

Knik Tribe

PL 102-477 Annual Report for October 1, 2013 – September 30, 2014

Knik Tribe is a federally recognized tribe that provides services to tribal members in the Matanuska Susitna (Mat-Su) Borough. Located in south central Alaska, this is one of the largest service areas in Alaska covering 25,000 sq. miles. There is an ever increasing number of Alaska Native and American Indian Peoples residing within the service area, an estimated 10,000. This number is still ever increasing with families from rural tribes as they migrate to the Mat-Su Valley trying to escape the high energy costs and lack of employment.

The tribe expects to work with both the new and long-term tribal members who have a variety of needs. Therefore, the tribe is endeavoring to develop programs that meet the needs of each of our members. We have many programs designed to promote success for each eligible participant.

Knik Tribe's Mission Statement:

To promote successful self-determination and cultural awareness for our members and our community through better living conditions, education, wellness, and hard work.

Knik Tribe's Employment & Training Department's Mission Statement:

KTC is committed to all students no matter their age in receiving education and training which will instill respect for human dignity and diversity, that validates the history and culture of all, which is based on the highest expectations for academic success, and that encourages all our members to actively participate in the learning process using our traditions and values.

Goals and Accomplishments

The goals of our Public Law 102-477 Plan have been designed to fulfill our mission.

1. Developing the Job Placement & Training Program

Accomplishments:

Knik Tribe's Direct Employment and Vocational Training focus is on Healthcare, Construction and Transportation training. To assure the utmost success in developing opportunities for our members and eligible participants, our Education and Social Services Director (ESSD) has collected information about the different training opportunities related to Knik's Service area.

Our partnerships and understanding of the economic drivers of our community will help us ensure the success of our Tribal Members and eligible participants. Our ESSD has been asked to sit on many committees in our tribal service area so that Knik is aware of the training needs.

The following chart describes the different opportunities.

Cook Inlet Tribal Council	Mat-Su College	Alaska Job Corps	Southcentral Foundation	Northern Industrial Training	Mat-Su Construction Academy	Cook Inlet Housing Authority
	Human Services	GED, HSD	Admin Support Training Program	Commercial Drivers Licensure	Weatherization & OSHA 10 training	Weatherization apprenticeship
	Education Degrees	Certified Nurse Assistant	Dental Assistant Training Program		Welding	
Licensed Practical Nurse	Associate degree programs	7 other vocational training programs		Heavy Equipment Training	Pipefitting	
Registered Nurse				HSET Training		

Our ESSD assesses Tribal members and eligible participants to gain an understanding of the services that they require to obtain employment or training for employment. The assessments often result in referrals for vocational training funds with the State of Alaska’s Department of Labor to fully leverage our PL102-477 funds.

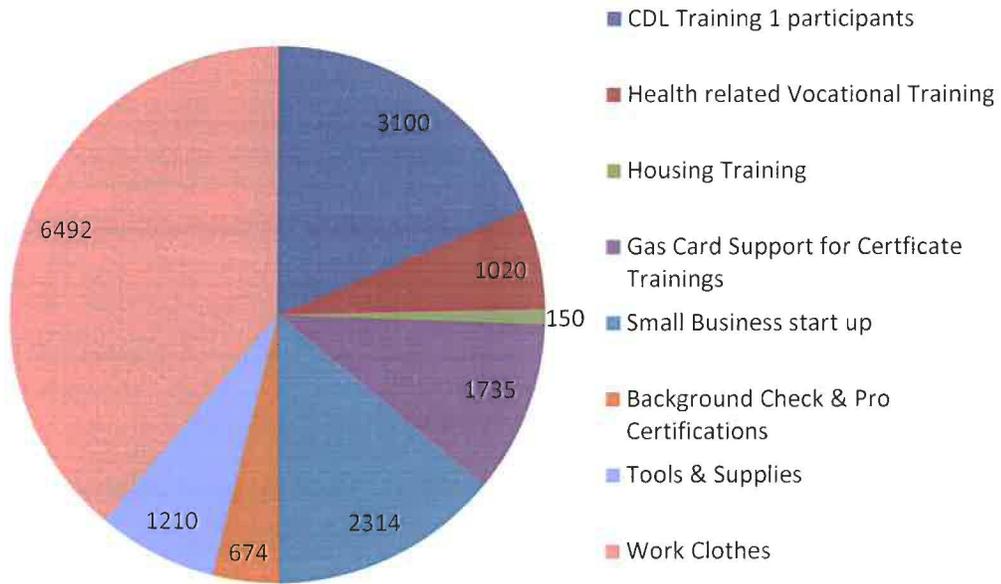
2. Create opportunities for our Tribal Members to become self-sufficient.

Direct Employment and Vocational Training were the main tools our ESSD utilized for our participants. Knik Tribe understands that self-sufficiency is not created with a cookie cutter. One size does not fit all when talking of potential. Identifying the needs of our members in order to understand the scope of their needs is critical for the success of our people.

Knik Tribe’s arrays of services are based on creating opportunities for our members and eligible participants to work their way into self-sufficiency. These services are designed to help those participants who are ready for employment or training. Ensuring that all participants have a strong foundation of support and basic necessities (room, board and transportation) or plans that take into account any shortcomings in that foundation. Bus/gas vouchers and referrals to other services of the tribe, or to resources within the community will help us make sure our participants have the tools to succeed on the job or in training.

Direct Employment services have been the most utilized, almost \$13,000 directed to provide support to ensure continued employment or initial employment along with small business start-ups, we are following our overall mission of creating opportunities to be self-sufficient.

Employment & Training FY14 \$16,695

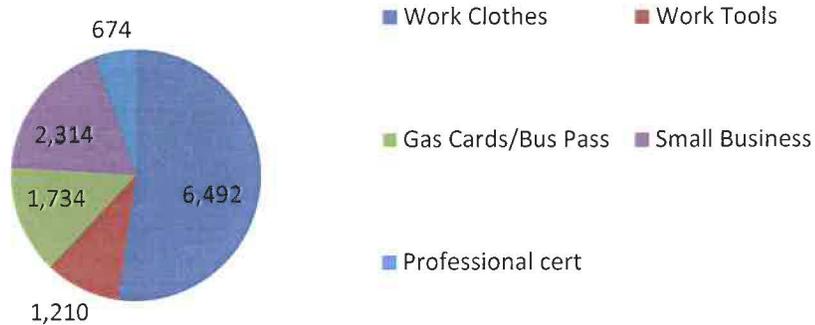


This year the vocational training were limited to transportation (Class A CDL), Housing training (for working on the North Slope), and many health related trainings (CNA, PCA, CPR and Nursing).

Vocational Training FY14 \$4,290



Direct Employment FY14 \$12,424



Connecting with our ESSD and determining an employment path is working. It is working for the participants who truly are trying to become self-sufficient. These participants are the ones who have “beat the bushes” for opportunities, they obtain employment, or have in hand Letters of Hire; based on referrals from ESSD, or on their own merit. The ESSD offered Job Clubs for participants to come to the tribal offices and hone their employability skills, but there were few to no individuals interested based on the participation. We are always trying to find ways to expand our talent base for referrals. One way is to create support for our youth that will allow them to be active in their academics as well as with activities.

3. Support for Education through Scholarships, Report card program, and Activities/Sports Fees to develop our future leaders.

The tribe utilized our educational funds to support families with funds designed to help with the cost of sports, educational evaluations, and school related fees as well as scholarships. We also purchase school supplies for approximately 200 Youth prior to the beginning of the school year.

Education & Scholarships FY 14 \$66,801



The chart demonstrates our focus on Higher Education. We are very proud of the support we provide through our scholarships. \$19,200 for the 2014 Spring semester and \$34,500 for the 2014 Fall semester. Our sports/activities fee program really makes a difference for our families.

The tribe relieves the costly burden sports and activity fees, from football and basketball to Ski clubs to go along with services for academic reasons such as evaluations for school aged children and youth to identify any learning issues early; to the tune of \$7,404. To even be eligible for the sports/activities fee support, the participating youth have to enroll in our Report card program.

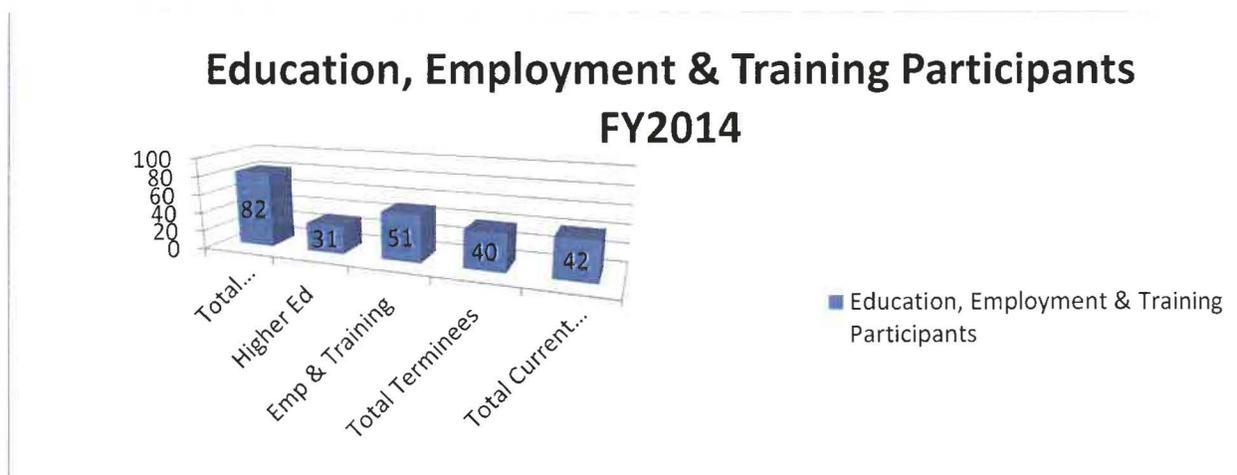
This program is designed to engage underachieving youth by incentivizing them with \$10 for first time participating and an additional \$5 for improvement of grades. The tribe spent \$1,650 total for this program for 115 total cards for 57 participants. Report card program participants also have access to our school supply event prior to the beginning of every school year.

Our school supply support is very popular because the costs of these supplies are ever increasing. Our goal every year is to get supplies for at least 200 of our tribal members and program participants. This year we invested over \$3,000 for this service to get backpacks, paper, crayons, markers, pencils....

We recognized that after school activities are an awesome way for our students to be involved and stay engaged in their education. Native Youth Olympics (NYO) in our community is awesome for our students, so an effort to assist all programs and schools (16 schools out of 46 in the school district) we support these students through providing the awards for three “meets” or events in our region. While \$1,000 is not a lot of funding, it was enough to make a difference for the participants at these events to receive awards. This way we can support all participants rather select groups.

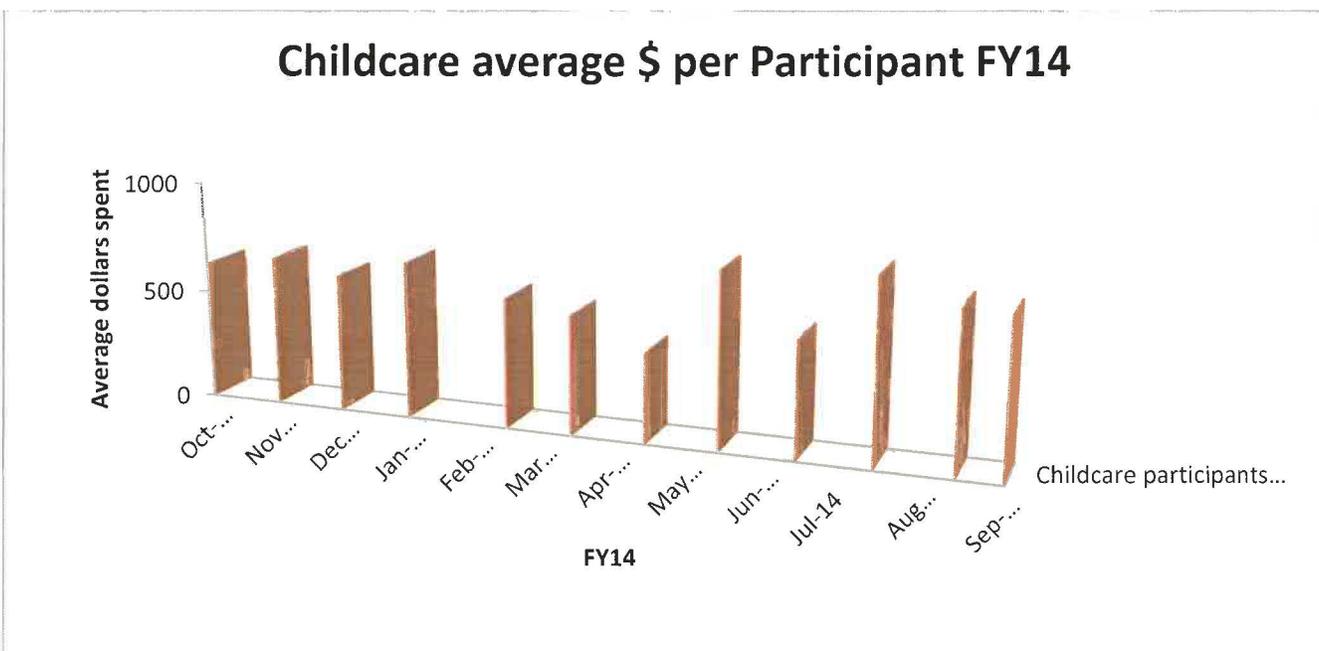
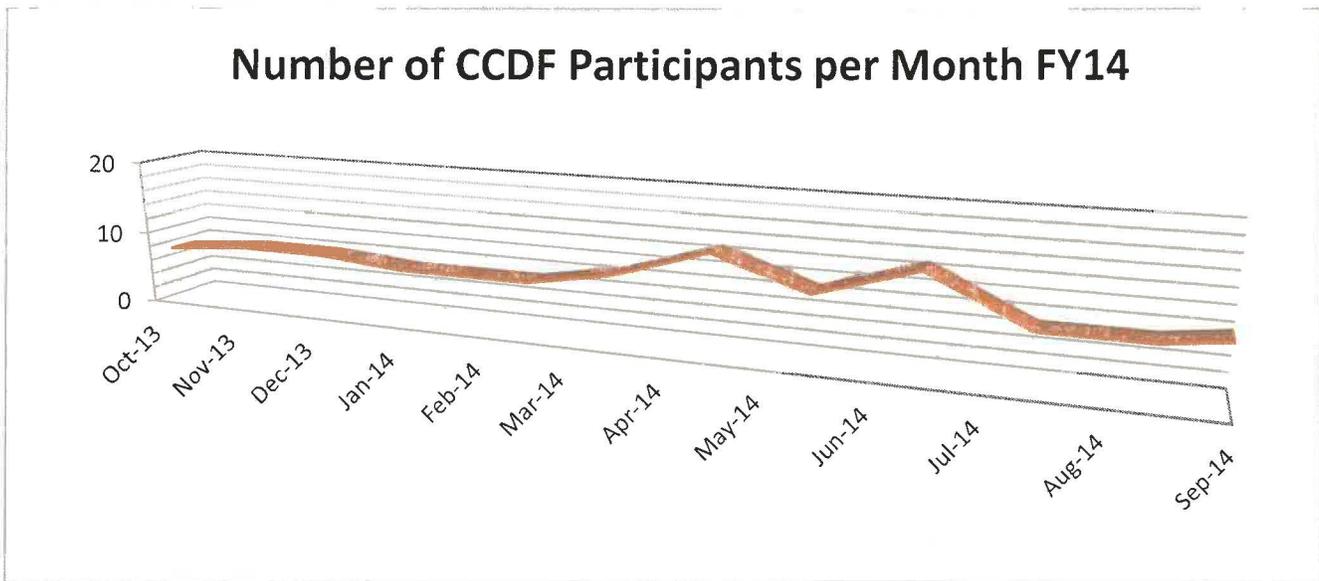
4. Assist tribal members and eligible participants to find and keep employment through support from Higher Education, Employment and Training.

Knik Tribe has referred people for education, training and employment throughout the Matanuska Valley and Anchorage. ESSD has met with eighty-two people concerning higher education, employment and training in FY 14.



5. Assist tribal members to become self-sufficient through effective childcare.

This year Knik Tribe created a new plan for the CCDF we receive. We decided to amend our sliding fee scale and make the co-pay per family rather than per child, while continuing to knock off 25% of their net pay so our families can continue to work toward self-sufficiency. This has become popular among our tribal members and eligible participants, depending on the time of year as demonstrated by the graph. Knik Tribe assisted 33 clients that make up 24 families for 37 children with our CCDF funds.



6. Develop partnerships to assist tribal members to gain employment opportunities in the community.

Accomplishments:

- a. Valley Native Primary Care Clinic Joint Operating Board: Southcentral Foundation, Chickaloon Traditional Council, and Knik are the members. This partnership is critical to Knik Tribe's members and eligible participants. These numbers break down the skill-sets, education, experience, and types of jobs anticipated at the clinic.
- b. Community Justice Coalition: ESSD attends these monthly meetings to learn more of the needs of the youth in our community.
- c. Mat-Su Collective Impact Design Team: Meets monthly to discuss ways to connect non-profit services throughout the Mat-Su Valley. It is going to be a vehicle to create avenues of collaboration between Government, non-profit, for-profit private businesses, training sites, healthcare services.
- d. Alaska Job Corps Community Advisory Committee: Our ESSD is also involved with this committee, and works with any graduates who are members or eligible participants. Working to create workplace learning opportunities for these students.
- e. Alaska Process Industry Careers Consortium: Participation with this group is an effort to increase Native participation in the Process Technologies Career Fields in oil rich Alaska.
- f. Mat-Su Council on Aging: Understanding the needs of the whole community will allow us as a tribe to better find ways to improve our Native community by proxy. Our Elders can be a force when creating new programs, their wisdom is immense and we want their voices to be powerful within our tribe.
- g. THRIVE Mat-Su: This group concerns itself with the health of our youth, specifically the youth involved with substance abuse and tobacco use. These passionate folks are the tip of the spear for information and data related to the youth in the Mat-Su valley.