

SENECA NATION OF INDIANS

PUB. L. 102-477

**INDIAN EMPLOYMENT, TRAINING AND RELATED SERVICES
DEMONSTRATION PROJECT**

ANNUAL REPORT

**FY 2013-2014
YEAR 1**

**APPROVED PROGRAM PLAN
OCTOBER 1, 2013 – SEPTEMBER 30, 2016**

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Seneca Nation of Indians
P.L. 102-477
Annual Report for FY 2013-2014 Year 1
Approved Program Plan October 1, 2013 to September 30, 2016

INTRODUCTION

This report is submitted for year one (FY 10/1/13-9/30/14) of Program Plan October 1, 2013 to September 30, 2014. The Tribal 477 (P.L.102-477) program was implemented to provide eligible Native Americans with individualized services leading to employment opportunities through vocational counseling and guidance, vocational training, vocational assessment, advocacy, referral and supportive services.

Economic Conditions of the Tribal Service Area

The Seneca Nation of Indians consists of five territories. The territories are adjacent to the counties of Allegany, Cattaraugus, Chautauqua, Erie and Niagara in Western New York. The residential Cattaraugus Territory is approximately 40 miles south of Buffalo, New York, and the residential Allegany Territory is approximately 35 miles south of the Cattaraugus Territory. The non-residential Oil Springs Territory is located near Cuba, New York. The Buffalo Creek Territory (Buffalo, New York) and Seneca Niagara Territory (Niagara Falls, New York) support gaming and retail enterprises.

The enrolled population of the Seneca Nation, including off territory members, is 8,128. Of this population, the largest group (16.10%) consists of individuals from the ages of 5 to 14 years. The second largest population group (15.76%) consists of individuals from the ages of 15 to 24 years, while the third largest population group (15.01%) consists of individuals from the ages of 25 to 34 years (*Tribal Enrollment Data, July 2014*).

While the general economy of the areas outside of the Seneca Territories has improved, socioeconomic conditions on both the Cattaraugus and Allegany Territories continue to fall below that of New York State and the surrounding counties. According to New York State Local Area Unemployment Statistics Program, in 2013 Allegany County had an unemployment rate of 8.1%, Cattaraugus County had an unemployment rate of 8.3%, Chautauqua County's unemployment rate was also 8.3%, and Erie County's unemployment rate was 7.4% (*New York State Local Area Unemployment Statistics Program, Annual Average Unemployment Rates, 2013*). The unemployment rates for the two residential territories of the Seneca Nation were much higher, with a rate of 12.9% on the Allegany Territory and 21.6% on the Cattaraugus Territory (*American Community Survey 5-Year Estimates, 2012, Table S2301*). With unemployment rates much higher than the national average, occupational education, job training, and job retraining opportunities are crucial to assisting the unemployed and underemployed enter or re-enter the labor force.

Another strong economic indicator is per capita personal income. For 2012, the per capita amount for Allegany County was \$20,571; the amount was \$21,726 for Cattaraugus County; \$21,742 for Chautauqua County and \$27,700 for Erie County. The Survey indicated that per capita income at the Allegany Territory was much lower, at \$17,162, one of the lowest in the state. Although the Cattaraugus Territory's amount was higher, at \$21,712, this was still lower than the rate of \$32,104 for New York State (*American Community Survey 5-Year Estimates, 2012, Table DP03*).

Cattaraugus and Chautauqua Counties, which are adjacent to the Seneca Nation's Allegany and Cattaraugus Territories, have been designated as Transitional Counties by the Appalachian Regional Commission (ARC). These areas have rates worse than the national average for one or more of the three economic indicators (three-year average unemployment, per capita market income and poverty) but do not meet the stringent criteria for the distressed or at-risk levels. According to the ARC, "Transitional counties are those transitioning between strong and weak economies...Transitional counties rank between the worst 25 percent and the best 25 percent of the nation's counties" (www.arc.gov).

Although the Allegany and Cattaraugus Territories compare well with the surrounding counties for high school graduation rates (including equivalency attainment), the poverty rate for high school graduates at Allegany and Cattaraugus is alarming: 24.6% for the Allegany Territory and 29.9% for the Cattaraugus Territory, as compared with 13.5% for Cattaraugus County, 14.6% for Chautauqua County, and 12.2% for Erie County (*American Community Survey 5-Year Estimates, 2012, Table S1501*). Clearly, there is need for job-related interventions to reverse the trends of high unemployment and poverty even among those with a basic level of education. Educational opportunities and workforce development are of utmost importance to prepare individuals for the workforce.

This region has a small, diversified and mature yet dynamic economy. Certain clusters of primary economic activity with historic roots still offer limited growth, stable markets and productive labor forces. The top four industries, by percentage of workers in the Southwestern New York region, are as follows:

- Educational services, and health care and social assistance: 31.2%
- Manufacturing: 14.4%
- Retail trade: 10.9%
- Arts, entertainment, and recreation, and accommodation and food services: 8.7%

(*American Community Survey 3-Year Estimates, 2013, Table DP03*)

The Seneca Nation is also implementing additional steps to become a thriving self-reliant economy. The Seneca Nation of Indians Center for Business Growth Small Business Incubator Program provides small business training, technical assistance, and small business workshops to increase economic self-sufficiency options, as well as increase income, for members of the Seneca Community. The Incubator will continue to be a driving force to diversify the Seneca economy, create jobs, and enrich the quality of life in the Seneca Nation.

Barriers to Success or Challenges Faced by Individual Participants

The Seneca Nation of Indians as a rural nation has various challenges for the participants to become successfully employed. Some of the significant challenges faced by participants may be no driver's license, lack of stable public transportation, no local vocational training schools, no or inadequate job skills and/or lack of local employment opportunities. Recently major employers that are within a few miles of the territories have either closed or downsized production such as; Lakeshore Community Hospital, Irving, NY; New Era Cap Company, Derby, NY; CONGRA LLC, Fredonia, NY (3/19/14 – *Buffalo Business First*) which is greatly limiting the employment opportunities for the area.

The most challenging barrier has been limited transportation. There is limited public transportation in the immediate area. A majority of the jobs are located within the urban center surrounding Buffalo, NY or Olean – Jamestown, NY which is between 40 and 70 minutes from the Cattaraugus territory or 2 hours from the Allegany Territory. However, Seneca Nation began the Seneca Transit System. The public transportation is the result of a pilot project from FY 2011-12. The bus is connecting the western door; it provides services along a fixed route covering the Seneca Territories. This venture of public transportation so new that the community has not fully responded, in that ridership is needed to continue maintaining the system.

Employment opportunities within the surrounding territories are limited. Seneca Nation Territories have been historically agricultural, but retail has become the predominant industry. Industry on the territories both public and private has revolved around retail operations until the advent of gaming. In addition, there are numerous small gasoline's and tobacco operations owned by individual Seneca members, which provide employment opportunities for community.

The Seneca Nation of Indians is in various stages of economic development. The Seneca Nation operates Seneca Nation Enterprises (gasoline and convenience store on each of the territories) and owns a campground. Seneca Nation of Indians have begun to diversify in areas of business development (Seneca Holdings and Seneca Construction Management Corporation) and employment opportunities; expansion of the Seneca Gaming Corporation (Niagara, Allegany and Buffalo Creek Casino), initiated market studies on Nation properties surrounding territories (outlet mall and family resort project), Seneca Telecommunications (operates Radio station on territory).

While the available workforce is plentiful, the skill areas do not necessarily match the new economics of today. The region has relied on manufacturing jobs and industries such as furniture construction, textiles, and machine parts, steel and lumber that is disappearing due to global competition. Throughout the region various workforce and economic development programs struggle to retrain out placed workers and stimulates small business growth to fill these voids.

The program has had to rely on creativity and extensive networking to meet the challenges for the rural community. There are limited accredited community and technical colleges within or near the territories of the Seneca Nation of Indians. The majority of schools are located in the urban centers that are a minimum of 40 to two hour drive time from Seneca Territories. The program has to rely on telecommunication, distance learning and/or hosting the certificate classes on the territories.

Summary of Statistical Report

This program had 194 total participants: 112 adults, 76 youth and 6 Cash Assistance Recipients. There were 134 Terminees; 73 adults, 55 youth and 6 Cash Assistance Recipients. The Earnings gain for Terminees was \$13.77 Adult Terminees and for Cash Assistance Recipients \$17.46. There were 194 participants, that had completed EDP's and had participated in an employment activity to achieve identified goals such as;

1. Employment services: (not all inclusive)

- ✓ Job referrals/development
- ✓ Assistance in development of resumes
- ✓ Career readiness training
- ✓ Job Bank/Job Posting
- ✓ Placement in Work Experience
- ✓ Work Supports
- ✓ Interviewing Role play
- ✓ Vocational Assessments
- ✓ Career Exploration
- ✓ OJT – On the Job Training

2. Education/Training:

- ✓ Adult Basic Education conducted on site
- ✓ High School Equivalency Diploma (HSED) preparation and testing conducted on site
- ✓ Trainings were conducted on Seneca Nation Territory by accredited schools and partnerships with the Unions (Operating Engineers, Laborers) that provided certificates for the participants that satisfactorily complete training. (examples: Alfred State College, Erie II Chautauqua/Cattaraugus BOCES, Erie 1 BOCES, Cattaraugus/Allegany BOCES, Jamestown Community College, Erie County Community College)
 - Basic Construction Training
 - Flagging Certification
 - OSHA 10 & 30
 - Powder Actuated Gun Certification
 - Lifeguard Certification

- ✓ Trainings conducted off Seneca Nation Territories (examples of)
 - Basic and Advanced Computer Training: Excel, Microsoft Word, Access, PowerPoint
 - Carpentry
 - Hazmat
 - Asbestos Abatement
 - OSHA 10 hour and 30 hour
 - Office Support Specialist
 - Cosmetology
 - Commercial Driver's License
 - Medical Transcription
 - Ironworking
 - Welding
 - Apprenticeship training for local Unions
 - Licensed Practical Nursing
 - Certified Nursing Assistant/Home Health Aide
 - Heavy Equipment Training
 - Pipefitters/Steamfitters course
 - Electricians training
 - Phlebotomy
 - Gaming Machine & Repair
 - Sheriff's Academy
 - HVAC

3. Miscellaneous Objective/Supportive Services:

- ✓ Clothing/uniform (interview clothing and uniform such as Nursing, welding)
- ✓ Tools
- ✓ Driver Education (conducted on site)
- ✓ Childcare
- ✓ Transportation to job interviews, job fairs, etc.
- ✓ Career readiness supports such as budgeting, life skills, healthy life styles
- ✓ Vocational assessments
- ✓ Career exploration
- ✓ Financial Literacy
- ✓ HSED

- ✓ Union Dues/Fees
- 4. Other /Service Referral:
 - ✓ Substance abuse assessment
 - ✓ Housing Authority – housing assistance
 - ✓ Local food pantry
 - ✓ Seneca Nation Tribal advocate – miscellaneous supports (financial and legal)
 - ✓ USDA – food
 - ✓ Tribal Vocational Rehabilitation
 - ✓ Neighborhood Legal Services
 - ✓ Social Security Administration
 - ✓ Seneca Nation TERO (Tribal Employment Rights Office)
 - ✓ Seneca Nation Behavioral Health Unit
 - ✓ Workforce Investment One Stop Center
 - ✓ Department of Social Services – Child care block grant

Integrated Services and Activities Descriptions

Component 1 - Vocational and Classroom Training

The program met the need of the community by providing vocational training within the territories and/or referral to accredited vocational schools.

The program set up computer labs on both territories. The computer labs allow internet access for ‘distance learning’. The program has also been preparing the HSED students with computer training, New York State in 2014 will have the HSED test only on computer, no more ‘pen and paper’ testing.

During this reporting period there were 65 terminees that identified Education/Training as a goal and achieved or actively participated either at the Employment & Training Center or at a training site located off the territories to obtain a certificate.

The types of certificate training that was provided were: Cosmetology, NY State School Age Credential Course, Human Services Certificate, Administrative Medical Specialist, Medical Billing Coding Certificate, Medical Terminology Certificate, Certified Nursing Assistant, CDL/Bus Driver, Basic Construction, Office Technology, Computer technician, Iron Working, Auto body, Excavating, Flagging DOT Certification, Construction trades, (including OSHA 10 & 30), HAZWOPER, Masonry, Carpentry, Basic Construction training.

This program follows the Demand Occupations List developed by the local Workforce Investment Board, of which this program is a member. The trainings focused on development of a skilled labor force to meet the shortages within the building trades and labor shortages of local employment opportunities.

There has been a demand for a HSED program on the territories to meet the educational needs of the program participants and/or community. The program has employed a HSED teacher to assist in this area. The Seneca Nation of Indians also employs a HSED teacher to assist with this component. The HSED program has enabled the department to provide additional supports for the participants to achieve the HSED. The staff has also been able to provide referral services to outside agencies for supports as a result of the HSED component, as an example; the teacher noted a student having difficulties in obtaining the HSED further diagnostic testing took place to identify potential disability.

Transportation

The program, to assist the participant in overcoming the transportation barrier, has contracted with a local driving school. The program will pay for driver education as an identified support for the participant. The driving school will come to the territories, pick up the students provide driving lessons and then take them to the road test. This has been most successful in meeting the need.

The program has also assisted participants with fees for obtaining the drivers license. The fees include the five hour pre-licensing course that is a pre-requisite for driver's license in New York State.

Result

As a result of providing the linkages, supports for participants to obtain vocational training and certification in their chosen training there were 134 positive terminees (73 Adults, 55 youth and 6 Cash Assistance Recipients). There were 25 adult, 12 youth and 1 cash assistance recipient terminees that entered unsubsidized employment, 14 adult, 29 youth and 4 cash assistance terminees that achieved other employment outcomes. There were 47 adult, 17 youth and 1 cash assistance terminees with the identified Education/Training objective in their Employment Development Plan.

Component 2 – Work Experience

Category 1 – Non-active and poor work history

This category is specifically for individuals that have no work experience or have a poor work history. This is a 1000 hour program or six month program. The staff had been able to bridge employment services into the community and the Seneca Nation in opening the door to allow the program to place participants in job sites.

There were 25 adult terminees that entered unsubsidized employment with a earnings gain of \$13.77/hour, 12 Youth Terminees entered unsubsidized employment and 1 cash assistance recipient terminee entered unsubsidized employment with a earnings gain of \$7.46. Some of the jobs were with local employers (i.e. Shop n Save Grocery Store, Harley Davidson Store) and the Seneca Nation of Indian departments (i.e. Community Center, Facilities, Seneca Construction Management Corporation, Seneca Nation Department of

Public Works, Seneca Nation Facilities Dept., Seneca Nation Forestry, Seneca Nation Housing Authority) or local unions such as the Carpenters, Ironworkers, Electrical, Operating Engineers, Laborer and Painters.

The staff was able to assist the business in providing technical assistance such as creation of job descriptions, cultural sensitivity training, financial literacy training for staff, advocating for the participant that was hard to place, such as offenders and/or the recovered alcoholic.

The types of job assisted were retail associate, clerical assistant, construction, administrative assistant, hair stylist intern, customer service, Traffic Safety Flagging, Bus Driver, Truck Driver, Laborer, Construction Monitor, Machinist, Child Care Assistant, Language Teacher, Lifeguard, Cashier, Stocking Clerk, Certified Nursing Assistant, Sanitation worker..

Some of the participants had been referred to the Seneca Nation Indians for employment. The employment opportunities that are offered (but not limited to): leisure and hospitality, financial activities, construction, natural resources, professional and business services, educational, health services and government.

The staff had been creative in meeting the need of the participant. The participants received various assessments such as; Employment Assessment Plans, Career Interest Inventories, Career Explorer, TABE testing, Barriers to Employment Inventory. The assessments were administered individually which gave the participant and counselor the foundation for a 'workable' Employment Development Plan.

The staff also provided Career Readiness workshops, in which participants attended a six (6) week training, which was held two (2) day's a week for three (3) hours each. The trainings focused on development of soft skills, financial literacy, resume preparation, interviewing techniques, developing effective cover letters and job search.

Results

As a result of the efforts of this program: 25 Adults Terminee, 12 youth Terminees and 1 cash assistance terminee entered unsubsidized employment; 14 Adults Terminee, 29 youth Terminee and 4 Cash Assistance recipients Terminees achieved 'other employment outcomes'. This meant Adult Terminees with unsubsidized employment had an earnings gain of \$13.77/hour and cash assistance terminee had earnings gain of \$17.46.

Category 2 – Summer Youth Work Experience

The Summer Youth employment work experience focused on providing economically disadvantaged youth with exposure to the world of work. The ages were from 14 to 21. The main goal was for the participant to gain the skills necessary in order to complete summer employment with a feeling of confidence in their abilities to succeed and hold a job in the competitive 21st. century job market. Working knowledge and overall the ability to decide and set goals were imperative in the summer process. Overall, we were able to give them occupational and academic learning experiences that they would not have gained otherwise. By having them to be able to jump start their resumes at a young age, it makes them more employable in such a competitive economy.

There were a total of 30 students enrolled in summer youth employment. Job placement was within the Seneca Nation departments, local schools and businesses. Students in need of summer school were afforded the opportunity to attend summer school during the work day. Students upon completion of the school day would travel to their respective worksite to begin their work day. Some of the jobs were clerical support, lawn maintenance, customer service, cleaning, general maintenance and warehouse assistant, recreation activity aide, grocery store packer, education department program aides, Seneca Language aide, Cashier, construction trainee, gardener, Nutrition Aide with Area office of Aging. The summer youth employment component was conducted for six weeks.

The youth were given vocational assessments. *Picture Interest Career Survey (PICS)* was given to the youth participants upon starting the program. This assessment was used to review the career interest inventory by having the participants look at 36 pictures of people at work and choosing which picture intrigues them the most. Based on the pictures selected, each column has a letter labeled R, I, A, S, E, or C, and each represents a different occupational theme. After totaling up, each participant was given a PICS code and created a profile of the individual. That code lead directly to the career information and matched them with potential occupations that fit their personality, preferred work activity, and ideal work environment. R is realistic jobs; people who like to work with things, use tools and machines, and prefer physical work. I is for investigative jobs; people who like to work with ideas and data, prefer problem solving and scientific work. A is for artistic jobs; people who like to work with people, ideas, and things and prefer creative and self-expressive work. S is for social jobs; people who like to work with people and prefer helping, teaching, and healing work. E is for enterprising jobs; people who like to work with people and prefer leading and persuading. C is for conventional jobs; people who like to work with data, things, and people and prefer clerical and computational work.

All participants had no problem completing the PICS, and each of them received their own individual code, and ranged all around the 6 different occupational themes.

* *The Career-Search Self-Efficacy Scale* was given to participants once at the beginning of the program and again at the end of the program. This assessment, which had 34 measures, identified the individual's ability to perform all aspects of the job industry; resume and cover letter writing, interviewing process, personal and communication problem solving. It also covered goals, interests, and personal strengths and weaknesses of the individual. The youth scored each category as: 1-Not at all, 2-Somewhat, 3-very on their confidence in each. The Pre-Test average score was 2.1. The Post-Test score was 2.5. This shows that throughout the program the youth gained knowledge that they were not aware of before the program.

Of the participants that completed at the beginning of the program; Participants scored themselves lowest in the following categories;

- develop an effective cover letter for resume
- write an effective resume

- evaluate a job during an interview
- conduct an information interview
- clarify and examine your personal values
- utilize your social networks to gain employment
- market your skills and abilities to an employer
- use your social network to identify jobs
- have realistic career planning skills
- can locate and secure employment
- are prepared for an interview
- contact a personnel office for a job interview
- achieve a satisfying career
- market skills and abilities to others
- identify personal capabilities
- handle job stress
- get to work on time

Of the participants that completed at the end of the program, we saw improvements in the above mentioned categories. The following categories some participants still were not very confident in:

- have realistic career planning skills
- can locate and secure employment
- are prepared for an interview
- conduct an information interview

* *Financial Literacy Workshop*: The youth participants were given the same 23 question pre and post-test questionnaire that covered financial vocabulary and problems. There was fill in the blank and true and false. There was a 32% increase in scores from before the workshop started and after the workshop was completed. The Pre-Test average score was 26% and the Post-Test score had increased to 58%. This is evidence that what was taught during the workshop helped the youth to have a better understanding of financial literacy.

The 2014 Summer Youth Program was full of young, but very smart individuals. This program started off with some kids who weren't sure of what they were getting themselves into and maybe hesitant even with their abilities. The program offered each youth an opportunity to explore career options and take any opportunity that was offered to them. Some of the youth were able to explore around their worksites with different duties and some were given the chance to go to a different location and learn more options that are available.

The Summer Youth Program is taken as a chance to grow and learn about oneself. The two participants example of letters provided are proof to show that some of the youth have learned not only about resources that are available to them, but also about themselves. Both of these participants were considered shy and quiet when the program started. They pushed themselves to try and do new things, and now feel that they are able to do some things that they were unaware they could.

Result

As a result of this component; 30 youth were placed into summer youth employment.

Component 3 – On the Job Training

The program assisted Seneca Nation Forestry with job sharing of a participant. A participant that had graduated from the Basic Construction Training program was placed at Forestry as a Technician. After one month of placement of OJT, the person was hired permanently.

Result

The program placed one (1) in OJT and as a result permanent employment. Rate of pay \$12.00/hour

Participant Activities/Goals/Objectives

The participant activities/goals/objectives are for all participants, current or terminated, that had established activities, goals and objectives through an Employment Development Plan.

Employment

There were 194 participant activities that have engaged in employment activities, 112 adult, 76 youth, 6 cash assistance. Activities included:

- **Employment/Job Search Services** - Employment services included job development, placement and follow-up. The purpose of this objective was to provide positive job leads and placements for individuals who want and need productive employment that will enable them to become self-sustaining and will open doors of opportunities for career advancement.
- **Outreach** – The program provided information on program activities via the local and tribal newspapers. The Seneca Nation Radio (WGWE) was utilized to advertise employment, training and program services. The program utilized the Seneca Nation Tribal Newspaper to promote department activities. The program also utilized the local magazine “Seneca Country” to promote. This activity was able to inform applicants, community of the services that the program was able to provide. The program staff attended and set up informational booth at several community events such as the Seneca Nation Community Fair, Tribal Vocational Rehabilitation Disability Awareness day, Western New York Disability Awareness Day, SNI College Fair, Casino Career Development Days, Member of Cattaraugus-Allegany Workforce Investment Board, Cattaraugus Council of Agency day, Seneca Nation

Department of Education Back to School Fair, Cattaraugus and Allegany Community Centers, Seneca Nation Health Department, Western New York Construction Career Day,

The program hosted a Disability Employment Awareness Career Fest on territory. The Career Fest brought employers, community and schools together to exchange information, network. This event was attended by over 150 people.

The program developed a brochure, built a job banks board and disseminated posters. A computer lab (internet based) was created to assist job seekers in developing and posting resumes, job search and distance learning. The program has a website (www.sni.org) to disseminate program information, contact information and applications for services, links to local employment agencies, job banks, completing resumes, vocational assessments.

The program has started a Facebook page, *Seneca Nation Employment & Training*. Utilizing social media has given the public the advantage of learning of training programs, employment opportunities and workshops available within the tri-county area.

- **Assessment** – The program provided computer and pen/paper assessment programs. All staff received training on how to dispense and interpret the findings of the assessments.
- **Referral** - The program provided interagency referral services to expand the available resources for the program to meet the need of the participant. Some of the referral that were made to:
 - ✓ the Social Security Administration, which meets the participant on site
 - ✓ referral to Department of Social Services which will meet the participant on site
 - ✓ referral to United States Department of Agriculture (USDA) food distribution program
 - ✓ referral to the Seneca Nation Tribal Advocate program for assistance with clothing, food pantry, rental assistance
 - ✓ referral to Tribal Vocational Rehabilitation program to assist with Disability issues
 - ✓ referral to Workforce Investment Board – local One Stop center
 - ✓ referral to Seneca Nation Higher Education Department
 - ✓ local Unions (Steamfitters, Operating Engineers, Laborers, Carpenters)
 - ✓ local Seneca Niagara and Allegany Casino/hotels
 - ✓ referral to Seneca Nation Early Childhood daycare and Lakeshore Adult & Childcare facility – childcare assistance

Education/Training

The program assisted 166 participants who were engaged in any educational or training activity, 112 adults, 48 youth, 6 cash assistance recipients. The program assisted in Career Readiness training. The program provided employment and career counseling to individuals who required assistance to determine their employment goals.

Adult Basic Education was conducted on site. HSED preparation and testing conducted on site. The Seneca Nation employs two HSED teachers and Tribal 477 employs one HSED teacher.

The program has been able to assist in overcoming the educational barriers by inviting local accredited community and technical colleges to the territories, providing classroom space within the Employment & Training offices, providing educational opportunities to the program participants to provide viable certifications for the participants that satisfactorily complete training.

Schools and businesses that provided training on or near territory were Erie II BOCES, Alfred State University, Jamestown Community College, Builders Alliance, Occupational Safety Environmental Associates, Seneca Nation Health Dept, Buffalo Tractor Trailer Institute, National Tractor Trailer Institute.

Misc. Objective/Supportive Services

The program assisted 161 participants (112 adult, 43 youth, 6 cash assistance recipients) in non-employment and non-education activities with supportive services such as:

- Transportation -The department assisted participants with DMV fees such as assistance in fees for learner's permits, driver's license and the mandatory New York state five – hour pre-licensing class. The program also gave a transportation allowance to eligible participants that had a driver's license to drive themselves and/or participants to worksites or training activities.
- Work Related Expenses -Clothing Allowance – The program paid for required work related clothing if the job site or training course required specific clothing, uniforms and/or footwear. Program also provided clothing for interviews.
- Tools and Equipment – The program assisted participants in buying tools related to their particular employment if the worksite required it. This was a one time allowance for such items.
- Accreditation and Testing Fees – Union Initiation Fees -The program assisted participants in paying for professional testing and accreditation fees. These fees may have been licensing for Licensed Practical Nursing, Cosmetology, Certified Nursing Assistant, and membership in Unions, Laborers Union, Steamfitters, Bricklayers/Mason Union, and Carpenters Union.

Other/Service Referral

There were 65 participant (54 adult, 10 youth, 1 cash assistance recipient) activities identified in this objective

- Other – Supportive services were provided in support of goals established in the participants Employment Development Plan not otherwise specified. All alternative resources were explored prior to this program paying for such.

Referral was made to Housing Authority – Rental Assistance, Local Food & clothing Pantry, Department of Social Services, Child Care Block Grant, Legal Services.

Economic Development

The program is working with the Seneca Nation Economic Development Department (SNEDC). The program has partnered in regard to staff development of financial literacy training. Staff obtained certification to provide classes to the community on banking, business development and personal business. The program has worked with individuals within the program to begin development of their own businesses. The program has sponsored the individuals at the New York State Small Business Development Corporation and Seneca Nation Center for Business Growth & Small Business Incubator; to take classes on development of business, including mentorship and sponsorship for the individual. The program also referred individuals to the Seneca Nation Economic Development Corp, which will provide business loans.

PROGRAM PERFORMANCE MEASURES

All clients will be provided with the necessary support to participate in the program and prepare for, obtain and retain employment. To measure the program performance of goals/planned outcomes the following measurements have been established and will be reported on annual basis:

ADULT CLIENT

GOAL 1: Program will assist Adult Clients in preparing for employment as a result of services received.

GOAL 2: Program will assist Adult Clients in obtaining employment as a result of services received

GOAL 3: Program will assist Adult Clients that have retained employment as result of services received.

OUTCOME:

GOAL 1: 100 Adults will apply for services; 50 adults that have applied for services will be eligible for service and prepared for employment as defined in their individual Employment Development Plan; such as completing career readiness training, attending and/or completing vocational or educational activities or work experience. Verification of attendance and/or submitting copy of certificate of completion will be required.

The Program had 112 adults apply for services by the end of program year 9/30/14. **Goal Met**

GOAL 2: 50 Clients that are eligible for services; 30 Clients will have obtained employment as a result of services received as defined in the individual Employment Development Plan. Verification will be of Client submitting a copy of paycheck or employer verification of employment.

The program had 39 adults that had identified Employment objective within their Employment Development Plan by the end of program year 9/30/14. **Goal Met**

GOAL 3: 30 clients that have obtained employment as a result of services received will be monitored for 90 days from date of hire by Employment Counselor; 20 clients will have retained employment for 90 days or more from date of hire. Client will submit a copy of paycheck or employer verification of employment.

The program had 25 adults that retained employment by the end of program year 9/30/14. **Goal Met**

YOUTH CLIENT

GOAL 1: Program will assist Youth Clients in preparing for employment as a result of services received.

GOAL 2: Program will assist Youth Clients in obtaining employment as a result of services received

GOAL 3: Program will assist Youth Clients that have retained employment as result of services received.

OUTCOME:

GOAL 1: 50 youth will apply for services; 25 youth that have applied for services will be eligible for service and prepared for employment as defined in their individual Employment Development Plan; such as completing career readiness training, attending and/or completing vocational or educational activities or work experience. Verification of attendance and/or submitting copy of certificate of completion will be required.

The program had 76 youth apply for services by the end of program year 9/30/14. **Goal Met**

GOAL 2: 25 youth clients that are eligible for services; 12 youth clients will have obtained employment as a result of services received as defined in the individual Employment Development Plan. Verification will be of Client submitting a copy of paycheck or employer verification of employment.

The program had 41 youth that had identified Employment objective within their Employment Development Plan by the end of program year 9/30/14. **Goal Met**

GOAL 3: 12 youth clients that have obtained employment as a result of services received will be monitored for 90 days from date of hire by Employment Counselor; 7 youth clients will have retained employment for 90 days or more from date of hire. Client will submit a copy of paycheck or employer verification of employment.

The program had 12 youth that retained employment by the end of program year 9/30/14. **Goal Met**

Success Story

There are many success stories for this reporting period however one participant story stands out among others. It is about a young woman who had basically given up, socially, emotionally and physically. She had so many obstacles in her life. She had been floating between jobs, she was not focused any one job, she had no skills. She was all about sustaining, keeping food in her stomach.

Then tragedy hit home, her little brother was murdered. This incident took her to the bottom. It took a year to find the killer and convict. She was at court on a regular basis, thinking of only her baby brother and the person that killed him. She in her darkest hour had given up.

Staff were recruiting for the annual Basic Construction class. This is a class that is sponsored every year by this department. It provides the foundation for the building trades, developing employable skills.

Staff saw her at a social, an outreach event and started to talk to her about the class, invited her to the office to talk further. She came into the office and began her road to success.

She took vocational assessments and focused on the suggested outcomes. Some of her identified barriers were: no driver's license, traffic fines to be paid, stable home, no skills. The staff helped her develop an

Employment Plan to overcome the barriers and to achieve a solid employment goal. She had begun her path to success.

She attended and completed Basic Construction course to obtain the work skills. She attended Career Readiness Workshops to obtain daily life skills and soft skills to assist her in maintaining and retaining employment.

She saved her money and paid off the traffic fines. The program helped her with drivers license pre course so she could get her drivers license.

While she attended Basic Construction class she developed a resume, attended Interview techniques class and job search. She received certification in OSHA 10, flagging, powder actuated gun safety. She went to Union Halls and private contractors handing in her resume.

She was hired by a private contractor as a Flagger making \$24.00 hour. She is now waiting for the Heavy Equipment class to start, in which she will enroll. Her next goal is to join the Operating Engineers Union. Knowing her drive to succeed, she will do it.

Other Accomplishments

The Federal Sequester funding levels have had a direct impact on this program. We had to cut back on service delivery, type of services to be delivered, extensive collaboration, research and networking to meet the governing regulations and the current approved program plan. We can make testimony that no client was turned away for services, but we had to develop a career pathway for the individual to achieve the goal within their employment plan. This meant strong service coordination and linkages to all available agencies and resources.

The program hosted a Career Fest for the community. We invited local colleges, employers, Unions, vocational training schools to this day long event. Participants were asked to bring resumes and to dress for success. The program also hosted workshops for community on resume writing and interview techniques.

Program staff has received training and certification for New York State Driver safety training. This is a point reduction training, in which staff holds classes for community members and program participants on driver safety training.

Program staff became certified in Financial Literacy training from *First Nations Oweesta Corporation*, a subsidiary of First Nations Development Institute. In turn the staff was able to provide Financial Literacy to the Summer Youth Employment students.

Program staff received certification as Notary thru New York State.

Program has established a relationship with Buffalo and Erie County Workforce Investment Board, Erie 2 Chautauqua-Cattaraugus BOCES to provide Certified Nurse's Aide and Home Health Aide training thru the Buffalo and Erie County Health Professions Collaborative.

Program has a strong relationship with the local unions: Operating Engineers Local 17, Laborers Local 210 and 621, Carpenters Region 4, Carpenters Local 66. The unions have funded trainings on the territory (Flagging Certification, OSHA 10 & 30).

Summary

The program was able to meet the planned objectives of P.L. 102-447 (Tribal 477) for Year 1 - FY October 1, 2013 to September 30, 2014 of Three year program plan (10/1/13-9/30/16).

The Tribal 477 met the need of the community in providing vocational training and applicable supports either at the Employment and Training office or referral to accredited vocational schools. This program assisted 194 Total Participants; 112 Adults, 76 youth and 6 Cash Assistance Recipients. Total Terminees were 73 adults, 55 youth and 6 Cash Assistance Recipients. Total Current Participants are 39 Adults, 21 Youth.

Participants Activities breakdown are;

Employment objectives: 112 Adult, 76 Youth and 6 Cash Assistance Recipients

Educational/Training objectives: 112 Adult, 48 Youth and 6 Cash Assistance Miscellaneous

Objectives/Supportive Services: 112 Adult, 43 youth and 6 Cash Assistance Recipients

Other/service referral: 54 Adult, 10 Youth and 1 Cash Assistance Recipient

The program was able to assist participants with earnings gain of \$13.77/hourly rate for Adults and \$17.46/hourly rate for cash assistance recipients.

The program contacted local accredited schools to provide certificate and diploma courses on Seneca Nation of Indians territories. The response was overwhelming, the community approved of the concept of vocational training on the territories. The enrollment into the vocational training programs increased. The program continued to network with supporting agencies such as local Unions and/or Employers, to build a bridge of supportive services to assist the community.

Tribal 477 was able to assist the Seneca Nation of Indians in economic development by providing a skilled labor force to meet the need of the building of the tribe's infrastructure. The participants that have been trained are being hired by the local building trades and the tribe in various construction areas. As a result of the economic increase to the tribe, the local businesses (retail and manufacturing) have been able to hire the participants that have completed Tribal 477 trainings.

Tribal 477 continue with staff development to increase the skills of the personnel that provide employment services to the people. Staff is encouraged to continue their higher education, to continue to attend trainings that not only strengthen their credibility as employment counselors but also provides quality services to the people that they have been charged to serve.

The Seneca Nation of Indians has become a major economic force as one of the major employers within the Western New York area as a result of the gaming industry and the residual economic development to meet the need of this industry. The Employment & Training Department which houses Tribal 477 and Tribal

Vocational Rehabilitation had a major role, as a result of the trainings provided, in providing skilled qualified labor for the commercial properties of the Seneca Nation of Indians

The program did try to obtain the unemployment records (UI) for this report however received no feedback. The surrounding counties unemployment rates are included in this report.

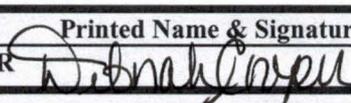
This Tribal 477 program has made a commitment to the Seneca Nation of Indians community and will be able to meet the identified needs of the people. The program will continue to use creativity, compassion, open door policy and resourcefulness to assist the Seneca people with their respective employment objectives and the established objectives of P.L. 102-477.

Respectfully submitted,

Deborah Cooper 

Deborah Cooper, Director

Pub. L. 102-477 Statistical Report

Tribal Nation	Report Period		
SENECA NATION OF INDIANS	From: 10/1/13	To: 9/30/14	
I. Participants Served	Adults	Youth	Cash Assistance Recipients
A. Total Participants	112	76	6
B. Total Terminees	73	55	6
C. Total Current Participants	39	21	0
II. Terminee Outcomes	Adult	Youth	Cash Assistance Recipients
A. Total with Employment Objective	39	41	5
1. Entered Unsubsidized Employment	25	12	1
2. Other Employment Outcomes	14	29	4
3. Employment Objective Not Achieved	0	0	0
4. Earnings Gain	\$13.77	\$	\$17.46
B. Total with Educational/Training Objective	47	17	1
1. Degree/Certificate Attempted/Attained	45/43	17/17	1/1
2. Other Education Outcome	2	0	0
3. Education Objective Not Achieved	0	0	0
4. Literacy Gain – # of participants attempted/attained		0/0	
5. Numeracy Gain– # of participants attempted/attained		0/0	
C. Misc. Objective Achieved	22	6	2
D. Other (Non-Positive)	0	0	0
III. Terminee Characteristics	Adult	Youth	Cash Assistance Recipients
A. Female	30	17	5
B. Male	43	38	1
C. Education Level:			
1. Dropout	10	14	0
2. Student	0	21	3
3. High School Diploma/GED	62	20	3
4. Post High School	1	0	0
D. Veteran	0	0	0
IV. Participant Activities	Adult	Youth	Cash Assistance Recipients
A. Employment	112	76	6
B. Education/Training	112	48	6
C. Misc. Objective/Supportive Services	112	43	6
D. Other/Service Referral	54	10	1
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			
2. Ages 4 to 5 years			
3. Ages 6 and above			
C. Care Received – Type of Provider		N/A	
1. Tribal Center Based			
2. Other Center Based			
3. Group Home			
4. Other Care			
VI. Jobs Creation/Economic Development	Jobs Created	Indians/Alaska Natives Employed	Businesses Assisted
A. Number	7	7	5
Report Prepared By:	Printed Name & Signature	Phone Number	Date
DEBORAH COOPER		716-532-1033	11/10/14

OMB Control No. 1076-0135
Expiration Date: 12/31/2013

Public Law 102-477
FEDERAL FINANCIAL REPORT

(Follow form instructions)

Federal Agency and Organizational Element to Which Report is Submitted <p align="center">DOI / OIEED / DWD</p>		2. Federal Grant or Other Identifying Number Assigned by Federal Agency (To report multiple grants, use FFR Attachment) <p align="center">A14AV00104</p>		Page	of
				1	1
pages					
3. Recipient Organization (Name and complete address including Zip code) Seneca Nation of Indians P.O. Box 231 Salamanca, NY 14779					
4a. DUNS Number	4b. EIN	5. Recipient Account Number or Identifying Number (To report multiple grants, use FFR Attachment)	6. Report Type	7. Basis of Accounting	
074038266	16-0786768	42814	<input type="checkbox"/> Quarterly <input type="checkbox"/> Semi-Annual <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Final	<input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual	
8. Project/Grant Period			9. Reporting Period End Date		
From: (Month, Day, Year)		To: (Month, Day, Year)	(Month, Day, Year)		
10/01/2013		9/30/2016	9/30/2014		
10. Transactions				Cumulative	

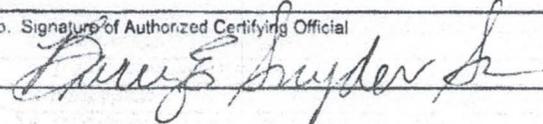
(Use lines a-c for single or multiple grant reporting)

Federal Cash (To report multiple grants, also use FFR Attachment):	
a. Cash Receipts	\$586,487.67
b. Cash Disbursements	\$235,353.00
c. Cash on Hand (line a minus b)	\$351,134.67
<i>(Use lines d-o for single grant reporting)</i>	
Federal Expenditures and Unobligated Balance:	
d. Total Federal funds authorized	\$586,487.67
e. Federal share of expenditures	\$235,353.00
f. Federal share of unliquidated obligations	\$15,525.00
g. Total Federal share (sum of lines e and f)	\$250,878.00
h. Unobligated balance of Federal funds (line d minus g)	\$335,609.67
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 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. Indirect Expense	a. Type	b. Rate	c. Period From	Period To	d. Base	e. Amount Charged	f. Federal Share
	Fixed	21.00%	10/01/2013	9/30/2014	\$48,567.50	\$10,199.18	\$10,199.18
g. Totals:					\$48,567.50	\$10,199.18	\$10,199.18

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 218, Section 1001)

a. Typed or Printed Name and Title of Authorized Certifying Official	c. Telephone (Area code, number and extension)
Barry E. Snyder, Sr., President	(716) 532-4900, Ext. 5001
	d. Email address
	barry.snyder@sni.org
b. Signature of Authorized Certifying Official	e. Date Report Submitted (Month, Day, Year)
	11-7-14
	14. Agency use only:

Standard Form 425
OMB Approval Number: 0348-0061
Expiration Date: 10/31/2011

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.