

Tribal Empowerment & Economic Advancement Initiative (TEEAI)

Building Tribal Workforce Pathways, Entrepreneurship, and Generational Prosperity.

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Challenges

Who will lead our Tribal organizations in the next 5–10 years?

How do we prepare Tribal youth for future careers?

How do we increase Tribal ownership of businesses?

How do we build financial independence and generational wealth?

Vision

Leadership Development

Workforce readiness

Entrepreneurship

Empowering Tribal Citizens to Build,
Lead, and Thrive

Financial literacy

Economic sustainability

Implementing A Tribal Emerging Leaders Academy

Building the Next Generation of
Tribal Leaders

- Leadership Pipeline
- Succession Planning
- Increase Tribal Citizen
Leadership
- Strengthen Governance
Knowledge
- Develop Future Managers



WORKFORCE DEVELOPMENT

Creating a culture of opportunity!



SUMMER INTERNSHIP PROGRAM

ELIGIBILITY

- 16–18 Year Olds
- Tribal Member, 1st Gen, or Tribal Household
- Enrolled in High School

PROGRAM DATES & DURATION

- Advertise: March & April
- Advocate & Plan: January–April
- Program: June & July

PROGRAM DESCRIPTION

Participants complete an application that ask questions pertaining to their career interest. The program coordinator then reaches out to these departments based upon the applicant's career interest and advocates for them to work with the intern for the months of June and July. Participants are paid \$11.79 per hour and may work 40 hours per week. During the program we will pull participants for various activities and events such as, professional development and customer service training, college tours, CPR certifications, financial literacy education and any special events that may be going on with our programs.



CO-OP PROGRAM

ELIGIBILITY

- 16–18 Year Olds
- Tribal Member, 1st Gen, Tribal Household
- Enrolled in High School

PROGRAM DATES & DURATION

- Advertise: June & July
- Advocate & Plan: August
- Program: August – May

PROGRAM DESCRIPTION

Participants complete an application that ask questions pertaining to their career interest. The program coordinator then reaches out to these departments based upon the applicant's career interest and advocates for them to work with the intern for the months of June and July. Participants are paid \$11.79 per hour and may work 20 hours per week. The duration of this program is longer and allows the participants to gain real life work experience while connecting with departments and workplace culture. Program provides students with realistic assignments and teaches them about business regulations regarding confidentiality and public access to information. Coordinator meets with participants to guide performance and answer questions.



ADVANCED CAREER DEVELOPMENT PROGRAM

ELIGIBILITY

- Tribal Member, 1st Gen
- Recent college graduate or completed at least 60 credit hours
- GPA of 2.5 or higher
- Resume, Essay, Interview Required

PROGRAM DATES & DURATION

- Application Periods: Open year round
- Duration: 6 weeks to 6 months

PROGRAM DESCRIPTION

Participants apply and base upon their educational courses and degree, the program coordinator reaches out to the applicable departments seeking placement for the participant. Participants receive paid hands-on experience, training and skill building, opportunities to network with professionals in the desired career field, and valuable work experience to bolster the participants' resume. Participants are temporary part time employees. They are required to work a minimum of 6 weeks but no more than 6 months. Participants are paid \$12.66 per hour and can work between 16–30 hours per week.



TEMPORARY EMPLOYMENT PROGRAM (TEP)

ELIGIBILITY

- 16–17 years old with a high school diploma
- 18 years old and up
- Tribal Members Only

PROGRAM DATES & DURATION

- Application Period: Open Year Round
- Duration: 6 Month Period

PROGRAM DESCRIPTION

Participants apply and based on their background information the program coordinator tries to locate them a job placement location. Most of the time the applicants are individuals with criminal records or long-term unemployed adults. Tribal departments and entities can request a list of applicants, then select a participant from that list. Often program staff are seeking placement for the applicant while paperwork and background clearance are being processed. If placement is readily available participant will go on a list of eligible candidates. Participants are temporary employees and are paid \$12.66 per hour and may work up to 40 hours per week. Participants that must leave work due to attend Court mandated classes are excused from work. Participants can work for 6 months and then wait 6 months before they can reapply for the program.



WORKFORCE INNOVATION & OPPORTUNITY ACT (WIOA)

ELIGIBILITY

- 16–17 years old with a high school diploma
- Tribal Member, 1st Gen, MOWA Tribal Members
- Present a barrier to employment

PROGRAM DATES & DURATION

- Application Period: Open Year Round
- Training Courses: Short-term training courses available
- Hours: 480 Hours

PROGRAM DESCRIPTION

Grant funded program that was in jeopardy due to unspent funds when we received the program. The program has seen tremendous progress and success. There are different components that make up WIOA it was designed to help Tribal citizens access employment, education, training and support services in the workforce to match employers with skilled workers. WIOA promotes accountability and transparency through detailed grant reporting requirements. The work learn program allows participants to work in different departments and entities for up to 480 hours at \$12.66 per hour. Participants may choose to work part-time or full-time hours depending on their schedules and needs of the department. The training component pays for specialized short-term training/certificate programs that are meant to get participants educated and into the workforce in a timely manner. The WIOA program also offers supportive services such as gas and clothing assistance and rent and daycare reimbursements.



Investing in our people.



Building stronger futures together.

Tribal Internship Model

CAREER EXPLORATION

JOB SHADOWING

DEPARTMENT ROTATIONS

LEADERSHIP EXPOSURE

PROFESSIONAL DEVELOPMENT

MENTORSHIP RELATIONSHIPS

Entrepreneurship
Track

SMALL BUSINESS STARTUP
ASSISTANCES

BUSINESS 101 SERIES

INDIVIDUAL COACHING

VENDOR FAIRS AND
NETWORKING

Financial Literacy & Wealth Building



Budgeting and saving



Credit management



Investing



Retirement planning



Generational wealth building

Measuring Success

Internship participation

Career placements

Business startups

TERO certifications

Income growth and economic
independence

Lessons Learned

Workforce development
is a community effort

Financial literacy should
begin early

Mentorship changes
lives

Entrepreneurship
creates opportunity

Looking Ahead

Expand

- Leadership Development
 - Succession Planning
- Youth Participation
- Workforce Readiness

Grow

- Grow Tribal-owned businesses

Build

- Build generational wealth

Strengthen

- Strengthen self-determination

Closing

THIS INITIATIVE IS NOT JUST A
PROGRAM—IT IS A LEGACY.

EMPOWERING TRIBAL CITIZENS
TO BUILD, LEAD, AND THRIVE FOR
GENERATIONS TO COME.