

Department of Labor
2021-2022
Annual Report

Labor Department Overview:

The fiscal Year 2020/2021 has maintained the Department's main functions in providing training for those tribal members employed and unemployed; providing required training to the Nation's Government employees; providing safety support to the Nation's branches of government and departments and the Nation's membership to the best of our ability throughout this COVID-19 Pandemic. The Federal 477 Program and Tribal Workforce Development staff have received several pieces of training regarding Case Management and Train-the-Trainer programs to assist in employment and training soft skill training. The Department of Labor has stressed to the tribal membership that in order to receive services, they must register with the 477 programs and/or the Tribal Workforce Development division. The best option for the tribal membership would be to register prior to accepting any position. If the tribal members cannot make it to Black River Falls, the Department of Labor will come to your area to provide our services. Due to the impact of the COVID -19 pandemic, responses, and changes in policies, the Department of Labor was able to move forward in bringing back more face-to-face services for tribal members. The Department of Labor is dedicated to meeting the Department of Labor Mission Statement as found in the Department of Labor Establishment Act, which states *"Will provide job skills training opportunities for Ho-Chunk members and employees to promote a sustainable workforce."*

Accomplishments during the prior fiscal year:

The Elder Community Work Program has had these accomplishments in the last fiscal year: Alliance for Justice developed by Larry Littlegeorge, Jr., was instrumental in commemorating the naming of Green Lake Pilgrim Center to Daycholah Center, Indigenous People's Day event October 2021. It was an honor to have Ho-Chunk Bear Clan 17 year old, Cordell Funmaker, give a heartwarming speech and play his hand drum honoring the historical event. Alliance for Justice also held 3 events in Oshkosh, Stout, and Appleton to bring awareness to the Doctrine of Discovery and issues affecting Indigenous peoples. Front Desk attendants did their best to provide services while keeping themselves free of the COVID-19 virus. EED was added to the Establishment Act

of the Labor Department. The Elder Work Pilot project began in 2012 in the Personnel department, was developed into a permanent Elder Employment Division of the Labor Department and will be celebrating its 10th year in October 2022. The Federal 477 Program assisted 34 clients with employment and training. The program has also assisted the department in getting the vehicles wrapped with all division and department logos. They also assisted other departments with staffing as best as possible. Tribal Workforce Development has assisted 147 clients throughout FY21/22. TWD has continued to work on collaborating with Wisconsin's Workforce Development boards, as well as the area's Workforce Development offices to assist tribal members. TWD collaborated with Chippewa Valley Technical College to put on a CDL training, so far we have had six tribal members who started the program. TWD maintains communication with construction companies who are bidding on projects that are on or near tribal land and working on gaining employment opportunities for tribal members in that field. 477 and Tribal Workforce collaborated on getting the Area Community Connections back out into the area for in person outreach. The Emergency Management Coordinator (EMC) has assisted other departments and branches on the updating of Continuity of Operations Plan (COOP), updating the Emergency Action Plan (EAP), and Emergency Response Plan (ERP), as well as updating the Emergency Support functions (ESF). The EMC has developed a training plan for ESF leads and a weather advisory system for the executive offices. The EMC has been working with Wisconsin Emergency Management (WEM) to prepare the Ho-Chunk Nation for new systems with the EMPG, WebEOC, and Hazard Mitigation starting in 2023. EMC continues to attend various meetings with Department of Health regarding COVID-19 virtually. EMC has continue with the monthly Emergency Management Office newsletter and networking with other Tribal Emergency Managers and County Emergency Managers. The Safety Division has reviewed and researched federal/state codes for updating the HCN Safety Ordinance. OSHOs have completed their Annual Gaming inspections. OSHOs continue to attend various meetings with the Department of Health regarding COVID-19 virtually. Created a training announcement to start getting the HCN employees caught up on safety training that were put on hold due to Covid-19 and restrictions. Annual Safety training will be conducted virtually. CPR/First Aid training are being conducted following CDC/HCN step wise recommendation of six foot distancing guidelines allowing for only six participants per class. Completed 87 New Employee Orientations for the fiscal year. The Residential Construction Inspector during this FY 21/22 has completed numerous training models for InterNACHI;

completed 79 General Inspections and 17 UDC/New Home inspections. Maintains a voting membership on the Lands Development Team, is currently working on process forms and procedures revisions of the HCN Internal programs new construction process, as well as, continued work on revising the residential building code.

Problems and corrective actions:

The biggest problem that the Department of Labor faced this past year was the COVID-19 pandemic and working on restoring services as best as possible. The Elder Employment program continued in spite of the pandemic and several elders took voluntary lay-off status due to the closure of many tribal departments unable to provide services to the public. Many of the elder workers that were identified as transport, personal care providers were laid off. All front desk support staff were brought back on permanent part-time. This decision was made to follow the government trend of a temporary layoff to safeguard our elders and bring them back into essential positions. Those that did work in offices practiced pandemic procedures set by the tribe and non-profit agencies of social distancing, wearing masks, and washing hands. 477 and TWD biggest issue during the fiscal year was getting more clients to come in and become signed on as a client. They have tried doing virtual Area Connections when they were unable to get out into the areas due to safety concern, which did not go over very well. They work on promoting when they will be in the communities and numbers are still low when going out doing the Area Connections. Another issues is lack of funding for different training options to offer tribal membership. Safety division issues stemmed from the inability to do in person training for safety training, so they collaborated together to create a virtual Annual Safety training that can be presented via WebEx. They will begin to offer these trainings in June going into the ne

Goals and strategies for the next fiscal year:

The Elder Employment Division is setting primary goal of providing worksites for all elder workers currently employed and will develop new worksites for any elders brought back from layoff status. Total number of participants would be 32 elder workers. If offered during the next fiscal year, all elder workers will attend CPR recertification provided by the HCN Safety division. The EED will partner with UWM where 4 Elder workers will attend UWM Peer

Specialist Certification training. Partnership with CCAR-CART to recertify 4 Elder Workers in Recovery Coach Academy Certification. The 477 Federal Program and Tribal Workforce Development will develop training initiatives that will assist the tribal membership in training opportunities that will enhance their current employment, assist them in gaining employment and make them positive and productive employees. TWD also is looking into creating virtual trainings that can be done by the staff for the tribal membership. Residential Construction Inspectors will continue to improve the Residential Construction Ordinance and maintain their state and federal residential inspection certificates. Safety will continue with divisional objectives and goal adherence to maintain safe, healthy work environment and provide safety training to the employees and tribal membership. Strategies to make up for the lack of funding is to work closely with other employment and training programs and utilize their services and dollars when our tribal members are eligible for their services. The ultimate goal for the Department of Labor is to find grants that can assist with the mission statement. There are several other goals that the department feels would benefit the tribal membership such as (1) creating a Re-Entry Program, (2) updating the Department of Labor Establishment Act, (3) Creating a Safety Division, and (4) Creating an Emergency Management Division. Each of these goals would not only benefit the department, but the Nation as a whole.

Alternative funding sources and partnerships:

The Elder Community Work Program will continue to work on applying for grants for elder employment and work closely with elder agencies and non-profit organizations for assistance that the Nation may not offer to the tribal elders. The 477 Federal Program and Tribal Workforce Development will continue their search for additional federal and state grant monies for employment and training programs; continue their partnership with other Native American federal employment and training development & job centers for employment and training services. Emergency Management will continue applying for their grants with the Federal and State of Wisconsin while continuing to work with the local, state, federal and tribes of Wisconsin.

Photographs of accomplishments, events, etc.





