



# NACS News

*A Tradition  
of Caring*

January 2023  
Volume 27, Issue 1

**Native American Community Services of Erie & Niagara Counties, Inc.**

- 1005 Grant Street, Buffalo, New York, 14207, (716) 874-4460, Fax (716) 874-1874
- 1522 Main Street, Niagara Falls, New York, 14305, (716) 299-0914, Fax (716) 299-0903
- 76 West Avenue, Lockport, New York, 14094, (716) 302-3035, Fax (716) 302-3037
- 100 College Avenue, Rochester, New York, 14607, (585) 514-3984

## January is National Slavery and Human Trafficking Awareness Month

*submitted by George T. Ghosen, Editor*

January is the month dedicated to raising awareness of human trafficking throughout the U.S. and the world. Human trafficking is one of the fastest growing criminal industries in the world, and it happens everywhere.

Every year since 2010, the President has dedicated the month to raise awareness about human trafficking and to educate the public about how to identify and prevent this crime. The U.S. Department of State raises awareness of human trafficking domestically and abroad, through U.S. embassies and consulates.

During this month, we celebrate the efforts of foreign governments, international organizations, anti-trafficking entities, law enforcement officials, survivor advocates, communities of faith, businesses, and private citizens all around the world to raise awareness about human trafficking.

### The History Behind the Month

More than 20 years ago, the Trafficking Victims Protection Act (TVPA) of 2000 enshrined the United States' commitment to combating human trafficking domestically and internationally. In 2010, by presidential proclamation, President Obama declared January "National Slavery and Human Trafficking Prevention Month" and every year since, each president has followed this tradition.

President Biden has proclaimed January 2023 as "National Human Trafficking Prevention Month," reaffirming his Administration's commitment to protect and empower survivors of all forms of human trafficking, to prosecute traffickers, and to bring an end to human trafficking in the United States and around the world. "Since human trafficking disproportionately impacts racial and ethnic minorities, women and girls, LGBTQI+ individuals, vulnerable migrants, and other historically marginalized and underserved communities, our mission to combat human trafficking must always be connected to our broader efforts to advance equity and justice across our society."

Presidential proclamations not only raise the profile of the issue, but are also snapshots of global trends and challenges, and significant U.S. anti-trafficking policy achievements. Some highlights include:

- In 2012, the issuance of the Executive Order [‘Strengthening Protections Against Trafficking in Persons in Federal Contracts](#),
- In 2016, the first convening of the [U.S. Advisory Council on Human Trafficking](#);
- In 2017, the State Department's launch of its largest anti-trafficking program, the [Program to](#)

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## **NATIVE AMERICAN COMMUNITY SERVICES**

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Pete Hill

#### **Stages of Life Empower- ment Program**

Simone Alston

#### **Youth Services**

Star Wheeler

## **MOVING/CHANGE OF ADDRESS?**

If you are planning on moving or changing your address, please contact NACS so we may update our mailing list. Send an email to Newsletter Editor:

[gghosen@nacswny.org](mailto:gghosen@nacswny.org)

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[End Modern Slavery](#); and

- In 2021, the release of the updated [National Action Plan to Combat Human Trafficking](#).

## **Human Trafficking**

Human trafficking, also known as trafficking in persons, includes both forced labor and sex trafficking. It not only represents a threat to international peace and security but also undermines the rule of law, robs millions of their dignity and freedom, enriches transnational criminals and terrorists, and threatens public safety and national security everywhere.

There are estimated to be more than 27.6 million people - adults and children - subjected to human trafficking around the world, including in the United States. Traffickers often take advantage of instability caused by natural disasters, conflict, or a pandemic to exploit others. During the COVID-19 pandemic, traffickers are continuing to perpetrate the crime, finding ways to innovate and capitalize on the chaos.

Like the United States, many countries around the world have worked to implement the "3P" paradigm of preventing the crime, protecting victims, and prosecuting traffickers, through the passage and implementation of national anti-trafficking laws. Today, there are 178 parties to the UN Protocol to Prevent, Suppress and Punish Trafficking in Persons. Only 14 of the 188 countries and territories assessed in the Department of State's [2021 Trafficking in Persons Report](#) have yet to adhere to this international standard to ensure their laws criminalize all forms of human trafficking, and take concerted steps to prevent human trafficking, protect all victims, and cooperate internationally to combat this global crime.

Despite the nearly worldwide adoption of international and domestic norms to address and prevent human trafficking, we continue to witness traffickers exploit people in the United States and around the world. But everyone has the power to help make a difference. Every Presidential proclamation for January ends with a call to action for all Americans to recognize the vital role everyone can play in combating all forms of human trafficking.

Here is a list of resources about human trafficking:

- [Understanding Human Trafficking](#)
- [20 Ways You Can Help Fight Human Trafficking](#)
- [The U.S. Government's Response to Combating Human Trafficking](#)
- [Human Trafficking Hotlines](#)
- [U.S. Advisory Council on Human Trafficking Annual Report](#)

## **What is human trafficking?**

There are two main forms of human trafficking: sex trafficking and labor trafficking. As defined by U.S. law, sex trafficking is the recruitment, harboring, transportation, provision, obtaining, patronizing, or soliciting of a person for a commercial sex act that's induced by force, fraud, coercion, or if the person is under 18.

Labor trafficking follows the same definition, except its purpose is subjection to involuntary servitude, peonage, debt bondage, or slavery.

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A 2019 FBI study found that 80% of human trafficking cases from 2015 to 2017 involved sex-trafficking victims. Nineteen percent were victims of labor trafficking, and 1% involved both forms.

There's no way to truly know how much human trafficking exists in the U.S. or around the world, Benjamin said. Data from the U.S. national hotline, for example, represents only victims who know enough or who aren't scared to report trafficking.

Many people mistakenly believe someone has to be moved from one place to another to be considered a victim of human trafficking. Human trafficking, however, does not require transportation to be considered a crime, according to the Department of Homeland Security.

### **Why January for trafficking awareness?**

The U.S. Department of State began monitoring human trafficking in 1994 after the fall of the former Soviet Union and the resulting migration flows, which led to increasing global concern about transnational criminal organizations and their use of trafficking, according to the State Department's 2020 Trafficking in Persons Report.

In 2000, Congress passed the Victims of Trafficking and Violence Protection Act aimed at combating human trafficking, especially involving the sex trade, slavery, and involuntary servitude.

Ten years later, President Barack Obama proclaimed January as National Slavery and Human Trafficking Prevention Month. According to the State Department, January was chosen because it was the same month Abraham Lincoln issued the Emancipation Proclamation, freeing 4 million slaves on Jan. 1, 1863.

### **How has COVID-19 impacted trafficking?**

COVID-19 has shown that human trafficking is "pandemic-proof," Benjamin said. Online recruitment for sex trafficking in the U.S. has seen a steep increase during the pandemic, said Roger Martin, CEO of nonprofit Humans Against Trafficking.

"The potential victims, mostly teens, are just spending way more time unsupervised on their devices," he said. "They tend to get more approaches by predators online, and that's been on the rise since the beginning of COVID."

Other factors caused by the pandemic, such as economic instability, further increase someone's vulnerability to trafficking, Benjamin said.

"It's important to always remember that human trafficking doesn't happen in a vacuum," she said. "The things that make people vulnerable to trafficking certainly did increase in the COVID era. There were a lot of people who were hurting economically."

U.S. marshals, who often conduct operations to recover missing, endangered, or abducted children, assisted with the recovery of 950 "critically missing children" in 2021, an approximately 145% increase over 2020.

One of every 6 children recovered has likely been a victim of human trafficking, said Dave Oney, a public affairs specialist with the Marshals.

Labor-trafficking demand is driven by factors such as location and season, Martin said. The primary victims of labor trafficking tend to be people who are new to a country, don't speak its language, or

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might not have the skills or education to get traditional or white-collar jobs.

The 2019 FBI study found that 43% of victims recruited for labor trafficking were foreign nationals residing outside the U.S.

"They end up falling into work where it's usually a scam," Martin said. "They feel like they don't have any choice – they're kept in this perpetual cycle of getting paid less than minimum wage and working long hours. Labor traffickers will often take their ID or immigration papers, so the person can't move around and travel."

### **What are the signs of sex and labor trafficking?**

Anyone can be a victim of human trafficking. According to the White House, the people most vulnerable to human trafficking in the U.S. include youth in the welfare or juvenile justice system, runaway and homeless youth, undocumented immigrants, people of color, LGBTQ+, people with disabilities, and people with substance use disorder.

The vast majority of human trafficking is perpetrated by someone known to the victim, Benjamin said: "It is very rare that people are kidnapped by strangers and forced into trafficking situations via force and violence."

Understanding what trafficking looks like is important, but it's difficult to determine whether a stranger is being trafficked without jumping to conclusions. The people you are in a position to help are often people who you know, she said.

Here are common warning signs of human trafficking, according to experts:

- Unexplained absences, skipping school or work, or isolation from friends and family
- Expensive gifts that would normally be out of budget, like designer handbags or clothes
- Spending a lot of time with an older person who didn't previously have a relationship with the potential victim
- Carrying a second phone
- Avoiding eye contact, social interaction, and authority figures or law enforcement
- Seeming to adhere to scripted or rehearsed responses in social interaction
- Lacking official identification documents

*If you are a victim of human trafficking and need help, or believe you know someone who is being trafficked, you can contact the [National Human Trafficking Hotline](https://www.dhs.gov/8883737888) at (888) 373-7888.*

### **KNOW THE SIGNS. A trafficked child might:**

- Have an adult control them by speaking for them.
- Seem out of place given the time of day or night.
- Look disheveled or dressed in clothes that they could not afford to buy.
- Show signs of physical abuse such as bruising or red marks.
- Not possess any form of identification.
- Perform inappropriate work for their age and not be compensated.

Anyone who believes a child might be trafficked, or in danger of being trafficked, should immediately call 911 and the DCFS Child Abuse Hotline at 1-800-25-ABUSE (1-800-252-2873).

Resources:

*(Continued on page 5)*

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U.S. Dept. of State:

<https://www.state.gov/national-human-trafficking-prevention-month/>

U.S. Department of Health & Human Services:

<https://www.acf.hhs.gov/otip/news/white-house-declares-january-human-trafficking-prevention-month>

Yahoo News:

[https://news.yahoo.com/january-national-slavery-human-trafficking-100115855.html?fr=sycsrp\\_catchall](https://news.yahoo.com/january-national-slavery-human-trafficking-100115855.html?fr=sycsrp_catchall)

National Human Trafficking Hotline:

<https://humantraffickinghotline.org/en>

WGEL 101.7 FM News

<https://wgel.com/news/2023/01/january-is-human-trafficking-awareness-month/>



## SAVE THE DATE!

The “STRENGTHENING OUR RESILIENCE” Program at  
Native American Community Services of Erie & Niagara Counties, Inc. (NACS)

*Proudly Announces Two In-Person Training Sessions*

### “OVERVIEW OF NATIVE AMERICAN CULTURAL COMPETENCY”

Thursday, March 9, 2023

10 am – 4 pm

(time subject to change)

To be held in Erie County,  
location to be announced

Monday, March 20, 2023

10 am – 4 pm

(time subject to change)

To be held in Niagara County,  
location to be announced

*Additional details, registration procedures, etc. will be released in late January 2023*

For more information on these or other upcoming sessions and/or to request presentations for specific organizations & groups, please contact Pete Hill at [phill@nacswny.org](mailto:phill@nacswny.org).

These training sessions for partners of the Value Network of WNY and community are funded by the New York State Office of Addiction Services & Supports, as well as businesses, foundations, and caring individuals, like you!

*Nyah-weh! Thank you!*



The “STRENGTHENING OUR RESILIENCE” Program at  
Native American Community Services of Erie & Niagara Counties, Inc. (NACS)

*Proudly Announces a New Series of FREE VIRTUAL Trainings in January - March 2023*

\*Please register for your preferred session(s), using the links provided below.

*Space is limited to 35 people per session, so please register early!*

### **“Introduction to Native American Cultural Competency”**

These one-hour sessions provide brief overviews of Native cultures, health challenges facing many communities, historical traumas, and suggestions for how to engage with Native American peoples more respectfully. All “Introduction” sessions are very similar in content.

**Wednesday, January 25, 2023, 12 pm – 1 pm**

<https://us06web.zoom.us/meeting/register/tZYqce-srD4iE9ATckkxVc3W16ij0CVUBU-y>

**Wednesday, February 8, 2023, 6:30 pm – 7:30 pm**

<https://us06web.zoom.us/meeting/register/tZAvd-CsrjstGdlc-4qay0D0wR473AyA7-zd>

**Thursday, February 23, 2023, 9:30 am – 10:30 am**

<https://us06web.zoom.us/meeting/register/tZEvco-uqzWjE93VZOd85a8a6OdGySNYnfm6>

**Monday, March 6, 2023, 12 pm – 1 pm**

<https://us06web.zoom.us/meeting/register/tZ0vc-yhqzktHtUWGLxqfQn3RWBErpmCVvVj>

### **“Overview of Native American Cultural Competency”**

These four-hour sessions include deeper content of traditional Native cultures, Trauma-Informed Care, Historical Traumas, the documentary “Unseen Tears: The Impact of Residential Boarding Schools,” and strategies to move ahead. Both “Overview” sessions are very similar in content.

**Friday, January 27, 2023, 9:30 am – 2 pm (w/30-minute lunch break)**

<https://us06web.zoom.us/meeting/register/tZ0oc--orDoiHda48SxwtrDBkZwKlud04FLZ>

**Friday, February 17, 2023. 12:30 – 4:45 pm (w/ 15-minute break)**

<https://us06web.zoom.us/meeting/register/tZwufuqtrjMsGNb1bt7mbSuVes3dCD3C2QOr>

**OASAS Certificates of Completion will be issued for these training sessions, and participants will be asked to complete evaluation feedback surveys.**

*\* For more information on these or other upcoming sessions and/or to request additional presentations for specific organizations & groups, please contact Pete Hill at [phill@nacswny.org](mailto:phill@nacswny.org)*

**Nyah-weh! Thank you!**

These training sessions for partners of the Value Network of WNY and the community are funded by the New York State Office of Addiction Services & Supports (OASAS), as well as business, foundations, and caring individuals, like you!

# AISES 2023

## Region 6 Conference

ADVANCING INDIGENOUS PEOPLE IN STEM

# PRE-COLLEGE STEM DAY

## Friday, March 10

9:00 am - 1:00 pm

University at Buffalo

Student Union Room 145

- Students will participate in hands-on workshops in various STEM fields
- Meet with Indigenous students & professionals in STEM
- Students will learn about robotics, health sciences, land-based learning, language revitalization, engineering & more!
- Lunch will be provided for students
- Open to Middle & High School Students!
- For more information please visit: [https://linktr.ee/ub\\_aises](https://linktr.ee/ub_aises)



### Welcome New Employee - Holley Boots!

Sekon,

Kanerahtiiosta lonkiats (my name is she makes the town beautiful), Wahskahrahwake (I am bear clan). I am excited to take on the role of the Workforce Development Specialist here at Native American Community Services. I have worked in the field of Social Work for most of my adult life and enjoy empowering my community members. My career first began as a Child Care Worker in a domestic violence shelter where I learned I loved helping people. I later moved up to a Casual Case Aide and began helping the women seeking shelter from abusive relationships and advocating on their behalf. I was approached by my supervisor to be a Project Coordinator for the Men for Change program which was a one-year project to help coordinate the response between agencies to domestic violence. I have also worked in the Disability Services field as a One-on-One special education aid and Vocational Rehabilitation Counselor helping Native Americans to attain and maintain gainful employment. As part of that job, I was appointed to the New York State Rehabilitation Council by Governor Cuomo to represent the Native American community and voice the needs and rights of people with disabilities. I look forward to collaborating with the staff at the Native American Community Services and further serve our people.

## WORKFORCE DEVELOPMENT SERVICES



*A Tradition of Caring*

### Services we provide:

- ⇒ Case management/career counseling
- ⇒ Job search and placement assistance
- ⇒ Assistance in identifying employment barriers
- ⇒ Occupational skills training/skills upgrade
- ⇒ Interview preparation
- ⇒ Resume writing assistance
- ⇒ Educational resources and information
- ⇒ Resources for entrepreneurs
- ⇒ Referrals and Linkages to other services
- ⇒ Status card/Tribal documentation assistance

### **Funding Available to Eligible Native Americans for:**

- \* Work Experience Positions
- \* On-the-job Training
- \* Tuition/Books/Educational Support
- \* Work Clothes/Tools
- \* Training/Certification Programs
- \* Other Supportive Services

For more information and/or  
to make an appointment, contact:  
Native American Community Services

Buffalo Office  
716-574-9731

Rochester Office  
585-514-3984

Syracuse Office  
315-322-8754

We have offices in  
Buffalo, Niagara Falls, Lockport,  
Rochester and Syracuse

### Counties we serve:

Erie, Niagara, Orleans, Genesee,  
Wyoming, Monroe, Livingston,  
Wayne, Ontario, Yates, Seneca,  
Cayuga, Oswego, Onondaga,  
Cortland, Oneida, Madison

*Funded by the US Department of Labor*

# Workforce Development Services

Submitted by Colleen Casali – Economic Empowerment Services Director

Native American Community Services has a workforce development program that offers employment and education services to the Native American community in 17 Counties in New York State. The following is a list of services that are available to eligible participants which includes limited financial assistance.

## Services provided to eligible participants:

- Case Management related to workforce activities
- Assistance in identifying barriers to employment
- Career counseling/exploration
- Job search and placement assistance
- 6-week Work Experience program
- Interviewing preparation
- Occupational skills training/Skills upgrade
- On-the-job training
- Test Assessing Secondary Completion (TASC) classes— Formally GED
- Educational resources and information
- Tuition/Book Assistance
- Entrepreneurial/small business technical assistance training information
- Follow-up services
- Referral and linkage services
- Status Card/Tribal documentation assistance

## The following are requirements needed to qualify as an eligible participant:

- ❖ 18 years of age or older
- ❖ Reside off the reservation
- ❖ Reside in one of the 17 counties we serve
- ❖ Native American, Alaska Native or Native Hawaiian
- ❖ Tribal documentation of enrollment in a federal or state recognized tribe
- ❖ Unemployed or under-employed
- ❖ Laid-off, furloughed or dislocated workers
- ❖ Veteran or Spouse of a Veteran
- ❖ Meet all WIOA eligibility guidelines

## **If you live in one of these counties:**

**Erie, Niagara, Orleans, Genesee, Wyoming, Livingston, Monroe, Wayne, Ontario, Yates, Seneca, Cayuga, Oswego, Onondaga, Cortland, Oneida, Madison** - You may qualify for services.

To make an appointment for an initial assessment call Buffalo Office at (716) 574-9731; Rochester Office at (585) 514-3984 or Syracuse Office at (315) 322-8754 Office hours **Monday – Friday, 8:30 am – 5:00 pm.**

If you prefer email you can reach Tianna at [tporter@nacswny.org](mailto:tporter@nacswny.org); Colleen at [cacasali@nacswny.org](mailto:cacasali@nacswny.org) or Becky at [rwaterman@nacswny.org](mailto:rwaterman@nacswny.org).

*Native American Community Services  
1005 Grant Street, Buffalo, NY 14207  
(716) 874-4460*

# Food Pantry Guidelines

## OPEN:

Tuesday 10:00am – 1:00pm

Wednesday 10:00am – 1:00pm



## Required Documents:

- Must live in the [14207 or 14216](#) zip code
- Must have [Picture ID](#)
- Must have [ID for everyone](#) in household
- Must have [proof of address](#) (current utility bill)



**\*\*\*If you are a NEW client you must come in before 12 noon\*\*\***

**\*\*\*Please note that clients may come to the pantry one (1) time each calendar month and they may receive service from ONLY one (1) food pantry.\*\*\***



Our agency is here to provide families with a supplemental food base. These supplemental items, when combined with your own provisions, help stretch each family meal. We provide service for numerous families each month and strive to treat each client with fairness and respect. We appreciate your cooperation and understanding of our policies.

## Job Posting



NATIVE AMERICAN COMMUNITY SERVICES OF ERIE & NIAGARA COUNTIES, INC.

1005 Grant Street ● Buffalo, NY 14207-2854 ● (716) 874-4460 ● Fax (716) 874-1874  
1522 Main Street ● Niagara Falls, NY 14305 ● (716) 299-0914 ● Fax (716) 299-0903  
76 West Avenue ● Lockport, NY 14094 ● (716) 302-3035 ● Fax (716) 302-3037  
100 College Avenue, Suite 200 ● Rochester, NY 14607 ● (585) 514-3984  
Syracuse Office: TBD

Equal Opportunity Employer

### Position: Family Preservation Caseworker

Type: Hourly / Non-Exempt

Salary/ Range: \$19.23 / hour

Offices: Erie & Niagara Counties (multiple open positions)

#### Summary :

*The Family Preservation Caseworker works in conjunction with the Local County Department of Social Services (LCDSS /DSS) and is responsible for providing prevention services to families referred from DSS. Incumbent helps children remain safely in their homes and prevent placement outside of their home. All efforts will be performed with understanding of and in accordance with Good Mind principles, while also adhering to the principles of Trauma Informed Care (TIC).*

**GENERAL RESPONSIBILITIES:** This position description is not intended to be all-inclusive but to give a general outline of duties to be performed.

- Provide effective and efficient case management for assigned families
- Maintain strong communication with the family working toward stabilizing and strengthening the family unit, with regular face-to-face contact
- Make use of appropriate counseling, parent training, home management, support, and advocacy services
- Work collaboratively with referral sources, community service providers, and family members to meet goals
- Produce accurate, thorough, and timely progress notes in CONNECTIONS
- Ensure all court mandated or recommended services are applied and supported
- Provide transportation for meetings, services, and appointments in a safe, reliable vehicle, as necessary
- Maintain confidentiality per agency standards and all applicable codes of ethics
- Other duties as assigned

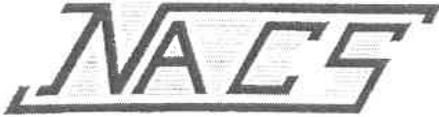
#### EDUCATION, QUALIFICATIONS, SKILLS

- Bachelor's degree in human service or related field of study preferred, with experience in child welfare required.
- Knowledge of ICWA, ASFA, Federal and State regulations, as well as mandated reporting requirements.
- Must be able to work remotely and in-person and be flexible to evening and weekend hours.
- Must pass all background checks and pre-hire requirements.
- Must have clean and valid NYS driver's license and carry minimum auto liability coverage of \$100k/\$300K.
- Intermediate computer skills and understanding of office applications including MS Office Suite.
- Interpersonal skills to work cooperatively and effectively with individuals, groups, and diverse populations.
- Knowledge of local Native American communities.
- Ability to become certified in CPR and First Aid
- Must be able to lift minimum of 30 lbs.
- Must be able to perform in a smoke-free environment.

ForConsideration: Send Resume to:

[humanresources@nacswny.org](mailto:humanresources@nacswny.org)

## Job Posting



NATIVE AMERICAN COMMUNITY SERVICES OF ERIE & NIAGARA COUNTIES, INC.

1005 Grant Street • Buffalo, NY 14207-2854 • (716) 874-4460 • Fax (716) 874-1874  
1522 Main Street • Niagara Falls, NY 14305 • (716) 299-0914 • Fax (716) 299-0903  
76 West Avenue • Lockport, NY 14094 • (716) 302-3035 • Fax (716) 302-3037  
100 College Avenue, Suite 200 • Rochester, NY 14607 • (585) 514-3984  
Syracuse Office: TBD

Equal Opportunity Employer

### Position: Workforce Development Specialist

Type: Hourly / Non-Exempt

Salary / Range: \$19.00 / hour

Office: Rochester (Extensive Travel Required)

#### Summary:

*The Workforce Development Specialist assists in planning and implementing goals and objectives of the Workforce Development Component as well as ensuring quality of service provision to clients. Incumbent will be flexible to evening and weekend schedules. All efforts will be performed with understanding of and in accordance with Good Mind Principles, while also adhering to the principles of Trauma Informed Care (TIC).*

#### ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Conducts initial intake and comprehensive testing to determine client eligibility and needs.
- Develops an Individual Employment Plan (IEP) with client.
- Develops and provides workshops to clients in such areas of academic, life skills, and technical areas.
- Keeps abreast of current trends in the local job market.
- Establishes an effective support network and provides referrals for clients.
- Attends and participates in weekly component staff and other required meetings.
- Maintains necessary documentation and ensures the timely completion of all necessary recordkeeping.
- Develops an outreach action plan to successfully recruit and retain participants and employers into the program.
- Conducts outreach to academic entities, unions, coalitions, service providers, and other individuals/agencies to promote services, develop linkages, build network opportunities and advocate for issues in the Native American Community.
- Develops and nurtures relationships with employers for on-the-job training agreements and work experience opportunities for clients.
- Other duties as assigned

#### EDUCATION, QUALIFICATIONS, SKILLS

- Bachelor's degree in human service or related field of study preferred, with three (3) years' experience in workforce development including supervision and program management, or a combination of education and work experience
- Knowledge of local area service providers
- Must be able to work remotely and in-person
- Must pass all background checks and pre-hire requirements
- Must have clean and valid NYS driver's license and carry minimum auto liability coverage of \$100k/\$300k
- Intermediate computer skills and understanding of office applications including MS Office Suite
- Interpersonal skills to work cooperatively and effectively with individuals, groups, and diverse populations
- Knowledge of local Native American communities
- Must be able to lift minimum of 30 lbs.
- Must be able to perform in a smoke-free environment

For Consideration: Send Application & Resume to:

[humanresources@nacswny.org](mailto:humanresources@nacswny.org)

Native American Community Services  
of Erie & Niagara Counties, Inc.  
1005 Grant Street  
Buffalo, New York, 14207

Please share this newsletter with family, friends and co-workers. If you know of anyone who would like to receive NACS News monthly by email, please have them send their first and last name and current email address to:

[gghosen@nacswny.org](mailto:gghosen@nacswny.org)

You can also look for our newsletter on our website:  
[http://www.nacswny.org/news\\_and\\_events.html](http://www.nacswny.org/news_and_events.html)

.....  
**YES, I'D LIKE TO HELP NACS CONTINUE ITS TRADITION OF CARING!!**

Please accept my contribution of:

\$5    \$10    \$25    \$50  
 \$100    Other: \_\_\_\_\_

I'd like to volunteer my time. I can...

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
*Name*

\_\_\_\_\_  
*Address*

\_\_\_\_\_  
*City / State / Zip Code*

\_\_\_\_\_  
*Phone*

Please add me to your mailing list!

Please detach and return to:

**Native American Community Services of Erie & Niagara Counties, Inc.**  
**1005 Grant Street, Buffalo, New York 14207**

FUNDED BY: Erie County Department of Social Services; Erie County Youth Bureau; New York State Office of Children & Family Services; New York State Office of Alcoholism & Substance Abuse Services; NYS DOH/Family Health; Community Foundation for Greater Buffalo; Niagara County Department of Social Services, Niagara County Office of the Aging; US Department of Labor; Administration for Native Americans (ANA); Jessie Smith Noyes Foundation; The Tower Foundation, The Oishei Foundation as well as businesses, foundations and caring individuals.