*Denied	61
*Cancelled	8

**Denied - Residency, grades, community service, earned hours, GPA*

**Cancelled – Parent/student cancelled scholarship application*

Scholarship Funding:

1st round of Scholarship Funding has been sent to the college/universities on 8/14/2020.

Funding sent to 329 college/universities as of 8/14/2020

Outreach & Presentations:

No events due to COVID-19

Spring 2020 Stole Report:

Associate – 28

Bachelors – 133

Masters – 26

Doctorate - 9

Students on program receiving stoles – 126

Students not on program receiving stoles – 70

Total: 196

*Requests are still coming in for Spring 2020 commencement that will be taking place in the Fall 2020.

Future Plans:

1. Processing of stoles is still being completed. Student can send in applications and we will still mail the stoles to the students with the complete applications.
2. Processing of Fall 2020/ Spring 2021 Scholarship applications is being done at this time.
3. Powerpoint completed and now working on voice over for the outreach presentations about the Cherokee Nation Scholarship Programs.
4. Working on August Newsletter.
5. Contacting schools to set up outreach events such as in person, Zoom, or our video that is in progress.

Head Start

Activity July/August (Closed – data unavailable) YTD

# of classrooms/sites	63 classrooms 21 sites	63 classrooms 21 sites
# of parent meetings conducted	0 Meetings Conducted	107 Conducted
# of site visits by HS/ECU staff	0 Site Visits	979 Conducted
# of PD hours completed	18 hours offered	264 hours offered
CC Expenditures - Travel	\$0	\$39,168.49

July (Data Unavailable at this time due to Co-Vid Closure)

Breakfast	Lunch	Snack
Total Food Cost – \$		Reimbursement – \$

Accomplishments:

- 1) The Head Start application was submitted August 3, 2020 and begins the five year cycle.
- 2) Six new positions were funded through the Quality Improvement funds. They are currently being advertised in Cherokee, Adair and Mayes counties. These positions will enhance quality assurance/quality control in regard to classroom and playground inspections and keeping the program in compliance with state licensure, tribal environmental standards and federal regulations. A Coach position is included in the six positions dedicated to mentor faculty-new and seasoned staff. The ultimate intent is to foster longevity and deeper knowledge of best practices in the field of Early Childhood. Four positions will be added to the awesome faculty that deliver quality services in the classroom operations.
- 3) The ECU also received a 2% Cost of Living Allowance that is currently being reviewed.
- 4) So proud of the ECU staff for continuing to serve the children and families by mailing activities to the children and checking on them via email and FaceTime. They have also continued to obtain or renew their credentials through webinars.

New initiatives:

- 1) Due to the potential incidents of illness with our children while at school, we are proposing a small waiting room for the children to wait for parents to pick them up. It will be equipped with a crib and a cot for the babies, as well as a sink and stool.
- 2) We are also proposing an adjusted format to classroom operations until further notice. To meet the social distancing requirement, the children will be split into two groups with half attending school on Mon and Wed and the other half on Tues and Thurs. we will close on Friday for deep cleaning, staff training and contact time with parents via phone call or FaceTime.
- 3) Unfortunately, we have cancelled a few events and hope to schedule them next year. The November conference is cancelled as well as the Thanksgiving lunch we enjoy serving to the Tribal Council.

JOM/ Johnson O'Malley Program

Activity	July /August			YTD
	JOM	Special Projects	Public School Outreach	YTD Total
# of students on program	25,142 (8/18/20)			25,142

JOM is dedicated to supporting schools in their service to Native students. JOM staff have reimagined its policies, procedures, and programming, to give schools the opportunity to optimize their funding to meet the ongoing and

new needs students are experiencing. We will continue to assess the situation and work to implement appropriate changes for the greatest benefit to the student.

We have no new numbers to report due to covid-19 social distancing and precautions.

Accomplishments:

1. Worked on the following

- Finalizing claims to 71 schools for reimbursement.
- Staff fielded calls assisting with applications for regarding Respond, Recover and Rebuild Education Initiative for near 50,000 applicants
- Technical Assistance: Hulbert, Ft Gibson, Fairland, Coffeyville, Shandi Teague at Leach, Chouteau-Mazie, Dahlongegah, Okay, and Salina
- Reviewing 2020-2021 JOM Applications
- School communication Afton, Bluejacket, Briggs, Brushy, Central, Colcord, Copan, Foyil, Gans, Grandview, Keys, Locust Grove, Maryetta, Muldrow, Oklahoma Union, Osage, Porum, Pryor, Roland, Sallisaw, Tenkiller, Tulsa, Vian, and Warner.

2. 2020 OKJOM Conference

- Contacting registrants/vendors find out if they want refunds or not.

Future Plans/New Initiatives:

- Harvesting and drying dipping gourds, Indian corn, and gardening Women's roles.
- Communicate with partners and consultants to provide services through distance delivery systems.
- Began all script writing, creative design, art, graphics and teaching methodology on the new Cherokee Sesame Street style show to teach language, culture, history, and native science.
- Brainstorming and discussing appropriate Comprehensible Input practices and cueing mechanisms to be used for the show.
- Collecting assets for the group storage available to other programs creating similar materials.
- Script writing and tutorials in efficient use of animation editing software with adobe creative suite.
- Worked on CARES Act list for the office.
- Staff fielded calls assisting with applications for regarding Respond, Recover and Rebuild Education Initiative for near 50,000 applicants.
- Started editing process for the first episode of Cherokee School.
- Registration and planning for CTE 2020 through the Heritage Cent.
- Cherokee Teacher Enrichment Training to be partially provided through Humanities class at CHC.
- Cherokee Sesame Street Style show.
- Working on Cherokee Science and Engineering Manual for Virtual Event.
- Continuing to work on distance learning opportunities for school STEM programs.
- Coordinating with Administration from Sequoyah High School to create/provide 400 Students ID Badges for Grades 9, 10, 11, 12.
- STEM staff coordinated with Career Services in the placement of two summer youth workers in a Research Project.
- Planning for distance guidance and competitions using virtual methods.
- Reorganizing science and engineering fair as a virtual event if needed.

Program Highlights

Teachers have successfully transitioned to utilizing the free version of BLACKBOARD, which is a Learning Management System to better equip our students virtually. Teacher leaders have helped with this transition.

The Leadership Team and Lisa Trice-Turtle have helped create the "Return To Learn" plan and all the details to orienting students to our new virtual platform within the pandemic.

We held a Virtual graduation ceremony on Friday, July 31st where over 60 students from the Senior class of 2020 were honored.

We received the \$1.175 million dollars of CARES act funding. Our plan at SHS was approved by the BIE.

Our current plan of students attending one day per week will roll out on Monday, August 24th. Students will go home with a week of meals. Steve Jones with Food Service had coordinated this. Virtual students will still have access to the drive thru meal service daily.

Future Plans/Initiatives

Blackboard training for teachers.

Looking at the implementation of a school improvement tool to increase literacy and math scores.

Implement our 21st CCLC after school program virtually for the 2020-2021 school year.

Implement virtual practice and rehearsal plans for all athletics and extra-curricular activities.