



**CANKDESKA CIKANA
COMMUNITY COLLEGE**
Spirit Lake Dakota Nation

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Tribal & State Relations Committee
North Dakota State Legislature

RE: North Dakota Department of Commerce
Workforce Development
Tribal College Grant (TCG)

Progress report on SB2218, the tribal college workforce development grants program that was authorized and funded for \$5 million, effective July 2013.

Cankdeska Cikana Community College (CCCC) has been awarded \$1 million from the ND Department of Commerce for a workforce development project. *The purpose of CCCC's TCG is to train (certificates) and educate (associate degrees) residents from the Spirit Lake reservation (Benson, Nelson, Eddy and Ramsey Counties) for employment.*

CCCC's TCG was awarded in two phases (August 15, 2013 and February 1, 2014) and goes through April 30, 2015 with the following five objectives:

1. Develop and implement 3 (one year/30 credits) certificate programs from existing CCCC associate offerings that fulfill local industry demands for employment (Accounting/Business Administration; Early Childhood Education; and Office Technology).
2. Develop and implement a 2-year (60-70 credits) Associate of Applied Science (AAS) in Construction Management.
3. Increase enrollment and outcomes for existing programs of studies – pre-engineering, heavy equipment operator, carpentry, finish carpentry, HVAC and plumbing – through service and experiential learning activities. Focus on construction/rehab of the Community Business Development Center (CBDC) facility and identified tribal construction projects.
4. Establish CBDC that functions as an entrepreneurial incubator to ‘seed and nurture’ Native owned businesses as well as business training for 10 students.
5. Partner with 6 industry businesses for apprenticeships, internships, or on-the-job training opportunities for students.

In summary our program will develop and implement industry accepted certificate training and AAS courses. Entrepreneurship training and support will be provided via mentorships or apprenticeship opportunities. Employment preparation services and job placement services will be provided. Business development, incubation will be supported. These are all new and expanded offerings/services for CCCC made possible via the TCG. Monitoring and tracking of successful student outcomes will be documented including the job placement and length of continued employment.

In the brief seven months of operation, CCCC's TCG has hired 5 professional staff including a director, a job placement specialist, and 3 faculty members. The 3 certificate programs have been developed and approved while the AAS in construction management is pending but should be approved by the end of February 2014. There are approximately 45 students enrolled (while this may seem as a 'small' number, it is significant given the very recent implementation and lack of focused recruitment or advertisements). Industry partners have been contacted and are being requested to participate on an advisory board for the project, in addition to providing apprenticeship or mentorship opportunities.

CCCC's TCG project has been approved to develop the CBDC building utilizing the students in the program for an experiential learning opportunity. Architect and engineering plans have been developed and ground will be broken in the early spring 2014.

The project is also setting up mini-seminars to provide certificates in various areas but that are required for maintaining current employment. For example, we hosted CPR/First Aid training that had 30 people preregister and 28 participating. This was conducted for Head Start employees, nurses, and nurse assistants. We are exploring other similar types of offerings such as financial literacy, hospitality services, how to be a supervisor, and work ethics/professionalism that is based on preliminary discussions with local employers (Spirit Lake Casino & Resort, Bureau of Indian Affairs, Indian Health Service, Sioux Manufacturing Corp, and Spirit Lake Tribe.)

The Spirit Lake Tribe is very interested in having opportunities for reservation-based law enforcement training and perhaps starting with a Wildlife Management (Game Warden) program as an 'entry' for law enforcement careers. We are working with several local entities and individuals to develop this program.

It is a good beginning and we look forward to reporting out more to the various North Dakota Legislative Committees.