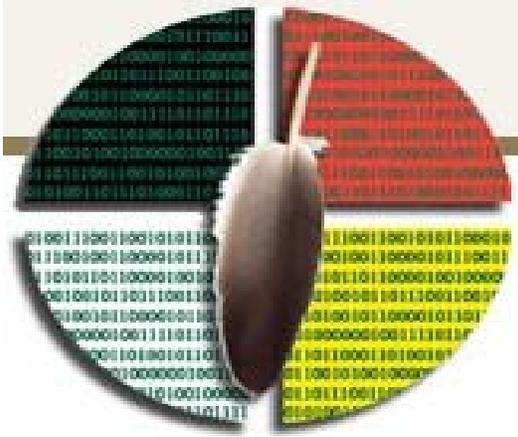


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**INDIAN CENTER, INC.**


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<b>Project Title:</b>	Nebraska Indian Online One-Stop Project
<b>Award Amount:</b>	\$355,175
<b>Type of Grant:</b>	Social and Economic Development Strategies
<b>Project Period:</b>	Sept. 2006 – Dec. 2008
<b>Grantee Type:</b>	Native Nonprofit

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**PROJECT SNAPSHOT**

- 2 jobs created
- 5 people employed (non-consultants)
- 8 elders involved
- \$460,226 in resources leveraged
- 98 individuals trained
- 38 partnerships formed

**BACKGROUND**

The Indian Center was formed as a nonprofit organization in 1969 in Lincoln, Nebraska. The Indian Center provides a variety of social and economic development services to the approximately 22,000 Native Americans residing in Nebraska. One such service, the Workforce Investment Act Program, has been in operation for over 25 years and offers career advancement services, including job search assistance, resume development, and GED classes to clients. In recent years, funding for the program has gradually declined, prompting the Indian Center to pursue an alternate employment services system.

**PURPOSE AND OBJECTIVES**

The purpose of the project was to reduce unemployment and reach a scattered client base by developing a web-based portal for Nebraska's Native Americans to search employment opportunities, enroll in services, and access employment resources.

The project's first objective was to create and launch the Nebraska Indian Online One-Stop web portal. To complete the objective, project staff hired a contractor to build the website. An Indian Center staff member completed training as a web administrator and launched the web portal in September 2007. The portal offers employment assistance resources such as resume creation, interviewing techniques, self-assessments, and job vacancy listings.

The project's second objective was to provide job search support services to 500 individuals accessing the Nebraska Indian Online One-Stop web portal. Staff ensured client usage of the web portal through a statewide marketing effort. Staff signed Memoranda of Understanding (MOUs) with 22 entities that access the portal to post and update job vacancy listings as needed. All vacancy posts indicated the agencies' interest in hiring Native American

personnel. During the project timeframe, the web portal registered 73,274 hits. Of these, 93 individuals requested financial support services via the web portal. Staff approved 63 individuals for services, which included books for academics and clothes for interviews. Project staff did not initiate follow-up contact to all portal users, and therefore did not document information on jobs filled or increased income.

The project's third objective was to present seven 'World of Work' seminars. To complete the objective, project staff conducted marketing and outreach to portal users and through project partnerships. In collaboration with project partners, staff staged six seminars in various sites throughout Nebraska. A total of 98 participants attended the three-day seminars, which provided informational tips on how to secure the right job, and offered workshops on how to complete an employment application, prepare a resume, and excel in a job interview.

#### **OUTCOMES AND COMMUNITY IMPACT**

For Nebraska's Native American community, a comprehensive online employment assistance program is now available. The high volume of registered website hits indicate that users rely upon the employment resources and utilize the job vacancy listings in their job searches. To complement the resources provided by the web portal, participants in the 'World of Work' seminars honed their interviewing and job search skills. However, due to the absence of follow-up with clients, project staff was unable to quantify the number of people receiving employment or increasing their income due to project activities.

Project staff secured a grant from the Department of Labor that will provide funds to continue to host the web portal. The Department of Labor showcases the portal as a best practice, and is currently in

discussions with Indian Center leadership to expand the project nationally. The project's financial support services and 'World of Work' seminars will continue under the Indian Center's Workforce Investment Act Program.

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## PONCA ECONOMIC DEVELOPMENT CORPORATION



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<b>Project Title:</b>	Micro-Business Opportunities Project
<b>Award Amount:</b>	\$228,653
<b>Type of Grant:</b>	Social and Economic Development Strategies
<b>Project Period:</b>	Sept. 2007 – Sept. 2008
<b>Grantee Type:</b>	Tribal Nonprofit

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### PROJECT SNAPSHOT

- 5 jobs created
- 5 businesses created
- 4 elders involved
- 1 youth involved
- \$81,394 in resources leveraged
- 17 individuals trained
- 10 partnerships formed

### BACKGROUND

The Ponca Economic Development Corporation (PEDCO) was established as a nonprofit in 1994 in Lincoln, Nebraska. The Ponca Tribe incorporated PEDCO in 2001 to assist in the development of sustainable economic opportunities for tribal members. The Tribe counts approximately 2,600 enrolled members, about 800 of which live in Nebraska.

In 2002, PEDCO conducted a needs assessment of its tribal members living in Nebraska. Data analysis indicated that the average income of a Ponca household was less than \$25,000. However, 59% of respondents expressed interest in receiving assistance from PEDCO in economic

development strategies and financial literacy instruction.

### PURPOSE AND OBJECTIVES

The purpose of the project was to develop a Micro-business Development Center serving low to moderate income members of the Ponca Tribe to foster the development of stable and diversified self-employment opportunities.

The project's first objective was to establish a Micro-business Development Center with web-based access to technical assistance and entrepreneurial services. Project staff set aside PEDCO office space to serve as the Center, and equipped the office with all necessary equipment, publications and software. Staff also loaded laptops with business software in order to reach out to the scattered Ponca community. Staff utilized these laptops as a portable business center to conduct micro-business trainings in outlying communities. Two staff members completed courses to become certified trainers of the NxLevel entrepreneurial training program. The trainers then developed curriculum which incorporated content from the NxLevel program, financial literacy skills, and effective thinking and self-management techniques from the

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Pacific Institute. Within the project timeframe, 15 community members enrolled in the program, of which 14 completed all 56 hours of training. Eleven community members developed a business plan.

The project's second objective was to address barriers which limit the successful development of micro-businesses. To complete the objective, staff developed a referral form, contact form, and a business readiness handout. Staff utilized these forms to conduct a needs assessment of all community members contacting PEDCO in request of assistance. Staff referred those whose needs were not within the project's scope to Ponca Social Services. To provide continuing support to community members that completed the entrepreneurial training program, staff incorporated a discussion board into the PEDCO website which allows graduates to network, share best practices and support each other. Finally, staff offered ongoing one-on-one consulting services to training graduates.

#### **OUTCOMES AND COMMUNITY IMPACT**

The fifteen members of the Ponca Tribe involved with the entrepreneurial training program increased their knowledge on a broad range of financial topics, including budgets, marketing, building and repairing credit, and creating a business plan. With this knowledge, one graduate developed a full-time small business, and four graduates created four part-time micro-businesses within the project timeframe.

The implementation of project activities also expanded PEDCO's capacity to assist the scattered tribal community. Staff videotaped all training workshops, and has made these recordings available to all tribal members via the PEDCO website. Staff will continue to maintain and moderate the site's discussion board. Staff will continue to operate the Micro-business Development Center and offer one-on-one business

consulting services to interested clients. Finally, PEDCO has entered into preliminary discussions with Score and The Center for People in Need to explore the possibility of securing start-up capital to fund the business plans of tribal members. The status of these discussions was ongoing at the conclusion of the project timeframe.

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**SANTEE SIOUX NATION**



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<b>Project Title:</b>	Santee Dakota Language Assessment Project
<b>Award Amount:</b>	\$61,859
<b>Type of Grant:</b>	Language
<b>Project Period:</b>	Sept. 2007 – Sept. 2008
<b>Grantee Type:</b>	Tribe

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**PROJECT SNAPSHOT**

- 2 jobs created
- 45 elders involved
- 50 youth involved
- \$50,365 in resources leveraged
- 1 individual trained
- 7 partnerships formed
- 1 language survey developed
- 308 language surveys completed

**BACKGROUND**

The Santee Sioux Reservation spans nearly 9,450 acres in northeastern Nebraska and the Tribe currently counts approximately 3,700 enrolled members. The Santee people traditionally have spoken the Dakota dialect of the Sioux language. While Dakota is known to be an endangered language, the extent of this status is unknown, but estimates are that fewer than 40 fluent speakers remain within the Santee community.

**PURPOSE AND OBJECTIVES**

The purpose of the project was to survey the tribal community to determine the status of the Santee dialect of the Dakota language, and to develop a strategic plan to preserve,

maintain and revitalize the language of the Santee Sioux Tribe.

The project's first objective was to create and administer a community-wide survey to assess language status, the availability of language resources, and community desire for language preservation and revitalization. Project staff organized an advisory committee which consisted of tribal elders, interested community members and academic staff from the Santee campus of Nebraska Indian Community College. Staff developed the language survey with the guidance of the advisory committee to ensure the creation of a culturally appropriate and comprehensive document. Project staff then conducted the survey assessment by distributing surveys at tribal community events and conducting a door-to-door canvass of tribal members' homes. Staff collected 308 completed surveys, or 42% of the total reservation-based tribal population.

The second objective was to create a strategic language plan based upon the analysis of survey data and the guidance of tribal elders. To complete the objective, staff first organized all the survey data and analyzed the resulting data sets. Survey results indicated that seventeen tribal

members considered themselves fluent when hearing the Santee language, and only two tribal members judged themselves as fluent speakers of the Santee language. Staff interviewed 35 elders to record their perspectives on the current status of the Santee dialect and to receive guidance on Santee language preservation and revitalization efforts. With the information from the surveys and elders, project staff, in collaboration with a variety of strategic partners, developed a three-year action plan to create opportunities for all tribal members to participate in the preservation and revitalization of the Dakota language. To achieve this goal, staff detailed a two-pronged approach to develop and train tribal members to become Dakota language teachers, and to develop curriculum that encourages and facilitates intergenerational learning. Staff presented the completed plan to the advisory committee to procure feedback. Staff then finalized the plan and presented the document to Tribal Council.

#### **OUTCOMES AND COMMUNITY IMPACT**

For the Santee Sioux community, participation in the survey development and completion phases and the review of the strategic language plan fostered an environment of empowerment. Community members, including numerous youth and elders, set the vision for their Tribe on language issues they wanted addressed.

For Santee elders, involvement in the development of the language survey and provision of guidance in the development of the strategic language plan served to reinforce their traditional positions as holders of knowledge and wisdom within the Santee Sioux community. This increased involvement has also had positive social benefits. Wyatt Thomas, the Tribe's elder coordinator, shared, "We missed getting together, and we have done more of that through this project."

Santee Sioux Nation leaders now have clear, current and accurate information about the language status and needs of their community. A foundation for appropriate policy implementation and project development has therefore been successfully built by the work of this project. The plan produced from the survey forms the collective voice of the Santee people, and will form the basis for the prioritized tasks of the Santee Tribal Council. Finally, and perhaps most importantly, the completed plan provides the needed foundational data for all future Santee grant applications and language development initiatives.

To ensure the sustainability of project activities, project staff positions were included in the language strategic plan. Tribal Council did not approve the plan within the project timeframe, but has committed funds for the development of language resources to revitalize the Santee dialect.

"We knew the numbers would be low in regards to fluency, but were somewhat shocked to see how low they were."

Mary Johnson,  
Survey Coordinator

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## WINNEBAGO TRIBE OF NEBRASKA



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<b>Project Title:</b>	Ho-Chunk Teacher Training Project
<b>Award Amount:</b>	\$339,206
<b>Type of Grant:</b>	Language
<b>Project Period:</b>	Sept. 2004 – Jan. 2008
<b>Grantee Type:</b>	Tribe

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### PROJECT SNAPSHOT

- 6 jobs created
- 21 elders involved
- 665 youth involved
- \$512,908 in resources leveraged
- 24 partnerships formed
- 10 language teachers trained
- 4,800 native language classes held
- 641 youth increased their ability to speak a native language
- 100 adults increased their ability to speak a native language

### BACKGROUND

The Winnebago Tribe of Nebraska is located in northeastern Nebraska and counts approximately 4,000 enrolled tribal members, about a quarter of which live on reservation lands.

The Winnebago people have traditionally spoken Ho-Chunk, a language in the Siouan language family. Since 2003, the three-member staff of the Ho-Chunk Renaissance Program has worked to preserve and revitalize the Ho-Chunk language. In 2003,

the Tribe conducted a language survey within their community and discovered that only seven fluent speakers remained.

### PURPOSE AND OBJECTIVES

The purpose of the project was to expand and enhance the efforts of the Ho-Chunk Renaissance Program to preserve and revitalize the Ho-Chunk language within the Winnebago community.

The project's first objective was to create and implement a series of Ho-Chunk language fluency tests to track the fluency rates of language students. To complete the objective, project staff researched the guidelines of the American Council on the Teaching of Foreign Languages (ACTFL) to direct the development of the fluency tests. Based on the precedence of ACTFL tests, staff decided to create three fluency level tests (novice, intermediate, and advanced), each of which was subdivided further into three tiers (low, mid, and high) for a total of nine tests. During the project timeframe, staff completed all tests for the novice and advanced speaking levels. The Elders Advisory Council approved all completed tests. At the end of the project timeframe,

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staff had completed outlines for the remaining three intermediate level tests.

The project's second objective was to establish and implement a master-apprentice language training program. Staff formed four master-apprentice teams, and shuffled team members throughout project implementation to ensure a broad exposure to the Ho-Chunk language. Two apprentices progressed from novice to intermediate speakers during the project, and were hired by the Tribe to teach Ho-Chunk at two local pre-schools.

The project's third objective was to develop and implement a teacher training program to prepare Ho-Chunk Renaissance teachers to be effective transmitters of the language. Project staff contracted with the University of Nebraska at Omaha and the Nebraska Department of Education to provide a variety of training courses to Ho-Chunk Renaissance staff and teachers. The trainings included content on classroom management, curriculum development, learning styles, early childhood development, and student assessment.

The project's fourth objective was to digitize and transcribe the Ho-Chunk Renaissance Program's 1,800 language recordings for use in language preservation and revitalization efforts. Project staff procured a contractor to digitize and enhance the clarity of the 1,800 recordings. To transcribe the recordings, staff contracted eleven community members and trained them in the International Phonetic Alphabet. Due to the ambitious scope of the objective, staff and community members decided to summarize the language recordings instead of transcribing content directly.

#### **OUTCOMES AND COMMUNITY IMPACT**

For the Ho-Chunk Renaissance Program staff, the training workshops served to increase capacity and expand knowledge on

a variety of education-based topics. The addition of two Ho-Chunk language teachers also enabled the Renaissance Program to expand language revitalization efforts. Indeed, due to the project's implementation, staff now instructs 41 classes at the pre-, middle, and high school levels. Staff taught a total of 4,800 Ho-Chunk language classes during the project timeframe. The effectiveness of the Program's expansion can now be assessed through the fluency tests developed by staff.

For the Winnebago community, the implementation of project activities increased awareness of language revitalization efforts and of the link between language recovery and cultural preservation. A mother of a student currently learning Ho-Chunk from Renaissance Program teachers shared, "We didn't understand our parents when they spoke Ho-Chunk when we were little. Now we don't understand our children when they speak Ho-Chunk. We want to learn now." Over the course of the project, 741 community members increased their ability to speak Ho-Chunk.

In 2007, the Winnebago Tribe distributed a community needs survey to collect information on the issues of most concern to tribal members. Data analysis of survey results revealed that language and culture is the Tribe's most pressing matter. Survey results were presented to Winnebago Tribal Council, which agreed that funds should be appropriated in accordance with the community's wishes. These appropriated funds will serve to sustain the Renaissance Program's expanded language revitalization efforts.