



Vacancies, Applicants, and Building a Future Tribal Workforce

USET | BIA ERO | IHS NAO Partnership Meeting

USET/USET SPF Semi-Annual Meeting

June 15, 2023

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Introductions

- Jerry Pardia, Director, Office of Environmental Resource Management (OERM)
- Rebecca Naragon, Director, Office of Economic Development (OECD)
- Onawa Miller, Director, Tribal Health Program Support (THPS)
- Melisa Stephens, Director, Employee Relations and Personnel Management (ERPM)

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Labor Trends and Building a 21st Century Workforce



- National unemployment rate: 3.7 percent (May 2023)
 - (U.S. Bureau of Labor Statistics, <https://www.bls.gov/charts/employment-situation/civilian-unemployment-rate.htm>).
- Employment Rate: 60.4 percent (April 2023)
 - Expected to be 60.3 percent by end of quarter
 - Averaged 59.23 percent from 1948 until 2023, reaching an all time high of 64.70 percent in April of 2000 and a record low of 51.30 percent in April of 2020.
 - Source: Trading Economics, <https://tradingeconomics.com/united-states/employment-rate#:~:text=Employment%20Rate%20in%20the%20United%20States%20increased%20to,low%20of%2051.30%20percent%20in%20April%20of%202020>.
- Competitive Landscape
- Search Methods: Conventional, Professional Associations, Industry Associations, Networks
- Recruiting, Interviewing, Onboarding Process: Lengthy
- USET Career Opportunities: 8 positions currently posted. <https://www.usetinc.org/about/job-opportunities/>

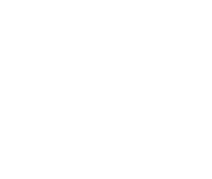
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Workplace Trends

- Implementing Work-Life balance
- Two work modes: hybrid and remote
- Expanding and diversifying talent pipelines
- Selective use of subject matter expert contractors
- Reliance on technology (virtual meetings, webinars, workshops, etc.)
- Upskilling opportunities for current employees to meet evolving organizational needs
- Awareness and emphasis on navigating professional environment
 - Providing guidance and establishing expectations for communications and behavior after pandemic and extended virtual work situations
 - Connections in virtual settings and at regularly scheduled in-person meetings

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OERM Growth and Program Areas

- 2020: 6 Staff
- 2023: 18 Staff (includes posting for undergraduate intern)
- Adapting to labor trends
- Staff (outside of Tennessee): remote
- Tennessee based staff: hybrid
- Summer remote work pilot: June 20 – August 18, 2023
- Core program areas:
 - Agriculture
 - Climate Change
 - Environmental
 - Water/Wastewater Utility

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Economic Development and Workforce

- Stress on businesses
- Jobs as an economic development metric
- New economic and workforce opportunities
 - Infrastructure and “Green economy”
- USET Workforce Taskforce
 - Collapse the silos
 - New partnerships
 - American Indian College Fund, Department of Labor, Council of Tribal Employment Rights
 - New data

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Tribal Health Program Support

- THPS Staff
 - Over 30 staff
 - 9 Competencies
 - Remote & USET Office
 - Interdepartmental collaboration
 - Shared staff
 - Collaborations with USET Core Competencies
 - See our open positions

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Tribal Health Program Support & Workforce Development

- Health Committee Collaboration
- ECHO Sessions for professional development and shared expertise
- New Workforce Development Competency to feature three regional Tribal Liaisons
- Training
- Technical Assistance

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Employee Relations & Personnel Management

2018 ERPM established

- Department staff 3
 - Director
 - Employee Relations Assistant
 - Weekly newsletter
 - Staff activities
 - New position tracking / Posts positions / Review resumes / Sets interviews
 - Personnel Management Assistant
 - Evaluations
 - Insurance
 - Equipment Tracking

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Employee Relations & Personnel Management (continued)

- Locations for position postings:
 - Indeed
 - USET Website*
 - Turtle Talk
 - Indianz.com
 - LinkedIn
 - Social Media
 - Career Fairs
- 2022 Implementations
 - Now Hiring postcards with QR code
 - Employee Referral Incentive



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Let us know your thoughts!

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