

BLACKFEET MANPOWER  
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# FAX

To: Ken Lemieux	From: Elora McLean
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Phone:	Date: December 15, 2014
Re: 477 Report	cc:

Comments:

Melissa Augere in finance is going to send the financial part.

## Pub. L. 102-477 Statistical Report

Tribal Nation		Report Period	
Blackfeet		From: 10/01/2013	To: 09/30/2014
<b>I. Participants Served</b>	<b>Adults</b>	<b>Youth</b>	<b>Cash Assistance Recipients</b>
A. Total Participants	265	178	
B. Total Terminees	265	178	
C. Total Current Participants	0	0	
<b>II. Terminee Outcomes</b>	<b>Adult</b>	<b>Youth</b>	<b>Cash Assistance Recipients</b>
A. Total with Employment Objective	36	22	
1. Entered Unsubsidized Employment	10	0	
2. Other Employment Outcomes	56	0	
3. Employment Objective Not Achieved	15	0	
4. Earnings Gain	7.65	0	S
B. Total with Educational/Training Objective	83	136	
1. Degree/Certificate Attempted/Attained	28	0	/
2. Other Education Outcome	13	20	
3. Education Objective Not Achieved	8	0	
4. Literacy Gain - # of participants attempted/attained	13	0	
5. Numeracy Gain - # of participants attempted/attained	3	0	
C. Misc. Objective Achieved		0	
D. Other (Non-Positive)		0	
<b>III. Terminee Characteristics</b>	<b>Adult</b>	<b>Youth</b>	<b>Cash Assistance Recipients</b>
A. Female	153	93	
B. Male	112	85	
C. Education Level:			
1. Dropout	26	9	
2. Student	87	145	
3. High School Diploma/GED	40	3	
4. Post High School	94	19	
D. Veteran	18	2	
<b>IV. Participant Activities</b>	<b>Adult</b>	<b>Youth</b>	<b>Cash Assistance Recipients</b>
A. Employment	41	5	
B. Education/Training	70	139	
C. Misc. Objective/Supportive Services	154	34	
D. Other/Service Referral		0	
<b>V. Child Care Development Activities</b>	<b>Adult</b>	<b>Youth</b>	<b>Cash Assistance Recipients</b>
A. Families Receiving Child Care	133		
B. Children Receiving Child Care		221	
1. Ages 0 to 3 years		120	
2. Ages 4 to 5 years		45	
3. Ages 6 and above		56	
C. Care Received - Type of Provider		30	
1. Tribal Center Based		30	
2. Other Center Based		3	
3. Group Home		0	
4. Other Care	NA	148	
<b>VI. Jobs Creation/Economic Development</b>	<b>Jobs Created</b>	<b>Indians/Alaska Natives Employed</b>	<b>Businesses Assisted</b>
A. Number	11		
<b>Report Prepared By:</b>	<b>Printed Name &amp; Signature</b>	<b>Phone Number</b>	<b>Date</b>
	Flora McLean	406-338-2111	12-10-14

The Blackfeet Manpower Workforce Investment Act (WIA) has been assisting participants with training and employment. The program has both an Adult and youth program that provides services to community members within the service area. Our purpose is to help participants reach their goals and overcome barriers to employment. The adult program received around 350 applicants this fiscal year and served 35 percent of them. The youth program received around 325 applications this fiscal year and served 71 percent of them. The program teaches several trainings that involve communication, customer service, leadership, cultural awareness, life skills, soft skills, and specialized training pertaining to employment.

The Blackfeet Workforce Investment Act adult program provides Employment and Training activities that help to increase occupational and educational skills attained by the participant. The purpose of this is to aim at reducing TANF/GA dependency, and enhance the productivity and competitiveness of the nation's economy. The participant goes through job readiness which helps them prepare for a successful placement. We provide the proper tools needed to help them to be a job ready employee. The curriculum we utilize is based on a native culture to relate better to our clients and helps bring self awareness to them.

The Blackfeet Manpower Workforce Investment Act has been targeting trainings that will help participants obtain certified skills for employment. We have been providing Natural Resource, Certified Nurse's Assistant (CNA), Commercial Drivers License (CDL), Certified Electricians, Certified Pipe laying, Hospitality, Job Readiness, Certified Carpentry, Security Guard, Forest Fire Management, Computer classes, Meth Abatement training, Homeland Security, Hazardous Waste, Boilers Certification, Oil Research, Life Skills, Medical code billing, Flagging, OSHA, Timber, Reservation Infrastructure, Roads, Bridge work, Horse Shoeing, Asbestos, and Customer Service.

The Blackfeet Reservation is located in a rural area and there is very minimum employment opportunities. The community relies on seasonal employment like firefighting, Construction, and road construction. This is a problem for the program because the population is around 10,250 and only a handful of businesses. The Blackfeet Manpower has been working hard to address this problem by teaming up with local and off reservation employment and training agencies. We have been addressing the oil rig boom and working at getting applicants trained in this field. This has been very successful in helping to meet some of the goals set by the program. By getting the participants either employed or trained in or off the reservation. The Blackfeet WIA program has been seeking and providing skilled training in areas of need for employment in the area. We have been working with other TERO offices to send people to other reservations where needed.

The Blackfeet Manpower continues to work closely with each participant to help identify their strengths and weakness. We target their skills and look at employment or training that will help them to become successful. We still do a personal assessment on each one take them through job readiness training. Once they complete the process they are referred to job club where there are potential employers there to discuss their program and any possible job opportunities. The participant is also referred to other resources that can help them such as GED, Vocational Rehabilitation, Driver's License or State or Local programs that either meets their needs or barriers. We have been attending our Community Management Team meetings (CMT) where other resources attend to update us on any employment or training opportunities in their area.

We have been doing a lot of hands on training with each applicant. When an individual comes into the program they are given an application to fill out and shown all the required documentation need to complete the application. Once they have completed this process the are entered in to the programs skills-bank and scheduled for job readiness training. We than do an Individual Employment Plan (IEP) with them and access their strengths than start looking at employment opportunities that fit their goal.

We work with them on helping them identify their self and how to handle stressful situations while seeking employment. We also look at the stresses that arise once they find employment and how to handle them in a professional way. We work with them on developing a professional resume and how to conduct themselves in an interview. Our goal is to set them up for success and not failure.

The Workforce Investment Act's On-The-Job training has successfully placed 5 participants into permanent employment. The Work Experience program has placed 12; we assisted 43 with direct job placement. The Job Readiness and Life Skills assessment training has graduated 108 participants; the program support has provided educational/employment assistance to 164 participants, and the youth leadership activities assisted 178 youth with leadership tools and healthy life style skills. We do activities to help strengthen the families and to teach the youth about education and culture.

The status update for the PI-102.477 is the Department of Labor Workforce Investment Act's Comprehensive Plan, Supplemental Youth Service program, and Child Care, General Assistance is currently under this. The Tribal Temporary Assistance for Needy Families and The Native Employment Works program is still pending and still being negotiated by the funding sources.

Blackfeet Manpower CCDF Program  
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Narrative FY 2015

The Success of the Blackfeet CCDF program being at the Blackfeet Manpower program is we are able to serve more of the clients that are entering the job field, attending College, and attending training. We work closely with the clients that are on TANF, GA, SWAP and WIA to help with their child care needs.

The Blackfeet CCDF program provides Resource and Referral services to all cliental that are seeking child care services on the Blackfeet Reservation. We offer the clients tips on selecting child care providers or child care centers. Information is given out on health and safety, nutrition, car safety to the parents and providers. We also work closely with the state resource and referral office to ensure that there is no duplication of child care services.

The CCDF works closely with the teen parents serving on the Teen Parent Coalition as a member to help them become successful and achieve their goals by ensuring that their children have quality child care. We provide them education on choosing a child care provider or child care center. As a coalition we sited teen parents need parenting skills and support for the community. The CCDF program has made the teen parents priority of the CCDF program.

The CCDF program provides provider training to all the providers that utilize the Blackfeet CCDF program in areas of 1<sup>st</sup> aid and CPR, nutrition, health and safety, and literacy. Our main goal is to focus on Early childhood education and best practices for the home providers and center providers.

The Blackfeet CCDF program monitors the home child care providers by home visits and to promote health and safety in the homes. The home visitor brings material and equipment on health and safety to the homes. Baskets are prepared that contain materials that can be used in the homes such as first aid kits, early leaning materials and books, nutrition information, tips on safety, car seat safety, arts and crafts materials for projects in the home. The baskets are distributed three times a year for the convenience of the home provider to complete activities in their homes with the children they are caring for. The home visitor works closely with the home providers to meet all the requirement of the CCDF program and offers assistance in meeting the requirements.

The on going goal of the CCDF program is to work with the Manpower programs to provide quality child care and services to all the children and families. To help ensure we reach as many families as possible to become self sufficient, complete their education, to receive training for job opportunities thus becoming successful in achieving their goals

of self sufficiency. Another goal is to train TANF, GA, SWAP, and WIA clients to become child care providers either in their homes or in child care centers. We provide all the means for them to meet the requirement of a child care provider, we do the background checks for them.

The Manpower program as a whole has activities that nurture the family in culture and traditions. We have an annual Celebration and Powwow which brings families together to celebrate our culture and family enrichment. We have a stick game for both adults and children ( this is a traditional game). We have culture activities that includes making sticks and bones, than we teach the children how to play the game, this includes singing our traditional songs. All our activities are drug and alcohol free. The staff pull together to make these activities and services a success.

The goal of the Blackfeet Manpower One Stop program is to work together to help our families become self sufficient, promote our culture and traditions. Ensure that our families have all the means necessary to become productive people in our community, which includes having quality child care.

The Blackfeet CCDF program will be assisting the Blackfeet Community College start a drop in child care for their students and families. We are excited to help make this child care a success for our community and the students who will be using this center. We have limited child care centers on our reservations and there is not one that serves children over the age of five. So with a new center opening serving all ages of children this will be a great benefit to our community.