



477 Federal Program

PL 102-477 Federal Program Division 2014-2015

Purpose: The 477 Federal Program provides Native Americans that meet program guidelines with the opportunity to improve their education and job skills. With providing education and job experience we assisting Native Americans in becoming self-sufficient.

- Goals:**
1. Reduce the unemployment rate of Tribal Members in our Service area.
 2. Provide training to enable participants to advance in job opportunities, following their Employment Development Plan (EDP).
 3. Assist at-risk youth obtain their GED/HSED with a vocation experience program.
 4. Improve the effectiveness of employment and training services.
 5. Provide service to clientele in a manner that is culturally relevant and personally sensitive.

Case Management:

477 Program staff meet with clients, assist in completing a program application and develop an Employment Development Plan (EDP). The EDP is the road map for the 477 Program staff to utilize in assisting the clients in education and job searches to achieve their goal. The program service area covers 39 counties in the state of Wisconsin. The Case Managers meet face to face with clients to fill out the initial 477 Program intake form, going out to the clients to provide the services needed in any of the 39 counties. Additionally the case managers go to the 477 service area meetings quarterly to provide program information and supportive services. Similar services are provided to eligible youth. The Program requires youth, no longer in school, to obtain a high school diploma or GED/HSED, assistance is offered to adults who wish to obtain their GED/HSED.

Programmatic Obstacles:

Retaining 477 staff at all levels have been a recurring problem. I have been in the position of 477 Program Director since October 2014, one (1) case manager since November 2014 and one (1) case manager since December 2014. My 2 case managers and I participated in a job fair in Black River Falls. In April. My 2 case managers and I have attended the 477 Conference in Durand OK in August and a case manager class in Black River Falls in July. In November 2014 I attended the 477 Conference in Louisville KY. I will continue to have staff and myself attend any training that is offered to the 477 Program staff. I believe in training staff and clients to help achieve the goal set before us.

477 Federal Program

A few of the obstacles that we initially faced are: outdated forms, no follow through, lack of staff and program information for out laying areas, outstanding bills to schools this caused issues with clients being able to continue with classes, purchase books etc.

Staff Activity:

We have a 477 program Facebook account, email account and a website for easier client availability. We have participated at the local job fair, handed out flyers and made ourselves available for questions. The more case managers are very proficient at utilizing the electronic technology that is available. The Limited Term Training program has been very well received by the Nation departments. The Limited Term Training program provides opportunities for clients to get hands on experience in work areas of their choosing. Departments put in a request for an LTT position to be filled in their department. The Case Managers will review their client list. When they find a match for the position they discuss with the client the training opportunity available. The Case Manager make connection with the client and the department. The Client goes through an Orientation that outlines their job responsibilities, what to expect from the work department, 477 Program and the LTT pay. The Department managers go through an Orientation as well to understand their responsibilities, and the expectations of the clients and 477 Program. We had about a 50% hire rate. There were a few flaws that have been adjusted to improve on the hire rate. The departments were using the LTT program as a band aid. They would use the 477 LTT program for a day or two with no hire intent. When departments request LTT support, we let them know that they must have an intent place the LTT client in an LTE position or permanent position this is an agreement in writing. Additionally we let the LTT client know that they can only be in the LTT program once per year from the successful completion of the previous training term.

October 2014 - June 2015, we have 142 clients that we provided with Supportive Services.

October 2014 – June 2015, we have 85 clients have utilized the 4 week Limited Term Training Program.

Summary:

The outstanding school bills have been caught up.

The Case Managers attend area meetings quarterly.

Utilizing Facebook, emails and Ho-Chunk internet account for getting information to potential clients.

Networking with outside training resources, and work sites outside of the Ho-Chunk Nation expanding opportunities for our clients.

The Grand Amendment # 2 for \$4,335.00 for WIA/Supplemental Youth was received and signed on 7/8/15 and processed into our accounting system.

The Grant Amendment #3 for \$247,248.00 for grant agreement A14AV00823 was received, signed on 8/27/15 and processed into our accounting system.

Grant A11AV00437 was closed out in May 2015.