Department of Labor (DOL) Veterans’ Employment and Training Service (VETS)

Lumbee JVSG Initiative

NORTH CAROLINA

VETERANS.GOV
The Lumbee Project Team

• Archie Barrow – NCWorks JVSG Director
• John Lowery – NCWorks Regional Director
• Harvey Godwin – Chairman of the Lumbee Tribe
• Larry Townsend – Lumbee Tribal Council
• Dr. Freda Porter – Lumbee Tribal Administrator
• Lane Dyer – NC DVET
VPL 05-15 – NAVET Initiative

• Issued on May 15, 2015.

• Provided solicitation and guidance on submitting Special Initiative requests to support Native Americans on tribal lands.

• Part of VETS strategy to support the employment needs of Native Americans.

• Responsive to ongoing Congressional interest in employment services to Native Americans.
NAVET Committee

• An internal VETS working group to examine best practices for serving the employment needs of Native American veterans on tribal lands.
• Led by the NAVET lead in the National Office and staffed by DVETs from the states with the largest concentrations of Native American veterans.
• Tasked with reviewing all activity to serve the employment needs of Native American veterans while advising VETS leadership on best practices and strategies.
Native American Veteran Population

- Over 300 Tribal areas with some Native American Veterans.
- Over 90% of these Tribal Lands are located in eleven states; ten are west of the Mississippi River.
- There are estimated to be 35,992 Native American Veterans in the U.S.
- Oklahoma has by far the largest population of Native American Veterans – 12,925

Source: U.S. Census Bureau American Community Survey
The Lumbee constitute the largest Native American tribe east of the Mississippi River.

Recognized by the State of North Carolina in 1885.

The Lumbee currently have nearly 60,000 enrolled members. While most live in south central NC, the Tribe has members in all 50 states.

The Lumbee Tribe has a great tradition of military service with an estimated 3,500 - 4,000 current Lumbee veterans.
Lumbee Partnership

• Beginning in May 2015 – NC JVSG Director Archie Barrow and DVET Lane Dyer began meeting with Lumbee Tribal Council representatives to discuss the NAVET concept, after getting support from SWA leadership.

• The Lumbee Tribe was chosen because of their size and the proximity to Raleigh made planning easier.

• The proposal was well received and all were in agreement that a DVOP* could greatly enhance services to the Lumbee Veteran population.

• Many challenges had to be overcome to make this a reality.

*Ultimately the SWA filled a Consolidated JVSG position (CONS) to maximize flexibility.
Project Challenges

- Developing ongoing funding – annual JVSG funding ultimately used.
- Creating a new partnership between the NC workforce agency and the Lumbee tribe.
- Finding suitable work space for the Lumbee CONS staff member in a Lumbee Tribal government office.
- Tribal Leadership change occurred during the planning process.
- Creating a new job description for a position that must be filled by a Lumbee Veteran.
Lumbee CONS Selection

• NC SWA develops a new job description requiring that a member of the Lumbee tribe be selected. (Interesting negotiations with NC OSHR required to develop this position vacancy).

• The position was advertised in June 2018.

• After the applicants were screened, joint job interviews were held with both NC SWA and Lumbee Tribal officials participating in late June 2018.

• JVSG staff member began work on August 1, 2018.

• A ceremony of celebration was held on August 2, 2018.
• Good afternoon and greetings from the Lumbee Tribe of NC. Chairman Harvey Godwin, Jr. sends his thanks and gratitude to you in regards to the Lumbee Tribe Veterans Office. You have truly been a blessing. God Bless.

• Below is a link to the video that was made at our ceremony:

• [https://drive.google.com/file/d/1wXZeIX3se5UJgSixJ9ay525udQ-gHhk-/view?usp=sharing](https://drive.google.com/file/d/1wXZeIX3se5UJgSixJ9ay525udQ-gHhk-/view?usp=sharing)
Introduction of Lumbee Tribal Chairman Harvey Godwin for his remarks.
At the ceremony NC JVSG Director Archie Barrow was invested by the Lumbee Tribe with the Order of the Lumbee Warrior, for his tenacious pursuit of this position. Many times he could have given up and this would not have happened. However, Archie persevered and the Lumbee wanted to recognize this.
Lumbee Tribe in the News


QUESTIONS