

Copper River Native Association **[AHTNA' T'AENE NENE']**

Mile 104 Old Richardson

P.O. Box H

Copper Center, Alaska 99573

Phone (907) 822-5241

Fax (907) 822-8801

E-mail: info@crnative.org

Website: www.crnative.org

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Kenneth A. LeMieux
Program Coordinator
Division of Workforce Development
1951 Constitution Ave. NW. MS-17-SIB
Washington, DC 20245

Subject: Fiscal Year 2014 Narrative Report

> Copper River Native Association's Tribal Community Service Department's (CRNA - TCS) primary goal for the P.L. 102-477 Program is to provide the means for tribal members to become self-sufficient through education, training and the development of economic opportunities to obtain long-term careers. CRNA's objectives are to assist tribal members in the completion of General Education Diplomas for adults without; provide the assistance in obtaining or renewing licenses and certifications for possible employment opportunities; and assist in researching training and job opportunities, assist tribal members in the employment application processes and provide the resources and equipment needed such as proper clothing, tools and educational training.

CRNA's TCS Department is actively involved in the planning, coordination and implementation of cultural and traditional events and activities, such as culture camp and traditional artwork. These events and activities enable our tribal members to share and promote ancestral knowledge in all areas of spirituality, health, emotional wellness, subsistence and the culture of this region. CRNA makes every effort to provide all services with dignity, respect and privacy; and allow our services to educate others to provide services in the same manner.

CRNA service area encompasses five (5) villages and their surrounding areas; Native Village of Kluti-Kaah, Native Village of Tazlina, Native Village of Gulkana, Native Village of Gakona and the Native Village of Cantwell. All of these villages are within the Ahtna Region. The Native Village of Cantwell is the only village outside of the Greater Copper River Valley and is connected to the Ahtna region by a narrow path that was used to reach the traditional hunting grounds which is Cantwell. The Copper River is comprised

of many rural communities in an unorganized borough; therefore the structure of these communities is not the same as other small communities. In an unorganized borough there is no municipal entity to work with to leverage funding and partnerships. Funding dollars go directly to the State of Alaska and only filter down to the community by way of grants that are very limited. CRNA collaborates as much as possible within the Copper River Region, such as the State of Alaska Job Service Center, this collaboration is limited due to there being only one personal with short service hours per week. They provide assistance in conjunction with the State of Alaska Job Service Center located in Fairbanks and also volunteer their own time to assist the community.

CRNA collaborates with Ahtna Incorporated, the ANCSA Regional Corporation of the Copper River Region. Ahtna Incorporated has a Shareholder Development Program that provides a variety of construction training; along with Oil & Gas Industrial Training. Nearly 90% of the tribal members CRNA service are Shareholders of Ahtna Incorporated. Job placement within Ahtna or its subsidiaries is a benefit of this collaborative effort with our ANCSA Regional Corporation, allowing the successor of trainings to become employed and/or schooled. Ahtna directs eligible tribal members to CRNA when financial assistance is needed to attain training goals.

We have few local businesses that offer full-time employment and a majority of the part-time employment is in the summer season. The larger hotel works with a labor union and brings more employees in from outside the area than the amount of people employed from within the area. Our current estimated unemployment rate is at 8.9%, this is so low mainly because it is based upon the 464 people who have been actively applying for jobs.

Many of the participants we have worked with do not have their high school diploma or graduate equivalent diploma, they also do not have any previous employment history and their services need to start at the very basics. The other group of participants who are looking for assistance already established employment and only need assistance to further them in that employ or to transfer from one long-term position to another. We had ten (10) participants for higher education all but two (2) of the participants is continuing on into the Fiscal Year 2015. The two (2) higher education participants, who terminated from the program, were non-positive; these were a result of full-time employment not allowing the time; and family medical issues that require high attention. With high turnover in our department we have not been able to implement our own trainings and have been simply sending participant to other trainings held by other facilitators. This is a big part of where the collaboration with Ahtna comes in; their employee receives emails throughout the State to inform them of training and employment available. Then they send an email out to their shareholders enrolled, of these and the training and employment available through Ahtna and its subsidiaries. With collaboration from Ahtna Inc. and Glennallen Job Service Center we held a two (2) day Resume Workshop and an Industrial Trades Fair. In the Resume Workshop we assisted participants to draft or update their resumes and helped them to put in job

applications on-line. We had four (4) participants, one of these successfully moved on to employment for the summer season. If we set this up to be a once a month or every other month with transportation provided this could be a very successful way of enabling our participants to start moving into self-sufficiency. For the Industrial Trades Fair there were booths with information and requirement opportunities. If we were to do this once a year with more notice, this also could be very successful for participants to become self-sufficient. The performance standards that we imply on participants who are unemployed are to turn in 12 Work Searches and/or Work Related Activity (Community Work Service or Life skills, etc.) reports; these must be signed by an approved business. Performance Standards for an employed participant include a verification of employment and that the employment will be for a minimum of three months. Performance Standards for participants seeking education is to verify need for assistance, complete certifications to be returned to us and/or transcripts.

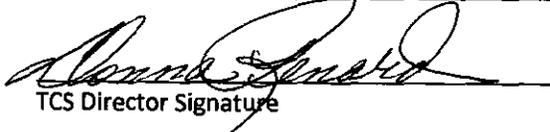
Items that cannot be reported as successful is Economic Development, Vocational Rehabilitation and Veterans. This is because we have not had anyone apply for these services. To change this we are going to hire a Training Development Coordinator, the job duties would be to assess need and to coordinate placing people into training or schooling.

We have been successful in having participants in meeting a majority of their goals; some are long term goals and are still being worked towards. We had a total of eighty (80) participants and two (2) youth participants. Eleven (11) adults have obtained unsubsidized employment. Ten (10) adult and two (2) youth participants have achieved their educational goals.

The above numbers do not reflect the assistance for children. Under children services we have had a total of eight (8) adult participants and serviced thirteen (13) children; Childcare had five (5) adults with nine (9) children served and Foster Care had three (3) adults with four (4) children served. If we had more people eligible and/or willing to be childcare providers, we would have more participants in this program.

The major barriers we see for participants involve; loss of licenses with conditions that are at times unattainable for people with no income, Federal barriers to employment, and lack of desire to quit using drugs and alcohol to become employed.

Date Submitted: January 2, 2015


TCS Director Signature

1/6/2014
Date