Soft Skills = Hard Cash!

- Preparing clients/students to meet the needs of employers.

Choctaw Nation

Career Development
Choctaw Nation of Oklahoma

Vision: Living out the Chahta spirit of faith, family and culture.

Mission: To the Choctaw proud, ours is the sovereign nation offering opportunities for growth and prosperity.
**Choctaw Nation of Oklahoma**

![Bar chart](image)

**Figure 8.**
**Percentage Distribution of the Largest American Indian Tribal Groupings by Response Type: 2010**

(For information on confidentiality protection, nonsampling error, and definitions, see [www.census.gov/prod/cen2010/doc/sf1.pdf](http://www.census.gov/prod/cen2010/doc/sf1.pdf))

<table>
<thead>
<tr>
<th>Tribe</th>
<th>Tribal grouping alone</th>
<th>Tribal grouping in any combination</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cherokee</td>
<td>34.7</td>
<td>65.3</td>
<td>819,105</td>
</tr>
<tr>
<td>Navajo</td>
<td></td>
<td>86.3</td>
<td>332,129</td>
</tr>
<tr>
<td>Choctaw</td>
<td>53.1</td>
<td>46.9</td>
<td>195,764</td>
</tr>
<tr>
<td>Mexican American Indian</td>
<td>69.1</td>
<td>30.9</td>
<td>175,494</td>
</tr>
<tr>
<td>Chippewa</td>
<td>66.0</td>
<td>34.0</td>
<td>170,742</td>
</tr>
<tr>
<td>Sioux</td>
<td>65.9</td>
<td>34.1</td>
<td>170,110</td>
</tr>
<tr>
<td>Apache</td>
<td>56.5</td>
<td>43.5</td>
<td>111,810</td>
</tr>
<tr>
<td>Blackfeet</td>
<td>25.9</td>
<td>74.1</td>
<td>105,304</td>
</tr>
<tr>
<td>Creek</td>
<td>54.7</td>
<td>45.3</td>
<td>88,332</td>
</tr>
<tr>
<td>Iroquois</td>
<td>50.1</td>
<td>49.9</td>
<td>81,002</td>
</tr>
</tbody>
</table>

Note: The “Tribal grouping alone” response type includes individuals who reported one or more tribes within a single tribal grouping. The “Tribal grouping in any combination” response type includes individuals who reported one or more other races and/or tribal groupings.

Source: U.S. Census Bureau, 2010 Census Summary File 1.
Choctaw Nation of Oklahoma

Employer Data:
• Largest employer in our region

• Currently employs 10,868 people
  • Government (accounting/finance, education, IT, fleet management/services, HVAC/maintenance, etc.)
  • Healthcare (all positions)
  • Hospitality & Tourism (management, culinary, gaming, massage therapists, IT, security, etc.)

• Future Expansion in Durant: 1000+ new positions
The Choctaw Nation Career Development Program provides a comprehensive array of career guidance services, workforce skills development, academic skills enhancement, employment services, and financial education to Choctaw tribal members across the U.S. This enables tribal members to obtain recognized certifications needed to enter careers and/or advance existing careers that are self-sustaining and contribute to personal financial security, healthy lifestyles, and the enhancement of the regional, state and national economy.

- Serving 2800-3000 clients/job seekers
- 15 Career Counselors & 5 Academic & Employment Specialists
- Offices: Durant, Hugo, Antlers, Idabel, Broken Bow, Poteau, Talihina, Stigler, McAlester, Ardmore, Tishomingo, Oklahoma City
What are the key competencies and foundational skills for successful workers?

- Many skills are necessary for individuals to be successful workers, including academic knowledge, technical expertise, and general, cross-cutting abilities (often called employability skills, soft skills, workforce readiness skills, or career readiness skills) that are necessary for success in all employment levels and sectors.
- Two major research studies involving surveys and feedback from large numbers of employers have established that “employability skills” outrank technical skills—or those skills needed for specific occupations based on industry standards—as the most important requirement for success in the workplace.

Career

good references.

Dis respectively.

!!! NOW OFFERING A SIGN ON... See More

3

Like Comment

Karen Sanders Dunn

Wednesday at 4:34 PM · archeys@archey@pine-net.com

Archev-Warren-Dunn Ins Agency is looking for someone who wants to work, answering phones professionally, taking payments, mailing out policies, scanning documents. I am not looking for someone that is on their cell phone or playing on the computer all day. Please send resume' to archey@pine-net.com

14

Like Comment
Career

Rachael Woods  
Saturday at 9:25 AM

If you have reliable transportation, are willing to actually work and can respect authority, come see me and get an application at Beaver's Bend Marina.

WILL NOT RESPOND TO MESSAGES OR COMMENTS

Like 6
Career Development Work-Ready Skills Initiative

Learn how soft skills can give you an advantage in the hiring process or a promotion in your current role. Show employers that you have the skills for workplace success. Contact Choctaw Nation Career Development today for more information.

*Tribal members are eligible for up to $300 as incentive for earning this credential.

Contact: Becky Hilton or Rhonda Mize
CHOCTAWCAREERS.COM | 866-933-2260

INSPIRE success
#InspireWhatsNext

Choctaw Nation of Oklahoma TOGETHER WE'RE MORE
Soft Skills are a critical component for professional success – they are key in determining if you get hired, promoted, and respected in the work world.

Soft skills equal hard ca$h.

– Marilee Adams
Conover System

System Details:

• Average completion time for each topic/course is 1.5 hours.
• System includes a “pretest” called Readiness Map, which assesses the student’s skills and assigns lessons based on the pretest score. Baseline score for exemption from course lessons or for credential attainment will be 80%. A client could possibly earn a credential through the pretests only.
• Courses can be retaken and do not expire.
Conover Courses

Job Readiness Series
• Attitude
• Communication
• Planning & Organizing
• Critical Thinking
• Interpersonal/Social Skills
• Teamwork
• Professionalism
• Media Rules

Job Keeping Series
• Getting Off On The Right Foot
• Getting Along In The Workplace
• Performance Reviews
CONOVER® CREDENTIAL™

WORKPLACE READINESS
JOB READINESS

THIS CERTIFICATE IS PRESENTED TO

Gala D. Hotubbee

Has exhibited skills in the following areas:

<table>
<thead>
<tr>
<th>Skill</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Attitude</td>
<td>100%</td>
</tr>
<tr>
<td>Communication</td>
<td>100%</td>
</tr>
<tr>
<td>Planning and Organizing</td>
<td>88%</td>
</tr>
<tr>
<td>Critical Thinking</td>
<td>88%</td>
</tr>
<tr>
<td>Interpersonal/Social Skills</td>
<td>100%</td>
</tr>
<tr>
<td>Teamwork</td>
<td>100%</td>
</tr>
<tr>
<td>Professionalism</td>
<td>88%</td>
</tr>
<tr>
<td>Media Rules</td>
<td>88%</td>
</tr>
</tbody>
</table>

DATE       June 05, 2019

SIGNATURE

Robin Counce
Choctaw Nation Career Development
CONOVER® CREDENTIAL™
WORKPLACE READINESS
JOB KEEPING

THIS CERTIFICATE IS PRESENTED TO

Gala D. Hotubbee

Has exhibited skills in the following areas:

Getting Off On The Right Foot  100%
Getting Along In The Workplace  88%
Performance Reviews  88%

DATE  June 05, 2019

SIGNATURE  Robin Counce
Choctaw Nation Career Development
Microburst EmployABILITY Certification

System Details:

- Credential to be offered through Kiamichi Technology Center (and some other Technology Centers).
- Involves integrated soft skills curriculum and documentation of behavior changes in students/clients.
- Website: [https://softskills.microburstlelearning.com/](https://softskills.microburstlelearning.com/)
Next Steps:

- Choctaw Nation HR Engagement
- External Employer Engagement
- Implement Supporting Classes/Workshops
- Extended Promotions of Initiative
Questions & Discussion

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580-775-4590

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