

December 31, 2014

Francis Dunne
Division of Workforce of Development
United States Department of Interior
3601 C Street, Suite 13601
Anchorage, Alaska 99507

Dear Mr. Dunne,

Attached you will find the Cook Inlet Tribal Council Fiscal Year 2014 P.L. 102-477 Annual Report. This includes the narrative report, the statistical report, the financial report, and the certification statement.

If you have any questions regarding the report, please contact Holly Morales, Director of Employment and Training, at hmorales@citci.org or (907) 793-3323.

Thank you.

Sincerely,

COOK INLET TRIBAL COUNCIL, INC.



Gloria O'Neill
President and CEO

“To work in partnership with **Our People** to develop opportunities that fulfill **Our endless potential.**”

P.L. 102-477

Annual Report Fiscal Year 2014

Cook Inlet Tribal Council, Inc.
Employment and Training Services
October 1, 2013 to September 30, 2014



3600 San Jeronimo Drive • Anchorage, Alaska • 99508

Cook Inlet Tribal Council, Inc.

Cook Inlet Tribal Council, Inc. (CITC) provided fully integrated services under its 477 Plan for this fiscal year. The integrated services allowed for reduced duplication of services and paperwork, coordination of services and the “one-stop” approach for service delivery. This report will describe the service area and the state of the economy for the region. Next, it will provide a description of how CITC successfully implemented the 477 programs into seamless services, and lastly, share success stories of 477 participants.

Native Population Increase

Cook Inlet Tribal Council, Inc. service area is the CIRI Region. The region has experienced an increase of Alaska Native population over the last decade. For example, Anchorage alone has experienced an increase of 6,360¹ Native People from 2000 to 2010, which is by far the largest increase across the state, and the Matanuska-Susitna Valley experienced an increase of 2,542 Native People from 2000 to 2010.

Geographic Description

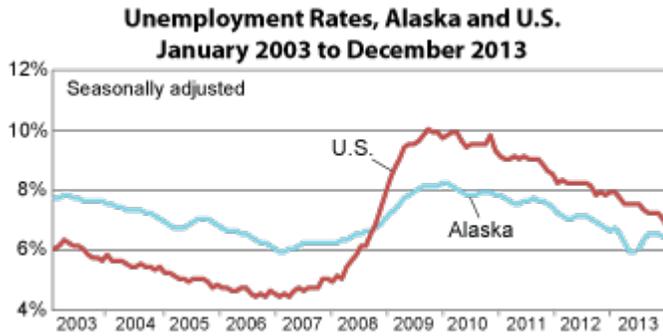
The Cook Inlet Region, Inc. (CIRI) is one of the thirteen regional profit corporations established by the Alaska Native Claims Settlement Act of 1971 (43 USC 1601 et seq.) (ANCSA). According to a hierarchy established under the Indian Self Determination and Education Assistance Act (PL 93 638), a regional corporation is vested with Tribal Authority in the absence of a recognized IRA or traditional Council of ANCSA Village Corporation. Cook Inlet Region, Inc. is recognized as the appropriate Tribal Authority, governing body, for the CITCI (non-profit) service area which includes the Municipality of Anchorage.

The Cook Inlet Region is 38,000 square miles. The mileage from Anchorage to the northern-most point is 140 miles; to the southern-most point is 255 miles. The only way to the village of Tyonek on the western boundary is by bush plane from Anchorage and to get to the village of Seldovia in the south, a drive for 4.5 hours followed by a 20 minute flight over Kachemak Bay.

Economic Description of CIRI region

Alaska’s Cook Inlet region is home to eight small villages and the Municipality of Anchorage, which is 9 times larger than Alaska’s next-largest city. Anchorage’s size and location make it the economic, medical, judicial, transportation, and social service hub of the entire state.

¹ Alaska Department of Labor and Workforce Development, <http://labor.state.ak.us/trends/apr13.pdf>



Overall, the CIRI region has fared well, economically, during the recent Great Recession. Alaska’s unemployment rate has remained relatively stable in comparison to that of the United States and in the winter of 2013 Anchorage (whose economy dominates the Cook Inlet region) has an unemployment rate (4.6%) that compares favorably to that of the state, overall (6.5%), and that of the nation (6.7%), the Mat-Su Borough (7.3%) is slightly higher than the nation.

The overall comparative health of the region’s economy, as measured by unemployment rate, masks the significant degree of economic distress among the region’s Native population. The economic disparity between the Native and non-Native population in Alaska is the greatest to be found *anywhere in the United States*, with Alaska leading the nation in American Indian unemployment (21.3%) despite the relatively low overall unemployment rate. The disparity between Alaska Native unemployment rates and Alaska’s White unemployment rates (14.4%) is the greatest disparity of any region in the nation.

Unemployment Rate, December 2013²	
Anchorage	4.6%
Mat-Su	7.3%
Alaska	6.5%
U.S	6.7%

American Indian and White Unemployment by Region, 2010³

	West	Southwest	Southeast	Southern Plains	Northeast	Northern Plains	Midwest	Alaska
American Indian	16.8%	14.4%	13.1%	12.0%	14.4%	16.4%	19.3%	21.3%
White	11.6%	9.9%	8.8%	7.1%	8.1%	6.3%	9.4%	6.9%
Disparity	5.2%	4.5%	4.3%	4.9%	6.3%	10.1%	9.9%	14.4%

² Alaska Department of Labor and Workforce Development, <http://labor.state.ak.us/news/2014/news14-04.pdf>

³ Austin, A. (2010). Different race, different recession: American Indian unemployment in 2010. Economic Policy Institute, Issue Brief, #289, November 18, 2010.

Services Integrated

The CITC 477 services are grouped into two departments, Employment and Training Services and Youth Education and Employment Services.

The formula funded federal program that were included in the services delivery of the CITC P.L. 102-477 Plan are as follows:

- A. Department of the Interior
Job Placement and Training
Higher Education
Johnson-O'Malley
General Assistance

- B. Department of Labor
Workforce Investment Act (WIA)
Comprehensive Services
Supplemental Youth Services

- C. Department of Health and Human Services
Native Employment Works (NEW)
Child Care Development Fund (CCDF)
Tribal Temporary Assistance to Needy Families (TANF)

Employment & Training Services

The Employment & Training Services (ETS) provides a comprehensive system of services using a one-stop center approach designed to provide wrap-around services that exist to help Alaska Native/American Indian job seekers achieve their potential. Our direct services are enhanced by close partnerships with state agency services and other non-profit organizations that are co-located to provide the necessary supports to help job seekers get and keep employment and achieve self-sufficiency.

477 Programs and services in ETS:

- Intake & Assessment
- Tribal Temporary Assistance to Needy Families (TANF) Program & TANF Fraud
- Alaska's People Career Development Center (GED Preparation and Job Placement Services)
- Tribal Training
- Community Services (General Assistance, Burial Assistance, Supportive Services, and Intensive Case Management/Crisis Prevention)
- Child Care Assistance and Village Child Care Services

Non-477 Programs and services in ETS (not described in this report):

- Tribal Vocational Rehabilitation
- Tribal Heating Assistance

- Grant Funding Training Programs (Health Professions Opportunity Grant, Logistics Training Program, Peaks Life Skills Program for Youth, Health Information Technology Program)

Intake & Assessment Services

The intake & assessment process is the first point of entry for participants to learn about opportunities in employment, education and training available within ETSD. Participants start with using the ETSD iPad fast track screening prior to meeting with an Intake Specialist to expedite their intake appointment. Participants are then required to complete an intake application and they are interviewed one-on-one by an intake specialist who obtains data from participants related to their skills, interests, goals, needs and challenges. Participants are then assigned to one or more services based on their needs. Participants meet with case managers or employment specialists who develop and Individual Employability Development Plan (EDP) or Family Self-Sufficiency Plan (FSSP).

CITC continues to use common database for participant information that can be accessed by staff working directly with participant applications and plans. Goals, terminations, and follow-ups are collected, entered, and tracked efficiently and easily.

Alaska's People Career Development Center

The Alaska's People Career Development Center is the center of activity within the Employment & Training Services Department. The Center offers a drop-in job center that offers computer/internet, phone, fax, copy machine access along with staff who provide one-on-one assistance for job seekers to look for employment & training opportunities.

This year, the Career Center served 1172 job seekers with job center services and assisted 777 job seekers to obtain employment, which was verified at 91% match with the Department of Labor (see attachment A for unemployment insurance match). The Career Center provided 70 participants with training grants in jobs such as; Roustabout, Heavy Equipment Operator, Asbestos/Abatement, Personal Care Attendant, Certified Nurse Assistant, Hairdresser.

The GED Program had 94 graduates for the fiscal year. There were 91 in the first quarter and since January 1, 2014 there have been 3 graduates. The new GED requirements have impacted participant's ability to obtain their GED. Due to the new GED requirements, CITC has restructured its classroom services. It now has four courses to complete the GED program; Language Arts, Math, Social Studies and Science. They are run in eight week sessions, with compatible courses run simultaneously, i.e.: Language Arts and Social Studies are run during the same time frame; Math and Science are run together. Because of the increased difficulty of the math portion of the 2014 GED math requirements TABEs are used to determine if students have the basic math skills to be successful in the math. We have found that students need to come into GED math having had Beginning Algebra classes.

Therefore, any participants who score below the 8th Grade level in math are required to take the Remedial Math program to refresh or learn the basic math skills.

Tribal TANF

The Tribal TANF Program had an exciting year of services! The Tribal TANF Program expanded its services beyond the Municipality of Anchorage, to include, the Matanuska-Susitna Borough on July 1, 2014. The new office is located in Wasilla, Alaska at Knik Tribal Council office. This expansion added an average of 100 cases each month, the average Anchorage caseload is 524 families. The Tribal TANF program continues to provide eligibility and case management services to eligible families.

Due to success in the TANF program, ETSD was able to reinvest the TANF savings to meet the needs of staff and participants. The reinvestment resulted in the following activities:

- ETSD provides “Path to Success” life skills training for TANF participants. The Paths to Success program trained 315 participants in topics that included budgeting, problem solving, time management, communication, decision making, goal setting, interview skills, job search skills, resume development, healthy relationships and employer expectations.
- Transportation is a challenge and need for our TANF families. The Tribal TANF Program employs one driver to provide pick up/drop off service for TANF families to do various errands that included appointments, grocery shopping, medical appointments etc. This has proven to be a critical service for participants that are in crisis or to promote employment opportunities. This year CITC provided transportation for 171 distinct participants and provided 958 transports.
- ETSD provides a Child Care Drop-In Center located at CITC for families who come in to apply for TANF services and who need child care during their appointments or during approved work activities located within the CITC building. Two child care providers have provided care for 1375 children and 896 families with the child care services.
- Tribal TANF provided mental health assessments for our participant’s on-location by a trained, licensed mental health professional. The assessments are provided to case managers to assist in Family Self Sufficiency Plan development and ensuring success of our participants. The professional also provides consults with case managers. The assessor performed 32 assessments and provided 9 case manager consults.
- The Tribal TANF program provided subsidized work placements for our TANF families. This year CITC placed 27 participants into “Career Ready” positions. 18 participants were hired by their employer or found other jobs upon completion of their Career Ready placements.

- Tribal TANF provides direct case management services for youth of TANF families. This year, our Youth Case Manager worked with 21 youth to assist with encouraging youth to maintain good school attendance and grades. A youth Spring Break event was held in March. This event was a partnership between CITC youth services programs and CITC TANF youth. A total seventeen total youths attended, five of which were TANF youth. The event focused on Cultural Awareness through utilizing 3-D printer technology to create Native masks. Other activities included familiarizing youth with embroidery and sandblasting technology. Youths also participated in survival technique “geocaching” which is using GPS technology to scavenger hunt for locations and then leaving behind another cache for others to follow and track coordinates. Youths then attended Eagle River nature center to become aware of nature, environment, and season readiness. The case manager hosted a summer camp fair to encourage TANF Youth to engage in healthy activities for the summer. In addition, the case manager provided a week long Youth Paths to Success program that focused on work readiness skills, 25 youth were in attendance. The Youth were then placed in subsidized employment in the community at 13 work stations.

Tribal TANF Narrative per 45 CFR 286.275:

1. The Tribal TANF grantee’s definition of each work activity.
 - a. Unsubsidized employment: full or part time employment
 - b. Basic education: high school diploma or General Education Diploma (GED) studying and preparation.
 - c. Job search assessment as per 45 CFR 286.105 (b) and (c): Includes, but not limited to, employment assessment tools, career exploration, skill assessment, job counseling, etc.
 - d. Job readiness activities as per 45 CFR 286.105 (b) and (c): resume development, workshops, searching for child care, etc.
 - e. Job skills training: structured job skills training, career counseling, etc.
 - f. On-the-job training
 - g. Internships
 - h. Vocational education training (36 month maximum)
 - i. Job sampling or work experience
 - j. Approved community work service job skills directly related to employment
 - k. Education in subjects in which there is a reasonable chance of obtaining employment
 - l. Sheltered/supported work
 - m. Work experience
 - n. Subsidized public or private sector employment
 - o. Providing child care service for individuals participating in community service work
 - p. Community service activities
 - q. Traditional subsistence activities (i.e. hunting, fishing, gathering, etc.)
 - r. Traditional work activities (i.e. weaving, beading, carving, etc.)
 - s. Cultural activities
 - t. Self-employment

- u. Providing childcare to TANF participants
 - v. Substance abuse treatment
 - w. Life skills training
 - x. Other activities developed by the Tribal TANF to meet general participant needs or the needs of an individual Tribal TANF participant (to include time spent applying for SSI).
2. A description of the transitional services provided to families no longer receiving assistance due to employments.
 3. CITCI program participants may be eligible for support services payments for up to twelve months after they become employed and close the CITCI TANF case (i.e., income that exceeds the CITCI TRIBAL TANF eligibility standards, or close their case with employment). This includes case management, child care and supportive services.
 4. A description of how a Tribe will reduce the amount of assistance payable to a family when an individual refuses to engage in work without good cause pursuant to 286.145.
 - a. A caretaker refuses or voluntarily separates from suitable employment without good cause. The family is ineligible for TANF benefits for one month for the first offense, six months for the second offense, and 12 months for any subsequent offenses.
 - b. The amount of the penalty for failure to participate in work or self-sufficiency activities is 40% of the maximum payment for the family size. If the non-cooperation continues for more than four months, the family's cash assistance may be reduced by 75 % of the maximum payment for the family size. If the parent or caretaker does not cooperate for eight months, the family may be penalized the full amount of their cash assistance.
 5. The average monthly number of payments for child care services made by the Tribal TANF grantee through the use of disregards, by the following types of child care providers.
 - a. Not Applicable
 6. A description of any nonrecurring short-term benefits provided, including:
 - a. The eligibility criteria associated with such benefits, including any restrictions on the amount, duration, or frequency of payments;
 - i. Nonrecurring Short-term Benefits
 Subject to the availability of funds, the CITC Tribal TANF Program may provide Nonrecurring Short-term Benefits, i.e. emergency or crisis assistance, to needy families as provided at 45 CFR 286.10 (b) (1).
 Nonrecurring Short-term Benefits are benefits that:
 - (i) Are designed to deal with a specific crisis situation or episode of need:
 - (ii) Are not intended to meet recurrent or ongoing needs; and
 - (iii) Will not extend beyond four months.”

Applicants Eligible for Nonrecurring Short-term Benefits:

Applicants must meet the definition of “needy” as defined in CITC TANF Plan section 16.1, reside in the Municipality of Anchorage, be Alaska Native and/or American Indian with verification outlined in CITC TANF Plan section 4.1.1.1., and have a specific crisis or need.

- b. Any policies that limit such payments to families that are eligible for TANF assistance or that have the effect of delaying or suspending a family’s eligibility for assistance
 - i. Limitation of Nonrecurring Short term Benefits (Diversion)
CITC Tribal TANF program will develop internal policies to identify specific crisis and needs that will be approved, examples include utility shut off and furnace/water heater repair. Requests will have to be limited to four times per family per lifetime. Recipients of on-going Tribal TANF will not be able request nonrecurring short term benefits.
 - c. Any procedures or activities developed under the TANF program to ensure that individuals diverted from assistance receive information about, referrals to, or access to other programs benefits (such as Medicaid and food stamps) that might help them make the transition from Welfare-to-Work.
 - i. Applicants of the TANF Diversion Program meet with an intake specialist prior to application, where an assessment of need is conducted. The Intake Specialist refers applicants to all programs/services identified through their assessment. The applicant also meets with an Eligibility Technician and conducts an interview, during the interview their immediate needs are addressed and additional referrals are done. The Tribal TANF office has an agreement with the State of Alaska for the processing of Food Stamp/Medicaid via joint interview, the State Eligibility Technician provides a joint telephonic interview to determine program eligibility.
7. A description of the procedures the Tribal TANF grantee has established and is maintaining to resolve displacement complaints, pursuant to 286.110. This description must include the name of the Tribal TANF grantee agency with the lead responsibility for administering this provision and explanations of how the Tribal TANF grantee has notified the public about these procedures and how an individual can register a complaint.
- a. Employers that agree to work with the CITC Tribal TANF Career Ready Program sign an agreement affirming: That the position will not interrupt promotional lines for current employees, displace or fire current employees, including partial displacement such as a reduction in workforce hours of non-overtime work, wages, or employment benefits.
 - b. Cook Inlet Tribal Council, Inc. Client Rights and Privacy (CRP) Officer, a CITC employee, appointed by the CITC President/CEO and is the key compliance officer for all federal and state human rights laws including those that apply to the privacy (confidentiality) of patient/client information

pursuant to HIPAA, 42 U.S.C. Par. 290dd-3 implementing regulations and 42 C.F.R. Part 2 and client rights.

- c. CITC Client Grievance Policy, which outlines the complaint procedures, is available to the public at the CITC Welcome Center, given to all program applicants at intake, and available upon request.
8. Tribes electing the FVO must submit a description of the strategies and procedures in place to ensure that victims of domestic violence receive appropriate alternative services, as well as an aggregate figure for the total number of good cause domestic waivers granted
- a. CITCI does not elect to use the Family Violence Option (FVO) to waive its requirement to meet the Work Participation Rate (WPR).

TANF Fraud

The Fraud Unit within the TANF program continues to be an essential component to the integrity of the program. Staff performs investigations, administrative disqualification hearings and claims processing/collection.

Highlights from year:

- There were 97 Early Fraud referrals, and 75 investigations were completed. 16 were proved to be fraudulent.
- Total cost avoidance savings from applicant fraud investigations was estimated at \$99,749.00.
- Total Claims established to recover applicant fraud overpayments was \$7,163.15.
- There were 59 recipient fraud referrals, and 29 investigations were completed. 11 were found to be fraudulent.
- Total cost avoidance savings from recipient fraud investigations was estimated at \$44,748.00.
- Total Claims established to recover recipient fraud overpayments was \$6,897.50.
- Fraud claims debt recovered totaled \$16,097.89
- 27 TANF Cash Assistance participants disqualified due to fraud, resulting in direct program savings of \$103,895.00.

The combined amount of cost avoidance, direct savings, and fraud claims established totaled nearly \$158,557.65.

Child Care

The CCDF Child Care program served 389 distinct families and 606 distinct children this fiscal year.

The childcare staff provided outreach to the community through the following activities:

- Our program has dedicated more than \$109,000.00 in direct reimbursements to child care providers serving our Native children and families for quality improvement activities such as; Child Care Health and Safety Improvements, Education of children in care, and staff development training to improve the

quality of child care in our community. Our program also offered incentives to providers who committed to the national Let's Move Child Care initiative by incorporating the 5 goals into their facilities.

- Child Care Program staff participated in the Municipal Child Care Licensing Programs orientation and was able to gather valuable information as well as share information about CITC Child Care Assistance Program.
- 35 licensed child care providers participated in a workshop titled "Using Technology in Early Childhood Learning" and received information about electronic educational games and apps, screen time, and the national Let's Move Child Care initiative. All providers received two Samsung Note 3 tablets specifically designed for children with over 60 preloaded educational games for use in their facilities.
- Conducting home visits to in-home & approved home providers to educate them on child care health and safety.
- Sponsored the annual Anchorage Association for the Education of Young Children, which is an annual conference for early childhood educators in child care, head start, and related fields.
- Partnering with thread Alaska to provide Resource and Referral services to families in Anchorage and CIRI Villages. Includes parent education on how to identify and find quality child care, screening potential child care providers to make a selection, training and education for child care providers. Participated in Cook Inlet Native Head Starts Cultural Family Night to provide parent education and information on child care.
- Child Care Manager was invited to join the Cook Inlet Native Head Start Policy Council. Meetings are held monthly to address policy issues and direction of services offered through the program.
- Child Care Manager was invited to join the SEED Professional Development Committee which consists of several State and community agencies whose focus is around developing higher standards for quality child care and reducing harm to children in care. Discussion center around ensuring that the State of Alaska licensing and approval office meets the high standards' of Child Care Aware to receive high ranking status on the national child care referral network. There was discussion around development of QRIS standards that child care providers will be required to meet in the future and how those standards should be developed, as well as how the SEED/ROOTS awards improve the quality of child care provider services. These meeting are held quarterly.

The TANF Child Care Program served 496 families and 749 children.

Village Child Care Services

Chikaloon Native Village

Served 52 children

Throughout the school year, Chickaloon Native Village provides culturally-focused quality before and after school care for preschoolers and older students and continues to be a vital service provided for the Tribe at the Ya Ne Dah Ah School. Quality programming includes cultural art projects, Ahtna language, beading, dancing, drumming, Native Youth Olympics, storytelling, Elder interaction and exercise.

Chickaloon Village Traditional Council developed a culturally-focused quality center-based Day Camp for children aged 3-12 beginning June 9, 2014 thru August 1, 2014. The nearest childcare center to Sutton is 15 miles away creating a significant challenge for Tribal citizens and parents working for the Tribe.

At least twice per week, the children were taken on field trips. The students travelled 5 miles twice a week to play at Sutton's new Alpine Playground, they participated in a bi-monthly cooking class put on by our Elders' Lunch Program Coordinator, went to the Reindeer Farm, took a trip to Hatcher's Pass to go hiking and gold panning, went bike riding in Palmer, took a trip to the Mat-Su Animal Shelter, took a trip to the Anchorage Zoo, and went swimming at Finger Lake. Twice per month, the children were taken to have lunch with our Elders at our Elders' Lunch Program further strengthening familial bonds within our community.

Native Village of Eklutna

Served 104 children

Assisted families with information and referrals to begin the process to become a licensed child care provider. Accompanied the families to the training center to become aware of some of the processes involved in becoming licensed and what the requirements for the home need to be. Provided home security items including smoke detectors, Co2 and emergency supplies kits needed to become licensed home. Provided quality improvement (QI) initiatives, including native dance instruction, education on cleaning fish, and cutting meat. Provided staff training and development.

Kenaitze Indian Tribe

Served 28 children

KIT provided subsidized child care assistance to eligible families.

Knik Tribe

Served 75 children

Knik provided child care subsidy assistance through their child care program. They provided an annual fish camp program (Knik Shan Qayeh), in July 2014. The camp provided cultural activities to eligible children, with activities such as fishing, smoking salmon, arts and crafts and language arts activities.

Ninilchik Tribe

Served 32 children

Provided child care provider facility inspections, information about early learning programs, and reviewed fire safety. Provided direct client payments, facilitated training for providers focused on car safety seats and Conscience Discipline.

Seldovia Village Tribe

Served 130 children

The Seldovia Village Tribe provides childcare services through our program, Ch'anik'na ~ Children's House. We have staff that creates intentional programming, emphasizing cultural activities, arts, sciences, literacy, drama, and much more. We also emphasize outdoor education and have an extensive hiking program. Our hours of operation are five days a week, 9:00 a.m. – noon, and 1:00 – 5:00 p.m.

Tyonek Native Village

Served 37 children

Tyonek provides day care services Monday to Friday, from 8:30 am to 5:00 pm. Children 0-3 years old work on gross motor skills and social skills curriculum, and the children 4-5 have a pre-Kindergarten curriculum to assist with their transition to Kindergarten. Each child receives a healthy breakfast, snack and lunch.

Community Services (General Assistance, Supportive Services & Intensive Case Management)

The Community Services offered in Employment & Training Services provide essential basic needs for our Alaska Native/American Indian job seekers in the community. General Assistance was provided to 303 participants, Supportive Services were provided to 1025 participants and Intensive Case Management was provided to 143 participants.

Community Partnerships

The Employment and Training Services staff continue to participate on many community Groups, Boards and Committees to ensure access to pertinent employment & training related information. Staff sits on the following boards and committees in Alaska:

Alaska Vocational Technical Center (AVTEC)

Alaska Native Consortium of Employment & Training (ANCET)

Anchorage School District Career & Technical Education Advisory Committee

Anchorage Construction Academy

Anchorage Homeless Coalition

Consortia of Administrators of Native American Rehabilitation (CANAR) Board

Cook Inlet Native Head Start Policy Committee

Division of Public Assistance

Facing Foster Care in Alaska

Human Development Community Advisory Committee

Nutaqsiivik Advisory Council

Student Conservation Association

Childcare Partnership Committee

Alaska Division of Vocational Rehabilitation

MASST (Mature Alaskans Seeking Skills Training)

Rural Human Services Advisory Council

SEED Professional Development Committee

State of Alaska Heating Assistance Program

UAA Center for Human Development- Community Inclusion Committee

UAA Center for Human Development- Microenterprise Grant Committee

AK Mental Health Trust- Stakeholders Committee- Institute for Community Inclusion

Youth Employment and Education Services

Programs and Services in YEES:

477 Programs

- Anchorage Youth Services
- Rural Youth Services
- Johnson O'Malley Parent Committee
- Student Activity Grant
- Native Youth Olympics (partial 477)
- Summer Camps (partial 477)
- Higher Education Scholarships (partial 477)
- Fab Lab (partial 477)

Non-477 Programs (Not described in this report)

- ANA SEDS
- AK PHAT – Promoting Health Amongst Teens
- P2C2 – Parent Partners and Children in Community
- School within a School
- Dena'ina Academy

CITC has a successful history of supporting our youth through a wide variety of programming that focuses on the whole person. With the knowledge that comes from implementing many programs, CITC has found that each individual may have a varied set of needs and that until all of the basic needs are met, youth - in particular have a difficult time thriving and reaching their potential. In the YEES department, there are programs that reach children of all ages. P2C2 reaches down to the pre-school ages to instill love of learning and the importance of reading; there are school based programs that are able to implement culture into everyday learning and create a safe environment for the students; the ANA SEDS program works to keep youth in schools while providing after school activities that focus on the Alaska Native culture and STEM activities; Dena'ina Academy provides a safe living environment for youth so they can complete high school studies and move on to their future successfully; the Fab Lab is integrated into all programs as a safe and fun learning environment on highly technical equipment.

Not all of these programs are funded by 477 monies; however, all play an integral part in providing holistic services to our youth.

Anchorage Youth Services

This year, the Youth Programs served 82 youth, assisted 5 youth in securing unsubsidized employment. CITC also placed 35 youth into subsidized work experience placements with our partner employers across the city of Anchorage and in CIRI villages. In addition, CITC provided 165 youth with Life Skills and Employability Skills trainings throughout the year.

Activities youth participated in this year included: high school and GED completion, focusing on grade improvement and completing school. Youth focused on entering post-secondary education and securing funding for college. Other youth entered vocational training programs which included: CPR/First Aid, Driver's License, Customer Service Training and industry certificates in entry construction. Youth also focused on activities to help them get P/T or F/T Employment. Youth case managers worked with them on job search activities, interview skills, resume writing, and provided supported work experience placements to help youth gain hands-on experience at work sites across Anchorage.

CITC provides Supportive Services to our eligible youth through bus passes, work clothing, training supplies, food/shelter assistance and community referrals for services that are not located within the CITC family of services. Seventy (70) youth have received these types of supportive services throughout this year.

CITC continues to work closely with our partnering agencies within Anchorage whose services focus on serving our youth.

Rural Youth Services (RYS): See attachment B

Johnson O'Malley Parent Committee

The JOM program is governed by an elected parent committee. Committee members are elected at the Annual Meeting by the local community members. Each elected member serves a three year term. The Parent Committee meets on a quarterly basis to provide guidance in serving Alaska Native/American Indian students in the Anchorage area.

Duties of the Parent Committee include approving the annual budget, review periodic program reports, and represent parents/students interest in regards to educational programs supported with JOM funds. The Parent Committee performs an annual needs assessment to determine the learning needs of Alaska Native and American Indian students in the Anchorage School District.

Student Activities Grant

With the Johnson O'Malley 477 Funds, CITC administers the JOM Native Student Activities Grant Program under the guidance of the JOM Parent Committee. Alaska Native and American Indian students enrolled in the Anchorage School District can apply for the grant to assist with educational expenses. The maximum grant amount is \$500 per student/per calendar year. The grant program specifies that the money is to be used for Anchorage School District approved activities; such as classroom supplies, field trips, sports fees and gear, activity fees for school sponsored clubs, and student bus passes.

A student who is interested in applying for the Student Activities Grant can complete one page application, which is available on Cook Inlet Tribal Council's website. The

application requires a student, parent, and teacher/counselor signature, as well as a copy of the child's Certificate of Indian Blood. If the application is approved, the funds are provided directly to the vendor (school and/or business).

During FY2014, approximately 100 students were recipients of the grant program with provided over \$19,000 in assistance. The Student Activities Grant is an important program in helping students to be active participants in their educational program. Much of the grant money goes towards extracurricular activities; which plays an important role in building self-esteem and lifelong skills in students' lives.

Native Youth Olympic Games Alaska

The 477 JOM Funds, through decisions made by the Parent Committee, support some of the events associated with the traditional games commonly known as the "Native Youth Olympics" and the "Junior Native Youth Olympics". NYO Games are founded on Alaska Native traditional skills that were commonly utilized for subsistence hunting and fishing throughout the state. Today, the skills in the NYO games still support subsistence hunting and fishing, but through the efforts of CITC and community partners, the NYO Games have become a critical part of preserving Native traditions. NYO Games are conducted throughout Alaska with many youth representing their teams from traditional villages. CITC hires NYO coaches who travel to Anchorage elementary, middle and high schools to teach Physical Education teachers how to play and teach the games. These coaches also support two Anchorage-area events, JNYO - for elementary students, and NYO Anchorage Tryouts- for older students in the Anchorage School District to compete for positions in the State Championships. In the 2013-2014 school year, JNYO served 811 youth 1st through 6th grade; NYO Tryouts served 118 students grades 7-12, and NYO Championship served 371 students grades 7-12.

NYO Games Alaska is a year-round program that has a quantifiable positive impact on more than 2,000 youth each year. NYO influences our young people to improve academic performance, strengthen overall health and well-being, and instills important values, including leadership and respect—values that make strong communities and build tomorrow's leaders. A survey emphasizing NYO's impact was completed by 399 NYO athletes in grades 7-12 who competed in the 2014 Games.

Survey results:

- 70% credited NYO as an incentive to stay in school
- 67% improved or kept up their grades in order to continue participation in NYO Games
- 70% indicated improved self-confidence
- 47% indicated improved leadership and self-esteem
- 39% reported improved overall health
- 33% indicated a greater sense of well-being
- 80% see themselves as role-models for future NYO athletes
- 82% learned about Alaska Native culture and values

Summer Cultural Camps

CITC leveraged 477 funds with other non-477 youth funding and partnered with Kenaitze Indian Tribe this summer to offer a cultural youth camp. We were able to send up to 10 middle school and up to 10 high school students for a summer cultural camp. The Cultural Camps are open to all AN/AI students in the greater Anchorage Area and are offered to both middle and high school students. During the camps, students work extensively with Alaska Native Elders and mentors and learn traditional art forms such as beading and dancing, as well as other Native traditions such as catching, smoking and jarring salmon. Students were able to visit archaeological sites of the Dena'ina people, learn about salmon conservation efforts on the Russian River, and meet a group of Native Australians.

Higher Education Scholarships

CITC provides higher education scholarships to eligible applicants who show a financial need for their education. This year CITC awarded over 150 scholarships using 477 Higher Education Funds and other matching funds such as the Alyeska Grant Fund that supports Alaska Native students with fields of study that can support the oil industry.

FabLab

Through a partnership with MIT, CITC invested in a FabLab, which is essentially a “mini-factory” equipped with digitally-driven machinery where students can make almost everything. The Johnson O'Malley Parent Committee has directed some of the JOM 477 funds to support the operation of the FabLab. The FabLab equipment was purchased with a capital grant from the State of Alaska, and CITC leverages youth funding (both 477 and other youth funding) to operate the FabLab. Students work in the FabLab throughout the year. Winter, spring and summer breaks are especially busy times in the FabLab. In the past year, approximately 150 students designed and made things in the fab lab. Projects included solar-powered mini-cars, wind turbines, native masks, Christmas ornaments and more. The FabLab teaches students design, programming and other STEM skills necessary for production.

Success Stories

Participant reported that she would be going on maternity leave in June and was worried about keeping her child's slot in the current daycare facility. Upon a telephone call from program staff to advise her that our program is now able to cover child care while parents are on maternity leave, she was so happy she started crying. She stated that she and her husband did not know how they were going to be able to afford to continue paying for their child's slot at daycare while she was on maternity leave and was worried that they were going to lose the slot and then be looking for a provider to take the new born as well as the child currently in care upon her return to work.

A General Assistance participant who was recently released from jail and working with a recovery services program is now working full time earning Davis Bacon wages. When he first came to apply for GA, he had no income and needed rental assistance. He followed through with his Family Self Sufficiency Plan and worked with Alaska's People,

which assisted him to renew his Asbestos certification. He is now back up on his feet and moving forward with a bright future.

Participant has been working with Partners for Progress and getting his life back in order for him and his son. He has been successfully working through his employment barriers and gained employment at Café. He began working in February and has thanked our GA program and withdrew his case.

We had a participant that came to apply for General Assistance and at that very day he had no GED or High School diploma. When he made his plan, one of the goals was to achieve his GED here at Cook Inlet Tribal Council. Although he started with the new GED program, he has passed three tests and has one more to go. He is very proud of himself and very confident about his schooling. He has many goals to achieve and wants to be back on his feet once he receives his certificate. He has put in many countless hours here at CITC but his determination to achieve his plan is getting close. He also is working at the location where he is living in order to continue his stay there and they are considering him for a permanent position there as their IT Specialist.

Participant came in after the family's house burned down in a fire and his wife was killed in the fire. He had nowhere to stay, no clothes, no food and his kids and him were staying at different locations where family would take them in. We served him with GA and got him into a hostel where he has been for 2 months and he is due to leave Anchorage for employment on 1/20/2014. He came back to receive a clothing voucher and thanked us for all that we did to help him in his time of need.

J.J. He came to us his senior year and needed some assistance to get grants/scholarships since he's interested in geological engineering. He was a very eager and engaging student who was always open for assistance as well as providing assistance to his classmates. He did a great job as a peer tutor. He worked this past summer on a Supported Work Experience position as a FabLab assistant and assisted us with our summer middle school and high school camps. We were able to transition J.J. to a peer tutor position through SWE to assist us when he started at Alaska Native Science and Engineering Program at the University of Alaska this fall. J.J. had collected some experience with data collection and retrieval. It's been an excellent opportunity to be able to have a former program student use his skills to assist high school and middle school students which creates a positive self-image for both the peer tutor, as well as, the students receiving the tutoring.

D.T. joined our program at the start of the first summer camp. She was not inclined to do anything she didn't feel was what she wanted to do. At time she would be very outspoken. However after the course of 16 months she has gone on to be one of our harder working students and comes with a smile on her face.

A two parent family with three children enrolled in TANF program with a history of not following through with program requirements for over 2 years. They were homeless and the family separated as the mother and one of the children stayed in local shelter while dad and the other two couch surfed with relatives. They had marital problems, heavy drinking, and transportation problems as their vehicle was impounded. The TANF Case Manager (CM) helped develop a self-sufficiency plan that included why they failed to follow through. CITC CM provided wrap-around services with local shelter CM, local housing authority technician, local childcare administration agency, and CITC Employment specialist. The couple received bus passes, interview/work clothing, childcare assistance and assistance with job search through CITC. As a result the parents were able to find employment. The TANF CM then helped them develop a viable childcare back-up plan in order for them to maintain employment. The housing authority was able to assist them with finding an apartment that they can maintain within their budget. Finally CITC CM helped family develop a realistic budget which includes what to do with their native dividend before they receive it. Their TANF case is closed; however the family is still receiving post TA services to ensure long-term success.

A participant recently had 3 month child but not ready to put him in daycare yet. She was also afraid to ride the city bus. Case Manager provided some training for Bus Service and contacted Outreach Coordinator. She now attends weekly parent child technology familiarization class. Case Manager also suggested she seek daycare license as she desires to stay home with child. She has applied for Day Care Provider License with the state. She has already attended orientation and we'll soon be opening home Day Care.