Early in February, the TTAP's Advisory Committee held its first annual meeting in Salamanca, New York in conjunction with a P.L. 93-638 Construction Contracting Workshop hosted by the Seneca Nation. Participants met to discuss the TTAP program and to offer suggestions. The turnout was encouraging, and we thank all who traveled to the meeting to share their insight and experience.

The Advisory Committee provides tribal input and oversight to the TTAP. Ultimately, the Advisory Committee can help build a stronger, more responsive program. Some recommendations from the Advisory Committee are already in practice, while others remain to be tried. Suggested improvements for TTAP services were, broadly: to utilize LTAPs, develop mentor networking, coordinate meetings with other events, share success stories, and address geographical coverage challenges.

**Utilize LTAP Training**

Taking part in LTAP Center training events was one option mentioned. Each state has an LTAP (Local Technical Assistance Program) Center, similar to TTAP. Their workshop offerings can be a good source of training and are often available at very reasonable costs. These training events should be available to tribes within each state. TTAP can publicize what is available, and notify tribes within each state about that training. This is something TTAP has been doing and will continue to do. We can also provide each LTAP Center with updated notification lists, so that tribal transportation personnel can receive training announcements directly.

**Mentor Networking**

Committee participants indicated their willingness to act as resources to help other tribes and tribal organizations succeed with their plans and projects, and to overcome common obstacles. TTAP will compile a list of participants willing to act as mentors to others, together with topic areas in which each can best help. This type of networking between tribes, among transportation personnel, is one way to maximize the effect of experience.
This issue of *Pathways* highlights the P.L. 93-638 Construction Contracting Workshop, and Advisory Committee Meeting, hosted by the Seneca Nation in New York. Turnout was great, and the exchange of information was valuable. TTAP’s Advisory Committee providing input and suggestions for improving the TTAP program. Thanks to all who attended and provided assistance.

Planning is still underway for the P.L. 93-638 workshop in northern Minnesota. Training will focus also on environmental and archaeological aspects. Watch for announcement flyers in the near future.

Thank you to the MTU Chapter of AISES (American Indians in Science and Engineering Society) and the MTU Native American Student Association for the “Dreamcatcher Award” presented to us for supporting their efforts. We always enjoy helping, and wish the students successful and rewarding careers. See the AISES website (http://www.aises.org) for information and applications for transportation internships in Washington, D.C.

This issue of *Pathways* also contains information on new training and technical resources. We hope you benefit from the information offered here, and enjoy the newsletter.

Sincerely,

Alice Karsama, Editor

Visit our Internet Home Page at:  [http://www.ttap.mtu.edu](http://www.ttap.mtu.edu)
National Transportation Asset Management Workshop

"TAKING THE NEXT STEP IN ASSET MANAGEMENT"

September 23-25, 2001
Madison, Wisconsin

The 4th National Transportation Asset Management Workshop, September 23-25, 2001, in Madison, Wisconsin will focus on "Taking The Next Step In Asset Management."

The workshop will be open for the first time to county and municipal officials, academic researchers, consultants and transit agency professionals, as well as to state DOT and federal agency officials. The program has been structured to address key issues and facilitate interaction across modes and agency types.

Attendees will participate in the process of setting the research agenda and planning the development of educational curricula in transportation asset management. They will share lessons learned by state Departments of Transportation, local governments and transit agencies. They will also bear the latest findings and recommendations of the American Association of State Highway and Transportation Officials (AASHTO) and Transportation Research Board (TRB) asset management task forces.

The workshop will provide attendees with resources and techniques for overcoming obstacles and taking the next step in implementing an asset management program.

Presenters

Featured speakers include:
Secretary Peter Rahn of the New Mexico Department of Transportation,
Director Mary Peters from the Arizona Department of Transportation,
Dr. Donald Kettl of the Brookings Institution and the La Follette School of Public Affairs,
U.S. Department of Transportation Secretary Norman Y. Mineta, and
U.S. Representative Thomas Petri (R-WI.)

Asset Management

Transportation Asset Management is a systematic process of operating, maintaining, and upgrading physical assets cost-effectively. It combines engineering and mathematical analyses with sound business practice and economic theory.

Transportation asset management systems are goal-driven and, like the traditional planning process, include components for data collection, strategy evaluation, program selection, and feedback.

This asset management model explicitly addresses integration of decisions made across all program areas. Its purpose is simple - to maximize benefits of a transportation program to its customers and users, based on well-defined goals within available resources.

Sponsors

"Taking the Next Step in Asset Management" is sponsored by AASHTO, Federal Highway Administration, National Association of County Engineers, American Public Transit Association, Midwest Transportation Consortium and the Midwest Regional University Transportation Center.

Contact Information

For information contact Ernie Wittwer, Director, MRUTC (Midwest Regional University Transportation Center) at wittwer@engr.wisc.edu.

Events Calendar

May 1-3, 2001
Crazy Horse Monument
(Near Custer, South Dakota)
Tribal Solid Waste Roundtable & Workshop
Contact Midwest Assistance Program
Art May: 402-846-5123
Paula Liepold: 1-800-822-2981
Web: http://www.map-inc.org/training.htm

May 1-4, 2001
Green Bay, WI
Radisson Hotel & Conference Center
Native American Transportation Conference
Contact Stewart Watson, IHS
Phone: 715-365-5112
Email: cwatson@bjao.bmidji.his.gov

May 22-23, 2001
Wabeno, WI
Indian Springs Lodge & Conference Center
Forest County Potawatomi Community
Annual BIA Tribal Transportation Meeting
Contact Cheryl Bigboy
Phone: 715-682-2709
Email: CherylBigboy@bia.gov

June 12-13, 2001
Harris, MI
Island Resort & Casino
Hannahville Indian Community
Annual BIA Tribal Transportation Meeting
Contact Cheryl Bigboy
Phone: 715-682-2709
Email: CherylBigboy@bia.gov

August 11-15, 2001
Hinckley, MN
Grand Casino Convention Center
Native American Business Alliance 2001 Convention
Contact NABA at 248/988-6344
Web: http://www.native-american-bus.org/

September 23-35, 2001
Madison, WI
National Transportation Asset Management Workshop
Midwest Regional University Transp.Center
Jason Bittner, Email: bittner@engr.wisc.edu
Ernie Wittwer, Email: wittwer@engr.wisc.edu
Web: http://www.mrutc.org/septworkshop.htm
Water Resources Technician Training Program

Responding to the need and desire of Indian tribes for natural resources management expertise to maintain and improve the quality of life on Indian reservations, the Bureau of Indian Affairs (BIA) initiated two innovative training programs aimed at developing Indian tribes’ most valuable resource: their people.

Beginning in 1992, the BIA, with other federal agencies, created an intensive Water Resources Management Technician Training Program. Based on initial feedback, an Engineering Surveying Technician Program was developed in 1993. Ten federal agencies now participate in the training programs.

Tribal governments nominate individuals who have shown a desire to enter a new career field, whose training would be in the best interests of both, thereby creating a partnership between the applicant and their tribal government. After a rigorous application process, about one of six applications are chosen. Each successful graduate receives college credits (four credits for Land Surveying and six credits for Water Resources) from the New Mexico State University.

Funding in the amount of $15,000 is provided to tribal governments from the BIA to employ the graduate in the Water Resources or Surveying field for one year. This funding provides on-the-job training for the graduate and complements the training program by giving the graduate an opportunity to immediately put skills to work. The tribe also benefits from the graduate’s expertise.

Training for both programs is very intensive. Formal classes run eight hours a day over six weeks for water and four weeks for surveying. In the evening, the participant prepares homework and special projects, and attends tutoring sessions, particularly for math. Training sites have been at the New Mexico State University in Las Cruces, New Mexico and the Cispus Learning Center in Randle, Washington.

The training programs include professional development. Components on technical communication and resume writing are integrated into the courses, as are computer skills. Career options, opportunities for further training and college, and personal interests are addressed throughout the courses.

All participants attending these courses have graduated. The courses have been called one of the most successful and “beneficial to tribes” that has ever been offered. The demand has been high with hundreds of applications being submitted to the BIA each time the courses are advertised.

Funding

The Bureau of Indian Affairs will pay expenses related to travel, and room and board, as well as provide vouchers for full-time temporary employment as entry-level water resources technicians with the successful student’s home tribal government for one year.

Graduation

Students successfully completing the course will receive a certificate of achievement and college credit.

Eligibility

A participant must:

- be a high school graduate or have a GED
- be nominated by a tribal government
- have a certificate of membership in a federally recognized tribe
- submit a one-page statement of reasons for enrollment and career plans after completion of the course
- submit a Standard Form 171 (SF 171) application for federal employment, or any form with similar information.

Course Synopses

THE WATER RESOURCES TECHNICIAN TRAINING PROGRAM (WRTTP) covers physical, environmental, legal and cultural aspects of water resources. Participants develop a foundation in this complex field through lectures, problem solving and extensive hands-on experience with flow measurement, water quality analysis, and other field procedures. One strength of the program is the instruction provided by engineers, hydrologists, environmental scientists and natural resource managers from participating federal agencies: The Bureau of Reclamation, the Environmental Protection Agency, Natural Resources Conservation Service, Office of Surface Mining, Fish and Wildlife Service, Geological Survey, Forest Service, Bureau of Land Management, and the Army Corps of Engineers are currently participating in providing instruction for these courses.

Other key participants are the tribes, New Mexico State University and Cispus Learning Center. These professionals, scientists, and natural resource managers provide the most up-to-date, state of the science and/or state of the art information about water resources laws, regulations and science applications. With this training, the graduates return to their tribes and establish or continue the work of managing tribal water resources.

THE ENGINEERING SURVEYING TECHNICIAN TRAINING PROGRAM introduces participants to the fundamentals of surveying, including algebra, trigonometry, instruments, and legal aspects. Extensive field work is used to teach the participants proper techniques and procedures, and develops their skills to a level where they will be immediately employable in the surveying field after completion of the course. The Bureau of Reclamation and Bureau of Land Management actively participate in support of this program.

FOR MORE INFORMATION, contact:
Mo Baloch, PE
Bureau of Indian Affairs
MS-4559-MIB Code 210
U.S. Department of the Interior
1849 C Street, N.W.
Washington, D.C. 20240
Phone: (202) 206-6042

Economic Development Innovations

A New Meaning to “Give Away”
American Indians, Business, and Gaming

By Kenneth E. Robbins

Giving back to the community has taken a different twist. Some say you show your prestige by giving away as many materials things as you can. One Arizona tribe is doing just that by setting aside $15 million from gaming revenues and giving it back to the community for business development.

The Tohono O’odham of Arizona has one of the most successful Indian casinos in the United States and, as such, allows each tribal member to be eligible for $100,000 in grants funding.

“Building capital for Indian business has been the biggest barrier to business development in the past. The leadership role taken by the Tohono O’odham will set the stage for other tribes to follow suit,” says Michael Berman, National Center for American Indian Enterprise Development (NCAIED) project director.

This is the first time that significant gaming revenue capital is being generated to and within Indian Country - “jump starting” this opportunity is the responsibility of each tribe and its administrative body. Tribal councils or any administrative body for Indian people must strive to understand the benefits of business development. Specifically, that the number of times one dollar is spent off-reservation, the $1 doubles, triples, and quadruples, but is not brought back into the community. It is detrimental not only to the on-reservation business but the entire Indian community as well.

One example: Kayenta, Ariz., an Indian community, generated $400,000 in Indian business taxes that eventually swayed the local Navajo council members as to the community benefits of business.

Doing business in Indian Country is not easy. Traditional ways seem to conflict with entrepreneurial spirit but there are ways to accommodate both.

Through developing and understanding of the importance of Native business, tribal councils are certainly one way to build support for community business. But some say that their own individual efforts have assisted them.

“Owning my own business was a life-long dream and it was a slow process to get started - being persistent paid off,” says Danny Ortega Sr., Tohono O’odham tribal member and president of Northridge Mechanical Inc., in Phoenix, Arizona.

“I had always worked for large companies, making a lot of money for them. Then I decided to venture out on my own. Through a lot of personal networking I got started in 1988,” continues Ortega.

On-reservation businesses and entrepreneurs serve many positive purposes. They are the first step to a self-sufficient economy and society. On-reservation Indian businesses:
- provide jobs and services to the tribal community;
- provide services to tourists and travelers;
- can serve as a source of tribal government revenue and an answer to independence from federal sources; and
- can also serve as pace setters and role models to other tribal members who aspire to be entrepreneurs.

Other on-reservation economic development is also impacted by successful Indian businesses on the reservation.

“When a business is born, it needs other services to survive and so on. It’s a domino effect; the development of one business creates other businesses that provide services to existing businesses and to the general public,” says Ortega.

The benefits of this program are great!

“While it helps tribal members realize a dream of business ownership, Native-owned businesses provide jobs, income and stability to reservations where high unemployment and poverty exist. And by providing money to these entrepreneurs, the tribe is instilling self-sufficiency and freedom of choice for its members,” says Elaine Young, NCAIED procurement consultant.

But receiving grant monies from the Tohono O’odham is not guaranteed. A certain percentage of the $100,000 is taken out for federal tax withholding and:
- the business must be owned at least 51 percent by a tribal member;
- the prospective business owner must attend and complete college level business courses;
- the member must complete a business plan and pro forma financial statements; and
- the client must pass a review board interview.

The good news: Grant money can be used to purchase an existing business, fund a start-up business, or fund an existing business.

So what do community members have to do to make this a reality in their communities? They need to let their elected leaders know that they want this type of program available and that it will be an issue when selecting leadership of the tribe. Community people also have to make sure their casinos are operating within State Compact Laws since the casinos are the source of money for such grant programs.

Many, if not most, of the national tribal leadership agree that gaming may not be around forever. Therefore, the revenues generated from the business of gaming - one of the most lucrative financial resources in Indian Country today - must be used to assure that Indian economic bases continue to grow. In turn, this growth will generate other opportunities and revenues that can be given back to the community.

Kenneth E. Robbins is the president of the National Center for American Indian Enterprise Development in Masa, Ariz. The National Center offers professional management, and technical assistance in all areas of business development (http://www.ncai.org)

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TTAP Workshops
Previously Conducted
(and Still Available)

GIS/GPS - Geographic Information Systems/Global Positioning System
Heavy Equipment Operation/Safety
(Select from a variety of machinery)
Metrics in Transportation
Partnering for Indian Employment in Highway Construction
Pavement Management Systems
(can include on-site road condition assessment)
Pavement Markings & Traffic Signs
P.L. 93-638 Construction Contracting
Project Management
Proposal Writing
Transportation Committee
Structure & Function
Transportation Infrastructure & Planning Procedures
Transportation Needs Assessment
Transportation Planning Essentials
Transportation Safety
Tribal Community Planning
Workzone Safety

Note: We can develop tailored workshops containing segments from various topic areas (Mix and Match from topics listed, or add topics of your own.)

Given enough lead time, we can obtain training materials and speakers on any transportation-related topic suggested. For more information call TTAP at 888-230-0688.

Advisory Committee, continued from page 1:

gained by those having worked through similar problems. It can also save time and effort on the part of those seeking advice and assistance.

Advisory Meeting Schedule
The Advisory Committee discussed having quarterly meetings, which can perhaps be scheduled to coincide with quarterly meetings of the United Southern and Eastern Tribes (USET). Some committee members already belong to and attend USET meetings, so meeting coordination would be one way to contain travel costs and cause the least disruption to attendees' work schedules. TTAP Manager, Robert Gagnon, is contacting USET members to explore the possibility of TTAP's conducting a transportation track at USET conferences, since USET currently has no transportation track.

Share Success Stories
Several suggestions related to having Pathways newsletter cover more success stories, with references and contacts to help others engaged in similar undertakings. Examples of possible success stories include improving State/Tribal relations, grant writing, equipment acquisition, 638 Contracting, and public transit.

Geographic Challenges
Some discussion centered around problems inherent in TTAP's large geographical service area. Interest in having another TTAP in the south or southeast was expressed, since climate affects the types of training useful to a particular tribe. The potential move of BIA offices to Nashville was seen as being a favorable development according to attendees from several southern tribes. The addition of another TTAP in that location was suggested.

For the time being, however, TTAP has focused on updating our Internet website to make services and library materials widely available across our service region. TTAP's website has been expanded to include links to funding sources extracted from the Catalog of Federal Domestic Assistance.

Please visit TTAP's Internet website at:
http://www.ttap.mtu.edu

Other Suggestions
In addition to those from the committee meeting, a number of other good ideas have been offered. These include:
- Seek out individuals to write articles for the newsletter on specific topics. Plan what articles will run according to the season or funding time frames.
- Highlight one tribe per publication.
- Do a Tribal Transportation Needs Assessment Survey
- Develop resource lists for services the tribes are needing by contract through the BIA. (Examples: vendors that could do data collection, or provide software programs for program/project management.)

Suggested Training
Suggestions for training include:
- Bicycle & Pedestrian Safety
- Accommodations
- Surveying Methods
- Basic Testing (gravel, etc.)
- Project Management for Transportation Project Development
- Roadway Management Conference
- GIS/GPS training
- GIS Applications in Transportation
- Utility Cuts
- Proper Installation & Inspection of Sewer and Culvert Pipes
- Life Cycle Cost Analysis
- Pavement Management
- Highway Capacity
- BIA Road Inventory – Updating (a refresher course for federal and tribal employees)
- Develop our own Regional Roads Scholar Program (particular to '638 and construction in Indian Country)
- Certified Project Representative

We welcome other suggestions for our program. Please feel free to offer your feedback and suggestions on how to strengthen TTAP to better serve your training and assistance needs.

Call TTAP at 888-230-0688
Fax TTAP at 906/487-1834
or contact us via our website.
Seneca Nation Hosts '638 Workshop

By Alice Karnana

The Seneca Nation Department of Transportation sponsored a P.L. 93-638 Construction Contracting Workshop, held February 6-8 in Salamanca, New York. Turnout was great, with 31 people attending the event. A mid-winter thaw created pleasant conditions for outdoor activities, including a demonstration of the traditional Seneca winter game, "Snowsnake."

Workshop Topics

The workshop provided overviews of the Indian Self-Determination Act (P.L. 93-638); construction contracting under 25 CFR, subpart J; contracting IRR programs under Titles I and IV; phases preceding construction and the construction phase; and a special update on the Negotiated Rulemaking Process.

Presenters

Workshop presenters included:
Stuart Mani, BIA Contracting Officer;
Dave O'Donahue, BIA Area Engineer;
Jody Clark, Seneca Nation DOT;
Kevin Alford, Eastern Band of Cherokee DOT;
James Garrigan, Red Lake Band of Chippewa Indians, Tribal Roads Program; and Wally Gladstone, Northern Engineering & Consulting, Inc. We also had the pleasure of hearing from Chief Gilbert Blue, of the Catawba Nation.

Negotiated Rulemaking

An update on negotiated rulemaking was delivered by James Garrigan, Red Lake Tribal Roads Director and member of the negotiated rulemaking committee. He urged tribal members to make comments on the proposed rules during the comment period.

For more information about the negotiated rulemaking process or the proposed rules, contact Jim (Dino) Garrigan at (218) 679-2416 or 800-718-6334, or Jody Clark at (716) 945-1790.

Assistance Available

For assistance, please feel free to contact James (Dino) Garrigan or Jody Clark at the numbers given above; Wally Gladstone at (218) 444-4860; Dave O'Donahue at (715) 682-2709; Stuart Mani at (612) 713-4400, ext. 1031; or Kevin Alford at (828) 497-3534.

Beavers, Wetlands and Wildlife

A beaver colony typically creates about 15 acres of wetlands that are essential for ducks, fish, and up to 3 percent of the endangered and threatened species, according to the U.S. Fish and Wildlife Service.

Ecologists have rated wetlands (May 1997, Nature) as the world's most valuable land-based ecosystem - worth $8,000 per acre per year in natural services. This includes sponging up floodwater and improving water quality. Because wetlands can remove 90 percent or more of pollutants, they are called the earth's kidneys.

Beavers: Wetlands and Wildlife is a non-profit, educational organization that distributes literature and videos on proven flow devices and consults on specific sites. They can be reached at (518) 568-2077 or by internet at: http://beaversww.org/index.html


FOR MORE INFORMATION SEE: http://beaversww.org/index.html
http://virtual.clemson.edu/groups/psapublishing/Pages/AFW/afw1.pdf
http://www.usroads.com/journals/mej/9804/m980401.htm
http://www.usroads.com/index.html

Call TTAP to order Videotape #E302, "The Clemson Beaver Pond Leveler: One Solution"

Arsenic Loving Fern Discovered

University of Florida scientists have discovered a fern that soaks up arsenic from contaminated soil. The fern may be helpful in cleaning up sites contaminated from industrial activity, mining, wood preservation, and pesticide use.

The team of scientists, led by Lena Ma, Associate Professor with the University of Florida's Institute of Food & Agricultural Sciences, found that the fern Pteris Viitata not only soaks up arsenic, but appears to do so without harming the plant. It grows well in sunny, alkaline environments. Since the fern's fronds and stems collect 90% of the arsenic, plants can be harvested above ground and disposed of as hazardous waste.

Read about the complete study at: http://ens-news.com/ens/feb2001/2001L-02-01-06.html

Contact Lena Q. Ma by email at: lcmma@ufl.edu
Coming Soon . . .
to Northern Minnesota

A Training Seminar on
P.L. 93-638 Contracting For Transportation Construction

Dates to be announced . . .
For Information Call: 1-888-230-0688