

OMAHA TRIBE OF NEBRASKA

Executive Officers Members

Jason Sheridan, Chairman
Leander Merrick, Vice-Chairman
Alan Harlan, Treasurer
Cheyenne Robinson, Secretary



Members

Jerome Hamilton
Galen Aldrich Sr.
Dustin Lovejoy

RESOLUTION NO. 25-110

OF THE

OMAHA TRIBE OF NEBRASKA

RE: Resolving to Approve Native Employment Works Program Plan
July 1, 2025 – June 30, 2028

WHEREAS: The Omaha Tribe of Nebraska is a federally recognized Indian tribe, organized under a constitution and bylaws approved by the Secretary of Interior on April 30, 1936, pursuant to Section 16 of the Indian Reorganization Act of June 18, 1934; and

WHEREAS: pursuant to Article III, Sec.1 of the constitution of the Omaha Tribe of Nebraska, the governing body of the Omaha Tribe shall also be known as Tribal Council; and

WHEREAS: Article IV, Section 1 (j) of the Constitution of the Omaha Tribe of Nebraska provides the Omaha Tribal Council with the power to safeguard and promote the economy and general welfare of the Omaha Tribe; and

WHEREAS: pursuant to Article IV, Section 1 (g) of the Constitution of the Omaha Tribe of Nebraska, the Tribal Council has the authority to appropriate for public purposes of the Omaha Tribe of Nebraska available funds within the exclusive control of the Tribe and any other available Tribal funds; and,

WHEREAS: pursuant to Article IV, Section 1(m) of the Constitution of the Omaha Tribe of Nebraska, the Tribal Council has the authority to adopt resolutions regulating the procedure of the Tribal Council itself and of other Tribal agencies and Tribal Officials; and,

WHEREAS: the Tribal Council is in support of the Omaha Tribe of Nebraska Native Employment Works program and supports the program plan for 2025-2028

NOW THEREFORE BE IT RESOLVED: that it is in the best interest of the Omaha Tribe of Nebraska to approve the Omaha Tribe of Nebraska Native Employment Works Program Plan. The Omaha Tribe of Nebraska & Iowa will continue operating a Native Employment Works (NEW) program and any other funding/resources to administer a Tribal Native Employment Works Program for a period of three (3) years starting July 1, 2025, to June 30, 2028. The Omaha Tribe of Nebraska will provide Native Employment Works services to all Omaha Indian Reservation residents and all eligible families living in the counties of Thurston, Burt,

and Cumming in the State of Nebraska and the county of Monona in the State of Iowa. The population to be served is all Federally Recognized enrolled Tribal members only.

CERTIFICATION

This is to certify that the foregoing resolution was considered at a duly called meeting of the Omaha Tribal Council on the 14 day of April, 2025, and was adopted by a vote of: 4 for; 0 against; 1 abstaining; with the Chairman not voting. A quorum of 5 was present.

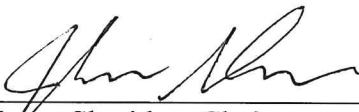
MEMBERS VOTE:	YES	NO	ABSTAIN
Jason Sheridan			Abstain
Jerome Hamilton			Absent
Dustin Lovejoy	X		
Alan Harlan	X		
Leander Merrick	X		
Galen Aldrich Sr			Absent
Cheyenne Robinson	X		

Submitted by:


Cheyenne Robinson, MBA, MLS
Omaha Tribal Council Secretary

4-14-25
Date

Attest:


Jason Sheridan, Chairman
Omaha Tribal Council

4-14-25
Date

NATIVE EMPLOYMENT WORKS PROGRAM PLAN

JULY 1, 2025 -June 30, 2028

Agency: Administering The NATIVE EMPLOYMENT WORKS PROGRAM
Agency: Omaha Tribe of Nebraska
Address: P.O. Box 368 Macy Ne. 68039
Phone: (402) 837-4473
Fax: (402) 837-4481

1 st Contact Person: Matthew Cleveland Jr. Omaha Tribe of Nebraska TANF Manager
Email: Matthew.cleveland@theomahatribe.com
2 nd Contact Person: Nephi Harlan-NEW Contract Specialist
Email: nharlan@theomahatribe.com

PROGRAM PHILOSOPHY

The Omaha Tribal Department of Social Services will administer the Native Employment Works (NEW) Program, which places great emphasis on employment by preventing hardship for families while fostering individual growth, self-sufficiency, and positive change in the client, ultimately benefiting the family. The program strongly advocates for family and community networking to provide resources to eligible clients in their goal of becoming self-sufficient, either through supportive services, job training, or classroom education.

POPULATION TO BE SERVED

The Omaha Tribe of Nebraska Native Employment Works (NEW) Program will serve adults and teen parents who are a member of a federally recognized Tribe, and who are either:

1. Eligible as State of Nebraska or Tribal Temporary Assistance for Needy Families Tribal (TANF) Recipient, or
2. Eligible for the Omaha Tribe General Assistance Program, or
3. Eligible to participate in the Omaha Tribe Workforce Innovation Opportunity Act Program (WIOA)

Eligibility for the State's TANF program will be based on the Nebraska Department of Health and Human Services policies and procedures unless referred directly to the NEW Program.

Categories identified as priorities are both the Tribal/State TANF referral and Tribal General Assistance recipients, in order of priority:

1. Teen Parent (16 to 19 years of age);
2. Single adult unemployed parents and newly hired;
3. Married adult unemployed parents and newly hired;
4. Single adult unemployed individuals and newly hired;

GEOGRAPHICAL AREA

The Omaha Tribe is a federally recognized Tribe, located on the Omaha Indian Reservation in northeast Nebraska and northwest Iowa. The Tribes enrolment is 6,000 most of which reside on or near the Omaha Indian Reservation. The NEW program will provide services to the participants who reside on or near the Omaha Reservation in Thurston County, Located in Northeastern Nebraska.

The Service delivery area selected by the Omaha Tribe will not exceed the area defined as “near reservation” by the Bureau of Indian Affairs 25 CFR 20.1 [®], which is a thirty-mile radius of the reservation boundaries.

PROGRAM COORDINATION

The Tribal Social Services Programs will network with other Tribal and State Agencies to meet regularly to ensure that services are not being duplicated, or clients are not being lost in the transitional from the Tribal/State TANF, Tribal GA to work and to evaluate workforce opportunities as they relate to the local employment area. The Adult, Children, and Families (ACF) DHHS has contracted with the Omaha Tribe; some agreements have been made between NEW and the following Programs. Program coordination will include but is not limited to the following.

1. TERO
2. WIOA
3. Omaha Tribe General Assistance
4. Omaha Tribe High Education
5. Omaha tribe Human Resource
6. Omaha Tribe Housing Authority
7. Omaha Nation Law Enforcement
8. Omaha Tribe Head Start
9. Omaha Tribe Lil Indian Daycare
10. Omaha Tribe Alcohol Program
11. Omaha Tribe Protective Services
12. Carl T. Curtis Health Education Center

Program referrals will be submitted to the above-listed programs based on the client’s needs as they pertain to their individual employment goal. These referrals will determine the initial program assessment/application of clients to clients of the NEW program. Referral will be based on eliminating barriers for the NEW clients to obtain long-term employment, which may include but are not limited to the following:

1. Alcohol and/or drug abuse
2. Domestic Violence
3. Mental Health Issues
4. Expecting Mothers
5. Insufficient Child Care
6. Insufficient Employment Skills
7. Insufficient Transportation
8. Insufficient Housing

PROGRAM ACCOUNTABILITY

1. The New Program will track and monitor clients according to attendance sheets will be the responsibility of each client to submit to the NEW staff weekly, to continue supportive services.
2. The NEW Program will track and monitor clients according to sign-in sheets of attendance for each instruction component. Each client will be responsible for (3) job contacts per week using their instruction skills. It will be the responsibility of each client to verify job contacts with the NEW staff to continue eligibility for supportive services.
3. The NEW Program will track and monitor clients according to individual counseling sessions provided by NEW staff to ensure achievable outcomes. The responsibility of the client will be to provide information every week on job contacts and interviews for employment to continue eligibility for supportive services in reaching their goal of self-sufficiency.

DESCRIPTION OF EMPLOYMENT OPPORTUNITIES

The NEW program will coordinate with WIOA, Omaha Tribal TANF Program, and TERO to identify and develop work opportunities. Employment opportunities identified will be the following.

1. Positions will be specifically developed through worksite agreements with Omaha Tribe Housing Authority, Carl T. Curtis Health Centre, Blackbird Bend Casino, Nebraska Indian Community College, Omaha Tribe C-Store, Omaha Tribe Head Start, Omaha Tribe Lil' Indian Day Care, with local businesses and businesses within the radius of 50 miles for NEW applications to experience through various fields and businesses. These positions will be cataloged in the NEW office for continuous placement of participants.
2. Future job opportunities on or near the reservation will be researched with the assistance of the Tribal Employment Rights Office (TERO), Nebraska Workforce, and others to ascertain the job training needed to prepare the current workforce for employment.
3. Local training entities, i.e. Nebraska Indian Community College, Northeast Community College, Western Iowa Technical College, Little Priest Tribal College, and others will work collaboratively with the NEW Program to prepare the appropriate training for clients using the WIOA, TERO, Higher Education, TANF, and other.
4. Omaha Tribe Human Resources, T.E.R.O., and the NEW program will create a job pool for various Tribal positions where special training will be provided.
5. Various Tribal positions will be initially identified by the Omaha Tribe Human Resources Department.

How will the program participants be referred for employment or trained for such opportunities?

Participants of the Omaha Tribe's NEW Program will be referred for positions on or near the Omaha Reservation, by the NEW staff, which is responsible for matching clients with positions. After the initial application, the participants will view the position description with the NEW staff. A detailed interview process will ensue between the participant, employer, or supervisor; will be arranged by the NEW staff. Participants may be referred to as many as 3 interviews at a time.

To achieve success, the participants will receive training from the NEW staff, Nebraska Indian Community College, Northeast Community College and other training entities employers or supervisors will also be required to provide participants with a minimum of 4 hours of training per 20 hours of work as well as an evaluation at the end of the placement period

DESCRIPTION OF WORK ACTIVITIES

List each work activity	Provider	Describe Work Activities
Assessment/Case Management	N.E.W. or Omaha Tribe of Nebraska Social Services Department	Monitoring and tracking of participants' activities and performance of up to 1 day to 12 months (funds permitting per provide).
High School Equivalency/GED	NEW or The Omaha Tribal of Nebraska Social Services Department Omaha Nation Public School	Participants will be referred to the tribal WIOA, General Assistance Program, which assists in administering necessary study supplies and testing through the local community college. (The bill may be split between NEW & WIOA with funds permitting)
Job Skills Training	NEW, WIOA or TERO, Omaha High Educational Program, and Omaha Tribal TANF.	An educational program or Vocational Training through the Nebraska Indian Community College and Workforce Innovation Opportunity Act (WIOA) are job skills workshops to enhance the clients already existing.
Job Readiness	N.E.W. or The Omaha Tribal Social Services Department or Omaha Tribal TANF program.	Individual counselling (funds permitting) per provider job search training and understanding the labor market. Instructions on resume' writing, work ethics, applications, interview techniques behavior, dress and attitude in the workplace, and time management.
Job Development	NEW/OJT/WorkForce Innovation Opportunity ACT	Job Development of participants and referral to Tribal Programs or local

		businesses for community services employment, or on-the-job training. This will be paid by NEW/WIOA Programs at minimum wage. Both Programs will work together to supplement or cover the salary.
Job Placement	NEW/OJT/WIOA	Job placement of participants and referral to Tribal Programs or local businesses for community services employment, or on-the-job training. This will be paid by NEW/WIOA Programs at minimum wage. Both programs will work together to supplement or cover the salary.

JOB RETENTION & SUPPORTIVE SERVICES	PROVIDER	DESCRIBE SUPPORTIVE SERVICES INDIVIDUALLY
Child Care-NEW, DHHS, and Client.	N.E.W., Nebraska Department Health & Human Services (DHHS) Lil Indian Daycare	Childcare services for participants while they attend essential activities in becoming self-sufficient. (NEW will pay for CC if DHHS refused).
Assessment/Testing	NEW or Omaha Tribe of Nebraska Social Service Program	Includes materials necessary to complete assigned assessment or testing as part of NEW case plan.
Counselling	New or The Omaha Tribal Carl T. Curtis Health Center (Mental Health Department, Alcohol and Drug Counseling Program, Domestic Violence program)	Includes one-to-one and group time necessary to initiate and/or enhance social and communication skills.
Supplies	NEW or Omaha Tribal Social Services Department or WIOA or Omaha Tribal Education Department.	Includes clothing, tools, or other essentials needed for job placement/ training this may include books and tuition. Assist with payments for tools, & appropriate clothing.
Transportation	NEW, DHHS, Tribal Transit , Welfare Assistance, Tribal or State TANF	Includes gas, and/or mileage to assist the participants in NEW activities. The state will provide payment for a specified period of time.
Training	NEW pays if providing or requesting the training	Includes obtaining a skill that will result in long-term employment/ self-sufficiency, or to enhance employable skills

		in unskilled employment. Examples: certified nurse training, which is provided within the cities 25 miles off the reservation. (Sioux City, Ia. Nearest)
Onetime related expenses	NEW pays as fund permitting	Minor transportation repairs, (i.e. tires, windshield wipers, et.) licensing, driver's license to enable clients to participate in NEW activities and seek employment.
Tutoring	NEW or Nebraska Indian Community College (NICC) Macy, Nebraska	A tutor will be provided to participants that are participating in college classes, vocational training, GED/high school diploma, and/or certificate training as needed.

PROGRAM OVERSIGHT

GOALS	ANNUAL OUTCOMES
1. High school equivalency	20% of clients seeking HS equivalency/GED Complete and receive the HS diploma or GED within 6 months to 1 year.
2. Jobs skills training	55% of clients will successfully complete education/training in area of interest in becoming economically self-sufficient (i.e. certificates, diplomas, etc.)
3. Job development	The WIOA program will provide training for employment. This will assist in the preparation of a better understanding of the market and what will be expected for them, as work experience or new employees. Providing client with opportunities to improve their existing skills and goals towards self-sufficiency
4. Job placement	75% of clients will complete the WIOA program (job retention) Training. This will assist in a better understanding and preparation for the job market by obtaining unsubsidized long term-term employment.

PROGRAM OUTCOMES EXPECTED

Expected results will vary case-by-case and will be based on the participant's employment plan. Each participant involved in the Omaha Tribe NEW program will be expected to satisfactorily complete the following:

1. The application process
2. Needs assessment and employment plan
3. Testing (if applicable)
4. Pre-employment training
5. A minimum of 1 work experience placement
6. A minimum of 1 interview for full time employment
7. Complete evaluation (if applicable)

DATA TO MEASURE OUTCOMES

The following data will be collected to measure caseloads and outcomes:

1. Total number of applicants
2. Total number of assessments (Drug and Alcohol)
3. Total number of needed testing (GED)
4. Total number of applicants completing pre-employment training
5. Total number of interviews for employment
6. Total number of work experience placement
7. Total number of needed evaluation in a specific area

Supervisors upon the participant's completion of a work experience component will complete monthly evaluations. Participants will be required to submit documentation of completion of education/training components listed in employment plan's, this may include grades and/or certificate of completion. Tracking system will be in place to monitor the success of the participant when long-term employment is obtained for a period of 90 days with the maximum of (6) months as per client eligibility for TANF/ Tribal GA benefits.