

**EASTERN SHOSHONE TRIBE P.L. 102-477
NARRATIVE REPORT
WIND RIVER RESERVATION
OCTOBER 1, 2013-SEPTEMBER 30, 2014**



**EASTERN SHOSHONE P.L. 102-477
WIND RIVER RESERVATION
OCTOBER 1, 2013-SEPTEMBER 30, 2014**

Narrative Report 2013-2014

The Mission Statement:

All tribal applicants, recipients of Temporary Assistance for Needy Families and low-income individuals, are encourage, assisted and required to fulfill their responsibly to support their children by preparing for accepting and retaining such employment as they are capable of performing to become self-sufficient.

INTEGRATION OF THE PROGRAM WILL PROVIDE TRAINING SERVICES, INCLUDING VOCATIONAL TRAINING,

ON-THE-JOB TRAINING AND TRAINING ASSISTANCE COMPONENTS, INCLUDING WORK EXPERIENCE ACTIVITIES. SUPPORT SERVICES TO ENTER, RE-ENTER OR RETAIN UNSUBSIDIZED EMPLOYMENT, CHILD CARE FOR FAMILIES IN NEED OF DAYCARE FOR THEIR CHILDREN, FINANCIAL ASSISTANCE AND BARRIER REMOVAL FROM WELFARE TO WORK.

THE TRIBE'S SERVICES COVERED BY THE 477 PLAN WILL BE FULLY INTEGRATED IN ALL STAGES AND BE CONSISTENT WITH STATUTORY AND REGULATORY REQUIREMENTS FOR THAT PROGRAM. THE SERVICES PROVIDED TO ANY INDIVIDUAL CLIENT WILL BE BASED ON THE NEEDS OF THAT CLIENT OR THAT CLIENT'S FAMILY.

INTERGRATED 477 PROGRAMS

DEPARTMENT OF LABOR (DOL)

Workforce Investment Act (WIA)

Adult Comprehensive

Supplemental Youth

HEALTH & HUMAN SERVICES (HHS)

Temporary Assistance for Needy Families

Native Employment Works

Child Care Development Fund

Discretionary & Mandatory

INTERIOR/BUREAU OF INDIAN AFFAIRS (BIA)

Job Placement Training

TPA/Welfare Assistance

EMPLOYMENT & TRAINING

WORK EXPERIENCE/ON THE JOB TRAINING:

The Eastern Shoshone 477 Employment & Training Program is designed to provide our clients with Work Experience and On the Job Training (OJT). The training allows them to develop and enhance their work ethics, customer service skills and life management abilities. The 477 Program has several partnerships with various businesses throughout the Wind River Reservation and Fremont County.

The Work Experience program participants are placed in a 1500 hours training position. In FY 2013/2014 there were a total of 14 participants that entered into training, 1 completed the 1500 hours, 2 entered into unsubsidized employment by accepting full time employment before the training was completed. 1 was hired full time with 477 Program in the Family Resource Department, 2 participants resigned; one to continue his education and the other for personal reasons. 4 were terminated and 4 participants are still active in the Work Experience Program.

OJT is an on the job short-term training of six months. The Eastern Shoshone 477 Program lacks to find employers that are interested in placing trainees into subsidized employment due to not fulfilling the obligation in hiring the trainee after the 6-month contract and with tribal working hours and budget cuts it has enormous effect on employment with the Shoshone Tribal Departments. The Training Assistant (TA) Services allows participants to

be employed for 72 weeks and at a higher wage per an hour. The Training Assistant gives the participant a long term training to enhance their skills and knowledge of particular job duties.

In fiscal year 2013/2014 there was an approximate 75% increase in positive termination and very successful with trainees that completed the trainings in the areas of Work Experience, On the Job Training or Training Assistance services.

Listed are Tribal Programs and Local Businesses that 477 WEX and TA are placed for training.

- Wind River Service Unit – Indian Health Service
- Wind River Agency - Bureau of Indian Affairs
- Eastern Shoshone Tribal Health
- Eastern Shoshone Tribe Housing Authority
- Eastern Shoshone Boys & Girls Club
- Eastern Shoshone Tribe 477 Program
- Cradle Board to Crayon Day Care Center

YOUTH PROGRAMS

The 477 Youth Program was a 10-week youth employment June through August 2014. Tribal youth were given the opportunity to experience employment for youth that never had a job and the youth that returned to continue to gain more skills as well social and work ethics.

There were a total of twenty five (25) youth participants funded by the EST 477 Program and the Eastern Shoshone Tribe. The Tribal funding was allocated to the Youth Employment program to increase the jobs and training opportunities in the Youth Programs for the 2013/2014.

A Pre-employment drug test is required for all applicants applying for employment. The ES Tribe Human Resource Department confirms and authorizes youth applicants for employment. An orientation of the “Tribal Employee and Drug Policy” is mandatory before youth are assigned their job duties and placed in a job site. Throughout the summer, the participants attended educational sessions as scheduled. Different speakers from other tribal agencies or IHS covered different topics of interest. Some of the topics that were presented by the speakers are as follows:

- Family Planning
- Abstinence/STD's/HIV
- Personal Responsibility
- Customer Service and Work Ethics-Fremont County BOCES
- Drug Awareness

An incentive fun day was planned for the summer youth. The day was scheduled in July 2014. Participants signed a release to take a White Water Rafting trip down the Wind River Canyon in Thermopolis, WY and after they all went swimming in the Star Plunge Swimming Pool. A pizza party was planned after a day of rafting and swimming.

The Summer Youth and OJT program held an end of the year activity for the participants. Individuals were honored and awarded completion certificate. SY Supervisors had input in the awards. The Fremont County BOCES requested to return to follow up on the workshop held during the Orientation. There was feedback from the youth on what they had achieved through their summer employment, the youth had established future goals on what they wanted to do after high school.

Child Care Services

The EST 477 Child Care Services assists families that are making the transition from welfare to work through educational and training programs; parent/s could not participate if this program did not help them through those costly and trying times in achieving life

time goals. It also provides for families that are working full time and still meet the low-income criteria.

The Eastern Shoshone provides child care services to eligible families in our service area by Certificate System. Certificates are utilized in a variety of child care categories including Center-based care, Group home child care, Family child care and Relative Care, break down of children in the child care settings include:

Tribal Center Base	30
Other Center Base	34
Group Home	4
Other Care	15

The Eastern Shoshone 477 Child Care Services served forty-eight (48) families during the 2013-2014 Fiscal Year. There were seventy-seven (77) children ages 0 – 13 years of age served in one of the three child care setting:

0 - 3 age	32 children
4 – 5 age	21 children
6 - 12 age	24 children

The Eastern Shoshone Child Care Services have approved new providers to the following.

- 3 – Other Center Base
- 2 – Group Home
- 7 – Other Care/Relative

The Wind River Health Services (IHS) provided a certified 8 hour Heartsaver 1st Aid/CPR Course in February 2014. Four (4) successfully earned their certified 1st Aide/CPR Cards. All 477 Child Care providers are now in compliance in health and safety regulations in obtaining their cards to meet the provider requirements.

Child care services activities:

In December 2013 the Eastern Shoshone 477 contracted Ms. Jolene Crosswhite, Consultant from Spirit Lake, North Dakota to do an two day Child Care training “Child Care Recruitment Training and “Child Care as a Business” to increase the interest to the PL 102-477 Employment & Training Child Care Providers to do their own business in Child Care. Topics covered Record Keeping, Food Expenses and Reimbursements, Figuring Space Percentage, Understanding Business Expenses, Deducting Business and Home Expenses, Being a Professional in a Caring Profession, Establishing a Business Relationship with Parents, and Introduction to Contracts and Policies – Establishing, Implementation and Enforcement of Child Care Policies.

April 2014, a designated “Month of the Child” – The Eastern Shoshone 477 Program held a “Preventing Child Abuse Walk” for the community, Fremont County Schools grades K-4, S/A Headstart Program, Early Headstart Program, Cradle Board to Crayon Day Care and all Child Care Providers were invited.

May 2014, the Eastern Shoshone Tribal Health held their annual Tribal Health Fair. Like every year the P.L. 102-477 Program participated giving out information on child safety, coloring books and nutrition.

A Public Hearing was scheduled for May 23, 2014 at the EST PL 102-477 Office, there was zero (0) attendance. Notice of hearing was posted in numerous tribal offices, the Fort Washakie Post Office and an ad was published in the Wind River News, Riverton Ranger and Lander Journal. No comments were received.

Education Services

The Eastern Shoshone Business Council removed the Shoshone Higher Education Services by Resolution No. 2013-10515 approved on 14 March 2013 from the EST P.L. 102-477

Program on October 1, 2013. All allocated funds were removed from the EST P.L. 102-477 Integrated Program list.

The P.L. 102-477 continued to work with the Fort Washakie Learning Center giving assistance to 477 Clients with the Choices Program since 2002. Since that year the Learning Center has served 204 individuals, some clients were referred more than once. Partnership with the Learning Center has come to a halt, due to personnel felt that the center was not getting anything back in return. They choose to continue with the HSEC (High School Equivalency Credential) students. In 2013 referrals – 20 clients and 2014 referrals – 22 clients (January through June).

Central Wyoming College in Lander WY offers High School Equivalency Credential classes in Fall and Spring sessions, students have the opportunity to enroll in either semester consisting of 2 sessions being held. Each student must attend daily for seven (7) weeks this gives students one on one with instructors, each student that enrolls has a \$25 registration fee (fee waivers is available based on need) students are given a student card allowing them to have access to all student activities held at Riverton and Lander Colleges.

Special Services for Public Assistance Recipients

The **Eastern Shoshone 477 Program's General Assistance** served eighty-three (83) individuals forty-two (42) were employable and forty-one (41) were unemployable all eighty-three (83) individuals had a self-sufficiency plan in place. Eight (8) completed their Individual Self-Sufficiency Goal.

The main objective has been to provide direct cash assistance services to all federally recognize tribal members of the Wind River Indian Reservation. These low income individuals are encouraged, assisted and required to fulfill their responsibilities by preparing for accepting and retaining employment or education in order to become self-sufficient. These individuals have been encouraged to utilize the one-stop services provided by the 477 Program. These direct serviceable contact opportunities provides a means for these low income individuals to emerge from their dependency of welfare in

order to become more productive and independent individuals.

The Eastern Shoshone 477 Program requires all incoming and current clients to complete the 477 intake application and sign an Individual Responsibility Contract plus develop an Individual Self-Sufficiency Plan which focuses on the elimination of personal barriers preventing self-sufficiency. The EST 477 Program General Assistance services have intensified the client requirements which have improved the client compliancy level. In conjunction with Indian Health Service has improved the quality of services for those individuals who are seeking Social Security Disability benefits. There have been several individuals who are seeking disability who have been referred to the Red Feather Vocational Rehabilitation in order to determine the level of disability. Those individuals who have been seeking social security disability benefits have been providing medical and social security status documentation to the Eastern Shoshone 477 Program in order to remain in compliance with the GA requirements.

A financial prediction did not foresee the constant growth in participants during the winter months. The federal funding has been exhausted which is a true indicator the Wind River Reservation is in need of more federal funding in order for the General Assistance to continue to provide for the participants basic needs.

The **Temporary Assistance for Needy Families** goal of the Eastern Shoshone Temporary Assistance program is to work to move financial assistance recipients from welfare to self-sufficiency (work), with opportunity for life changing choices that will protect their personal dignity, pride, and cultural identity.

In fiscal year 2013/2014 - 196 Cash Assistance recipients were served in benefits in the form of cash assistance to eligible participants in meeting the basic unmet needs of TANF. Services are provided to single, two-parent households and child-only cases. Monthly cash assistance amounts are based on the State of Wyoming's Temporary Assistance For Needy Families payments. The cash grants are based on the size of the household.

Temporary Cash Assistance has gained valuable experience and the continued success of the TCAR (Temporary Cash Assistance Recipient) program to our community with a strong emphasis on “TEMPORARY SERVICES” to needy tribal members. There have been several changes that are very critical as the tribe faces many economic challenges and the employment trends in the State of Wyoming have grown.

To meet minimum work participation rate requirements for each assistance recipient, the Tribe chooses to offer all of the allowable and countable work activities per week, per family, to be 20 hours of qualified activities

The Maintenance of Effort-MOE (with the State of Wyoming Department of Family Services) to provide financial, technical and administrative support to the E. Shoshone Tribal P.L. 102-477 TANF Program has continued to remain in good standings.

The training and education of the clients has been a priority with the 477 program in order to achieve self-reliance skills, which promote self-sufficiency. The Tribal Learning Center Computer Training component have been designed and structured to prepare the clients for making career choices and job readiness at the Ft. Washakie Learning Center. In addition the GED classes for Temporary Cash Assistance clients that meets daily.

December 2013 a Free 2 hour Pre-Natal Class sponsored by Fremont County BOCES and E. Shoshone 477 Program was offered to expecting mothers of all ages, parenting partners (fathers), support family members, grandparents and child care providers. The 2 hour session included:

- Living a healthy lifestyle during pregnancy
- Dangers of drug and alcohol use during the pre-natal period
- Opportunity for Parents as Teachers enrollment
- Brain trauma – effects during each stage of growth

January 2014 a Complete Auto Responsibility (C.A.R) a community event, sponsored by the

Injury Prevention Resources, Wind River Police Department, Wyoming Highway Patrol and Shoshone & Arapaho Tribal Courts. The EST TANF program offered transportation to this event. Due to some clients that had goals to re-instate their Wyoming Driver's License or some clients that never had Driver's License get information. During this event anyone could experience the "DUI/Distracted Driving Simulator", a "Rollover Crash Simulator" or even try on the "DUI Goggles". Many of the clients stated that the Simulators were a scary experience for them. Education on "Child Safety Seats", "Owning and Operating a Vehicle in Wyoming", "DUI - The True Cost and Impact" and "Vehicle Care & Maintenance" was also available.

March 2014 a mandatory five (5) weeks Centsible Nutrition Class "Helping Families Eat Better for Less" was scheduled for new TANF clients to attend. Students learn "Food Safety", "Menu Planning", "Healthy Alternatives" and "Budgeting". Every week students have hands on meal preparations of various recipes from the Centsible Nutrition Cookbook. The last week the students take a trip to local grocery store to learn tips on becoming a better shopper and saving on food purchase by using coupons. The 477 TANF had nine (9) clients complete all earning a certificate for this class. Will be planning more classes' in the upcoming months.

October 2013/February 2014 the Eastern Shoshone 102-477 Program held their annual Clothes Shopping for TANF school age children. For eligibility for children to get the 1st Distribution in October 2013 a school verification is required proving each child has attended school ten (10) consecutive days from the first day of school in August and the family case has to be in good standing. There were a total of one hundred and forty- six (146) children served; a \$200 Kmart Shopping card was dispersed for each eligible child. The eligibility for the 2nd distribution in February 2014 school grades and attendance was required. Students had to have a grade of "C" average and above, absence five (5) days or less, a \$100 Kmart Shopping card was dispersed for each eligible child and the family case has to be in good standing. On both clothing distributions 477 staff were stationed at the store for parents/guardians to return all shopping receipts.

Success Stories:

A single mother of three children overcome her barriers, client gained a full time employment with the Eastern Shoshone Finance Office as an Office Manager. She was juggling employment, getting her children to school and getting to the Child Care Center on time. She finally manage to get her living situation closer to her employment and found family to provide child care for her children.

A two-parent attended Central Wyoming College in Riverton, WY in 2012/2013. Both enrolled as full-time students at the University of Wyoming in Laramie, WY. The couple closed their case due to moving out of the service area. Her goal is to get her B.A in English and graduate with a degree in September 2015. She is planning of becoming a Middle/High School English Teacher.

There were several success stories with the Temporary Cash Assistance clients and a few will be mentioned, but the 477 program is proud of all clients that are not mentioned that has accomplished their goal in becoming self-sufficient.

The **Family Resource Outreach** is among the family services provided to strengthen families and is dedicated to educate the clients within regards to cultural activities of the Eastern Shoshone Tribe. The department also provides financial literacy classes, a reading program and education sessions, which are hour long to educate the clients on social and economic issues. The P.L. 102-477 Family Resource Outreach Services had many activities that took place over the course of the year.

Services included:

- Marriage and Family Strengthening
- Teen Pregnancy Prevention
- Cultural Classes
- Maximize Resource Availability in 477 Program

- Cultural Supports for Family Unity
- Literacy Reading Program (For Children Only)
- Educations Sessions
- Health Awareness
- Food Bank Assistance

The Food Bank Assistance is food donated by the National Relief Charity (NRC) from Rapid City, SD deliver quarterly and items are boxed and given out on a first come, first served basis to 477 Needy Families. The 477 Office does not have the storage to keep donated food and is given out as items are boxed and ready.

During FY 2013/2014 the Family Resource held Cultural Classes advertising for Native Artist Instructor's to teach clients of different projects whether the client chooses to continue the skill to earn a few dollars. The following classes were held and a total of twenty four (24) participated. Some of the clients already have the skill of beading, classes are chosen based on the project that the client had no knowledge of, but learning the fundamentals.

- ❖ Peyote Stitch Beading
- ❖ Baby Moccasin Making
- ❖ Buckskin Glove Making (Men or Woman sizes)
- ❖ Earring Making

May 2014 the Eastern Shoshone 477 Program held its 4th Annual Community Day. The day consisted of games (tribal stick hockey, spear throwing, tug of war, racing), a flea market, and donated items; household items, toys and books from the National Relief Charity (NRC) out of Rapid City, SD are free to the community.

Support Services

The 477 Program Supportive service payments are not automatic nor an entitlement. Each

request is examined to determine if the participant has met all the criteria for the supportive service, and that the supportive service will assist the family to achieve self-sufficiency.

Supportive services are provided to participants for continued employment or to gain employment. Contracts are necessary for certain Supportive services such as rental agreements and training programs. Breach of contracts will be recouped or deducted from cash assistance grants or payroll wages.

The need has be specific and identified in the Client's Plan for Self Sufficiency or stated as a barrier to employment and directly related to an approved plan activity or employment opportunity and is the last means within which to meet the need.

146 Participants were assisted with support services ranging in:

- Work Clothing/Uniforms
- Equipment/Work Tools
- Rent and Deposit/Delinquent Rent
- Child Care
- Public Transportation/Mileage
- Vehicle Repairs
- Driver's License
- Basic Needs – New Baby
- Clothing for School age Children (Early Headstart to High School)
- Grooming, Medical and Dental
- Professional license
- Automobile Insurance (No High Risk)
- Current and Delinquent Utilities (delinquent considered as 1 time only)
- Food (Participants on the Food Stamp program are case by case)
- Emergency (Case by Case)

Special Projects-Solar Panel Training

In the FY 2013/2014 the ES 477 Program offered the Solar Panel Training to our Tribal members as well as other Federally Recognized Tribal members. There was a total of forty-nine (49) Solar Panels installed in the homes of the elderly and disabled homeowners. Helping homeowners to cut cost and save while utilizing the energy savings program and also keeping their primary room warm.

Barriers to employment on the Wind River Reservation is qualified workforce, the lack of jobs and transportation. The 477 program continues to place the highest priority on the use of 477 resources to educate and train of our tribal people so a larger investment is in the workforce capital used to encourage entrepreneurship, management of tribal resource and to induce job creation. The 477 Program continues to offer our services to stimulate job creation: Customize training and to purchase special training equipment, needed to prepare participants positions in the enterprise.

The scope of services was assisting in the planning implementation of the Solar Panel Installation Training. Steps to successfully installing the new Solar Panels and assisting in assembling with Henry Red Cloud, Lakota Solar Enterprises, Ft. Collins CO and establishing installment specification with the selected Tribal homeowners.

The training eligibility was selecting from Employment & Training applicants and active recipients of TANF. Selected trainees had one (1) week of classroom training, and with the recommendation of Instructor Henry Red Cloud, a Lead Crew Member was selected. This was a ten (10) week training therefore the 477 Program issued to weekly stipends, support services for work boots, and gas in week 1 and 2 only. Once training and most installations of solar panels was completed in the ten (10) weeks trainees received a certificate and an incentive bonus.

EST 477 Staff Training

November 2013 the Eastern Shoshone 477 contracted Ms. Jolene Crosswhite, Consultant from Spirit Lake, North Dakota to do a three day on-site Case Management Training to 477 Employment & Training and TANF Staff. This training was designed for the new employees to understand the concept of P.L. 102-477 integration of services and defining Case Management role and responsibilities. Topics covered History, Purpose, Integration of Services, Advantages, Impact on Client Services, Single Budget, Single Reporting, PL 102-477 Plans, Establishing Implementation and Enforcement of Policies and Procedure Manual. Case Management covered; Defining Case Management, Case Manger's Role, Assessments, Employment Development Plans, Community Resources, Documentation, Productivity, Stress Management.

November 2013 – Eaglesun Basic TAS (Refresher and New Users) was a four day training. Lisa Haynes, Computer Consultant from the Eaglesun System Products, Inc. Tulsa OK was contracted to conduct the on-site training. Staff that use the Eaglesun TAS software leaned the basic concepts from entering Central Information File (CIF) on the applicant/family, doing eligibility, enrolling into program/services, individual/family self-sufficiency plans, case notes, cash/direct assistance payments, 477 outcomes, and closing cases. Since there was a large group of staff a computer lab was needed, so the 477 program rented lap tops from the Eaglesun.

In August 2014 a National Eligibility Worker's Association: Professional Associated Through Human Services (NEW PATHS) held its Annual Training Conference in Las Vegas, NV. All TANF Case managers attended the training. The conference was designed to assist in providing attendees with the opportunity to learn about various public assistance programs (State's and Tribal) and how they operate in other states, networking with peers from around the nation and promoting professionalism within the eligibility and human service field.

Unemployment Insurance (UI) Records

Information from the State of Wyoming Department of Employment has been received from the Unemployment Insurance Division. Information was given explaining that under the Wyoming statute 27-3-603 no “wage record” information can not be provided for it is strictly confidential.