



THE TRIBAL WORKFORCE IN THE 21ST CENTURY

CTER Legal Update 2023

Terri Henry, TERO Director

Eastern Band of Cherokee Indians

TERO COUNTRY

1977 - 2023

46 Years
Commitment to Progress



TERO COUNTRY LEGEND

- TERO OFFICE Location
- TRIBAL EMPLOYMENT RIGHTS OFFICE
- FEDERAL INDIAN RESERVATION
- FORMER RESERVATION
- IR.
- RANCHERIA
- REGION BOUNDARY

ALASKAN REGION

ALASKA

NORTHERN PLAINS TERO COALITION

NEBRASKA NORTH DAKOTA SOUTH DAKOTA

EASTERN REGION

ALABAMA ARKANSAS CONNECTICUT DELAWARE FLORIDA GEORGIA KENTUCKY LOUISIANA MAINE MARYLAND MASSACHUSETTS MISSISSIPPI MISSOURI NEW HAMPSHIRE NEW JERSEY NEW YORK NORTH CAROLINA PENNSYLVANIA RHODE ISLAND SOUTH CAROLINA TENNESSEE VERMONT VIRGINIA WEST VIRGINIA

GREAT LAKES REGION

ILLINOIS INDIANA IOWA MINNESOTA OHIO WISCONSIN

PACIFIC NORTHWEST REGION

IDAHO OREGON WASHINGTON

ROCKY MOUNTAIN REGION

MONTANA WYOMING UTAH COLORADO

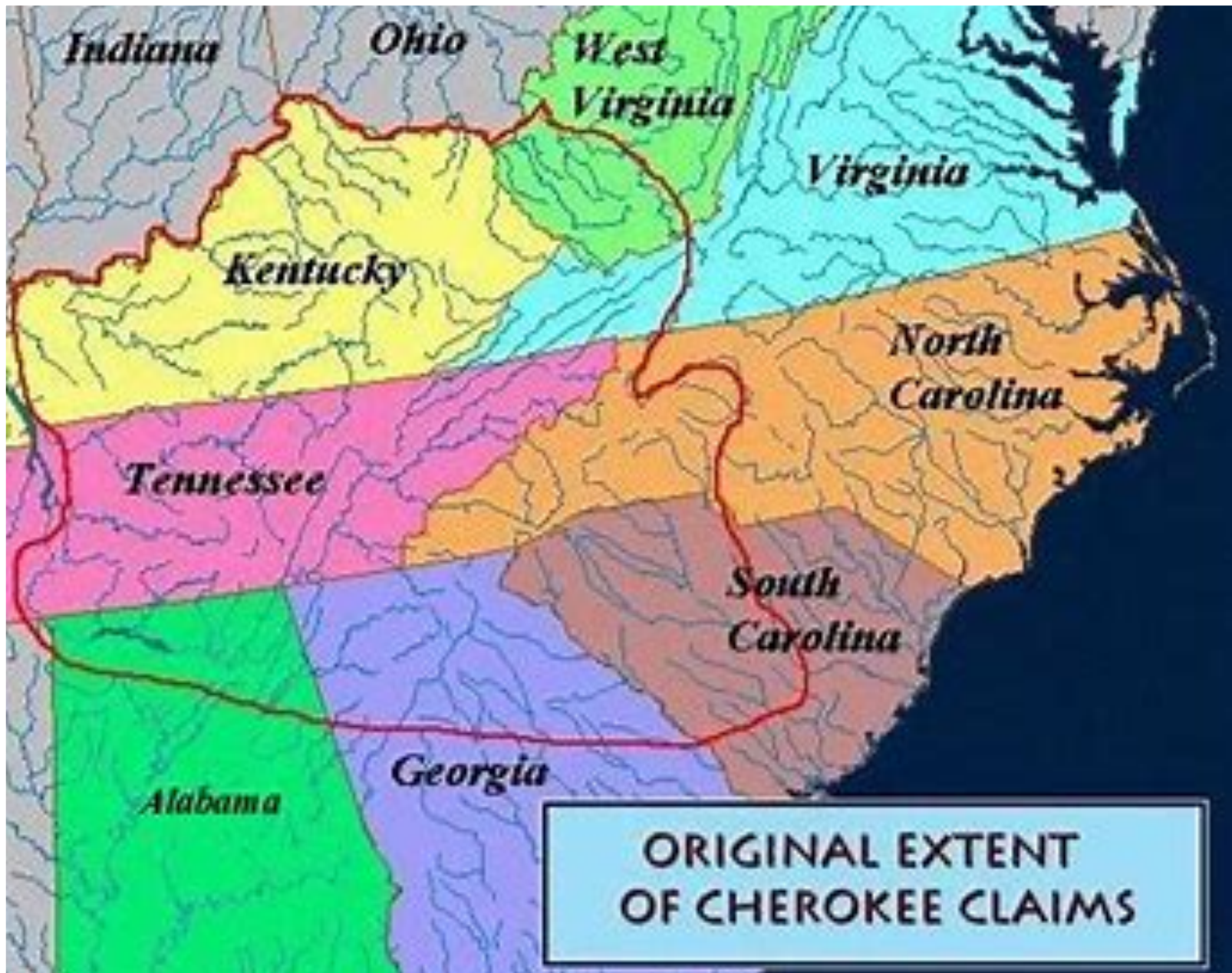
SOUTHERN PLAINS REGION

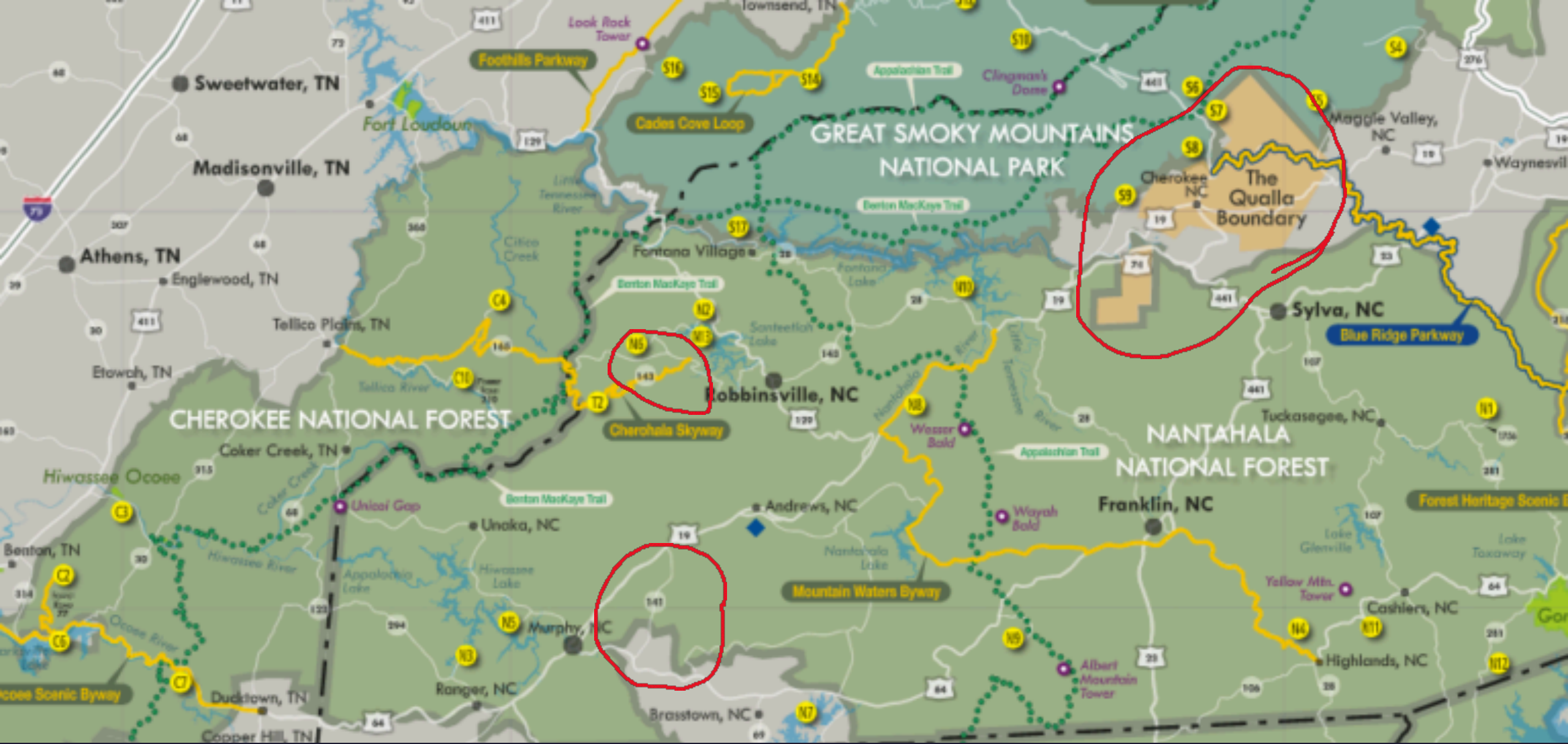
KANSAS TEXAS

MAP
OF THE
TERRITORIAL LIMITS
OF THE
CHEROKEE NATION OF INDIANS

SHOWING THE EXTENT OF THE TERRITORY
ACQUIRED BY TREATY WITH THE
CHEROKEE IN THE UNITED STATES
BY TREATY MADE WITH THE CHIEFS OF THIS NATION
AND THE TREATY OF THE CANTON OF CHICKASAW
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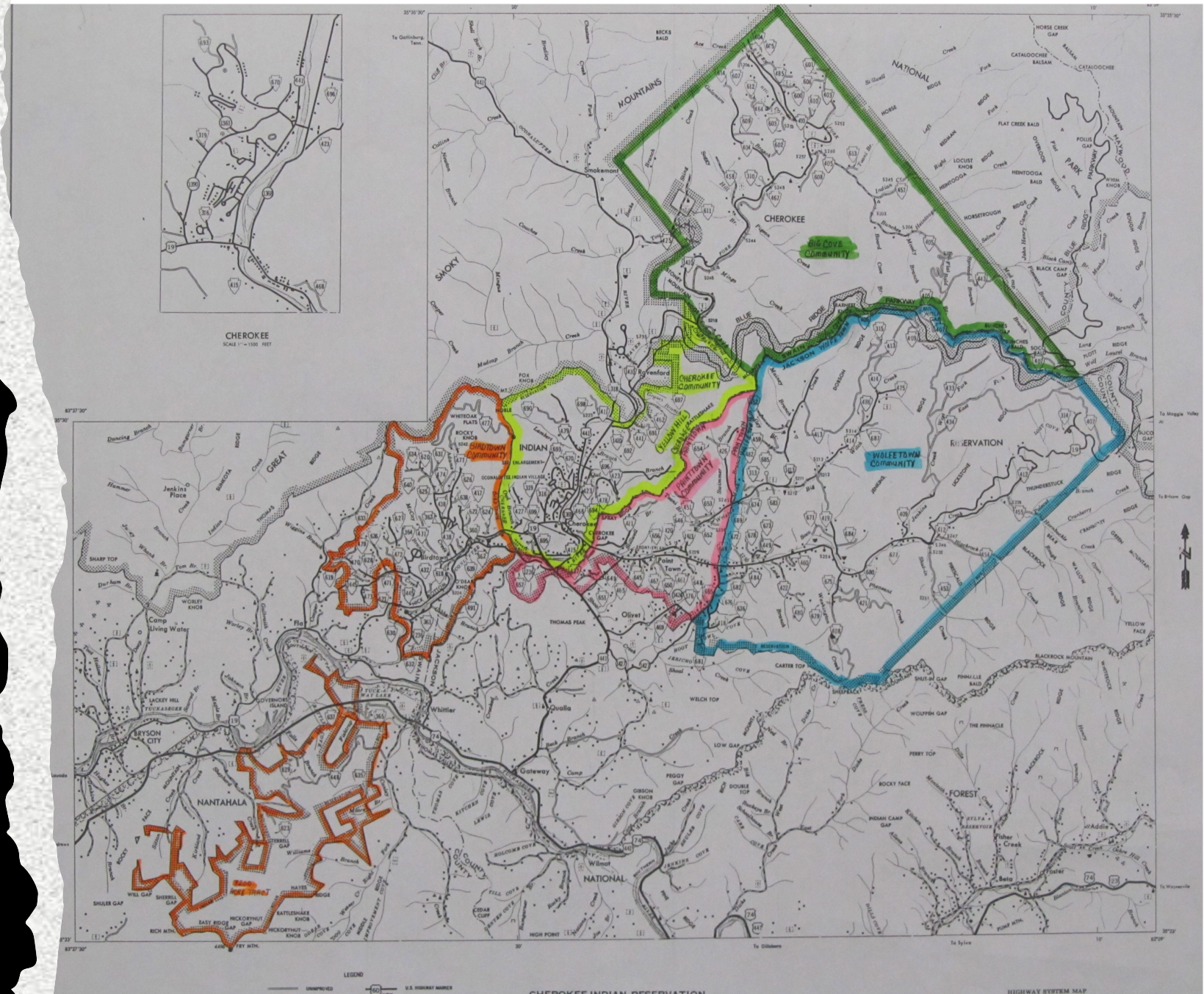
Eastern Band of Cherokee Indians

7 Divisions / 120+ Tribal programs

- Tribal Economic Development
- Tribal Public Safety & Emergency Services
- Tribal Health & Human Services
- Tribal Operations
- Tribal Transportation
- Tribal Education & Recreation
- Tribal Housing

Various Tribal Entities

- Tribal Gaming
- TERO
- Tribal School
- Tribal Hospital
- Non-profit & LLC Economic Entities





EBCI TERO WORKFORCE DEVELOPMENT



TERO WORKFORCE DEVELOPMENT (WFD)

Job Bank

Mother Town Healing Program
(MTHP)*

Work Experience (WEX)

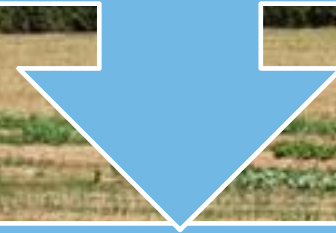
Workforce Innovations & Opportunity Act
(WIOA) & Native Employment Works (NEW)

TERO WORKFORCE DEVELOPMENT (WFD)

Mother Town Healing Program (MTHP)

The Mother Town Healing Program (MTHP) is intended to assist EBCI enrolled members in recovery by providing a safe and supportive working environment, training for necessary job skills, and discipline to re-enter the workforce in a positive manner.

While the goal is for participants to become employable, we also encourage them to rebuild and strengthen community connections that may have been lost due to substance use/abuse disorders.



The MTHP is an organized multi-system approach to benefit the livelihood of enrolled members and their families through:

Skill Building
& Education

Personal
Growth

Reconnection
to Community
& Culture

Healthy Life
Skills

Wellness &
Recovery
Support





WORKFORCE DEVELOPMENT PROGRAM OVERVIEW

Creating a 21st Century Tribal Workforce:

- Individual Assessments
- TERO Career Path Training **
- Strengths Based Employee/Supervisor Evaluations
- Facilitating Career Development (Career Counseling)
- On-the-Job Training
- Program Evaluation

TERO CAREER PATH TRAINING

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

■ Benefits of the Program

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

■ 24-hour Training

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

Workforce Development & Training



TRAINING :: TERO TECHNICAL TRAINING INSTITUTE (3TI)

149 CHILDREN'S HOME LOOP (FORMER CBC PRINTING)

TRAINING PLAN

Cherokee Stone
Masonry Course

Facilities
Maintenance
Course

Flooring
Installation
Course

OSHA-30,
OSHA-10, Flagging
Training

HR Technical
Assistance for
TERO Vendors

TERO
Employment Expo

TERO Teen Week

Federal
Contracting &
Indian Preference
Conference

Impact of
Generational
Trauma on the
Tribal Workforce

Scheduling of these activities will occur in 2023 & 2024.

Training in 2023

EASTERN BAND OF CHEROKEE INDIANS TRIBAL EMPLOYMENT RIGHTS OFFICE



Exploring the Impact of Intergenerational Trauma on
the Tribal Workforce Conference

AGENDA

Harrah's Cherokee Casino & Resort Convention Center
Cherokee, North Carolina
March 20 – 24, 2023



EASTERN BAND OF CHEROKEE INDIANS TRIBAL EMPLOYMENT RIGHTS OFFICE

Cherokee Stone Masonry Class

Beginning May 1, 2023 through November 2023

Course Schedule:

Monday, Tuesday, Wednesday (each week) from 5:00 – 7:00 PM
Every other Saturday from 8:00 AM – 4:30 PM

Course Materials and Tools:

Provided by TERO

Students will receive a stipend of \$15/hour for 20 hours every 2 weeks.

Course Location:

TERO Technical Training Institute (3TI)
149 Children's Home Loop, Cherokee, North Carolina 28719
(formerly CBC Printing)

This course will be limited to 10 students who will be selected on a first
come, first served basis. To apply, click the link below

<https://forms.office.com/r/zUiqMeAVku>

or QR Code:



Announcement flyer can be found at www.ebci-tero.com/news
For more information contact EB CI TERO at 828.359.6421 or TEROInfo@ebci-nsi.gov
EB CI TERO is located at 756 Aquoni Rd, Cherokee, North Carolina 28719



EASTERN BAND OF CHEROKEE INDIANS TRIBAL EMPLOYMENT RIGHTS OFFICE

TERO TEEN WEEK (SUMMER 2023) CREATING A 21ST CENTURY TRIBAL WORKFORCE

JUNE 26 – 30, 2023
CHEROKEE, NC

JULY 17 – 21, 2023
SNOWBIRD, NC

TERO is offering these training opportunities for teens aged 15 to 17 years old.
TERO reserves the right to change topics.

❖ Finding/Preparing for the Job & Learning

Financial Literacy

- Job Search & Preparation
- Filling out job applications
- Resume & Cover Letter Writing
- Job Interview Preparation
- Short- & Long-Term Financial Planning
- Filling out important paperwork (W2's, W9).
- Cherokee Language in the Workplace

❖ How to be Successful at Work & Home

- Skills and Attitudes Bosses Want
- Customer Service at its best
- Social Media (Personal & Professional)
- Communication Etiquette (Email, Text, Phone, social media; professional and personal)
- Basic Household Chores & Repairs
- Lawn Maintenance
- Gardening 101
- Vehicle Maintenance

❖ Self-Care in the Workplace & Home

- Social Emotional Skills in the Workplace
- Communication & Conflict Resolution
- Human Caregiving & Safety (CPR, Basic First Aid, Choking Prevention, Child & Elder Care)
- Cooking Safety & Fire Prevention
- Easy & Budget Friendly Meal Preparation
- Dining Etiquette
- Lifeguarding 101

❖ Big World Survival Skills

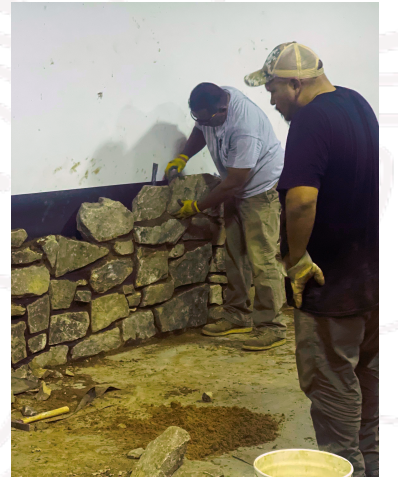
- Internet Safety
- Human Trafficking Prevention
- Self Defense 101
- Forestry Survival 101
- Driving Etiquette 101

❖ Decompression

- Rafting

TAKEAWAY KITS & GRAND PRIZE FOR PERFECT ATTENDANCE

Parental waivers are required. Safety equipment will be provided as needed.



Upcoming Trainings in 2024

TERO TRIBAL TECHNICAL TRAINING INSTITUTE (3TI)



OSHA-10 Training
January 2-3, 2024

8:30 a.m. to 4:30 p.m. (day 1)
8:30 a.m. to 12:30 p.m. (day 2)

Earn an OSHA-10 certificate in this 10-hour class presented by certified trainer, Janet Arch. 10-hour training (and the OSHA-10 card) is recommended for all construction workers.

The class will take place at the **TERO Technical Training Institute at 149 Children's Home Loop, Cherokee, NC.**

If you have questions, call 828/359-6365 for more information.



Class size is limited so please sign up now through the following link:
<https://forms.office.com/r/k8w7mk4kC2> or scan QR Code:



Individuals without Internet access can call 359-6365.



TERO TRIBAL TECHNICAL TRAINING INSTITUTE (3TI)

Facilities Maintenance Program
Starting January 8, 2024

Earn a facilities maintenance certificate in this 360-hour class presented by instructor, Taylor Davis. Learn basic carpentry, electrical, plumbing, and other maintenance techniques. Classes will meet 3 evenings per week (3 hours per evening), and every other Saturday (6 hours).

The class will take place at the **TERO Technical Training Institute (3TI) at 149 Children's Home Loop, Cherokee, NC.**
If you have questions, call 828/359-6365 for more information.

Class size will be limited. Please indicate your interest by providing your contact information. You will be notified when registration opens:
<https://forms.office.com/r/khDbG1qVWH> or scan QR Code:



Individuals without Internet access can call 359-6365.

TERO TRIBAL TECHNICAL TRAINING INSTITUTE (3TI)



Microsoft Office Skills Training
2024 Schedule
Julie Howard, Instructor

Learn basic skills in Microsoft Office 365 – **Excel, Word, Access, and PowerPoint**. Classes will take place the second week of each month from Tuesday through Thursday with class #1 from 9A to noon, and class #2 from 1P to 4P as follows:

Month	Days*	9A-noon	1P-4P
January	9-11	Excel	Access
February	13-15	Word	PowerPoint
March	12-14	Access	Excel
April	9-11	PowerPoint	Word
May	14-16	Excel	Access
June	11-13	Word	PowerPoint
July	9-11	Access	Excel
August	13-15	PowerPoint	Word

*Tuesday, Wednesday & Thursday

Classes will take place at the **TERO Technical Training Institute at 149 Children's Home Loop, Cherokee, NC.** If you have questions, call 828/359-6365 for more information.

Class size will be limited so please sign up using the following link:

<https://forms.office.com/r/EgzLNXXD02>



Individuals without Internet access can call 359-6365.

TERO TRIBAL TECHNICAL TRAINING INSTITUTE (3TI)



Flagger Training
January 4, 2024

8:30 a.m. to 12:30 p.m.

Earn your National Safety Council Flagger certificate in this 4-hour class presented by certified trainer, Janet Arch.

The class will take place at the **TERO Technical Training Institute at 149 Children's Home Loop, Cherokee, NC.**

If you have questions, call 828/359-6365 for more information.



Class size is limited so please sign up now through the following link:
<https://forms.office.com/r/IBY8HqgY3C>

Individuals without Internet access can call 359-6365.

Federal Procurement Conference TBA mid-year 2024 - Cherokee, NC



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Violence Against American Indian and Alaska Native Women and Men

NIJ | National Institute
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Department of Justice

Illustration by Terri Harris
Eastern Band Cherokee Indians

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