EARN 18 THRP CREDIT HOURS

National Native American Human Resources Association

DrummondWoodsum

Tribal Human Resources Professional (THRP) Certification VIRTUAL Summit

Live ONLINE for 6 sessions!

Tuesdays & Thursdays | January 12-28, 2027*

3-hour class sessions beginning at
12pm (EST) / 11am (CST) / 10am (MST) / 9am (PST)

**Post-session, independent exam period runs from Friday, Jan. 29 at 2:00 pm (EST), through Tuesday, February 2 at 2:00 pm (EST).*

NNAHRA and Drummond Woodsum have joined forces to take the Tribal Human Resources Professional (THRP) training virtual. This 6 session online course will provide HR Professionals in Indian Country with the practical knowledge and skills they need to handle the unique employment challenges facing tribal governments and their enterprises.

Participants will learn and apply employment laws, with a specific emphasis on protecting sovereignty. Topics will focus on issues HR Professionals grapple with every day, including discrimination, wage and hour issues, employee discipline, investigations, evaluations, leaves of absence, union activity, Indian Preference, and more. The course includes online interactive exercises to reinforce learning and help participants gain confidence in navigating complex employment issues. Participants who successfully complete the final exam receive the NNAHRA Tribal Human Resources Professional Certification. Join over 1,000 of your fellow HR Professionals who already hold the THRP certification, which is widely recognized as the essential HR credential in Indian Country.

PROGRAM FACULTY

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Space is limited to 80 participants!

CLICK HERE or visit **nnahra.org** to register online today!

TRAINING CURRICULUM

SESSION 1 Tuesday, Jan. 12, 2027

- Sources of Law - Where employment laws come from, what laws apply to tribes, and who can enforce them.
- Sovereignty - What does Tribal Sovereignty mean, how does it apply in the employment context, and who has the right to regulate employment relations in Indian Country.
- Sovereign Immunity - Under what circumstances can tribes be sued in court and when they are immune.

SESSION 2 Thursday, Jan. 14, 2027

- Discrimination - What are the discrimination laws that tribal employers need to know, what is the scope and nature of these laws, and how do they effect tribes and their enterprises.
- Discipline - What is due process, how to apply progressive discipline, and what are the traps for the unwary.

SESSION 3 Tuesday, Jan. 19, 2027

- Employees on Leave (FMLA) - Exploring employee Leave laws, including the scope and nature of laws protecting employees on leave, and how they affect tribes.
- Employee Accommodations (ADA) - How do deal with employees seeking work accommodations, who should be eligible, how to analyze leave requests, and what is a reasonable accommodation.

SESSION 4 Thursday, Jan. 21, 2027

- Wages and Hour Issues (FLSA) - Exempt and non-exempt employees, minimum wage and overtime requirements, record keeping, and independent contractor status.
- Indian Preference Laws - Scope and purpose of law, how it is applied and examination of different policy considerations, practical, and procedural applications.

Our engaging and interactive course material has been broken into 6 online sessions. Participants will virtually meet with presenters and each other to learn in a collaborative and casual atmosphere.

Each participant is required to have their own tablet, PC, or laptop with an internet connection. Participants will also need to be able to connect via video and audio.

Given breakout session involvement, we discourage participants from gathering in a common space to view the course sessions together.

In order to make this the best experience possible, attendance and participation will be very important. We are limiting the class size to ensure individual attention by instructors. Participants need to be committed to completing all 6 sessions before taking the online certification exam. Course materials will be mailed to participants.



SESSION 5 Tuesday, Jan. 26, 2027

- I-9s- Employment Eligibility Verification, when this applies, how it applies, what documents are needed, and how to accurately complete the form.
- NLRA - Unions and protected concerted activities, application of the National Labor Relations Act, rules on solicitation and distribution of materials, social media, and what employers can and cannot do under the law.

SESSION 6 Thursday, Jan. 28, 2027

- Investigations - How to conduct an investigation, including preparing an investigation, interviewing witnesses, reviewing documents, assessing evidence, reaching conclusions, and writing a report.
- Evaluations - Establishing reasonable performance standards, the role and importance of job descriptions, notice of deficiencies, and the opportunity to improve.
- Personnel Policies - Why we need personnel policies, what personnel policies we need, and practical tips for drafting meaningful and consistent policies that everyone understands.

REGISTRATION

Tribal Human Resources Professional (THRP) Certification Virtual Summit

Tuesdays and Thursdays: January 12-28, 2027*

Live Webinar | $1,195 per person

**Post-session, independent exam period runs from Friday, Jan. 29 at 2:00 pm (EST), through Tuesday, Feb. 2 at 2:00 pm (EST).*

*Space is limited!***

REGISTER ONLINE NOW

***Registration preference will be given to those employed by a tribal entity.*

Login information and instructions will be provided via email prior to the training.

Questions?

For **event and registration** inquiries, contact Adriana Grimes at agrimes@dwmlaw.com.
For **billing** questions, contact accounting@dwmlaw.com.

MORE INFO

About NNAHRA

The National Native American Human Resources Association is a non-profit organization comprised of HR professionals working for, or providing professional services to tribes.

NNAHRA started out as a grass-roots effort with four tribes meeting to network and share personnel issues and challenges. Today we have more than 1,600 members and are still growing.

THRP Training Team

NNAHRA's THRP training is provided by Drummond Woodsum attorneys and consultants in collaboration with attorney Rick McGee. Our team has frequently presented at NNAHRA conferences and for individual tribes. We advise many tribes across the country on HR, labor and employment issues.

THRP Certification

Participants will take an examination at the end of the program to test their knowledge of the materials. Participants who earn a passing grade will receive written notification that they are certified by NNAHRA as a Tribal Human Resource Professional.

NNAHRA Membership

Participants will receive **FREE NNAHRA membership for one year** upon course completion.

**Consultants not eligible for membership benefit.*

SHRM
SHRM-CP | SHRM-SCP
RECERTIFICATION PROVIDER

"From all over Indian Country HR Professionals have chosen NNAHRA to provide the best possible opportunities for education. We believe that the THRP Certification Program provides the best opportunity to become trained in crucial topics, issues, laws and regulations unique to tribal organizations and enterprises. You will not find a stronger or more knowledgeable team of instructors. This program is by far the single most valuable training a HR professional should attend. Nothing will differentiate yourself from others in the HR field more than the THRP certification."

- Suzanne Clem,
NNAHRA Membership Engagement Administrator

