



Sector Strategies/Career Pathways



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Gila River Indian Community



Population: 23,327

Land Base: 583,749 square miles

Tribes: Akimel O'odham /Pima and Pee
Posh/Maricopa

Government Employees -2,200

Enterprises:

Wild Horse Pass Resort & Spa– 4 star

Wild Horse Pass Casinos – 3

Equestrian Center & Cultural Center

Golf Course - 2

Raw Hide – Western Themed Park

Lone Butte Industrial Park

Pima Leasing

Gila River Farms

TERO – Over 200 contractors

HuHukam Hospitals – 3

Dialysis Center

Gila River Telecommunications

Sand & Gravel

Smoke Shops – 3

Phoenix Premier Outlet Mall -94 shops

35 Entrepreneurs – Small Business Owners
Association

Elderly Nursing & Care Centers

Elderly Care Centers – 7

Gila River Arena – North I-17

Gas Stations – 3

One Stop:

32 Staff

Grants/Programs

- DOL – WIOA Youth & Adult Programs
- DES – WIOA Youth & Adult programs
- Native Employment Works (NEW) Federal
- EEOC Funding - TERO
- Tribal Funding

Serves Ak-Chin Indian Community

Workforce Challenges & Strengths



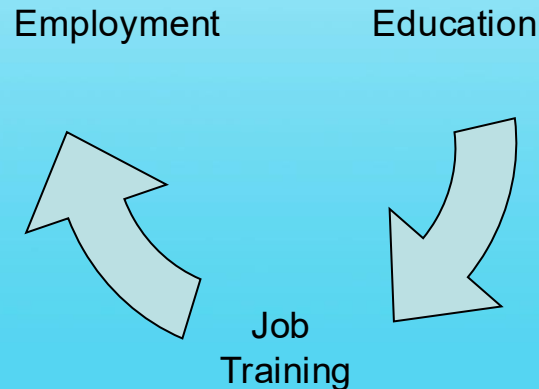
Challenges:

- Disjointed training efforts
- Lack of awareness of Employer/Community services
- Unskilled applicant pool
- Employers hire outside the Community
- Disconnected Youth & Adults
- Duplication of services
- Waste of resources
- Colleges 12 – 15 student rule
- College jurisdictional rules
- Lack of competency based educational programs

Strengths:

- Close Knit Community
- Native Culture
- Educational Scholarships
- Excellent programs in Community
- Employers willing to hire but lack of skills
- Variety of jobs available
- Common Goal to serve the Community
- Educational Mentors
- HR Hiring Policy

Career Pathways: Systematic Approach



Connects Job Training, Education and Employment

1. **Job Training/ Workforce** – convenes or coordinates the system
2. **Education**: partners with industry in the creation of credentials
3. **Employers**: lead the work with Colleges in Industry Sector Work Groups to create the curriculum leading to industry specific credentials

GRIC Industry Sectors



5 Industry Sectors:

- Medical Occupations –
(3 years – 485 jobs)
- Hospitality/Gaming –
(52% turnover)
- Construction/TERO – 200
Contractors
- Government – 2200
employees – Fire
- Small Business – 35 GRIC

Youth Sectors:

- SCRUBS Program
- First Responders –
Fire/Police/EMS

Adult Sector:

- Construction: Waste Water
Management

Industry Sector Activities



- Identifies areas of similar training
- Identifies gaps in training and needed credentials
- Identifies needed policy changes
- Identifies soft skills needed for industry
- Streamlines hiring process
- Designs common entry level credentials in conjunction with Colleges – on site and on-line training availability
- Holds regular Sector meetings
- Identifies career mentors
- Develops industry specific credentialed training for high schools allowing dual credit
- Creates standard programs in mentoring , internships, job shadowing and work based learning
- Develops advancement ladders within industry from entry level to advanced positions
- Selects a chair that sits on GRIC Career Pathways Advisory Council