2019 NASWA Veterans Conference
Native American/American Indian Veterans
Chris Zafra
New Mexico Department of Workforce Solutions
Jobs for Veterans State Grant (JVSG)
State Veterans Coordinator and Tribal Liaison
401 Broadway Boulevard NE
Albuquerque, New Mexico  87102
Phone: (505) 841-8517
Email: christian.zafra@state.nm.us
Websites  www.dws.state.nm.us
https://www.jobs.state.nm.us
New Mexico Tribal Overview

- NM ranks sixth in number of distinct tribal areas, behind Alaska, California, Nevada, Oklahoma and Washington.
  - The states with the greatest number of American Indian/Alaska Native Veterans were in California, Oklahoma, Arizona, New Mexico and Texas.

- NM has 23 tribal areas (Nation, Tribes and Pueblos) with a total population of 219,512 or 10.5 percent of the State’s population.
  - They are sovereign nations with its own government, traditions, culture and unique relationship with the Federal and State governments.
  - They are actively engaged in preserving their indigenous language, religion, promoting quality education and economic development.
  - 8,193 Native American Veterans were in NM.
New Mexico Tribal Initiative

- The Indian Affairs Department (IAD) was established by legislative statute in April 2004 and signed into state law.

- **Vision**: New Mexico Native Americans receive access to critical resources to improve their quality of life and to maintain their cultural heritage.

- **Mission**:
  - Support the Tribal communities.
  - Leverage resources for Tribal benefit.
  - Work to create vital relationship with state, tribes and private sector.
New Mexico Tribal Initiative

- In 2009, relating to State governmental affairs; enacted the State-Tribal Collaboration Act (STCA) with policy and consultation to:
  - Promote effective collaboration and communication.
  - Promote positive relations between the State and sovereign nations.
  - Promote cultural competency in providing effective services.
  - Established methods for notifying State agencies of the STCA.

- The STCA requires State agencies to designate a Tribal Liaison to implement policy, serve as point of contact, ensure cultural competency staff training that is facilitated by the State Personnel Office and Indian Affairs Department.

- An Annual Summit is held with the State Governor and cabinet level leadership, with the 23 sovereign nations’ leadership to address issues of mutual concern.

- An Annual Report is required on activities each State agency completed pursuant to the STCA.
New Mexico Tribal Initiative

- American Indian Day at the State Legislature and four quarterly meetings with 31 State agency’s Tribal Liaisons.
- Legislation on education, natural resources, energy, cultural and community resources, health, criminal justice, and other legislation.
- Capital Outlay and Tribal Infrastructure Funds.
  - Public Safety
  - Construction of Water Systems (designs, improvements)
  - Highway constructions
  - Other Special Projects (grant funding)
- Tribal Veteran Service Officer designation and training.
  - Assist with VA benefits and services.
- No military Low-Level fly-over tribal communities.
  - Military fly-over restrictions during tribal cultural events/observances.
New Mexico Tribal Workforce Initiative

- Tribal communities are located in three designated Metropolitan areas.
- Nine Workforce Connections Centers/AJCs with assigned DVOP Specialists and LVERs staff are located near 20 tribal areas.
  - Two DVOP Specialists are Native American Veterans located near the Navajo Nation and the Four Corner states of Arizona, Colorado, NM, and Utah.
- LVER staff conduct business outreach to tribal enterprise. 14 Tribal Resorts and Casinos have approved State Compacts that have positive economic impact and employment.
  - Tourism
  - Hospitality
  - Manufacturing, Other enterprise
New Mexico Tribal Workforce Initiative

- LMI on Tribal Population and Employment Status Data
  - Special LMI on tribal labor force participation
  - People
  - Jobs
  - Housing
  - Economy
  - Education
  - Data derived from US Census Bureau My Tribal Area tool
    https://www.census.gov/tribal/
  - A glossary provides definitions of the American Indian and Alaska Native geographic areas that are represented in the tool.
New Mexico Tribal Workforce Initiative

- DVOP Specialists, LVER staff and workforce staff attend Cultural Competency Training.

- Attend and participate in tribal enterprise job fairs, trade events, economic development and veteran-specific events.
  - Sandia and Isleta Pueblo Job fairs
  - UNM Native American Career Fair (Anderson School of Management)
  - Native American Training Institute and Southwest Native American Veterans’ Association Conference
  - Museum of Indian Arts and Culture Honoring Native American Veterans
  - Warrior’s Day
  - Annual Pueblo Feast Days
  - Annual Gathering of Nations Pow Wow
  - American Indian Chamber of Commerce
  - Native American Heritage Month observance
  - Annual Indian Market in Santa Fe
  - Other activities
New Mexico Tribal Workforce Resources

- Indian Affairs Department, [www.iad.state.nm.us](http://www.iad.state.nm.us)
- VA Office of Tribal Government Relations, [www.va.gov/tribalgovernment](http://www.va.gov/tribalgovernment)
- University and Colleges
  - Navajo Technical University
  - Southwest Indian Poly-technic Institute
  - Institute of American Indian Arts
  - University of New Mexico Native American Studies
    - Tribal Law, Medicine, Architecture, Art
- Tribal-State Judicial Consortium
- Tribal Libraries
# Native American/American Indian Veterans

**AI/AN Employment PY2018 (07/01/2018 - 06/30/2019)**

<table>
<thead>
<tr>
<th>Age Groups</th>
<th>Entered Employment</th>
<th>Exit Enrollment</th>
<th>Employment Rate</th>
<th>Entered Employment</th>
<th>Exit Enrollment</th>
<th>Employment Rate</th>
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<td></td>
<td>Q2 WP</td>
<td>Q2 WP</td>
<td></td>
<td>Q4 WP</td>
<td>Q4 WP</td>
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<tr>
<td>All Age Groups</td>
<td>1,350</td>
<td>2,335</td>
<td>57.8%</td>
<td>1,745</td>
<td>3,275</td>
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<td>Veteran</td>
<td>65</td>
<td>170</td>
<td>38.2%</td>
<td>102</td>
<td>222</td>
<td>44.9%</td>
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<td>Not a Veteran</td>
<td>1,285</td>
<td>2,165</td>
<td>59.4%</td>
<td>1,643</td>
<td>3,048</td>
<td>53.9%</td>
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<td>&lt;16</td>
<td>All Participants</td>
<td>0</td>
<td>18</td>
<td>0.0%</td>
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<td>35</td>
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<td>0</td>
<td>18</td>
<td>0.0%</td>
<td>11</td>
<td>35</td>
<td>31.4%</td>
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<tr>
<td>16-18</td>
<td>All Participants</td>
<td>34</td>
<td>64</td>
<td>53.1%</td>
<td>40</td>
<td>79</td>
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<tr>
<td>Not a Veteran</td>
<td>34</td>
<td>64</td>
<td>53.1%</td>
<td>40</td>
<td>79</td>
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<tr>
<td>19-24</td>
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<td>209</td>
<td>313</td>
<td>66.8%</td>
<td>289</td>
<td>495</td>
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<td>Veteran</td>
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<td>1</td>
<td>75.0%</td>
<td>3</td>
<td>6</td>
<td>50.0%</td>
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<tr>
<td>Not a Veteran</td>
<td>206</td>
<td>309</td>
<td>66.7%</td>
<td>286</td>
<td>489</td>
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<tr>
<td>25-44</td>
<td>All Participants</td>
<td>766</td>
<td>1,263</td>
<td>60.6%</td>
<td>951</td>
<td>1,739</td>
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<tr>
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<td>85</td>
<td>45.9%</td>
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<tr>
<td>Not a Veteran</td>
<td>727</td>
<td>1,178</td>
<td>61.7%</td>
<td>907</td>
<td>1,644</td>
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<tr>
<td>45-54</td>
<td>All Participants</td>
<td>226</td>
<td>411</td>
<td>55.0%</td>
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<td>628</td>
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<tr>
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<td>43</td>
<td>27.9%</td>
<td>12</td>
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<tr>
<td>Not a Veteran</td>
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<td>368</td>
<td>58.2%</td>
<td>287</td>
<td>544</td>
<td>52.8%</td>
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<tr>
<td>55-59</td>
<td>All Participants</td>
<td>71</td>
<td>158</td>
<td>44.9%</td>
<td>73</td>
<td>167</td>
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<td>23</td>
<td>17.4%</td>
<td>11</td>
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<td>44.0%</td>
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<tr>
<td>Not a Veteran</td>
<td>67</td>
<td>135</td>
<td>49.6%</td>
<td>62</td>
<td>142</td>
<td>43.7%</td>
</tr>
<tr>
<td>60+</td>
<td>All Participants</td>
<td>44</td>
<td>108</td>
<td>40.7%</td>
<td>52</td>
<td>132</td>
</tr>
<tr>
<td>Veteran</td>
<td>7</td>
<td>18</td>
<td>46.7%</td>
<td>7</td>
<td>17</td>
<td>11.8%</td>
</tr>
<tr>
<td>Not a Veteran</td>
<td>37</td>
<td>93</td>
<td>39.8%</td>
<td>50</td>
<td>115</td>
<td>43.5%</td>
</tr>
</tbody>
</table>

*Source: New Mexico Workforce Connections Online System*
Woodrow Wilson Keeble, MSG, Medal of Honor Recipient
WWII and Korean War, posthumously awarded on March 3, 2008
Sisseton Wahpeton Oyate, Lake Traverse Reservation, South Dakota

Questions?
Comments?
Thank you for your service to veterans!