

KAWERAK, INC.

January 1, 2014 – December 31, 2014

PL 102-477 Narrative Report

PL 102-477 Statistical Report

PL 102-477 Financial Report

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KAWERAK, INC.

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Overview

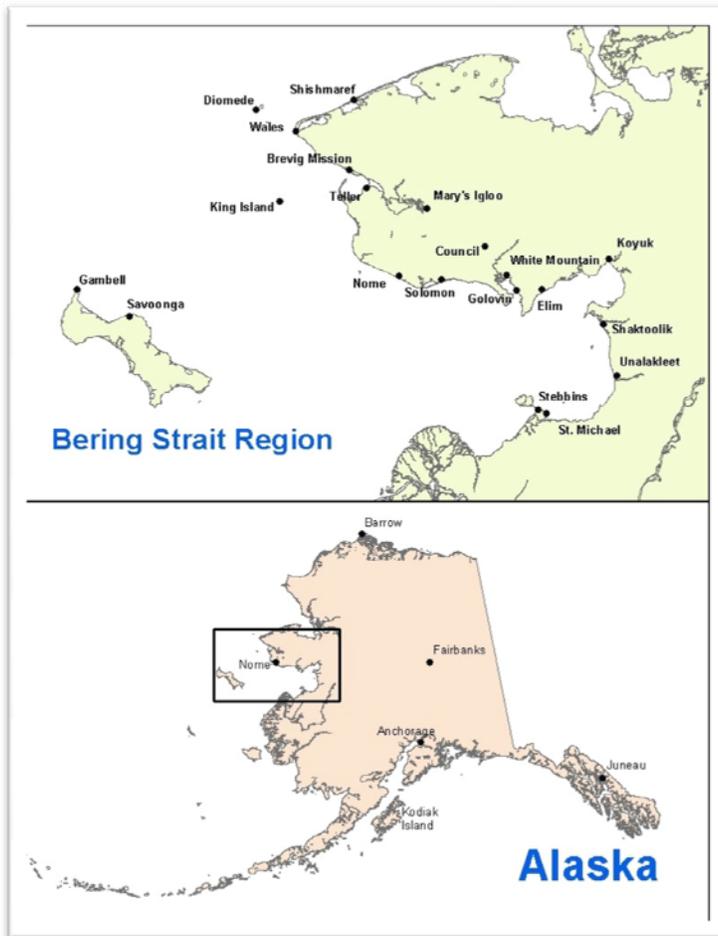
Kawerak, Inc. implements 477-integrated programs through its Education, Employment and Training Division. The integrated program budgets under Kawerak's PL 102-477 program include: BIA- (VT, HE, DE), WIA-Adult and Youth, NEW and CCDF. Other services provided and integrated within the EET Division, with separate budgets, include Adult Basic Education, the Alaska Native Education Program, Vocational Rehabilitation, and the Tribal Welfare Assistance Programs (e.g., General Assistance). Kawerak does not operate a TANF program. Kawerak's P.L. 102-477 plan for 2015-2017 was approved in December of 2014 with minor changes to the previous plan.

Kawerak, Inc. serves 20 tribes in 16 remote communities (villages) throughout the Bering Strait region of Northwest Alaska, which is roughly the size of West Virginia. There are unique challenges and barriers to providing services in this remote area.

There are few year-round jobs in the Bering Strait region. According to the State of Alaska Department of Labor and Workforce Development, Research and Analysis section, the December 2014 unemployment rate for the Nome census area increased from 10.3% in December 2013 to 10.5%. The State wide rate decreased from 6.4% in December 2013 to 6.3%. The unemployment rate for each village community, excluding the hub city of Nome, is much higher. According to the American Community Survey, 2008-2012, approximately 34% of the Alaska Natives in the Bering Straits region and 29.7% of all Alaska Native families lived in poverty; figures that exceed both state and national levels. The percent of the region's Alaska Native population in poverty was 13.3% greater than the state average, and 6.2% greater than the national average.

The American Community Survey, 2008-2012, found that of 1,123/5,185 of the 18 to 24 years age/25 + years and over population in the region, 35.5/9.3% of them did not have a high school diploma or GED certificate, compared to 17.4/5.3% of the state population and 16/8.2% of the national population. The following educational attainment rates apply to the Bering Strait Region of Alaska: 16.2% of the adult population has less than a high school diploma. 42.3% have achieved at least a high school diploma. 21.4% have attended some college, while 21.1% have at an Associate, Bachelor's, or Master's degree. These statistics have improved dramatically over the past 10 years.

Very little industry exists in the Bering Strait region, although some mining, construction, tourism and fishing opportunities are available, mostly in Nome, during the short summer months when the seasonal snow and ice has melted long enough for access to land and resources. Most jobs are service-oriented with the tribes, health and Native corporations, schools and cities, which require at least some training, college or a degree.



Because of the high need for post-secondary educational opportunities and high school diplomas, much of the focus of the Kawerak EET Division is to provide instruction in training programs, GED preparation, and scholarships for college-bound students.

The largest employers of the region are grant-driven or public service organizations. Most jobs require a clean record with no criminal convictions as well as some level of post-secondary education. The hiring pool of applicants tend to be very limited which complicates Kawerak's employment and training programs, resulting in a two-folded dilemma: how to reach positive outcomes with a limited number of good jobs in the area for consumers, and providing quality services with skilled employees that can provide job counseling and employment services without recruiting outside the Bering Strait region.

Services that are provided under Kawerak, Inc. are often conducted by phone, mail, fax, or email, since most of the tribal members living in the Bering Strait region are located in remote villages that are accessible only by small aircraft. This presents a special challenge for delivering services and requires a considerable amount of airline travel, in freezing temperatures, throughout northwest Alaska. Most villages do not have accommodations or sewer and water. Staff often bring sleeping bags and spend nights in offices or school classrooms when overnight stays are required. Internet is limited, very slow throughout the region and does not allow for the possibility of webinars, face time, or other online training or meeting opportunities that the rest of the nation and state takes for granted.

Funding Constraints

Each year the cost of doing business in rural Alaska increases, especially with the increasing cost of fuel which has a trickle-down effect for all aspects of business and life for our participants. The cost of fuel oil ranges from \$4.85 to \$8.32 per gallon in the Bering Strait region. In 1996, the cost of fuel in Nome was about \$1.50 per gallon. The price has quadrupled in less than 20 years, while the federal funding for services has remained the same. It is challenging to maintain the same level of services that we had 11 years ago. Since then, we've avoided increasing individual scholarships, even though the cost of tuition has tripled nationwide. Since 2005 we've doubled the number of participant applications for grants for college students, but we cannot fund them adequately. We are proud that more of our Alaska Native Students are attending and succeeding in college and vocational training, but we need to ensure that funding is available for them and is in line with the rising cost of education.

Partnerships

The Bering Strait Health Consortium: The Health Consortium holds regular monthly meetings that aim to foster more Alaska Natives from the Bering Strait region to pursue career pathways in the healthcare field. Toward this effort, Kawerak, University of Alaska of Fairbanks Northwest College, Norton Sound Health Corporation, Nome Eskimo Community, Alaska Department of Labor and Workforce Development, Northwestern Alaska Career and Technical Center and the Fairbanks Allied Health Consortium co-coordinated and co-funded a Certified Nurses Attendant course in May and June of 2014. Six trainees successfully received an occupational endorsement. Kawerak's PL 102-477 programs applied for and received a regional grant from Norton Sound Economic Development Corporation to support an Associate of Applied Science in Nursing Degree Program in Nome. The grant provided two nursing students with assistance for the cost of their education and living expenses so they can focus on course work in their second year in the program. In December of 2014, the two nursing students were "Pinned" (A pinning ceremony is a symbolic welcoming of newly graduated nurses into the nursing profession.) Both nursing graduates were past CNA recipients. To date, a total 5 nurses successfully graduated, were pinned, and are now as nurses at Norton Sound Health Corporation. Our third cohort of nursing students recently began their program January 2015.



CITGO Fuel Donations: In 2014, the EET Division assisted the Citizen's Energy Corporation provided free fuel to every eligible household in the Bering Strait region villages. A total of 1,437 households received the CITGO donation through Kawerak's employment and training programs. Each household received a maximum voucher for \$248.00 in heating fuel.

Oak Foundation: In 2012, Kawerak received a ten-year, \$1M grant from the Oak Foundation to create a scholars program in honor of Caleb Lumen Pungowiyi, a subsistence and marine conservation advocate from the Norton Sound region. The goal of the Caleb Pungowiyi Scholars Program is to increase the number of Alaska Natives who are skilled in the areas of marine conservation-related policy, development, research, and advocacy through the following objectives: Create a prestigious scholarship program, influence youth to pursue preferred degrees, and provide internship opportunities in work related to marine conservation and sustainability. This program,

now entering its fourth year, awarded 5 scholars \$5,000 each for the spring and fall semesters of 2014. In December of 2014, Isaac Bailey of Council graduated with a Bachelors of Science Degree in Chemistry and three more scholars are scheduled to graduate in May of 2015.

Alaska Department of Labor: The Bering Strait region is more fortunate than other areas of Alaska because the community of Nome has a State of Alaska Department of Labor office (DOL). This has allowed us to have a strong working partnership between Kawerak services and the Alaska DOL for regional services. Kawerak and the DOL have worked together on a variety of projects. In 2014, the partners co-funded most of the Vocational Training students who attended training programs within Alaska (but outside of the Bering Strait region). Our programs have worked together through the Bering Strait Health Consortium to coordinate health field training programs and co-fund students. Our agencies have attended job fairs together and have co-coordinated job outlook workshops to individuals from Bering Strait region communities. In 2014, the State of Alaska’s Department of Labor and Workforce Development, Division of Business Partnerships, Youth First Program provided Kawerak with funding to perform youth career development and employability skills training in 15 communities within the Bering Strait Region. We presented to over 442 youth with career and job exploration activities.

Northwest Campus (NWC), University of Alaska, Fairbanks: For the past 10 years, NWC has provided in-kind office and classroom space for the Kawerak Adult Basic Education program staff. In 2014, Kawerak staff assisted NWC with College Goal Sunday, which is a nationally-recognized annual program that provides a comprehensive opportunity for youth to complete their Pell grant forms. Kawerak also partners with NWC in the Bering Strait Health Consortium and the PL 102-477 Director, Luisa Machuca, serves as a member on the NWC Advisory Council. In 2014, Kawerak coordinated with NWC on several training projects that were offered in the Bering Strait region villages.

Northwestern Alaska Career and Technical Center (NACTEC): NACTEC is a training program in the Bering Strait region that coordinates a wide range of vocational training programs to in-school youth. NACTEC is centrally-located in Nome. Most students who attend are enrolled in the Bering Strait School District and reside in the small rural village communities. Kawerak has partnered with NACTEC throughout the year on various projects, such as the Certified Nurses Attendant training program, which was available to youth as well as adults, and provided career development, job search, and soft skills training to youth enrolled in NACTEC courses. The PL 102-477 Director, Luisa Machuca serves as a member on the NACTEC Advisory Council.

Bering Strait Regional Apprenticeship Program: In 2005, Kawerak applied for certification from the Department of Labor Bureau of Apprenticeship and Training to create a region-based, non-union apprenticeship program. This



Teambuilding Exercise: How to work collaboratively as team in the workplace

program is called the “Bering Strait Regional Apprenticeship Program” and is governed by a board of regional employers that serve as an apprenticeship committee. Kawerak provides the oversight of the grant, the technical assistance to the employers, and coordinates instruction approved by the Department of Labor for registered apprentices in the electrician, carpentry, plumbing and heavy equipment mechanics trades. As of December 2013, Kawerak had 5 active, employed, registered apprentices in the program. Two of the 5 active apprentices have completed their apprenticeship hours and training credentials, and are now ready to sit for their state tests to become journeymen plumbers.

Bering Strait Leadership Team: The Bering Strait Leadership Team is comprised of CEO’s from the major Alaska Native-serving organizations in the Bering Strait region: Norton Sound Health Corporation, Bering Strait Native Corporation (an ANCSA for-profit company), Northwest Campus (an extension of the University of Alaska, Fairbanks), the Norton Sound Economic Development Corporation (a for-profit organization affiliated with the fishing industry that serves the coastal village communities of the region), and Kawerak, Inc. The Bering Strait Leadership Team determined that it was necessary to create an inter-agency scholarship application form that could be used by all organizations. In September, 2007, a unified form was created and dispersed to the Kawerak Higher Education Students to use in place of our internally-integrated application. The form is filled out by the students, copied, and then sent to each organization along with any pertinent documentation (for instance, Kawerak accepts the application plus proof of tribal enrollment). The new application was used extensively in 2014 for both VT and HE applicants. The Kawerak applicants have found the form easy to use and it is very handy when applying for various region-based scholarships.

Bering Strait School District: In 2014, Kawerak’s PL 102-477 programs initiated and coordinated 10 village-based job fairs throughout the Bering Strait Region to provide high school students and community members with information about careers, job search information, work skills training, colleges, training programs, and grant opportunities. Participating organizations included the University of Alaska Northwest Campus, University of Alaska Anchorage School of Social Work, Recruiting and Retention of Alaska Natives into Nursing (RRANN) and the Washington, Wyoming, Alaska, Montana, and Idaho (WWAMI) School of Medical Education, Northwestern Alaska Career and Technical Center, Alaska Labor and Workforce Development, Norton Sound Health Corporation, and various Kawerak programs.

Staff presenting on career skills to youth in Brevig Mission



Nome Public School District: In 2014, Kawerak’s PL 102-477 programs initiated and coordinated junior and senior high school student’s presentations on career development, job search, and soft skills training.

Kawerak staff presenting to students at Nome Public Schools

Alaska Native Coalition on Employment and Training: Kawerak’s PL 102-477 Director, Luisa Machuca, participates in the monthly PL 102-477 directors and other program directors group meetings to advocate and discuss employment and training issues at the local, state and national level. Alaska Native PL 102-477 Programs have faced a lot of new federal changes of leadership and federal staff opinions that have created hardships for the Alaska PL 102- 477 programs. It is extremely important that the federal programs (such as the DHHS, DOL, TANF, CCDF and NEW) that are by law required to work in conjunction with our PL 102-477 programs support our efforts without creating unnecessary reporting, financial and auditing requirements that create more costly administrative efforts on our programs. With less federal funding every year, and with the cost of training and business growing, it is becoming more difficult to serve as many participants as demand warrants (especially during a national recession). PL 102-477 programs should not have to fear the increasing threat by federal programs that will create a lack of flexibility that was once a blessing under PL 102-477.

After School Activities (ASA) Grant Allocations

In 2014, Kawerak allocated \$35,227 to three tribes in the Bering Strait Region in order to coordinate after school activities programs for school aged children during the second half of the 2014 school year.

Training Coordinated by the EET Division and PL 102-477 Integrated Services

The Kawerak EET Division coordinated 17 training programs in 2014 which were delivered in various communities in preparation for upcoming employment opportunities. There were a total of 144 participants, as shown in the list below:

PL 102-477 Training Courses 1/1/14-12/1/14	Location	Participants
Apprenticeships	Nome	12
NCCER ‘CORE’ Construction Safety	Nome	9
Asbestos Abatement	Nome	10
Hazwoper	Savoonga	17
Hazwoper	Nome	3
Hazwoper	Elim	11
Hazwoper	St. Michael	8
Hazwoper	Shishmaref	1
OSHA Training	Nome	8
Certified Nursing Assistants NWC	Nome	5
Small Engine Repair	Nome	9
Kaspeq Sewing	Unalakleet	12
Qivuit processing	Golovin	13
Kaspeq Sewing	Shishmaref	6
Quickbooks	Brevig Mission	11
Boilers and Burners	Shishmaref	7
Access Class	Nome	2
Final student/course count		144

State of Alaska Unemployment Wage Information

For the 2014 PL 102-477 statistical report, monthly wage information was requested for 34 closed cash-assistance participants and 163 closed non-cash assistance adult recipients, and 26 youth. Due to confidentiality issues, the State program was only able to provide the information in a general summary and not by individual wage data. This data provides employment information for wage and salary workers in the private sector, state and local government, but excludes federal military and civilian workers as well as the self-employed.

Alaska Wage and Salary Employment and Wages								
Type	Number of Closed Participants	Employed in 2014	% Employed in 2014	Wages in 2014	Number Employed 2014 Q1	Wages 2014 Q1	Number Employed 2014 Q4	Wages 2014 Q4
<i>Non-cash Assistance Adult Participants</i>	163	135	82.8	\$ 2,329,879	89	\$484,433	92	\$ 674,177
<i>Cash Assistance Participants</i>	34	30	88.2	\$ 407,776	18	\$ 44,890	25	\$ 76,048
<i>Youth</i>	26	23	88.5	\$ 33,317	0	\$ 0	3	\$ 280,608
Total	223	188	84.3	\$ 2,770,972	107	\$529,323	120	\$ 701,061

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section and Kawerak Participant Data. Note: Includes employment information for wage and salary workers for private sector, state and local government, but exclude federal military and civilian workers as well as self-employed.

The Average earnings gain for closed cash assistance and adult participants over the course of the year is calculated by determining the difference of the total wages from Quarter 1 to Quarter 4 in 2014, divided by the total number of participants, then dividing that figure by 640 total hours (the number of full time hours in a quarter at 40 hours per week). The total calculated earnings gain in 2014 for NON-cash assistance recipients is \$0.97 per hour, which is a decrease of \$1.00 compared to 2013. The total cash assistance earnings gain for adults in 2014 is \$1.56 per hour, which is an increase of \$0.15 over the figure reported in 2013. In 2013 Youth earnings were extracted separately. The total earnings gain for youth was \$0.29 per hour, which is a decrease of \$1.28 over the figure reported in 2013.

Unemployment figures for the Bering Strait region of Alaska

The charts below show that the unemployment rate in the Bering Strait region of Alaska (a.k.a., Nome Region) dropped by 0.6% in 2014.

January 2014 Nome Region Unemployment Stats – Not seasonally adjusted		December 2014 Nome Region Unemployment Stats Not seasonally adjusted	
Labor Force	4,091	Labor Force	4,174
Employment	3,566	Employment	3,666
Unemployment	525	Unemployment	508
Unemployment Rate	12.8%	Unemployment Rate	12.2%

Objectives and Performance Measurements 2014

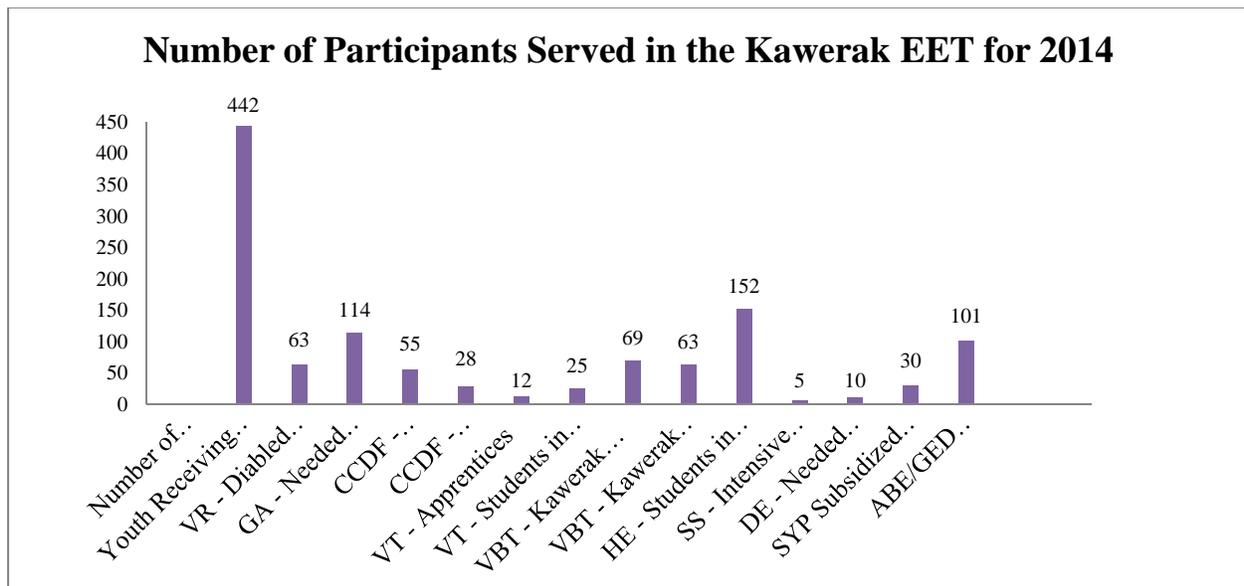
Participant Intake

Objectives:

- To provide client outreach for all EET Services.
- To reduce administrative duplication by utilizing one intake application for all EET services.

The function of intake is to assist the client, review applications to ensure completion and accuracy, verify tribal membership, eligibility for services, economic status, and other necessary data. One standardized application exists for clients that include all information necessary to fulfill reporting requirements, with the exception of a regional application for VT and Higher Education students (as described under BSLT), which is in a format that is useful for students to apply for other region-based scholarships using the same application. All clients are required to fill out some form of an application. Information from completed applications is entered into the Kawerak EET Database for reporting and tracking purposes.

The Kawerak Education, Employment and Training Division provides a wide array of services which help our tribal member youth and adults to become self-sufficient through training and employment opportunities, so that those who want to work are working. Most of the participants in the EET Division have received basic education, career counseling or village-based training services. The rest of the EET programs generally include direct financial assistance to attend school or to provide a safety net while participants are securing or maintaining employment.



Supportive Services for Basic Needs

Objectives:

- To offset financial barriers for unemployed and underemployed participants who are seeking to complete their employment objectives.

Kawerak assists unemployed or underemployed tribal members with financial assistance that is needed to remove barriers to secure employment or complete individual employment objectives. These may include, but are not limited to, the following:

transportation to and from a training or job site, tools and materials for a job or self-employment, housing assistance for persons attending training away from their permanent residence, work and safety essentials, initial union dues, personal appearance, glasses, and other necessities.

Applicants must be actively seeking employment or completing other individual employment objectives, which includes those enrolled in short-term vocational programs that lead to specific, bona-fide work opportunities. Supportive services will vary with each participant and will be determined based on each participant's plan of employment and needs. Financial assistance under this program cannot be used to pay financial debt. Repeat supportive services will be allowed on a case-by-case basis and may not be available if funds become too limited. All repeat services will be considered a lower priority than the initial service, and will be considered as follow-up services to their employment plan.

Individuals that do not qualify for other integrated '477 services, specifically Direct Employment Assistance, Higher Education Scholarships, and Adult Vocational Training Services, may qualify for Supportive Services; however if a participant qualifies for other '477-integrated services, he/she cannot receive duplicate services under the Supportive Services Program. This includes AVT, DE and HE services that are provided under other self-compacting tribal organizations. Other sources of funding will be explored as needed. Follow-up support will be extended for one month, or as needed, after a participant has been employed or has completed other objectives and their file is closed.

In Calendar Year 2014,

- There were 5 total participants served. All five participants received supportive services for basic needs and were closed in 2014. Of those closed, three achieved their employment or education objective, resulting in a PTR 75%, over our goal of 30%. Four participants entered employment, resulting in an EER rate of 75%.

Direct Employment Assistance

Objectives:

- To enable residents of the Bering Strait region and their families to transition to new or better work opportunities.

Direct Employment (DE) Assistance is available for resident Bering Strait region tribal members that are transitioning to full-time employment. The program can provide temporary, one-time expenses for tribal members and their families to relocate for work, such as rent, utilities, phone, groceries, work clothing, tools, and airfare. Applicants are eligible for DE if they have been unemployed for at least three months or if they were working but found work that is a minimum 20% increase over their previous annual gross wage.

The DE program is intended as a "safety net" to provide assistance that is needed before the first paycheck is received, which under normal circumstances is one month. Applicants are not eligible for DE if they have already been working for one month and have received their first paycheck. Financial assistance under this program cannot be used to pay financial debt.

In Calendar Year 2014,

- 10 participants received Direct Employment Assistance grants and were all closed in 2014. Nine participants were employed and closed following the service, resulting in a PTR of 90%.

Higher Education Scholarships

Objectives:

- To increase the number of tribal members who receive Associate, Bachelor or Masters Degrees.
- To provide technical assistance and information to students in obtaining the necessary financial resources to fund their education.
- To provide the highest level of services to students through active coordination with other programs and agencies, including school districts, scholarship committees, college counselors and financial aid officers.

Scholarships are provided to eligible applicants who are accepted for enrollment in an accredited college or university, and have documented financial need after other sources of funds have been applied. Grants may be used for tuition, room, board, textbooks, required fees, transportation, personal and miscellaneous expenses related to attendance at an institution of higher education. Kawerak may continue to provide scholarships to eligible students who meet the academic requirements and maintain academic progress. Students not meeting the above requirements are placed on academic probation for the following term to allow academic standards to be met. Scholarships are not an individual right and Kawerak may approve or deny funding, and determine the amount of funding in accordance with its policies. These policies are administered uniformly and applicants who do not meet eligibility criteria will not receive funding. All scholarships will be subject to funding availability.

The number of scholarship recipients has increased dramatically over the past eight years, from 80 students in 2005 to 152 students in 2014. In Calendar Year 2014,

- 152 Students received Higher Education scholarships.
- 52 students were enrolled into both Spring and Fall semesters in 2014, and 72 students continued on from the Fall 2014 semester onto the Spring 2015 semester.
- Of the 152 students, 117 successfully completed their successive semesters with a minimum cumulative GPA of 2.0 while 35 did not maintain a 2.0 G.P.A. for two consecutive semesters, or did not reapply for funding. This resulted in a PTR of 77%, over our projected goal of 75%.
- 100% of applicants for Higher Education scholarships received information and applications for additional scholarship and internship services.
- 12 students graduated from college; 10 with a Bachelor's, 1 with an Associates and 1 with a Certificate, reaching our goal of 12.
- Following is a list of degrees received:

Bachelors in Early Childhood Education & Alaska Native Studies
Bachelor of Arts in K-12 Teaching Option and a minor in Psychology
Bachelors in Political Science Major and a minor in Psychology
Associates Degree in Applied Science
Certificate in Aviation Maintenance - Air Frame and Power Plant
Bachelors in Sociology and a minor in Nutrition
Bachelors in Human Services

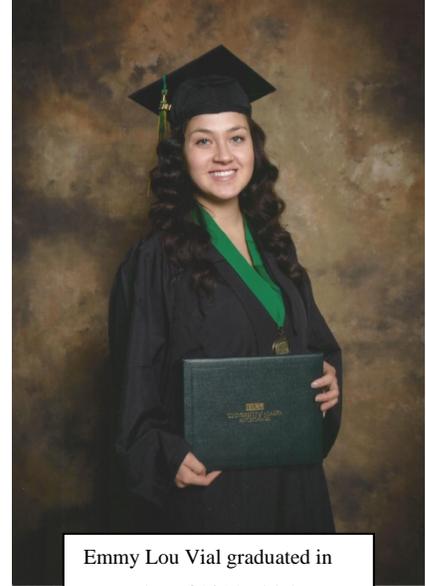
Bachelors in Chemistry/Biochemistry
Bachelors in Biology and a minor in Alaskan Native Diet
Bachelors in International Studies & Agriculture
Bachelors in Nursing



Erica Wood graduated in May of 2014 with her Bachelor of Science in International Studies & Agriculture



Natalie Longley graduated in May of 2014 with her Bachelor in Human Biology & a minor in Psychology



Emmy Lou Vial graduated in December of 2014 with her Bachelor in Sociology & a minor in Nutrition



Nicole Atkins graduated in May of 2014 with her Bachelor in Human Services



Cheryl Ongtawasruk graduated in December of 2014 with her Bachelor in Art K-12 Teaching Option and a Minor in Psychology pictured with her proud family

Also Graduating in December 2014 was:

- *Isaac Bailey (pictured under Partnerships with Oak Foundation above) graduated with a Bachelors Degree in Chemistry/Biochemistry
- *Madelyn Alvanna-Stimpfle graduated with a Bachelors Degree in Early Childhood Education and Alaska Native Studies
- *Ana Swanson graduated with a Bachelors Degree in Political Science and a minor in Psychology
- *Sasha White graduated with a Bachelors Degree in Biology and a minor in Alaskan Native Diet
- *Rachel Goodall graduated with an Associate's Degree in Applied Science
- *Jacklyn Ivanoff & Theresa Olanna (pictured under Partnerships with BSHC above) graduated with an Associates Degree in Nursing

Community Education

Objectives:

- To provide quality basic education instruction to youth and adults
- To provide individualized instruction plans for each participant based on skill level and interests
- To maintain the availability for basic education programs in the Bering Strait region villages

Our Community Education Services provide a critical component to the success of many participants throughout Kawerak's integrated PL 102-477 programs. Program services include remediation in reading, writing, and math skills, instruction and counseling to participants in preparations for the GED, and provide English as a Second Language (ESL) to the local immigrant population. Many participants are struggling with the new GED examination that incorporates computer based knowledge and a higher educational level requirement for successful completion. Some clients are finding success in improving basic skills, entering the workforce, completing vocational training, or moving on to post secondary education. Community Education Services presently employs an education program director who supervises the work force and oversees the implementation of region wide ABE/GED programs, ensuring goals and objectives are achieved, and quality services are provided. Additional staff includes one part time ABE/GED Program Specialist, one part time ABE/GED Program Coordinator, and one part-time, on-call ABE/GED Program Tutor. We also rely on volunteer tutors in remote communities to assist students with GED tutoring on an as needed basis. Also, the program assists the Nome-based staff with other EET activities and functions.

In Calendar Year 2014,

- Community Education Services transitioned to the new computer based GED Test policy, procedures, and processes.
- Staff received some 160 hours of professional development through the State of Alaska ABE program, in addition to numerous hours of in-house training on the new GED content, curriculum, testing processes, and student registration requirements.
- 101 students received educational services totaling 2,400 student attendance hours. 83 students seeking GED services, 18 clients received services in applying for AVTEC, Certified Nursing Assistant, and Health Aides positions. 34 clients were on public assistance (TANF).
- 36 separate Official GED tests were administered through the Pearson-Vue testing site at the Northwest Campus.
- 21 students registered on-line through our program, of which 13 students took a total of 42 official GED Ready tests (practice tests) in attempting to qualify for the Official GED Test.
- 4 students met the required qualifications for official GED testing.
- 2 students were successful in passing the GED and received their high school diploma.



GED Students proudly displaying their diplomas during the Thirty-eight Annual Commencement for the Conferring of Degrees, May 2014.

Village Based Training

The services included here are the coordination and delivery of short-term, community (village) based training projects in preparation for seasonal work, work activities for the purpose of attaining or upgrading the skills necessary in the workplace, and for personal self-sufficiency.

Objectives:

- To increase the number of tribal members who are trained and skilled for employment.
- To increase the number of participants who successfully complete training programs.
- To provide tribal members the opportunity to upgrade skills, become re-certified or certified in occupational skills.

Kawerak coordinates short-term training sessions as funding allows, enhancing occupational skills that are required for specific employment opportunities. To help ensure successful participation and completion, short-term training instruction is normally located within the Bering Strait Region.



Savoonga Hazwoper Students Ready to Go

Given the lack of full-time, year-round employment, Kawerak strategizes to train tribal members for upcoming seasonal construction projects. Staff works closely with the regional tribal councils, state and federal agencies, private contractors, training programs, colleges, the Kawerak Transportation Department and unions to identify upcoming projects, and coordinate training. Examples of training offered in the region during 2014 include: NCCER CORE (Safety) construction, Hazwoper (hazardous waste handling); a certified nursing

assistant (C.N.A.) class, Qiviut preparation for profit class, OSHA training for construction projects, Kaspag sewing classes, a Boiler and Burner Repair and Installation class, QuickBooks classes, and Asbestos Abatement. We also had a Federally Certified Apprenticeship program and taught classes to the apprentices.

In Calendar Year 2014,

- 144 participants attended at least one of the 17 short-term training classes in our region. All of the short term classes were successfully closed in 2014.
- Seven apprentices carried over from 2013 into 2014. This year five apprentices joined the program. All these apprentices remain working.
- Of the 144 of the above cases that were closed, all successfully completed their fields of study except for 12 apprentices which are being carried over to 2015. This gave us a PRT of 100% for Village-Based Training.

Vocational Training Assistance Grants

Objectives:

- To increase the number of tribal members who are trained and skilled for employment.
- To increase the number of participants who successfully complete training programs.
- To provide tribal members the opportunity to upgrade skills, to become re-certified or certified in occupational skills for employment.

Financial assistance is available to enable drug-free, residents and tribal members to attend full-time institutional or vocational training, or short-term training programs. Kawerak may pay for costs associated with the training of a participant, including but not limited to tuition, books, registration and medical test fees, materials/supplies, room and board, transportation and supportive services.

Applicants must declare the desire and intent to accept employment at the completion of training. Occupational training shall be in fields shown to be in demand or projected to take place in the Bering Strait region or in the area in which the participant is willing to accept employment.

In Calendar Year 2014,

- 25 new students were funded to attend vocational training outside of the Bering Strait region. They joined 14 students who were continuing their training into 2014 from 2013.
- Of the 23 students who were closed in 2014, 19 completed their training successfully and met one or more of their goals for their training; 4 did not. This resulted in a PTR of 83%. This met our goal of at least 75% successful completions.
- 16 students continued over into 2015 from their 2014 entry.



Jennie Tokeinna
Medical Assistant Specialist



Jennifer Redfox
Associate of Applied Science
Business Administration & Accounting Technology



Ashley Ongtowsruk
Associate of Applied Science
Business Administration & Computer Technology



GideAnn Fowler
Associate of Applied Science
Business Administration & Computer Technology



Rebecca Jones
Associate of Applied Science
Business Administration and Accounting Technology



Kaitlin Ivanoff
Medical Assistant Specialist



Marcella Hawkins
Associate of Applied Science
Business Administration & Computer Technology

Graduates of Alaska Career College from our region for the year 2014

Employment Services

Objectives:

- To increase the number of tribal members who are employed through job databank referrals.
- To increase the number of tribal members employed on local, state, and federal contracted projects.

The objective of Kawerak's integrated employment services is job placement so tribal members can attain self-sufficiency. Services include job search assistance, job placement, worksite (project) orientation, employer assistance for recruitment of tribal members, employability counseling, and job referrals.

In 2006 a statewide job databank was created and implemented through the State of Alaska Department of Labor and Workforce Development, called "ALEXSYS." The creation of this new system rendered Kawerak's job databank defunct since users can access their own records and employers can access job candidates directly. For this reason, our new focus is to assist participants to access this new system and to provide greater outreach of the system throughout the Bering Strait Region.

When a tribal member is trained and/or job-ready, employment services will include the following: counseling the participant on job seeking procedures, matching the participant to job opportunities, referring the participant to the job and verifying the results. Tribal members are encouraged to act on their own to the greatest extent possible.

The Tribal Employment Rights Office (TERO) enforces federal statutes where Native American preference is mandated in contracting, employment and training opportunities. TERO ordinances in villages have been established so that qualified tribal members are hired. TERO monitors projects by visiting job sites to ensure that employers are abiding by the laws. TERO reviews alleged complaints of discrimination; explains the rights of tribal members wanting to file complaints of discrimination; and recommends the proper federal or state agency with which to file a complaint.

Kawerak anticipates a continuation of Native preference or local hire at the village level on all construction projects. We also anticipate that journeyman status will be achieved by more tribal members over the next five years.

The TERO officer and Regional Training Specialist will identify and facilitate employment opportunities for region residents. The TERO officer will promote compliance with P.L. 93-638, 7B on federally funded projects (Native preference hire) and actively advocate for native hire at the local, regional, and state levels. Part of this effort will include negotiating and securing Indian/Native American preference agreements, providing lists of qualified residents to contractors, and monitoring projects for compliance. Staff will identify, design and implement training programs with the cooperation of contractors to ensure the highest rate of qualified tribal members are hired for upcoming projects, and will work with village entities in preparation for employment opportunities scheduled for the villages. They will disseminate labor market information to the villages in local newsletters, Kawerak's mail out to the tribal councils, and other media.

Youth Programs

Objectives:

- To increase the number of youth who have workplace experience and attain career development and employment soft skills.

Staff presenting on career skills to youth in Brevig Mission



Youth working at a local auto-mechanic business



Kawerak Youth Programs provided work experience opportunities in each community throughout the Bering Strait region for In- and Out-of-school youth who were between the ages of 14 and 21, during the months of May through August. Worksites were voluntary and lasted between 6 weeks.

In 2014, Kawerak EET Division managed a total of two youth-related grants which allowed Kawerak to expand its direct services to youth. In 2014, Kawerak received the following youth related grants:

- Federal WIA Supplemental Youth: \$ 51,264 (for summer participant salaries to 8/31/2014)
- State of Alaska, Alaska Youth First: 7/1/2013-6/30/2014: \$85,000 (Youth Director Salary)

Funding was used to sustain the Youth Director's salary and to hire a Program Specialist, participant salaries, and travel to all communities for the purpose of providing career development and employability skills to in-school youth in the Bering Strait region. In 2014, a total of 442 youth received career counseling with the assistance of the Career Guide (Youth Employment Director).

Kawerak also coordinated ten village-based career fairs in 2014 as a service to the K-12 schools in the Bering Strait region. Over 240 youth participated in the fairs, which covered topics including educational opportunities in nursing, anthropology,

degree programs available in the Bering Strait Region and throughout the state, careers in vocational rehabilitation, child and family services, careers in the health fields, careers in aviation, careers and internships in radio broadcasting, scholarships and vocational funding, career and technical programs for youth, entrepreneurship information, utilizing the state's job database, careers in the seafood industry, jobs available in the region, jobs available in specific villages, job qualifications, placement opportunities, educational and employment resources, the Summer Youth Employment Program; resumes, interviewing skills, and employment soft skills.

In Calendar Year 2014:

- 30 eligible youth were selected to work in 27 organizations and businesses, with 29 completing an employment objective successfully, resulting in a PTR of 96%, above our goal of 75%.
- 442 youth participated in Career Development & Awareness, Employability Skill Building & Training through a career guide services.
- 36 community partnerships were developed.

Vocational Rehabilitation Program

Objectives:

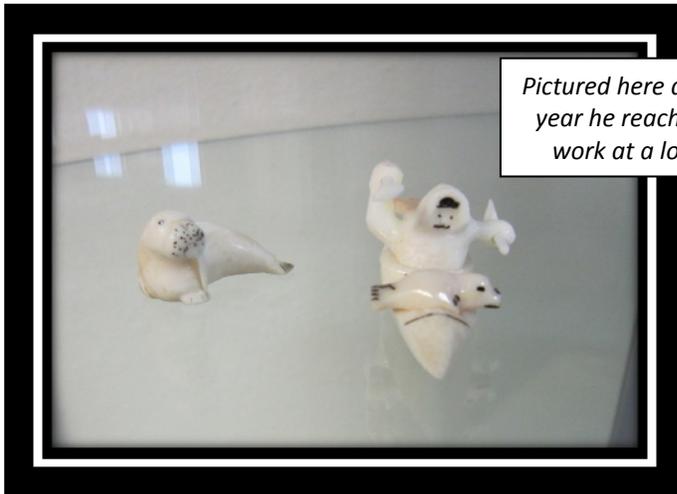
- To provide vocational rehabilitation services to Alaska Natives or American Indians with disabilities who reside within the Bering Strait Region of Alaska.

The Kawerak Vocational Rehabilitation (KVR) Program provides comprehensive case management and supportive services for persons having a documented disability who endeavor to become self-sufficient through employment or self-employment. This may include start-up costs for small business, vocational training grants, supportive services for basic needs, work activities, assistance to secure independent living accommodations, financial assistance for technological aides, pre-services screening for disabilities or any other support that will benefit consumers toward self-sufficiency.

In Calendar Year 2014,

- Sixty-three (63) individuals with disabilities were served under an Individualized Plan for Employment (IPE).
- Nineteen (19) cases were closed successfully in 2014. Three (3) of them were closed with traditional subsistence Individualized Plans for Employment (IPE). Ten (10) of them were closed with full time employment, three (3) of them were closed with part time employment, and three (3) of them were closed with self-employment.
- KVR staff continues to work with Arctic Access and others on equal transportation access within the region. As a result of these collective efforts, Arctic Access now runs a low cost cab voucher program for people with disabilities and low wage earners. Also, EZ Cab continues to operate a wheelchair accessible cab service in the Nome area. Our group's new focus is on rural plane accessibility.

- This year we shared seven (7) cases with the Alaska Division of Vocational Rehabilitation. The counselor assigned to our region is Emily Matthies and she is based in Anchorage. She made three trips to Nome in 2014, one in March, one in July and one in October. As a result of this collaboration the number of shared cases between programs continues to grow, increasing the amount of services available to individuals with disabilities in the Bering Straits Region.



Pictured here are consumer 66-0048's beautiful ivory carvings. This year he reached his employment goal; a combination of full time work at a local hotel and self employment selling his artwork.

Denice Gilroy, Arctic Access Director and Sara Lizak, KVR Director display models of the wheelchair accessible vehicles considered during the planning phase of the wheelchair accessible cab service in Nome.



Welfare Assistance Program

Objectives:

- To provide general safety-net financial assistance to low-income tribal members
- To provide burial and emergency assistance to low-income tribal members
- To encourage self-sufficiency through employment planning and job search activities.

Kawerak Tribal Welfare Assistance (TWA) consists of three programs and is an income based, last resort assistance program. Monthly TWA assists families in meeting their essential needs which may include: Food, clothing, shelter, heat, and utilities. Burial Assistance assists eligible tribal members with purchasing a casket. Emergency Assistance helps families who were affected by flood/fire or natural disasters to replace blankets, clothing, etc. The Kawerak Tribal Welfare Assistance Department does not assist with first and last month's deposits, credit cards/loans or late bills/fees.

In Calendar Year 2014,

- Kawerak Tribal Welfare Assistance Department staff worked with tribal members that we were unable to assist and in locating other assistance for their basic needs.
- Kawerak received 239 General Assistance applications and approved 114 applications for basic needs.
- Kawerak received 7 Burial Assistance applications and were able to assist 2 families.
- The program received 4 Emergency Assistance applications and we were able to assist all 4.

Child Care Services

Objectives:

- To offset the cost of child care for income eligible parents who are working, or parents who are attending job training or a basic skills/GED education program;
- To improve the quality and availability of child care in the Bering Strait Region;
- Provide child care services for children under emergency protective services or long term foster care placement at the tribally-operated center, Uiviilat Play and Learn Center;
- Provide training for child care providers in child development, creative activities and health and safety;
- Provide information and assistance to interested child care providers in obtaining a State Community Care License;
- Provide support for child care providers in meeting health and safety standards in Tribal child care homes.
- Provide funds for after-school care services for eligible children.



Child Care Services is administered under the Kawerak, Inc. P.L. 102-477 consolidated plan for employment and training by authorization through resolutions from each of the twenty (20) tribes in the Bering Strait region participating in the Kawerak, Inc. consortium for CCDF purposes.

Under our 477 Plan, Kawerak operates the Child Care Development Fund block grant program with the objectives of (1) improving the quality and availability of child care in the Bering Strait region; and (2) off-setting the cost of child care for working parents, parents who are attending college full time, attending full time vocational training programs or receiving institutional care.

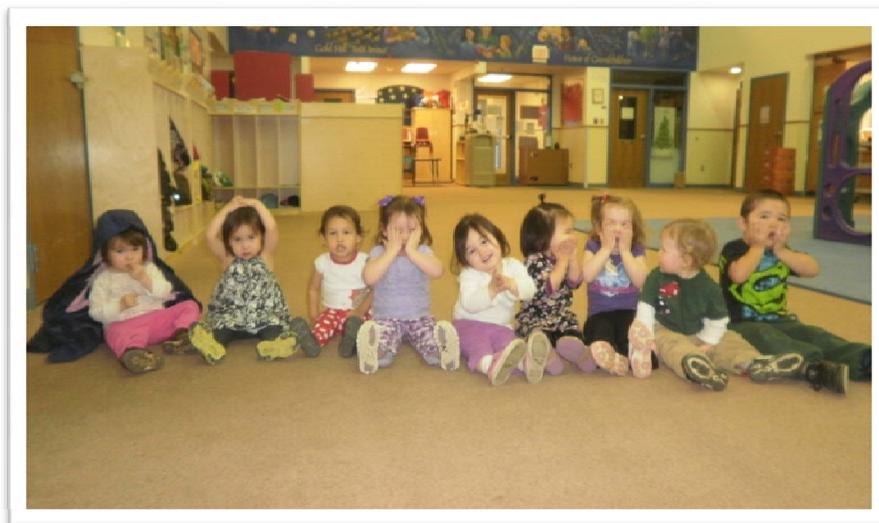
During 2014, Kawerak Child Care Services provided financial assistance to twenty-eight (28) families with fifty-five (55) children in thirteen (8) home based child care and in one (1) state licensed, tribally run child development center within our region and one (1) child care centers out of region, for a total of ten (10) providers. The home based child care providers were homes that met state and/or tribal guidelines for exempt providers.



During 2014, a number of activities were undertaken to improve the quality and availability of child care in the region:

Kawerak continued supporting home based providers:

- Provided intensive direct support to home based child care providers during the enrollment process to aid them to complete the application process.
- Assisted home based child care providers to obtain their business license.
- Worked with two regional home providers to become state licensed.
- Streamlined our process for completing criminal background checks in Nome and in the villages.



Kawerak worked on plans to increase range of child care options:

- Two home providers have submitted applications to the state to become state licensed child care providers.
- Continued collecting data from our region in preparation for feasibility studies for the operation of tribally operated, licensed child development centers within the villages of our region.
- Applied for the Early Head Start/Child Care collaboration grant.

Kawerak provided day-to-day support of home based child care providers:

- Increased our referral and tracking activities, in order to keep slots “full” in home based child care businesses and better meet the needs of parents as they call us.
- Provided “case management” to assist home based child care providers and parents in resolving conflicts and handling day-to-day issues in child care.
- Provided first aid kits, fire extinguishers, smoke alarms, outlet covers and a variety of other safety items to home based child care providers in the region.

Kawerak provided education to providers:

- Expanded on our resource lending library of materials for parents and providers included more information on health and safety material, child education and development material, literacy material and developmentally appropriate toys.
- Provided information to child care providers regarding online classes, CDA credits, etc. Offered college level classes to all providers and caregivers regionally.



Kawerak collaborated with community agencies:

- Participated in meetings with local Foster Care, Office of Children’s Services (OCS), ATAP, ICWA, and state CCDF program staff to identify steps to improve and coordinate services. This has resulted in better program coordination, including provision of child care spaces for emergency and long term foster care placement.
- Uiviilat Play and Learn Center provided care for 22 children in OCS custody.
- Kawerak CCS was visited by the Director of the Office of Child Care to collaborate on ideas to improve Tribal Child Care.
- Distributed an After School Activities Application to 19 of our 20 tribal agencies. One tribal agency receives their own Child Care and Development Funds to run an after school activities program.

Kawerak pursued staff education and reviewed internal policies and procedures:

- CCS Director attended the Administration for Children and Families’ Tribal Consultation and Native American Summit.
- Staff members participated in regional teleconferences and statewide conferences on various topics.

- Staff members received training related to criminal records, reporting child abuse, SIDS, shaken baby syndrome, and safe food handling practices.

CCDF Program Data Reported for the 2014 PL 102-477 Annual Statistical Report:

Families Receiving Care: 28

Children Receiving Care: 55

Children 0-3: 25

Children 4-5: 16

Children 6 yrs and over: 14



Conclusion

In 2014, we have seen greater numbers of scholarships for college, vocational training, and grant applicants than usual. We anticipate a higher increase in the number of vocational and college bound students in 2015 as well as inflationary factors. We hope that we will not need to turn down applicants that require our help to become self-sufficient.

Our accomplishments over the past year for GED graduates are minimal compared to those of previous years under the 2002 GED series test. Many participants continue to struggle with the 2014 GED exams that incorporate the necessity of computer based knowledge, and a higher educational level requirement for success. However, many clients have been successful in achieving higher reading and math skills, have gained employment while working on their GED, have earned certificates through village based training, credentials at AVTEC, and enrolled in post secondary education courses.

With the implementation of the Workforce Innovation and Opportunity Act (WIOA), ABE programs across the Nation are redefining their programs from just a “GED” opportunity, to one that encompasses “Career Pathways” to a better future. The

goal will be to ensure we rebuild our ABE program to one that provides a better opportunity for participants to have access to not just the GED but one that includes pathways to post-secondary skills, credentials, certificates, and degrees that can lead to good jobs with family sustaining wages.

The Kawerak EET Division will continue to foster partnerships to expand program capacity and create more sustainability for all programs in the Bering Strait region. All our organizations serve relatively the same service population; therefore the benefits of our partnerships will have a positive effect on all our mutually-served participants.

Kawerak and the State of Alaska continue to share the costs of training expenses for individual Vocational Training Grant participants. NACTEC continues to also provide Kawerak with training facility and lodging space when available. Northwest College continues to partner with Kawerak on providing village-based courses to enhance educational and employability skills. Kawerak also works in partnership with various organizations such as NACTEC, NWC and NSHC to provide C.N.A. training and a new Nursing Program.

In response to the increasing costs of business and a fixed funding base that has not kept steady with inflation, Kawerak will continue to apply for additional resources that will provide better outreach for youth and incarcerated adults, and create more village-based training opportunities that have been extremely successful in the Bering Strait region. This will also enable us to improve on the types of services provided and increase opportunities for all participants to become better prepared in reaching skill requirement and education required of employers, and obtains career fulfilling jobs.

It is our hope that through this report which is generated to all federal agencies that have a integrated programs under Kawerak's PL 102-477 program , it will be clear that each federal agency would not be able stand on its own in rural Alaska while maintaining the levels of participation. This can only be accomplished by integrating programs as one. We look forward to your continued inter-agency support for our program as we look forward to maintaining our performance in 2015.

Appendices

Pub. L. 102-477 Statistical Report

Tribal Nation Kawerak, Inc.		Report Period	
		From: 01/01/2014	To: 12/31/2014
I. Participants Served	Adults	Youth	Cash Assistance Recipients
A. Total Participants	386	33	82
B. Total Terminees	163	26	34
C. Total Current Participants	223	7	48
II. Terminee Outcomes	Adult	Youth	Cash Assistance Recipients
A. Total with Employment Objective	38	25	8
1. Entered Unsubsidized Employment	33	0	8
2. Other Employment Outcomes	4	25	0
3. Employment Objective Not Achieved	1	0	0
4. Earnings Gain	\$ 0.30	\$	\$ 0.94
B. Total with Educational/Training Objective	131	0	22
1. Degree/Certificate Attained	128	0	20
2. Other Education Outcome	0	0	1
3. Education Objective Not Achieved	3	0	1
4. Literacy Gain – Percent of Increase		0	
5. Numeracy Gain – Percent of Increase		0	
C. Misc. Objective Achieved	0	0	0
D. Other (Non-Positive)	0	0	0
III. Terminee Characteristics	Adult	Youth	Cash Assistance Recipients
A. Female	71	14	18
B. Male	92	12	16
C. Education Level:			
1. Dropout	24	0	9
2. Student	5	25	1
3. High School Diploma/GED	107	0	22
4. Post High School	27	1	2
D. Veteran	1	0	3
IV. Participant Activities	Adult	Youth	Cash Assistance Recipients
A. Employment	14	25	9
B. Education/Training	346	8	65
C. Misc. Objective/Supportive Services	3	0	3
D. Other/Service Referral	23	0	5
V. Child Care Development Activities	Adult	Youth	Cash Assistance Recipients
A. Families Receiving Child Care	28		
B. Children Receiving Child Care		55	
1. Ages 0 to 3 years		25	
2. Ages 4 to 5 years		16	
3. Ages 6 and above		14	
C. Care Received – Type of Provider		55	
1. Tribal Center Based		46	
2. Other Center Based		1	
3. Group Home		0	
4. Other Care		8	
VI. Jobs Creation/Economic Development	Jobs Created	Indians/Alaska Natives Employed	Businesses Assisted
A. Number	n/a	n/a	24
Report Prepared By:	Printed Name & Signature	Phone Number: 907-443-4354	Date 3/27/2015
	Luisa Machuca		

FEDERAL FINANCIAL REPORT

(Follow form instructions)

1. Federal Agency and Organizational Element to Which Report is Submitted U.S. Dept of the Interior - Indian Affairs, Office of Indian Energy and Economic Development	2. Federal Grant or Other Identifying Number Assigned by Federal Agency (To report multiple grants, use FFR Attachment) PL 102-477 Program	Page of 1 5 pages
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3. Recipient Organization (Name and complete address including Zip code)
 Kawerak Incorporated P.O. Box 948 Nome, AK 99762

4a. DUNS Number 183865278	4b. EIN 92-0047009	5. Recipient Account Number or Identifying Number (To report multiple grants, use FFR Attachment) 220-14	6. Report Type <input type="checkbox"/> Quarterly <input type="checkbox"/> Semi-Annual <input type="checkbox"/> Annual <input checked="" type="checkbox"/> Final	7. Basis of Accounting <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual
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8. Project/Grant Period (Month, Day, Year) From: 01/01/2014 To: 12/31/2014	9. Reporting Period End Date (Month, Day, Year) 12/31/2014
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10. Transactions Cumulative
 (Use lines a-c for single or combined multiple grant reporting)

Federal Cash (To report multiple grants separately, also use FFR Attachment):

a. Cash Receipts	\$1,747,779.98
b. Cash Disbursements	\$1,747,779.98
c. Cash on Hand (line a minus b)	\$0.00

(Use lines d-o for single grant reporting)

Federal Expenditures and Unobligated Balance:

d. Total Federal funds authorized	\$1,747,779.98
e. Federal share of expenditures	\$1,747,779.98
f. Federal share of unliquidated obligations	\$0.00
g. Total Federal share (sum of lines e and f)	\$1,747,779.98
h. Unobligated balance of Federal funds (line d minus g)	\$0.00

Recipient Share:

i. Total recipient share required	\$0.00
j. Recipient share of expenditures	\$0.00
k. Remaining recipient share to be provided (line i minus j)	\$0.00

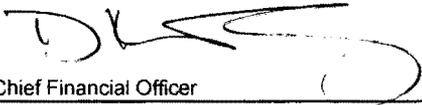
Program Income:

l. Total Federal share of program income earned	\$0.00
m. Program income expended in accordance with the deduction alternative	\$0.00
n. Program income expended in accordance with the addition alternative	\$0.00
o. Unexpended program income (line l minus line m or line n)	\$0.00

11.	a. Type	b. Rate	c. Period From	Period To	d. Base	e. Amount Charged	f. Federal Share
Indirect Expense	Provisional	53.12%	01/01/14	12/31/14	\$519,906.89	\$276,174.54	\$276,174.54
	Agency Cap	15.00%	01/01/14	12/31/14	\$157,100.87	\$23,565.13	\$23,565.13
	Provisional	10.00%	01/01/14	13/31/14	\$120,373.69	\$12,037.37	\$12,037.37
	Provisional	24.78%	01/01/14	13/31/14	\$413,660.08	\$102,504.97	\$102,504.97
	Provisional	29.83%	01/01/14	12/31/14	\$61,938.69	\$18,476.31	\$18,476.31
	g. Totals:				\$1,272,980.22	\$432,758.32	\$432,758.32

12. Remarks: Attach any explanations deemed necessary or information required by Federal sponsoring agency in compliance with governing legislation:

13. Certification: By signing this report, I certify to the best of my knowledge and belief that the report is true, complete, and accurate, and the expenditures, disbursements and cash receipts are for the purposes and intent set forth in the award documents. I am aware that any false, fictitious, or fraudulent information may subject me to criminal, civil, or administrative penalties. (U.S. Code, Title 18, Section 1001)

a. Typed or Printed Name and Title of Authorized Certifying Official  Donna Ray, Chief Financial Officer	c. Telephone (Area code, number, and extension) (907) 443-5231 d. Email Address dray@kawerak.org
b. Signature of Authorized Certifying Official	e. Date Report Submitted (Month, Day, Year) 03/26/2015

Standard Form 425 - Revised 10/11/2011
 OMB Approval Number: 0348-0061
 Expiration Date: 2/28/2015

Paperwork Burden Statement
 According to the Paperwork Reduction Act, as amended, no persons are required to respond to a collection of information unless it displays a valid OMB Control Number. The valid OMB control number for this information collection is 0348-0061. Public reporting burden for this collection of information is estimated to average 1.5 hours per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the Office of Management and Budget, Paperwork Reduction Project (0348-0061), Washington, DC 20503.

Public Law 102-477 Financial Status Report Attachment
 Item # 11. - Indirect Expense

FISCAL YEAR 2012 - YEAR ONE OF 3 YEAR PLAN - 1/1/2012 THRU 12/31/2012

<u>Program - Grant Period</u>	<u>Rate</u>	<u>Base-Direct</u>	<u>Total Indirect</u>	<u>Federal Share</u>
COMPACT CARRYOVER	53.16%	\$ 31,203.11	\$ 165,873.57	\$ 47,790.68
ONE TIME JOB PLACEMENT	53.16%	\$ 45,738.45	\$ 24,314.55	\$ 70,053.00
COMPACT 1/1-12/31/12	53.16%	\$ 629,180.60	\$ 334,472.41	\$ 963,653.01
DOL-WIA-A 7/1/08-6/30/12	15.00%	\$ 111,046.55	\$ 19,596.45	\$ 130,643.00
HHS-NEW 7/1/08-6/30/12	29.79%	\$ 30,978.89	\$ 9,228.61	\$ 40,207.50
HHS-NEW 7/1/08-6/30/12	29.79%	\$ 30,978.89	\$ 9,228.61	\$ 40,207.50
DOL YOUTH 7/1/08-6/30/12	15.00%	\$ 45,775.90	\$ 8,078.10	\$ 53,854.00
CCDF 9/30/08-9/30/12	5.00%	\$ 349,400.00	\$ 17,470.00	\$ 366,870.00
CCDF 9/30/08-9/30/12	22.06%	\$ 264,419.14	\$ 58,330.86	\$ 322,750.00
CCDF CARRYOVER 5%	5.00%	\$ 248,297.11	\$ 12,414.86	\$ 260,711.97
TOTAL 2012 EXPENSE/INDIRECT		\$ 1,787,018.64	\$ 659,008.02	\$ 2,296,740.66

FISCAL YEAR 2013 - YEAR TWO - 1/1/2013 THRU 12/31/2013

<u>Program</u>	<u>Rate</u>	<u>Base-Direct</u>	<u>Total Indirect</u>	<u>Federal Share</u>
COMPACT 1/1-12/31/13	53.46%	\$ 634,438.84	\$ 342,525.92	\$ 971,706.52
DOL-WIA-A 7/1/10-6/30/13	15.00%	111,046.55	19,596.45	130,643.00
HHS-NEW 7/1/09-6/30/13	29.89%	30,955.04	9,252.46	40,207.50
HHS-NEW 7/1/10-6/30/13	29.89%	30,955.04	9,252.46	40,207.50
DOL-YOUTH 7/1/09-6/30/13	15.00%	45,775.90	8,078.10	53,854.00
CCDF 9/30/09-9/30/13	5.00%	287,507.00	14,375.00	301,882.00
CCDF 9/30/09-9/30/13	22.06%	350,410.00	77,302.00	427,712.00
CCDF CARRYOVER	-	0.00	0.00	0.00
TOTAL 2013 EXPENSE/INDIRECT		\$ 1,491,088.37	\$ 480,382.39	\$ 1,966,212.52

FISCAL YEAR 2014 - YEAR THREE - 1/1/2014 THRU 12/31/2014

<u>Program</u>	<u>Rate</u>	<u>Base-Direct</u>	<u>Total Indirect</u>	<u>Federal Share</u>
COMPACT 1/1-12/31	53.12%	416,892.59	221,453.34	638,345.93
JOB PLACEMENT	53.12%	103,014.30	54,721.20	157,735.50
DOL-WIA-A	15.00%	110,623.48	16,593.52	127,217.00
HHS-NEW	29.83%	61,938.69	18,476.31	80,415.00
CCDF	10.00%	120,373.69	12,037.37	132,411.06
CCDF	24.78%	413,660.08	102,504.97	516,165.05
DOL-YOUTH	15.00%	46,477.39	6,971.61	53,449.00

TOTAL 2014 EXPENSE/INDIRECT \$ **1,272,980.22** \$ **432,758.32** \$ **1,705,738.54**

CUMULATIVE EXPENSE/INDIRECT \$ **4,551,087.23** \$ **1,572,148.73** \$ **5,968,691.72**

PL 102-477 Financial Status Report Attachment

SF-425 Item #12

12a. By the signature below, I certify that none of the funds in the approved budget which originated in the Workforce Investment Act (WIA) were used in violation of the Act's prohibition on the use of funds for economic development activities (Section 141 {q}).

12b. By the signature below, I certify that none of the funds in the approved budget which originated in the Workforce Investment Act (WIA) were used in violation of the Act's restrictions on assisting employer relocation (Section 141 {c}).

12c. \$0.00 in program income earned during the 2014 grant cycle.

12d. \$0.00 in refunds or rebates received during the 2014 grant cycle.

12e. \$1,747,779.98 expended in 2014, including administrative costs.

12f. By the signature below, I certify that the Child Care Development funds were used for appropriate Child Care Development funds related activities.



Donna Ray, Chief Financial Officer

3 - 27 - 15
Date

Kawerak, Inc. Grant Financial Report

Fund 220-14
 Program EET DIVISION
 Village 99
 Phase 9999
 Period End 2014-12

Div/Dept: EET / Child Care
 Managed By: EET VP
 01/01/2014 - 12/31/2014
 0

Budget	Description	Period 12	Fund-To-Date	Committed Costs	FTD + Committed	% of Budget	Budget Balance
REVENUE							
1,872,264.00	4100 GRANT REVENUE	(172,081.02)	1,747,779.98	-	1,747,779.98	93.35%	124,484.02
1,872,264.00	TOTAL REVENUE	(172,081.02)	1,747,779.98	-	1,747,779.98	93.35%	124,484.02
DIRECT EXPENSES							
450,427.00	5000 SALARIES & WAGES	162,101.88	536,708.61		536,708.61	119.16%	(86,281.61)
125,276.00	5001 PAYROLL TAXES	73,977.19	179,533.26		179,533.26	143.31%	(54,257.26)
-	5010 SALARIES & WAGES - SYP	(33,541.75)	-		-	0.00%	-
-	5011 PAYROLL TAXES - SYP	(3,028.78)	-		-	0.00%	-
	5015 WORKERS COMP EXPENSE - SYP	(864.15)	-		-	0.00%	-
4,200.00	5105 CONTRACTUAL*		8,797.39		8,797.39	209.46%	(4,597.39)
14,570.00	5200 TRAVEL	1,718.82	20,848.33		20,848.33	143.09%	(6,278.33)
12,450.00	5215 TRAVEL - CLIENT		-		-	0.00%	12,450.00
3,000.00	5320 OFFICE SUPPLIES		2,275.27		2,275.27	75.84%	724.73
4,500.00	5325 PROGRAM SUPPLIES	4,584.87	16,222.22		16,222.22	360.49%	(11,722.22)
1,000.00	5350 COMPUTER SOFTWARE*		1,074.00		1,074.00	107.40%	(74.00)
500.00	5355 POSTAGE		-		-	0.00%	500.00
2,700.00	5400 COMPUTER EQUIPMENT*	893.16	2,231.74		2,231.74	82.66%	468.26
5,000.00	5405 COPIER LEASE	283.14	2,960.22		2,960.22	59.20%	2,039.78
1,100.00	5415 OFFICE FURNITURE/EQUIPMENT*	46.99	1,921.07		1,921.07	174.64%	(821.07)
	5500 VEHICLE EXPENSE		85.16		85.16	0.00%	(85.16)
40,000.00	5700 RENT	3,565.24	41,943.98		41,943.98	104.86%	(1,943.98)
11,400.00	5715 TELEPHONE	471.04	7,928.19		7,928.19	69.55%	3,471.81
1,200.00	5800 INSURANCE*		1,385.00		1,385.00	115.42%	(185.00)
104,000.00	6300 ADULT VOCATIONAL TRAINING	17,619.70	90,099.62		90,099.62	86.63%	13,900.38
21,000.00	6400 DIRECT EMPLOYMENT	2,457.40	17,719.45		17,719.45	84.38%	3,280.55
800.00	6502 FREIGHT	29.73	428.19		428.19	53.52%	371.81
80,000.00	6504 AFTER SCHOOL ACTIVITIES		14,040.19		14,040.19	17.55%	65,959.81
147,500.00	6506 CHILD CARE SUBSIDY	1,887.16	87,429.13		87,429.13	59.27%	60,070.87
85,876.00	6514 QUALITY ACTIVITIES - OTHER	575.58	11,055.61		11,055.61	12.87%	74,820.39
50,000.00	6515 QUALITY ACTIVITIES - TRAINING		7,848.76		7,848.76	15.70%	42,151.24
9,000.00	6516 SUPPORTIVE SERVICES*		17,590.00		17,590.00	195.44%	(8,590.00)
222,000.00	6600 SCHOLARSHIPS		233,705.00		233,705.00	105.27%	(11,705.00)
10,000.00	6705 TRAINING & TUITION		8,475.00		8,475.00	84.75%	1,525.00
900.00	7000 ADVERTISING		-		-	0.00%	900.00
2,000.00	7004 DUES, PUBLICATIONS, SUBSCRIP		1,500.00		1,500.00	75.00%	500.00

Kawerak, Inc. Grant Financial Report

Fund 220-14
 Program EET DIVISION
 Village 99
 Phase 9999
 Period End 2014-12

Div/Dept: EET / Child Care
 Managed By: EET VP
 01/01/2014 - 12/31/2014
 0

Budget	Description	Period 12	Fund-To-Date	Committed Costs	FTD + Committed	% of Budget	Budget Balance
1,092.00	7005 MISCELLANEOUS		1,216.27		1,216.27	111.38%	(124.27)
1,620.00	7008 TEXTBOOKS				-	0.00%	1,620.00
1,413,111.00	TOTAL DIRECT EXPENSES	232,777.22	1,315,021.66	-	1,315,021.66	93.06%	98,089.34
INDIRECT EXPENSES							
317,710.00	9000 INDIRECT-COMPACT	(110,275.76)	276,174.54		276,174.54	86.93%	41,535.46
28,427.00	9001 INDIRECT-FLOW THRU	646.84	12,037.37		12,037.37	42.34%	16,389.63
95,464.00	9002 INDIRECT-OFF SITE	76,660.15	126,070.10		126,070.10	132.06%	(30,606.10)
17,552.00	9003 INDIRECT-ON SITE	18,476.31	18,476.31		18,476.31	105.27%	(924.31)
459,153.00	TOTAL INDIRECT EXPENSES	(14,492.46)	432,758.32	-	432,758.32	94.25%	26,394.68
1,872,264.00	TOTAL EXPENSES	218,284.76	1,747,779.98	-	1,747,779.98		124,484.02
-	NET REVENUE	(390,365.78)	-	-	-		-