



the Chickasaw Nation

Bill Anoatubby, Governor
Jefferson Keel, Lt. Governor

Headquarters

Mr. Jeffrey Barwick
Workforce Development Specialist
U.S. Dept. of the Interior
Division of Workforce Development
1951 Constitution Avenue N.W.
Room 16 M.S. 20-SIB
Washington, D.C. 20245

Dear Mr. Barwick:

Included with this letter is the P.L. 102-477 annual report for the period beginning October 1, 2013 and ending September 30, 2014.

If you have any questions or comments about this report, please contact Ms. Jennifer Pierce, P.L. 102-477 Coordinator at (580) 436-2603 extension 62325 or jennifer.pierce@chickasaw.net.

Sincerely,

A handwritten signature in black ink, appearing to read "Wayne Scribner".

Wayne Scribner, Secretary
Department of Community Services
The Chickasaw Nation

Enclosures

The Chickasaw Nation
Public Law 102-477 Narrative Report
FY 2014

The goals of the Chickasaw Nation 477 program are to integrate the Chickasaw Nation's employment, training and other related services to improve the effectiveness of these services; to increase the employability of Native Americans within our service area; to serve tribally determined goals consistent with the policy of self-governance and self-determination and to provide special services to enable Native American families to become productive in the workforce. All goals are consistent with the purposes of Public Law 102-477.

Within the Chickasaw Nation, the 477 program is titled, Pathways to Success and is administratively housed within the division of social services. By giving this program a unique and positive title, the name represents to clients that "success" is envisioned and expected to happen in their future. To ensure "success" occurs, a solid tradition continues which is a dedicated team of directors, managers, resource specialists and administrative support staff providing clients with social services and resources that make a difference in the lives of Native Americans.

Universal Data Base: The data base allows the resource specialist to access basic information about clients to standardize addresses and household information to avoid duplication of services. The database information is utilized in charts and graphs to show current information and trends in our reporting process.

SharePoint System: The area offices implemented a SharePoint (paperless) system for client files. This system is an electronic version of the client file allowing the resource specialist more one-on-one time with the client while entering the information into a SharePoint file during the interviewing process. This system will save cost on paper, printing, storage space and other supplies.

EMPLOYMENT AND TRAINING SERVICES

The Chickasaw Nation's service area for Pathways to Success consists of 13 Oklahoma counties which include Bryan, Carter, Coal, Garvin, Grady, McClain, Jefferson, Johnston, Love, Marshall, Murray, Pontotoc, and Stephens.

At each of the seven area office, a resource specialist develops an individual development plan (IDP) for each client. An assessment of the client's work history, job skills, academic status, literacy and other factors related to job readiness are identified during the counseling session. To provide quality services the resource specialists' work with community partners, the Chickasaw Nation career services, education department, and other tribes so the applicant can work toward becoming self-sufficient.

Area office staff maintains on-going counseling during the process from the beginning of service to closing the case to help the clients adjust to changing situations that occur in the local economy.

A significant number of Native Americans do not have a high school diploma or a GED certificate therefore is limited in their employment opportunities. The Chickasaw Nation's 477 plan mandates all clients must work toward obtaining their GED. Certified teachers provided by the Chickasaw Nation's Division of Education are available to offer individualized instruction to every client needing academic tutoring to obtain a GED or to receive remedial education for the workplace.

The office of career services offers a wide array of services to help prepare individuals for employment. Services can be accessed either in person, by computers located at the 7 area offices, at local libraries, or from the clients home computer. Services include the following list and each service is designed to meet each client's needs.

(1) Occupational Employment Services. Access to the Oklahoma Career Information System (OKCIS) program provides clients the opportunity to explore career pathways, occupations and employment, education and training and complete career interest assessments.

(2) Resumes. Resume development is provided on an individual basis or in group training. The OKCIS program can be utilized to create and store a resume.

(3) Preparation for Work. The Career Ready 101 program is another internet based tool to prepare individuals for employment. This program helps to build math, reading and locating information skills and the soft skills needed to be successful in the workplace. Mock interviews are conducted on a one-on-one basis as well as training and assistance for application completion. Supportive service is provided based on individual need.

(4) Job Readiness workshops are provided to clients by the Chickasaw Nation Career Services, the Area Offices and Human Resources. The Human Resource representative critiques the interviewing skills and provides feedback to the Career Services coordinator for continued training if needed.

Job Club Level 1 is 2-days of training that focuses on teaching the participants the skills needed to attain and maintain employment. The participants learn strategies for successful career searching, application completion, resume writing, interviewing skills, proper appearance and personal hygiene, appropriate work attendance and punctuality, getting along with coworkers/supervisors and career exploration.

A total of 82 individuals attended 12 job clubs held at the area office and 62 percent of the individuals attending the job club found employment.

(6) Job Fairs. The Career Services staff collaborates with area service providers and business owners to host an annual job fair. Employers throughout south central Oklahoma have representatives on-site to take applications and conduct interviews. Job fairs were held at two locations within the Chickasaw Nation service area. During the Job fair, 75 employers set up a booth and provided employment information, applications and conducted interviews. There were 279 applicants and 30 applicants were selected for employment.

This department assisted 619 Chickasaw citizens, 262 other Native Americans and 184 non-native clients with resumes; mock interviews; job clubs, job fairs and supportive services.

The Area office staff works with state career technical training centers to assist clients in pursuing short-term vocational training. Supportive Services are provided to clients during training to attain certification and/or associates degree. Stipends and school supplies are provided to students as well as supplementing funds for tuition and fees. For specific results, six students participated in the employment training program. They have all completed their training and five have found employment.

Listed below are individual stories in the employment and training services component:

- A Choctaw citizen had not worked in several years and was seeking training to help with household expenses after losing her father. She attended the Mid America Technology Center where she obtained her CNA license and obtained a full time job at Washita Valley Living Center.
- A Chickasaw citizen with a family of three was placed with a wrecker service and was hired full time and remains employed.
- A Choctaw citizen that is developmentally delayed receives a Social Security Disability check and needed a part time job to supplement his income to support his family. We placed him at a restaurant and he later became a full time employee.
- There were 3 clients placed in class room training to become a CNA. After training one was hired at the Ada Care Center as a CNA, one continued her education to become a phlebotomist and the other is searching for a position as a CNA.

SUPPORTIVE SERVICES

Often clients find themselves in a Catch-22 situation when they are offered a job but do not have the necessary work clothes or tools to accept the position.

As a result of these requests, supportive services is provided to clients with services such as: work equipment tools, drivers license reinstated, professional office clothes, gasoline to get to job site or school and transportation fees. Listed below are examples of the success of supportive services:

- Supportive Services was provided to a client who needed eye glasses and clothing to continue working.
- A Chickasaw citizen was assisted with clothing to continue part time employment at a nursing home. He later found full time employment as a security guard with the Chickasaw Nation.
- A Choctaw citizen, single parent with five children was assisted with supportive services for clothing to continue employment at the Chickasaw Nation Artesian Visitor Center.
- A Chickasaw citizen was assisted with supportive services for items needed as a beautician upon graduating from cosmetology school.

CASH ASSISTANCE

In 2002, the Chickasaw Nation added the cash assistance program to its Pathways to Success program (477). After integration and implementation, the cash assistance program has become a success driven program. Clients are required to complete an Individual Development Plan (IDP) and to engage in work activities which are defined, but are not limited to, remedial education, occupational training and supported work services, as well as unsubsidized employment. Job search or job readiness training may also be considered as engaged in work activities.

These are examples of success stories through the Pathways program:

- There were 15 clients hired as a result of the 477 job search. They were placed at the Chickasaw Nation Community Gardens as a groundskeeper, Express Personnel as a hired hand, Blue Moon Café as a cook; Chickasaw Farms as a sod and grounds worker; Assistant Manager at Stage Department Store; Walmart in Lawn and Garden; Byng High School as a janitor; Ada Care Center as a CNA and Chickasaw Travel Stop as a housekeeper.
- Four Chickasaw citizens received medical cash assistance while Social Security benefit was pending. They have been approved and receive Social Security Disability and are self sufficient.
- A Cherokee citizen is receiving medical cash assistance, while his Social Security benefit is pending. He continues to meet with our Vocational Rehabilitation representative for counseling. The Vocational Rehabilitation program assisted him with a prosthesis shoe to enable him to walk as his long range plan is to become employable again.
- A Chickasaw citizen was seeking cash assistance to purchase fuel to go to his job which was 60 miles round trip. The resource specialist assisted him with supportive services for fuel. He was placed on the Work Experience program with the Chickasaw Nation and hired full time. He has proven to be an excellent employee.
- Supportive Services were given to ten clients for clothes and fuel to maintain their work status.
- A total of twenty one job search clients found employment during Fiscal Year 2014.

YOUTH PROGRAM

The summer youth program offered to low-income Native American youths, age 14-21, has a tremendous impact on young people and employers in south-central Oklahoma. Youths function in a real world workplace where they are able to learn the skills and attitudes needed to succeed. Employers are able to evaluate the skills and attitude of the workers and identify future full time employees.

The program goals are to provide youths the opportunity to enhance their employment skills by working to earn money to purchase needed back-to-school clothes and supplies; to improve their academic skills through individualized tutoring and to reduce the high school dropout rate by encouraging students to stay in school.

After the youth's application has been processed and approved, several avenues are pursued to ensure the experience is positive. Whenever possible, youths are matched to jobs in which they have an interest. They are tested using the TABE to determine their academic skills. If a score is below the eighth grade level in reading or math, the youth is required to attend tutoring sessions. Using this information, the counselor develops an Individual Development Plan to help guide the student to gain important skills. There were 200 youths enrolled in the summer youth program.

These are examples of success stories through the Summer Youth program:

- A Chickasaw youth was placed at a funeral home during the summer. Before the program ended, he was asked to work part time after school. He has now decided to continue his studies to work at a funeral home.
- A Chickasaw youth was hired by Sonic to continue working part time while attending college.
- A summer youth was placed at a restaurant during the summer. At the end of the program he was hired full time and has been promoted to shift supervisor. He has proven to be an excellent worker and his supervisor states "he is one of the employees he can count on to be at the job every day."
- Two summer youth students placed at the Chickasaw Nation Cultural Center were hired temporarily by the Cultural Center to assist with cultural demonstrations and dancing. The students easily learned the demonstrations and dancing and proved to be excellent workers.

A total of five summer youth were hired as either part-time or full-time when the program ended. This indicates the training they received through the program has been beneficial.

Supportive Services was provided to five summer youth students to purchase clothes to begin their employment and one was assisted with the purchase of fuel to continue working until he received his first pay check.

SUMMARY

The Chickasaw Nation Pathways to Success (477) Program has successfully continued to train, re-train, educate and enhance the overall quality of life of Native Americans across the Chickasaw Nation. The success of the program is possible with the efforts of a dedicated and supportive administration and numerous community resource partnerships. The Chickasaw Nation will continue to strive to provide quality employment-related services to the many Native Americans in the Chickasaw Nation who need these services the most and to help Native Americans and their families become self sufficient.

Pub L. 102-477 Statistical Report

Tribal Nation: the Chickasaw Nation		Report Period		
		From: 10/1/13	To: 09/30/14	
I. Participants Served:		Adult	Youth	Cash Assistance Recipients
A. Total Participants		121	200	129
B. Total Terminees		93	200	82
C. Total Current Participants		28	0	47
II. Terminee Outcome:		Adult	Youth	Cash Assistance Recipients
A. Total with Employment Objective		84	200	13
1. Entered Unsubsidized Employment		27	0	7
2. Other Employment Outcomes		51	137	6
3. Employment Objective Not Achieved		6	63	0
4. Earnings Gain		\$7.90		\$8.90
B. Total with Educational/Training Objective		8	0	1
1. Degree/Certificate Attempted/Attained		3/2	0/0	0/0
2. Other Education Outcome		2	0	0
3. Education Objective Not Achieved		3	0	1
4. Literacy Gain - # of participants attempted/attained			0 / 0	
5. Numeracy Gain - # of participants attempted/attained			0 / 0	
C. Misc. Objective Achieved		1		68
D. Other (Non Positive)				
III. Terminee Characteristics:		Adult	Youth	Cash Assistance Recipients
A. Female		57	117	38
B. Male		36	83	44
C. Education Level:				
1. Dropout		8	3	12
2. Student		2	173	1
3. High School Diploma / GED		81	21	62
4. Post High School		2	3	7
D. Veteran		1	0	2
IV. Participant Activities:		Adult	Youth	Cash Assistance Recipients
A. Employment		111	200	13
B. Education / Training		8	0	1
C. Misc. Objective/Supportive Services		2	0	5
D. Other/Service Referral		0	0	110
V. Child Care Development Activities:		Adult	Youth	Cash Assistance Recipients
A. Families Receiving Child Care		n/a		
B. Children Receiving Child Care			n/a	
1. Ages 0 to 3 years			n/a	
2. Ages 4 to 5 years			n/a	
3. Ages 6 and above			n/a	
C. Care Received - Type of Provider			n/a	
1. Tribal Center Based			n/a	
2. Other Center Based			n/a	
3. Group Home			n/a	
4. Other Care			n/a	
VI. Jobs Creation / Economic Development:		Jobs Created	Indians/Alaska Natives Employed	Businesses Assisted
A. Number		0	0	0
Report Prepared By: Printed Name & Signature		Phone Number		Date
Maria Howeth 		(580)310-7992		12/17/2014
maria.howeth@chickasaw.net				

OMB Control No. 1076-0135

Expiration Date: 01/31/2017

**Public Law 102-477
FEDERAL FINANCIAL REPORT**

(Follow form instructions)

1. Federal Agency and Organizational Element to Which Report is Submitted BUREAU OF INDIAN AFFAIRS	2. Federal Grant or Other Identifying Number Assigned by Federal Agency (To report multiple grants, use FFR Attachment) SELF GOV. COMPACT	Page 1	of pages
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3. Recipient Organization (Name and complete address including Zip code)
**The Chickasaw Nation
P.O. Box 1548
Ada, OK 74820**

4a. DUNS Number	4b. EIN 73-1374986	5. Recipient Account Number or Identifying Number (To report multiple grants, use FFR Attachment) 056-13	6. Report Type <input type="checkbox"/> Quarterly <input type="checkbox"/> Semi-Annual <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Final	7. Basis of Accounting <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual
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8. Project/Grant Period From: (Month, Day, Year) 10/01/2012	To: (Month, Day, Year) 09/30/2015	9. Reporting Period End Date (Month, Day, Year) 09/30/2014
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10. Transactions Cumulative
(Use lines a-c for single or multiple grant reporting)

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

a. Cash Receipts	
b. Cash Disbursements	
c. Cash on Hand (line a minus b)	

(Use lines d-o for single grant reporting)

Federal Expenditures and Unobligated Balance:

d. Total Federal funds authorized	1,162,744.00
e. Federal share of expenditures	288,274.89
f. Federal share of unliquidated obligations	874,469.11
g. Total Federal share (sum of lines e and f)	1,162,744.00
h. Unobligated balance of Federal funds (line d minus g)	0.00

Recipient Share:

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

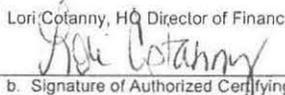
Program Income:

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

11. Indirect Expense	a. Type	b. Rate	c. Period From	Period To	d. Base	e. Amount Charged	f. Federal Share
	Fixed	20.33%	10/01/2013	09/30/2014	64,362.94	13,084.99	13,084.99
	Fixed						
	Fixed						
	Fixed						
g. Totals:							

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 that it is true, complete, and accurate to the best of my knowledge. 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 Lori Cotanny, HQ Director of Finance	c. Telephone (Area code, number and extension) (580)436-7274 ext. 61609
b. Signature of Authorized Certifying Official 	d. Email address Lori.Cotanny@chickasaw.net
	e. Date Report Submitted (Month, Day, Year) 12/29/2014

14. Agency use only:

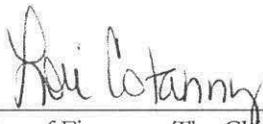
Standard Form 425
OMB Approval Number: 01076-0135
Expiration Date: 12/31/2013

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 (0348-0060), Washington, DC 20503.

The Chickasaw Nation's
Public Law 102-477 Programs
Financial Status Report
Section 12 Certifications
FY – 2014

The Chickasaw nation hereby states that:

- 12a. None of the funds in the approved budget which originated in Section 401 or Title II-B of 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. None of the fund in the approved budget which originated in Section 401 or Title II-B of the Workforce Investment Act (WIA) were used in violation of the Act's restrictions on assisting employer relation (Section 141(e)).
- 12c. The amount of program income earned for FY 2014 was \$492.05.
- 12d. There was no amount of refunds or rebates received.
- 12e. The amount of funds expended for the category of the approved budget which includes administrative costs of \$260,688.17.
- 12f. Child Care Development was discontinued in 2007.



Director of Finance – The Chickasaw Nation

12-29-14

Date

**Public Law 102-477
FEDERAL FINANCIAL REPORT**

(Follow form instructions)

1. Federal Agency and Organizational Element to Which Report is Submitted BUREAU OF INDIAN AFFAIRS	2. Federal Grant or Other Identifying Number Assigned by Federal Agency (To report multiple grants, use FFR Attachment) SELF GOV. COMPACT	Page 1	of pages
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**The Chickasaw Nation
P.O. Box 1548
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4a. DUNS Number	4b. EIN 73-1374986	5. Recipient Account Number or Identifying Number (To report multiple grants, use FFR Attachment) 056-13	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 From: (Month, Day, Year) 10/01/2009	To: (Month, Day, Year) 09/30/2012	9. Reporting Period End Date (Month, Day, Year) 09/30/2014
--	---	---

10. Transactions Cumulative

(Use lines a-c for single or multiple grant reporting)

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

a. Cash Receipts	
b. Cash Disbursements	
c. Cash on Hand (line a minus b)	

(Use lines d-o for single grant reporting)

Federal Expenditures and Unobligated Balance:

d. Total Federal funds authorized	3,300,686.00
e. Federal share of expenditures	3,300,686.00
f. Federal share of unliquidated obligations	0.00,
g. Total Federal share (sum of lines e and f)	3,300,686.00
h. Unobligated balance of Federal funds (line d minus g)	

Recipient Share:

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

Program Income:

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

11. Indirect Expense	a. Type	b. Rate	c. Period From	Period To	d. Base	e. Amount Charged	f. Federal Share
		Fixed	20.39%	10/1/2009	9/30/2010	86,884.94	17,715.84
	Fixed	20.20%	10/01/2010	09/30/2011	259,016.34	52,321.30	52,321.30
	Fixed	20.55%	10/01/2011	09/30/2012	227,221.71	46,694.06	46,694.06
	Fixed	20.42%	10/01/2012	09/30/2013	211,453.75	43,178.86	43,178.86
	Fixed	20.33%	10/01/2013	09/30/2014	151,035.55	30,705.53	30705.53
g. Totals:							

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 that it is true, complete, and accurate to the best of my knowledge. 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 Lori Cotanny, Director of Finance <i>Lori Cotanny</i>	c. Telephone (Area code, number and extension) (580)436-7274
b. Signature of Authorized Certifying Official	d. Email address Lori.Cotanny@chickasaw.net
	e. Date Report Submitted (Month, Day, Year) 12/29/14

14. Agency use only

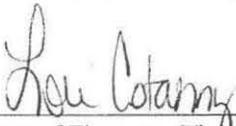
Standard Form 425
OMB Approval Number: 01076-0135
Expiration Date: 12/31/2013

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- 12b. None of the fund in the approved budget which originated in Section 401 or Title II-B of the Workforce Investment Act (WIA) were used in violation of the Act's restrictions on assisting employer relation (Section 141(e)).
- 12c. The amount of program income earned for FY 2014 was \$1,678.02.
- 12d. There was no amount of refunds or rebates received.
- 12e. The amount of funds expended for the category of the approved budget which includes administrative costs of \$399,557.34.
- 12f. Child Care Development was discontinued in 2007.



Director of Finance – The Chickasaw Nation

12-29-14

Date