477 Program

December 2020

Introduction to the Program

The Seneca Nation has implemented an integrated training and employment program under the Public Law 102-477, also known as the 477 Program, since October 1, 1998. We intend to continue providing members of the Seneca Nation with valuable training and employment services through the 477 Program. The overall goal of the plan is to increase self sufficiency and independence by meeting the goal of employment.

The program will continue to provide training and employment services through funds provided by the following governmental agencies:

- Workforce Investment Act, Comprehensive Services—Dept. of Labor (D.O.L.)
- Workforce Investment Act, Supplemental Youth Services—Dept. of Labor (D.O.L.)
- Native Employment Works (NEW), Dept. of Health & Human Services
- Job Placement & Training (JPT), Bureau of Indian Affairs

The 477 Program coordinates with all SNI departments for employment and training sites for clients. In order to broaden employment opportunities for clients, we also continue to strengthen established positive working relationships with local communities. The Seneca Nation 477 Program continues to identify potential employment opportunities, education, training and related services on or near the territories to assist Native workers in accessing employment opportunities.

- Works with local unions for apprenticeship opportunities.
- Maintains a relationship with the SNI Tribal Employment Rights Office (TERO) for employment opportunities on the SNI territories.
- Links with local temporary employment agencies for possible employment.
- Continues to market SNI employment services and clientele to local business and industry within and near SNI services area.
- Continues to work with local colleges and training centers.

Mission Statement

The Training & Employment Resource Center will assist Seneca and members of a Federally Recognized Tribes, youth and adults to succeed in the work force, encourage self-sufficiency, familiarizing youth and adults with the world of work, facilitating the creation of job opportunities and providing any services related to these activities.
Let us help you fulfill your career with the training you need to succeed in your future!

Introduction and News from Staff

Allegany Staff

Nancy Toth
477 Director

This first newsletter is designed to inform you about the many opportunities that the Training & Employment Resource Center has to offer. I have been the Director of the 477 Program for the past two years and have been with TERC for five years, first starting out as the Program Manager for the Seneca Training Center, getting it off the ground from the day it started. I’ve worked in many supervisory and management positions during my career both at Ohiyo and with the Ho-Chunk Nation of Wisconsin, residing there for nearly 10 years. I have a Bachelor’s degree in Human Relations from the University of Pittsburgh. I’ve enjoyed the art of basketry, learned as an apprentice from my late aunt and grandmother.

During the past nine months, the staff have been diligently performing their duties, assisting new applicants and enrolling them into the 477 Program to develop a goal and work on steps to achieve it. We’ve adapted and reconditioned our daily routine and work environment to protect ourselves and the public during this pandemic. We held two graduations this summer, one for the Seneca Training Center with five graduates and the HSED Program graduated twelve students. For both groups, earning certification leverages employability and increases the ability to work towards self-sufficiency. Patti Brisley offered a Summer Series of Youth Learn & Craft session for five weeks with 5 – 6 participants. Weekly workshops were held on various topics. Patti, Tari and Sarah became certified trainers through Oweesta’s Financial Literacy Skills for Families, participating in the first zoom based training. Participants were from tribes across the country, including Alaska and Hawaii!!

The Training and Employment Resource Centers at the Allegany & Cattaraugus locations work as a team. Both sites provide the same services. Monthly all staff meetings are held jointly with the 477 staff and Vocational Rehabilitation Program staff using the virtual platform Go To Meetings and webcams. It’s an efficient way to hold meetings and no travel involved. We at TERC wish everyone a happy, safe holiday season!

Contact Information (716) 945-8120 ext. 3081, work cell (716) 983-2485 or via email at nancy.toth@sni.org.

Katrina Ray
Adult Employment Counselor

In the next upcoming months the adult 477 Program will be working on a video. This video will highlight adult and retiree Native Americans with the career path’s they have chosen and their experiences on success! The main goal of the interviews for this video will show not only our adults but our youth all the different career opportunities. Examples of careers we would like to focus on are listed below:

- Laborers Union
- Iron Workers Union
- Carpenters Union
- Heavy Equipment Operators
- Electricians
- Steamfitters Union
- Brick Layers Union
- Construction
- Teachers & Education
- Medical Field Occupations

If you or someone you may know has a successful story to share about their career, we ask you to please help us share their story. Our goal is to show the Seneca people that there is work out there for them and it is up to them to choose their path.

Please contact myself, Katrina Ray, if you are interested in sharing your inspirational success story with our future generations. Phone: (716) 945-8120 ext. 3045 or via email at katrina.ray@sni.org.

Patricia Brisley
Youth Service Coordinator

A new program for in-school youth ages 14—18 has been implemented called Y.E.S. – Youth Employment Services! This program will be similar to the annual Summer Youth Program, where students will be given a designated worksite location. They will be at their worksites four days a week and at a workshop once a week, a total of five days. Workshops will consist of career exploration, career readiness, job-seeking skills youth development skills, financial literacy, cultural education and activities, teambuilding, career professionalism and more! Below is a description of the program’s purpose:

- Introducing an active, immersive learning experience of being in a workplace
- Providing a variety of learning opportunities for job-seeking skills and employment success
- Familiarizing youth to the wide variety of careers and their requirements
- Empowering youth to become strong leaders in their community with leadership and development skills
- Equipping youth with marketable skills and experience to succeed in today’s workforce

Watch for upcoming announcements and news to learn more! Please contact myself if you have any questions regarding Youth Employment Services at (716) 945-8120 ext. 3043 or via email patti.brisley@sni.org.
**Tari Squires**
HSED / Work Readiness Instructor

My name is Tari Squires. I am the adult education instructor for the Allegany Territory. I attended Mansfield University and obtained a Bachelor’s Degree. In my free time I enjoy crafting and reading. I would like to share with you some information about the HSED Program we have to offer.

Did you know that Training an Resources offers HSED (formerly GED) classes? There are 5 subjects we cove to pass your exams: Math, Reading, Writing Science and Social Studies.

Our adult education classes go at your pace. We provide one on one classes. Once your sign up for the classes, you are given pretests to compete. How you perform determines where you are and what we can focus on. You will then sign up to take formal HSED test at one of our testing sites. Once you pass a subject you are done with that subject. You do not need to retest on that topic. Once you pass all the topics you will receive your diploma in the mail. We had 3 graduates this year before the Corona Virus Pandemic.

Lets get you started on accomplishing your goals of obtaining your HSED diploma. In vision yourself in your cap and gown walking across the stage in front of family and friends. Picture yourself going to college to further your education and start a forever career.

If you have a diploma, then we offer Career Readiness Workshops in various subjects. You can earn certificates for each workshop completed. We can help you build your portfolio. If you have any questions on how to sign up please feel free to contact myself at (716) 945-8120 ext. 3058 or via email at tari.squires@sni.org.

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**Cattaraugus Staff**

**Curtiss Archer**
Adult Employment Counselor

I have been employed with the SNI Training and Employment Resource Center for six years, and with the Seneca Nation in various departments before coming on board with the TERC Team. I enjoy helping our community, both adult and youth, evaluating their employment and/or training plans and assisting them in pursuing their goals. Things that I enjoy are working at home, fishing, hunting and especially watching the Buffalo Bills games.

**Sarah Pangborn**
HSED / Work Readiness Instructor

My name is Sarah Pangborn. I am the HSED (formally known as GED) instructor on the Cattaraugus Territory. I grew up and attended school in Little Valley, NY. I earned by bachelor’s degree at SUNY Cortland, and my master’s degree in special education at Grand Canyon University. I have been working at Training & Employment for 6 ½ years. I reside in Cattaraugus, NY with my five year old daughter. I’ve worked in the education field since 2002. I worked as a 1:1 teacher assistant in various special education classrooms in the Salamanca City Central School district for seven years before I took a position at the Seneca Nation. I love being part of the TERC department! I truly enjoy working with people and helping them achieve their goals. Not only do I teach HSED classes- I also teach career readiness classes for individual who are ready to enter the workforce. I have worked with ALL ages within the Seneca Nation community to attain their high school diploma. You’re never too old to get your diploma!

**Veronica Cook**
Secretary II

My name is Veronica Cook. I am the secretary for the Training and Employment Resource Center, Cattaraugus Territory. I have been with the department for a short period of time, however, I am very familiar with the services that we provide for our community. I am responsible for all correspondence coming in and out of our facility, answering phones and directing to the appropriate staff or providing information to callers. I welcome visitors to our office, provide information on our application process and direct applicants to the proper staff for services that are requested. I process applications for our 477 program which include career readiness, certificate trainings, work experience and adult education program to obtain your HSED (formerly the GED) diploma. I accept completed applications and make copies of all supporting documentation along with our VR Intake Tech who’s responsible for the Vocational Rehabilitation applications. I am a very organized individual with effective communications skills, providing support to the community and staff. I assist with keeping information updated along with distributing event flyers and upcoming trainings. I am a team player and assist where ever I can to the best of my ability. I just recently passed the NYS Notary Public exam and I will soon be able to notarize documents for individuals. Please contact me if you have any questions as I’d be happy to help.
Services Provided

The Training and Employment Resource Center provide support to people seeking permanent employment and certificate trainings. Services provided are ultimately based on the individuals employment and/or training goals decided within their employment development plan, which is created with our Employment Counselor’s.

Services That Can Be Provided

- Classroom Training for Higher Education Equivalency Diploma
- Tuition assistance for training
- 500 Hours Work Experience
- Child Care assistance while in Training
- Professional Clothing/Uniform Allowance
- Tools & Equipment up to $500
- Career Readiness Workshops
- Job Search Techniques
- Job Referrals
- Creating Employment Opportunities
- Transportation Assistance
- Union Initial Fees (one time only)
- Seneca Training Construction
- On-The-Job Training
- Youth Employment Services
- Certificate Trainings
- & MORE!

Requirements for Services

Eligibility for Services:
1.) Enrolled Seneca Nation Member
2.) First Descendant of a Seneca Father
3.) Enrolled in a Federally Recognized Tribe
4.) Resides on Territory (Allegany, Cattaraugus, Oil Springs) or within 25 miles radius of Territory boundaries.

Application Process

Once an application is received, the secretary will review with the applicant before accepting, to make sure it is complete and has all supporting documentation required. Once the application is received the paperwork will be submitted for eligibility determination.

The director is responsible for determining the eligibility for applicants to the 477 Program. The provision of supporting documentation assists in determining eligibility.

If eligible, a letter will be sent to the applicant, welcoming them into the program. The secretary then enters them in the TribeVue Database, indicating the Intake Process. Once this is complete and approved, the Adult Tribal 477 Employment Counselor and/or Youth Services Coordinator will contact them setting up an initial appointment to create the individuals, Employment Development Plan (EDP).
The Seneca Training Center, also known as the “STC” is fast approaching the fifth year of operation on December 7th. Three cohort sessions per fiscal year have been offered starting in October. Trainees learn the basics of carpentry, electrical, plumbing and other skill building lessons are accomplished. The trainees earn certificates from BOCES at the completion of the class. Certification in scaffolding, flagging and forklift, instructed by Judd Wright from the Local 621, Olean is included. Instructor Paul Andelora, Erie 2 BOCES teaches OSHA 10 and Blueprint Reading and trainees receive certificates and an OSHA 10 card.

Current Instructor, Dan Macakanja has taught the trainees about residential home construction. Dan covers new topics each week providing hands-on training in roofing, drywall, painting, use of all power tools, measuring, estimating. Under the plumbing category, he teaches basics of plumbing, use of pex tubing, hot water tanks, and toilet repairs. A project completed this session was the building of voting stations and table stations with safety visors for social distancing. Units were made from pine and the trainees learned to use a router and sander. The final product was used at each voting area at the SAAB and Wm Seneca Building. The project was requested by the Clerk’s Office for social distancing during election day.

Duane “Jim” Ray is the advanced group instructor and mentors trainees who have completed the Construction Technology Program and continues the development of their skills through direct hands on projects. Under his guidance, trainees have done work on the old Court House; renovated the Catt. TERC building, and recently had the trainees build the voting stands. Jim has been with the STC for 3 years and uses his experience and knowledge to mentor.

TERC is currently accepting applications for the next class that will begin on January 11, 2021. There are 3 trainee slots for the advanced group. Applications are available online and at the TERC office and at the Seneca Training Center.
Job Postings / Applications

Please click on the links for job postings and/or applications.

- SNI Training & Employment Application
- Seneca Nation of Indians SNI Application
- Seneca Gaming & Entertainment SGE Application
- Seneca Gaming Authority SGA Application
- Seneca Resorts and Casinos Application

For more information, visit our homepage at www.sni.org.

SNI Training & Employment Resource Center has (1) vacant position for VR Counselor in the Allegany Office and (1) vacant position for Youth Services Coordinator in Cattaraugus. Apply with the Human Resource Office.

“Believing in yourself is the first secret to be successful.”