



The Confederated Tribes of the Colville Reservation
Employment & Training Services

P.O. Box 150, Nespelem, WA 99155

(509) 634-2730

FAX: (509) 634-2734



December 17, 2014

Mr. Jack Stevens, Acting Chief
Division of Workforce Development
Office of Indian Energy & Economic Development
1951 Constitution Ave. N. W.
MS-20-SIB
Washington, D. C. 20245

Dear Mr. Stevens:

Please find attached the Annual PL102-477 report for FY14 submitted by the Confederated Tribes of the Colville Reservation. This is to include the following:

PL102-477 Statistical Report
477 Program Narrative
SF-425 Federal Financial Report
Item 12 Supplement & Assurances

If any changes or additions need to be made, please contact me at 509-634-2730. Thank you.

Sincerely,

Lois Pakootas, Program Manager
PL102-477 Program
Confederated Tribes of the Colville Reservation

Cc: Jeff Barwick, Workforce Development Specialist
Alison Ball, Interim Service Director
John Stensgar, Jr., Accountant
2014 Annual report file

Public Law 102-477 Statistical Report

Tribal Nation Confederated Tribes of the Colville Reservation		Report Period	
		From: 10/1/13	To: 9/30/14
I. Participants Served	Adults	Youth	Cash Assistance Recipients
A. Total Participants	440	126	443
B. Total Terminees	221	96	202
C. Total Current Participants	219	30	241
II. Terminee Outcomes	Adult	Youth	Cash Assistance Recipients
A. Total with Employment Objective	140	69	151
1. Entered Unsubsidized Employment	62	21	56
2. Other Employment Outcomes	55	40	71
3. Employment Objective Not Achieved	23	8	24
4. Earnings Gain	\$7.92	\$	\$11.63
B. Total with Educational/Training Objective	42	14	26
1. Degree/Certificate Attempted/Attained	8/6	2/1	16/10
2. Other Education Outcome	20	11	10
3. Education Objective Not Achieved	16	2	6
4. Literacy Gain – # of participants attempted/attained	50/38	25/21	
5. Numeracy Gain– # of participants attempted/attained	50/38	25/21	
C. Misc. Objective Achieved	5	2	2
D. Other (Non-Positive)	34	11	23
III. Terminee Characteristics	Adult	Youth	Cash Assistance Recipients
A. Female	109	63	99
B. Male	112	33	103
C. Education Level:			
1. Dropout	67	27	74
2. Student	12	5	14
3. High School Diploma/GED	81	46	90
4. Post High School	61	18	24
D. Veteran	12	0	3
IV. Participant Activities	Adult	Youth	Cash Assistance Recipients
A. Employment	199	89	265
B. Education/Training	81	42	189
C. Misc. Objective/Supportive Services	261	87	202
D. Other/Service Referral	52	26	111
V. Child Care Development Activities	Adult	Youth	Cash Assistance Recipients
A. Families Receiving Child Care	43		
B. Children Receiving Child Care		65	
1. Ages 0 to 3 years		38	
2. Ages 4 to 5 years		20	
3. Ages 6 and above		7	
C. Care Received – Type of Provider			
1. Tribal Center Based		65	
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	6	6	17
Report Prepared By: Printed Name & Signature	Phone Number		Date
Lois Pakootas, PM II <i>Lois Pakootas</i>	509-634-2730		12/19/14



Confederated Tribes of the Colville Reservation Employment & Training Department

(509)634-2730

P.O. Box 150 Nespelem, WA 99155

FAX: (509)634-2734



Lead Agency: Confederated Tribes of the Colville Reservation
P.O. Box 150
Nespelem, WA 99155
1-888-881-7684

Reference: Under the authority of P.L. 102-477, 106 Stat. 2302; 25 U.S.C. 3401-3417 and P.L. 93-638, as amended by P.L. 100-472

PROGRAM NARRATIVE

The Confederated Tribes of the Colville Indian Reservation was established the 2nd of July in 1872 by Executive Order. The Tribe consists of 12 Bands and we are the largest Tribe of the 27 Indian Sovereign Nations within the State of Washington. Presently, our Reservation consists of 1.4 + million acres with more than 9,300 enrolled members. The majority of the land base has an array of natural resources such as prime timber, rivers, streams, lakes, minerals, native plants, and wildlife. The Confederated Tribes of the Colville Indian Reservation are governed by 14 business council who are elected to a two year term. The Tribe has chartered its own corporation, the Colville Tribal Enterprise Corporation (CTEC) which oversees several enterprise divisions such as three gaming casinos, three grocery stores; two of which are equipped for fuel sales, two smoke shops, a camping/fishing resort, two convenience stores with fuel, and wood chipper plant. The plywood mill has been leased by an outside company and was opened summer of 2014 and is employing approximately 140 employees, with tribal member at 51% or better. In early fall of 2014 with a new

Tribal Administrative facility and new Casino/Hotel are under construction with proposed to be open by late fall of 2015. The Casino/Hotel is projecting 200 new positions being open when it becomes operational. During the construction phase of these two projects have increased employment on our reservation.

In our Plan I included an Economic Development section as our Business Council has strongly encouraged the inclusion as it has recognized the need, in these hard economic times, for increased employment opportunities for our tribal membership. I am hoping that with this component it will open up the doors to not only Tribal Enterprises but surrounding area businesses. Presently, we have funded several private business operation owned by tribal members thus far and we anticipate additional businesses being funded by the end of the third year. The goal is to get businesses willing to work with our Tribal Members in creating careers rather than just a job.

We have worked diligently in the past year to provide services not only through our 477 plan, but we have now the programs such as Human Resources, TANF, Vocational Rehabilitation Program, Higher Education, Tribal College, Veterans Program, and the Tribal Employment Right program all in one facility and have completed our one-stop-shop. Our Employment & Training Program has co-sponsored training events with the above mention programs throughout the year. We have provided services with other programs in co-client efforts to assure that every effort is made to attain the goal of self-sufficiency by our clients. We have co-sponsored several job fairs along with our local Work Source programs, and our local Economic Alliance all was very successful, several clients obtained unsubsidized employment as a result of the job fairs.

A Memorandum of Understanding has been renewed with the Fish & Wildlife Department for recruiting applicants to enter into the Salmon Hatchery Internship. The seven positions already filled included a two year college education at Mt. Hood Community College and upon successful completion they will have secured a job with our Fish & Wildlife Department. To date we have assisted eight students (4 of which is still working towards the two year degree and 2 that have graduated this past year, 2 newly filled openings) Fish & Wildlife will continue to recruit and are encouraging the student who have graduated with 2 year degrees to continue with their 4 year as biologists, we have a commitment from 3 students who have entered into the Biology Program.

Our program is working with our Tribal Employment Rights Ordinance (TERO) program in recruiting for clients interested in apprenticeship trades. Tribal Employment Rights Ordinance Program has reinstated their Apprenticeship Program and is starting development of a training program specific to construction occupations; along with our support they have proposed Memorandum of Understanding with our local construction company and local unions to provide the training program.

There were several in-house changes that were made to improve the delivery of services. We have an operational jobs or skill bank in place, making the application process more user friendly for our clients. The GED program services are not being referred through the Tribal College, Spokane Falls Community College, and Skylar Academy, this move allow more funding for direct client services in education for clients to move on to a Vocational Training, two and four year college as the clients complete their GED program. Our numbers of students had declined this year and also numbers of graduates.

The number of Adult Vocational Training students continues to grow each year, in working with our Higher Education Program we have been able to take several

Vocational Students who met eligibility criteria for our program which freed up funds for 4 years students on their waiting list. The referral option allows both programs to assist more tribal members.

Summer Youth Program which served approximately 220 youth this years was a combined effort of the Tribes K-12 Program and 477 Program. Employment & Training Program also has an After School and Running Start programs which have assisted several youth throughout the year with work experience in the areas of the student's interest, the Running Start give high school students an advantage in that they will be prepared to further their continued education plan.

Co-clients efforts with the Tribal Veterans Program to assist veterans who are seeking employment opportunities and assist them in development of their application/resumes to submit for job opening as they come open in their areas of interest or past experience. Veteran's preference is practiced in our program along with the Tribes Human Resource Department in job placement and hiring.

Our Hiring Hall system has tripled in number of applications input in the past year,(over 900 applications) with the Tribes Human Resource Department only accepting paperless applications via e-mail, this is why we continue to upgrade and update out Job Bank. With these computerized changes on requires to have one person staff to operate and input which is our Job Dispatcher. We made some major changes that increased the efficiency of job applications being referred out and updated regularly. In the past year we have advertised 984 jobs for Tribal, Colville Tribal Enterprise Corporation and outside hiring entities. Of these job orders, 611 have been closed through hire or re-advertisement. Our Job Development/Dispatcher continues helping Hiring Hall Patrons fill out job applications correctly according to the minimum qualifications on the advertisement and their job skills. We then keep an electronic copy of each

application and change or add skills according to the advertisements' requirements. The Job Development/Dispatcher has also developed a computerized hiring hall system and verifies each applicant's employment/education skills and then place them in the appropriate occupation file. Each applicant is given a clean copy of their application each time they apply for an advertised position. We have also trained and retrained staff interested and who assist clients in applying for positions advertised on USAJOBS site which can only be applied for on-line. The upgraded position of Job Developer/Dispatcher will not only assist our clients but will also make one on one contact with all Employers on and off our reservation to provide information about our program training programs and what benefit by placing one of our clients to gain work experience or on the job but also for the businesses financially.

Our daily sign-in sheet indicated that the total number of clients that came into the offices for Employment & Training Services was 5,530 which is significantly less; the increase is being contributed to the high unemployment rate and number of tribal member moving back to the reservation.

Our Work Experience and On-the-Job programs increased this year due to the Plywood Plant, Language, and private contractor providing training for permanent employment placement at the end of each component. Since the reclassification of the Job Dispatcher to Job Development component, more contact and information has been distributed to private businesses throughout the reservation and we have secured several position placements. Some major partnerships are with programs such as Department of Social and Health Services, Vocational Rehabilitation, Wenatchee Valley College, Bureau of Reclamation, Omak Wood Products, Maintenance sub-contractors with the Bureau of Reclamation, and Work Source. Of course we work with our own Tribal programs as well, such as

Vocational Rehabilitation, Temporary Assistance to Needy Families, Higher Education, Tribal Employment Right Ordinance, etc. We have also attended several meetings sponsored by our local Unions in the building and construction trades to recruit for apprenticeship programs.

Child Care Program has focused on cultural and language for both of our centers. We have implemented our ncelxcin language into our child care centers by acquiring fluent speakers who are teaching staff and parents through weekly classroom training and then training our children. Due to the native language being taught in our Child Care Centers, the Colville Tribes have applied and have been awarded an ANA grant specific to learning the language for the next three years. Elders have provided to our centers staff and children cultural teachings, drumming, and singing of our songs. We have hosted community events to promote more community and family involvement in the childcare centers. Licensing of our center has been completed and approved. Minor repairs and quality improvement have been made to both centers for quality assurance and safety for our children. Planning for community involvement functions have been an annual project and some have been scheduled and completed with excellent turnout. Upgrading of our staff in required classes, such as Stars training and First Aide/CPR classes with certifications have been completed. Recruitment of in home service providers has created inquiries in the development of in home child care facilities with at least one new provider being fully operational. We have determined that each facility needs additional staff in order to meet the needs of the applicants on our waiting list or aggressively recruit in home providers.

All of the Job Development Specialist has completed their Case Management Training and several have completed the Tribal Assistance System (TAS) program training in the past year. I would like to take this time to acknowledge

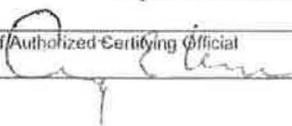
the great benefits that I and my staff have gained through training provided in house as well as formal training provided through our funding sources.

The number of Economic Development grants which have been awarded is reflected in the statistical report.

Unmet need

Due to unemployment rate of 50% or more on the Colville Reservation, more clients have been making requests for Vocational and Higher Education to acquire a certification or degree to enhance their chances of permanent employment, we've been unable to meet the need, additional dollars would be required to eliminate our waiting lists for these types of requests. Child Care unmet need is additional funding for language materials and books for the next fiscal year. Due to continued children on waiting list to enter into our childcare centers has been a constant even with third party payments, funding for enhancement of space for each center as well a upgrading of equipment, learning materials, and new facility equipment (indoors and outdoors) is really needed. Also increase child care dollars in contracts and seed grants to fund additional in home care centers.

FEDERAL FINANCIAL REPORT

1. Federal Agency and Organizational BIA		2. Federal Grant or Other Identifying Number Assigned by Federal Agency (To report multiple A12AV00285				Page of 1 pages		
3. Recipient Organization (Name and complete address including Zip code) The Confederated Tribes of the Colville Reservation, PO Box 150, Nespelem, WA 99150-0150								
4a. DUNS Number 112167510		4b. EIN SU 91-05576683	5. Recipient Account Number or Identifying Number (To report multiple grants, use FFR Attachment) Employment and Training		6. Report Type <input type="checkbox"/> Quarterly <input type="checkbox"/> Semi-Annual <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Final	7. Basis of Accounting <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual		
8. Project/Grant Period (Month, Day, Year) From: October 1, 2010 To: October 31, 2014			9. Reporting Period End Date (Month, Day, Year) 9/30/2014					
10. Transactions					Cumulative			
<i>(Use lines a-c for single or multiple grant reporting)</i>								
Federal Cash (To report multiple grants, also use FFR Attachment):								
a. Cash Receipts								
b. Cash Disbursements								
c. Cash on Hand (line a minus b)								
<i>(Use lines d-o for single grant reporting)</i>								
Federal Expenditures and Unobligated Balance:								
d. Total Federal funds authorized \$ 5,135,160.49								
e. Federal share of expenditures \$ 5,135,160.49								
f. Federal share of unliquidated obligations								
g. Total Federal share (sum of lines e and f) \$ 5,135,160.49								
h. Unobligated balance of Federal funds (line d minus g) \$ -								
Recipient Share:								
i. Total recipient share required								
j. Recipient share of expenditures								
k. Remaining recipient share to be provided (line i minus j)								
Program Income:								
l. Total Federal program income earned								
m. Program income expended in accordance with the deduction alternative								
n. Program income expended in accordance with the addition alternative								
o. Unexpended program income (line l minus line m or line n)								
11. Indirect Expense		a. Type	b. Rate	c. Period From	Period To	d. Base	e. Amount Charged	f. Federal Share
		Fixed	27.85%					
g. Totals:						0	0	0
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 to the best of my knowledge and belief that the report is true, complete, and accurate, and the								
a. Typed or Printed Name and Title of Authorized Certifying Official Craig Moen, Tribal Comptroller					c. Telephone (Area code, number, and extension) 509-634-2854			
					d. Email Address craig.moen@colvilletribes.com			
b. Signature of Authorized Certifying Official 					a. Date Report Submitted (Month, Day, Year) 12/15/2014 9:11			
					f. Agency use only:			

Standard Form 425 - Revised 6/28/2010

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



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Employment & Training Services

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December 18, 2014

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FY2014 Annual Financial Report
Item 12 Supplement & Assurances

12a & Prohibition of Title II-B funds expended on economic development activities or
12b on assisting employer relocations.

The Confederated Tribes of the Colville Reservation has been granted a Waiver regarding economic development in the approved P.L. 102-477 Plan in accordance with P.L. 106-568 amendment. Funds expended in FY2014 were in accordance with this waiver.

12c Report on Child Care Income and how expended if any,

Child Care Development Center Income for this period was \$383,580.00. The entire amount of revenue will be spent strictly on child care related activities. This information is rounded to report in full dollar increments.

12d Report on refunds or rebates received during this report period.

There were no refunds or rebates received during this report period.

12e Total amount of funds expended including administrative funds.

The total amount of administrative funds during this period was \$ 193,300.00, Total funds expended totaled \$ \$ 1,781,213.00. This information is rounded to report in full dollar increments.

12f Report on expenditure of child care funds.

All child care funds were spent on direct or child care related activities Including income earned during this reporting period except \$ 20,000.00 As granted through an approved waiver in accordance with P.L. 106-568 Amendment.

12g DHHS-TANF Report.

Not applicable.