

A Confederation of the Salish,
Pend d' Oreilles
and Kootenai Tribes

**THE CONFEDERATED SALISH AND KOOTENAI TRIBES
OF THE FLATHEAD NATION**

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A People of Vision

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December 30, 2014

Jeffrey Barwick, Workforce Development Specialist
Division of Workforce Development
1951 Constitution Ave., N.W.
MS 20 SIB
Washington, D. C. 20245

RE: Public Law 102-477 – Annual Report

Dear Mr. Barwick,

The Confederated Salish and Kootenai Tribes respectfully submit the Annual 477 Report. We look forward to a continued working relationship in the progress of working with participants towards self-sufficiency.

If you have any questions please contact Charlene Petet, Office of Administration Services - Contracts and Grants at 406-675-2700, extension 1025 or Arlene Templer, DHRD Dept Head at 406-675-2700, extension 1038.

Sincerely,

Confederated Salish and Kootenai Tribes

Ronald Trahan
Tribal Council Chairman

Attachments

CC Kenneth Le Mieux

**CONFEDERATED SALISH AND KOOTENAI TRIBES (CSKT)
DEPARTMENT OF HUMAN RESOURCE DEVELOPMENT (DHRD)**

PL 102-477 ANNUAL NARRATIVE REPORT

October 1, 2013 – September 30, 2014

The goal of the Confederated Salish Kootenai Tribes (CSKT) PL 102-477 program is to ensure that employment, training and self sufficiency services are provided to those most in need. The service strategy is to bundle services in a way that makes service identification and delivery effective and easy. This has been the goal since the inception of 477 in (1998). CSKT has seen a drop in the unemployment rate of the tribal membership. The CSKT TANF program has a five year limit on TANF services because we were just under the 50% unemployment rate. After 16 years of operating a 477 one-stop program the unemployment rate is between 26-29%. The clients are now hitting the 5-year limit after fifteen years of services. The 477 programs have worked hard to get people into work experience jobs, training and employment. Some of the training has been mandatory of the work experience allowing them to receive salary to attend. The TANF policies ensure clients are getting their GED's, driver's licenses, soft skills training and whatever else that will make them employable. All the programs in the one-stop have provided necessary services to afford employment opportunities. The reservation-wide transportation system has helped many clients start jobs, save money for vehicle repairs and purchase cars to continue in their careers. The assistance of child care, LIHEAP, Transportation, Voc. Rehab, and commodities/food stamps assist the client until a working wage can be attained. \$7.25 (minimum wage) cannot sustain a family without supportive services. Starting October 1st fiscal 2015 work experience workers will start with an increase of \$.50- it is hoped that as we get individuals closer to a living wage that less support services and dependency on the support programs will occur and people will move to self-sufficiency. This fiscal year the Council selected a negotiating team to begin the process of assessing the possibility of acquiring Medicaid and Food Stamps from the County/State; the 477 Director is part of the team.

Because of the audit issues with the OMB Circular, 477 budgets/programs were separated out by CFDA numbers for 2011. 2012 also began with all CFDA programs separated out – this budgeting practice will remain until this issue is resolved and auditors are versed in the 477 Law and intent. This fiscal year (2014) we have seen legislative movement that may allow 477 programs to once again combine budgets to meet the needs of the 477 clients in a seamless process.

CSKT - DHRD's Mission Statement – Helping Tribal families and individuals achieve self-sufficiency by providing support, compassion, guidance and hope. Assisting tribal community members with sustenance income, childcare, parenting, food, energy, nutrition, employment, training, counseling, life planning and transportation while they transition towards a more stable personal environment.

The integrated purpose of 477 through DHRD accomplishes the employment, training and support services that tribal members require while obtaining self-sufficiency. Those services are provided successfully for the following reasons:

- The Confederated Salish Kootenai Tribes (CSKT) self sufficiency services are located in one main office under one primary umbrella organization, the Department of Human Resources Development (DHRD).
- Services are provided in a one-stop service environment that is located in the main complex for all tribal services and government activities.
- Critical self-sufficiency services (food stamps, Medicaid) provided by the State are co-located under the same umbrella for efficiency and ease of service delivery.
- Services are provided by tribal members and home-grown clients that have accomplished the training and guidance to employment through DHRD.
- The department strength is a variety of employment and training sites that reflect the diversity and needs of the population serviced.
- The 477 department strength is built through a network of active partners who share a common goal and who believe in serving the same target group.
- The 477 clients are the best program ambassadors as word of mouth serves as the best advertisement for ensuring that clients in need receive the services.
- The objective for all 477 programs is to reduce joblessness for tribal members on the Reservation and to assist families in becoming self-sufficient and responsible for their family and children through family stability and gainful employment.
- The 477 department continues to successfully write and secure grants that supplement our goals and provide those services that change family's stability and change lives (Fatherhood, Child Support Enforcement, Voc. Rehab, etc.)
- The 477 concept of one-plan and DHRD's one mission statement for all programs *for families and individuals to achieve self-sufficiency* allows wrap-around services and supports that increase and enhance achievement through uniform treatment of clients in a community based approach.
- The 477 staff has developed a strong working relationship with the Salish Kootenai College; together we have developed soft skills training, work site development training and vocation training in vocational trades.
- The 477 Director is part of the CSKT negotiating team to review acquiring Medicaid and Food Stamps.
- The 477 Director is on the grant writing team to write for the Promise Zone designation. The Promise Zone designation targets funding to improve employment, family stability and economic development.
- The 477 Director is on the Economic Development board for CSKT. We are in the process of completing a comprehensive resource plan for economic

development. A survey has been completed with tribal members and tribal member entrepreneurs. The survey identified training requirements, work support needs, educational deficiencies and identified the top three workplace aspirations.

- The 477 Director is part of the Western Montana Businesswomen's network and meets monthly. This association allows for work experience placements and economic development strategies.

Performance Accountability System:

The CSKT DHRD has an accounting division that reports to the tribal accounting and administration and budget office. There is a comprehensive performance and accountability system in place that is internally monitored by the tribe through chain of command, federal reporting requirements, and management information systems. DHRD implements regular internal reporting, monitoring, and auditing practices, and is often subject to multiple yearly program audits due to the number of grant awards we are managing. Because the programs are closely related, the multiple audits often cross reference other programs within DHRD. All audits and the Office of Administrative Services (OAS) insure statutory and regulatory approved plans and spending are adhered to.

Program Services:

Multiple services are delivered through CSKT DHRD. The main components of the 477 plan include Workforce Investment Act (WIA) activities, Childcare, TANF Cash Assistance, New, Summer Youth and the Bureau of Indian Affairs' Job Placement and Training Program. The core 477 activities serve as a foundation to the multiple services that participants can access. DHRD has 30 different program resources within the same department. In 2013 the 477 Plan was updated and revised to confirm the Tribes commitment to 477. The Plans for Child Care, New, WIA, and TANF were also approved; the new Plans are for October 2013 – September 30, 2016. The approval for the 477 Plan was received November 18, 2013 as well. It's beneficial to have all the Plans on the same dates for approvals and funding years.

All DHRD applicants are provided a brochure/pamphlet during intake to assess what other resources might assist with their plan development. This provides access to additional resources that may contribute to successful outcomes. This brochure includes family activities that DHRD sponsors i.e. Christmas (children can get their picture with Santa, stocking full of goodies and parents sign up for a door prize), Halloween (kids can trick or treat at DHRD office), Childcare Provider's and Foster Parent appreciation dinner every December, and Parenting classes every Wednesday night. In addition, DHRD has Hooked on Math, Reading and Phonics that can be checked out, Mentoring for Success & Personal Empowerment classes, a transportation system which covers the reservation and Sylvia's Store (Salvation Army type store).

Program Activities:

TANF/WIA

- TANF 2014 unduplicated cases 277, adults 298, children 527, and total people 825.
- TANF unduplicated case from the creation of DHRD 1,348, adults 1,657, children 2,574 total people TANF has served 4,231.
- TANF work experience placed 43 individuals in jobs, 3 were hired permanently.
- WIA had 84 placed in work experience; 16 work experience placements went into On- the-Job training. 16 were permanently hired right after the On-the-Job contract ended.
- TANF collaborated with Housing, Tribal Health and KwaTaqNuk to bring the Michael Cooper Basketball Camp to the Reservation for kids wellness and a health activity.
- TANF collaborated with the local Boys and Girls Club to insure after school child safety/supervision and a learning environment for all school aged TANF children.

TANF Success Stories

A single mother of a teenage daughter applied for Tribal TANF. She had limited education and work experience. She attended the 5 week Mentoring for Success and Personal Empowerment training where she developed a resume and practiced interviewing. She received a work experience placement with a legal office that made her an offer for her to study and get her GED and then hire her full time. She received 3 months of TANF and has not had to reapply.

A family of 4 (two adults and two children) came in to apply for tribal TANF. The mother was under doctor care and the father was just released from Montana State Prison. There was very low self-esteem in both parents; neither wanted to be on TANF but neither could find employment either. Both parents started attending the Mentoring for Success and Personal Empowerment training. The father applied for several jobs within the tribe; there was one position he really wanted and proceeded to research the program (especially the hazard waste component). He applied for the position, interviewed and got the job. This family only received 2 months of TANF plus support services in work clothing, transportation and housing.

A single mother fresh from inpatient substance abuse treatment, had 5 children. Three were placed voluntarily with family and the two younger children stayed with her. She was homeless, unemployed, and had no transportation. She applied for tribal TANF and the WIA program. The WIA programs sent her on several job interviews within the tribe. Within 2 months she was employed, she had all her children with living in her own home.

Her desire to learn, ability to prioritize and willingness to go the extra mile for her employer has made her a valuable and highly sought after employee for the tribes. Tribal TANF assisted with her shelter and car repair. She was only on tribal TANF for 3 months.

A mother of a family of 5 signed up for the Springboard Program to work on her GED at the Salish Kootenai College in March 2013. She qualified to take the HiSET test in all areas, but struggled in one. She was very determined and wanted to take advantage of this opportunity. She set her target and kept trying until she was able to complete all of the equivalency requirements to reach her goal by passing the test of General Educational Development and was therefore awarded her Diploma on December 9, 2013.

Long term success story

December 1999- A single mother of 3 applied for Tribal TANF and she received TANF for 4 months. A county office contacted the TANF program and asked if the program had an individual that might want to apply for an open clerical position however the application process was very stringent. This woman applied and got the job. She started out in a clerical position, moved into a case manager position, and now 14 years later she is still with the County and is a high-level supervisor.

Success Stories WIA Program

A woman just released from being incarcerated applied with the WIA program. She was given a 90 day work experience contract. The employer requested an OJT contract stating her training, attendance and her positive work ethic has made her one of his best employees. She started her work experience at \$7.75 an hour and her wage when hired full time was \$12.55 an hours. This woman is now a supervisor making \$15.85 an hour.

A gentleman with a criminal record, poor attendance, and a poor work history that has followed him wherever he applied for employment applied for WIA. The case worker talked with several employers asking them to give him a chance. The participant was wanting and willing to change he just needed someone to trust him and give him the chance to prove himself. A tribal program took the chance and hired him on a 90 day work contract. His contract ended in June and the tribal program has hired him full time.

A very shy quiet woman applied for WIA asking to work anywhere, she just needed a job. The case worker had her interview for a convenience store located in her home town. The interview did not go well; she was too quiet for the position. The store hired another person. Things didn't work out with this person, so the store said they would interview the young woman again. The second interview went well and the young woman on WIA was selected for the job. The woman has turned out to be very outgoing, willing to learn and has been trained in several positions at the store.

Child Care: The Child Care Block Grant program is available to assist families with affordable child care. In FY14, DHRD assisted 79 families with 152 children receiving care. The largest need seems to be ages 0 to 3 years=75 children receiving care. Ages 4 to 5 years = 28 children. Ages 6 and above = 49 children.

- 46 of those children attend a center-based child care provider.
- 68 of those children attend a group licensed child care provider.
- 16 of those children attend a family licensed child care provider.
- 22 of those children attend a CRO (CSKT Registered Only) provider.

DHRD offers classes designed for parents on topics from “Helping Your Child Cope with Bullying” to “The Spectrum of Autism and Social Skills”. These classes are offered 3 times a month in Pablo, Polson and St. Ignatius. These classes are beneficial to our child care providers as they help providers obtain their annual licensing requirements.

The CSKT DHRD Childcare Newsletter began in the fall – see attached.

SYEP: Summer Youth employment Program provides 6 weeks of summer employment to any federally recognized tribal enrolled youth and first descendants of CSKT aged 14-21 years of age based on 2014 LLSIL income guidelines. 162 applications were submitted with 134 of those youth attending the mandatory Career Fair. 96 youth were placed in employment with the 48 employers that requested a summer youth employee for the 6 week period. We offered an end of the summer celebration event that included a whitewater rafting trip and pizza prior to the trip. 17 youth participated.

WIA: 167 applications were received for WIA 477 assistance (employment, training, post secondary education). Of these applications 113 individuals participated in a job or in post secondary education. 7 WIA participants were placed in unsubsidized employment. 167 participants received assistance from either supportive services and or other self-sufficiency services. WIA was separated out into its own CFDA number decreasing the funding considerably.

Credentials earned and training provided (all DHRD training resources) include the following:

Childcare trainings – 53
GED/HS diploma – 12
CPR/First Aid – 25
Driver’s License – 19
CDL Class B 21 and CDL Class A 16 total 37
Fire Training- 2
Soft Skills Training - *Working with Tradition* 14
Financial Literacy 34
Home Construction 5
Auto Mechanics 6
Mentoring For Success and Personnel Empowerment 22

Caregiver's training 4
Security Officers 5
Healthy Relationships/Domestic Violence 55
Safe Serve 2

For fiscal year 2014, the department's major outcomes include \$241,554.83 in wages expended for work experience placements/employment. 68% of placements were within the tribal organization including the Attorneys, Language School, Maintenance, and Salish Kootenai College. 32% were placed in the Non-Tribal Sector which included a Dental Clinic, fast food restaurant, convenience store, museum/gift store, and Grocery Store. As of September 2014, the program had a total of 84 persons placed in employment through the Work Experience Program. The average hourly rate paid to employees was \$8.99 per hour.

Major Accomplishments Under 477: (One-Stop Services Program) Staff Knowledge and Cross Training:

Each staff person continues to be cross-trained to implement multiple activities and serve in day to day operational duties. This ensures consistent availability of services to participants even if key personnel are on other assignments or out of the office. For example, the Kerr Elderly Program Manager also knows how to coordinate work experience opportunities and often places participants in WIA placements.

Employee Moral: Employees of DHRD are genuinely motivated, excited about their jobs, and supportive of the tribal government. This reflects highly on the management, organizational skills and the 477 plan implementation.

"Grow Your Own Employees": DHRD continues to hire clients on TANF and WIA work experience. Many of the staff at DHRD started in these programs.

State office on Location: The tribe provides an office and all supportive resources to maintain a state welfare specialist employee at DHRD. The in-house state employee streamlines state services to 477 participants such as Medicaid and food stamps.

Sylvia's Store – a DHRD Program: It is a "Salvation Army" type entity that collaborates with several agencies (One Nations, Naeir, Blue Source, National Relief Charities, Faith based Charities and tribal member donations) to supplement 477 participants' basic needs such as clothing, household items, furniture, appliances, hygiene products and groceries such as elk and buffalo. The Store provided back packs with school supplies (K-12) to over 800 children. The Store serves 150-160 people a month with clothes, hygiene products, furniture and appliances. Santa Clause saw 904 children/families in two days. The Store is accessed by a referral from DHRD case managers working with 477 clients. Because of the national economic situation the Native American Indian Relief Council cut back donations we were able to receive and renamed themselves the National Relief Charities. Tribal member donations have increased but many of the items need paint, repairs and parts before given out to clients. This year the Sylvia's Store managed the

turkey dinner allocations to elders; they served 630 elders. Also the Store served 285 TANF families/households with benefits. Sylvia's Store serves as a work place for work experience workers coming from TANF, Voc. Rehab and the Fatherhood Programs.

Vocational Rehabilitation: CSKT Vocational Rehabilitation Project provides services to enrolled CSKT members who have disabilities and are unable to obtain or maintain employment due to limitations caused by these disabilities. Vocational Rehabilitation services can range from retraining, education, or work experience. The goal of Vocational Rehabilitation is to offer support, guidance, and assistance in obtaining employment and sustainability to VR clients. Tribal Vocational Rehabilitation is in the final year of funding of a 5 year grant cycle. The TVR staff is currently in the process of applying for the next funding cycle.

Currently, Tribal Vocational Rehabilitation is collaborating with Montana State Vocational Rehabilitation to offers services in a centralized location once a week for client convenience. VR Clients will have the opportunity to meet with Tribal and State VR counselors in the Tribal offices one day a week starting in February. This will provide convenience for individuals needing to meet with both counselors and will eliminate the need for separate appointment times.

Tribal Vocational Rehabilitation strives to work extensively with local and tribal employers to secure employment options for VR clients. This year, VR has provided services to 57 clients and have successfully closed 18 clients as they were able to secure full time permanent employment or created small businesses for individuals with disabilities. The total number for clients served for this past 5 year funding was 352 individuals with disabilities and resulting in 107 clients being successfully employed.

This past summer the TVR along with the 6 tribes of Montana had the privilege of being chosen to host the National Annual CANAR (Consortia of Administration for Native American Rehabilitation) conference at the University of Montana. Arlene Templer, Dept. Head, CRC and Shaunda Albert, MSW, Division Manager was awarded plaques for outstanding dedication and service to CANAR.

Tribal Vocational Rehabilitation works extensively with Summit Independent Living Center in Missoula and Ronan to assist clients with applying for Social Security Disability and independent living resources and counseling. Shaunda Albert also resides on the Governor's Montana Vocational Rehabilitation Council as a tribal representative for Montana and Tribal Vocational Rehabilitation Programs.

LIHEAP provides energy assistance to low income CSKT tribal member families and 1st generation descendants who are income eligible based on current State Median Income Guidelines.

We also assist with crisis funds for emergencies and weatherization, if funding is available. FY14 we assisted 1004 families, and 15 families applied who were ineligible due to over income &/or non-tribal. We direct non-members to apply through the State of

Montana LIHEAP office located in Polson. If a CSKT member applies through the State, they are referred back to us. You cannot apply through the State once you have exhausted your Tribal funds.

LIHEAP started a newsletter this fall see attached.

Passages Responsible Fatherhood Program: The Fatherhood Program is in year 4 of a 4 year grant. Currently 55 individuals are receiving services and employment placements. The Fatherhood Program place work experience clients in the Tribal Lands Dept. staffing the fencing crew and provides the construction crew for the Elder's Program. The Fatherhood program also provides staffing for Tribal Transit drivers and such diverse private sector jobs as staffing two Mexican restaurants in Ronan. Private sector placements have expanded to an additional restaurant in Ronan and one in Polson. There are approximately 67 work site placements that work with the Fatherhood program, although not all are being currently utilized. The Fatherhood Program takes reentry clients coming back to the community from the prison system, assisting these individuals adjust to Reservation society.

Transportation: Tribal transit received funding for the next 18 months. The funds will be used for operating expenses, including (fuel, wages and fringe, maintenance), replacement (3) buses and (7) vans, 2 way radios and repeaters, and a Routematch upgrade. Tribal transit hired all its work experience personnel for a total 22 employees in the program.

Amount of funding to CSKT from FTA Direct is \$1,890,247.00; the other funding source is MDT for \$330,991.00; the funding is based on miles and ridership.

Total miles for the program, 582,692. Total passengers for the past year 45,561. Total vehicles used 12 mini vans and 9 buses. Average riders per day 181.

Tribal transit competed the second year of a Two year grant for CDL training. The first year there were 32 students that completed the class to obtain Class B CDLs. This year we had two classes of Class B and one class for Class A licenses. Students completed either four weeks of training to obtain a Class B CDL and/or 6 weeks for a Class A CDL. The class was taught by SKC truck driving instructors and each student received CEUs from the college. Tribal transit reached its goal of 60 students with the final total reaching 68 participants completing the CDL certification.

The MDT JARC program ended 6/30/2014. The program was for Job Access and Reverse Commute for low-income workers. We also transported clients for different DHRD programs looking for work.

The first year of Flathead Transit has been successful with ridership with 11.9 riders per day. The agreement between CSKT, Montana Department of Transportation (MDT) and Greyhound has worked for the people in western Montana and surrounding communities to connect with Greyhound and Amtrak. Ticket machines are located at the Greyhound bus depot in Missoula, St. Ignatius (Stuart's Cenex), Pablo (Quicksilver), Polson

(Kwatuqnuq Resort and Casino) and Kalispell, (Brian's Conoco). Since opening we have had 2,596 riders and 113,872 miles. MDT is providing federal funding for this new service and Greyhound is proving the required match to help make the new service sustainable in the future. No tribal or local dollars are required because of the Greyhound match. Flathead Transit system operates seven days per week and is only closed for Christmas. Hours of operations are 10 am to 8:30 pm.

The year we had our first baby born on the transportation system – see article attached.

Life Skills – Mentoring Classes: DHRD contracts with the Salish Kootenai College (SKC) to provide TABE academic assessments, Power Path for learning difficulty screenings, ABE instruction, GED Preparation, GED scholarships, Academic and Career Counseling and Jail GED assistance and Monitoring. DHRD is providing the Mentoring classes to improve social skills, educational exploration, and employability needs are provided by a life skills coach. The goal is to ensure that TANF and Fatherhood recipients are prepared to enter the work force with the skills to help them succeed. This collaborative seamless effort assists clients furthering their education and employment abilities.

Child Support Enforcement: The Confederated Salish and Kootenai Tribes DHRD TCSEP opened its doors, began accepting applications, and became comprehensive April 1, 2013. The program is fully staffed with a TCSEP Administrator, Director, 2 Caseworkers, Financial Specialist, Administration Assistant, 2 Security Officers, and a program Locator/Process Server. Staff is working diligently on a daily basis, for there are new cases every day, court hearings weekly, and walk-in participants are growing rapidly.

To date; between two Caseworkers, the TCSEP Director has assigned 305 cases; the difference of 61 since last reporting period. These consist of (35) TANF cases, (92) Child Support Per Capita Holds, (62) Walk-ins; and the majority are shared cases transferred from the State (116 Assigned Cases). Caseworkers work these cases through transmittals assigned by any State CSE Office. Transmittals can also be assigned to CS&KT from other Tribal CSE Agencies.

As of September 9, 2014; CS&KT Tribal Court shall recognize and register Foreign Judgments from other States, other Tribal CSE Programs, and non-district Courts. With this new practice, TCSEP is able to process all cases for establishment, modifications, and enforcement. This amendment to the CS&KT Tribal Codes has been beneficial to all Child Support participants, for TCSEP is able to obligate time with every case that comes through its doors.

TCSEP has a great working relationship with State, along with other Tribal Child Support Programs throughout Indian country. Every case has its uniqueness and requires diverse attention; this enables staff to work attentively on every case and come up with financial obligations that works for all families. DHRD TCSEP is a non-adversarial program, our

team works for both parties on an equal basis. Caseworkers are able to offer family mediation on a need by need basis.

Through a certified DNA laboratory, known as Lab Corp, TCSEP is able to offer genetic testing for Child Support seeking participants only. Staff has been through training and is now certified to conduct DNA testing in office and receive results within days. Supplies are offered through Lab Corp and results are kept under strict confidentiality. This process is very beneficial to our Tribal membership.

Business Establishment: The 477 Program has established a strong relationship with over 115 businesses and entities. These relationships have provided multiple work experience, on-the-job training, job sampling, and youth employment opportunities for the 477 participants.

Significant Employment Partners: The department identified the need to establish this assortment of job connections to expedite the job search for those with excellent qualifications and for those participants who have multiple barriers such as criminal records or low educational attainment. There are several employers that make an impact on the development of the skilled workforce. The following is a list of some of the significant employers and their importance:

Tribal Lands: Employs participants with multiple barriers.

S&K Electronics: Employs high skilled participants and develops career plans for their professional growth.

Tribal Forestry and Greenhouse: Responsible for planting, seeding, and thinning thousands of acres on the Reservation. They assist those in dire need of employment to establish resume foundation.

CSKT ECS Head Starts and Daycare: Employs and works with families to ensure qualified, trained caregivers, teachers, drivers, and cooks.

Tribal Maintenance Department: Employs participants with multiple barriers.

DHRD: Has developed a secretarial pool that trains individuals and rotates them through out the tribal organization securing skills and program knowledge. These individuals are often hired by those tribal organizations once their work experience expires.

Quick Silver: The Quick Silver gas and convenience store remain administered and operated under DHRD. This is used as a transportation hub and vehicle repairs/maintenance. 477 participants enrolled in WIA/TANF are placed in training site work placements (cashiering, laundry attendant duties and gas attendant placements). Individuals learn to work with the public, trained in cash handling practices and shift work.

Kicking Horse Job Corp: DHRD worked with Job Corp this last year taking clients of age for tours and meetings with recruiters. DHRD has developed an MOU with Job Corp for DHRD clients that choose to be non-resident participants. Job Corp then places participants in work sites.

Mission Valley Community Management Team: This team networks employment options for the County; the DHRD Dept. Head sits on the team representing CSKT.

Security Officers: DHRD provided a security officers training. 30 people completed the training. DHRD is now working with SKC, THHS, Job Corp, and others to provide a trained group of individuals for security. DHRD hired two of the trainees for the Child Support Enforcement and the TANF program. Many other tribal programs are considering hiring security individuals. The program has been well received. Training dollars developing Programs, it doesn't get any better than that.

Grants Received: 2014

Child Support Enforcement
Transportation (Flathead Transit, Tribal Transit, TransAde)
Energy Assistance (LIHEAP, Citgo)
477 (TANF, Child Care, Summer Youth, New, WIA, BIA Job Placement & Training)
Elders (Title III, Title IV, Kerr, Caregivers)
Voc. Rehab
Food Distribution on Indian Reservations – Commodities
USDA Field and Home
Dire Need/OCS
Fatherhood
Community Transportation Association of America (CTAA)
Transit Pass training, wheelchair securement 13
Defense Driving 3
Drug and Alcohol training 22
Certified Safety and Security Officer 4

477 Challenges/Unmet needs

Economic Development- we can train people for work placements but we need the jobs. The jobs that would be best are low skill/no skill, outside work. There is not enough training on how to use TANF funding for economic development and how to use the federal funds within all the restrictions. The single sessions on economic development at the annual training is not providing the direction needed.

Conclusion:

The Confederated Salish Kootenai Tribes 477 Department (DHRD) has been a successful program. Clients requesting help received financial assistance, training, on-the-job training placements, work experience placements, work supports, child care, etc to enhance their success and increase their skill levels. 477 works for Tribes; it gives tribal members the wrap-around services to become successful. This program instills the work concept in all programs for all clients. It's working, it is hoped that common sense will prevail and Tribes will be allowed to continue to operate 477 as intended by law.

Char-Koosta News

The Official Publication of the Flathead Nation online

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Baby On Board: DHRD bus welcomes impatient newborn

By Adriana Fehrs



Sharon Buckskin holds her new baby boy, Mathias Lee Buckskin. The mother unexpectedly went into labor on a DHRD bus early Tuesday morning. Luckily, Dr. Muzquiz, Polson THHS Medical Doctor, was visiting the Elmo Tribal Health Center. Half way through Buckskin's short delivery, the doctor arrived and helped her finish her delivery on the bus. (Adriana Fehrs photo)

ELMO — It was an exciting morning for the CSKT Tribal Transportation on Tuesday, July 15 when Sharon Buckskin gave birth on a CSKT Department of Human Resource Development (DHRD) bus.

That morning when she woke up she says she felt fine, "I hopped in the shower around eight a.m., and everything was normal, but soon after I was done I started getting



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contractions.” The new mother says she wasn’t due to give birth until Thursday, July 17. The unanticipated event spurred Buckskin to call DHRD for a ride, in hopes of getting to her Dr. Bagnell, at the Ronan Hospital, before she gave birth.

Doug Jackson, CSKT Tribal Transportation, told Buckskin to call 9-1-1 for an ambulance. At 8:50 a.m. the DHRD bus arrived at the Green Hall, where Buckskin was waiting. Anthony “Injun” Plant, the bus driver, says Buckskin boarded the bus with tears in her eyes, and told him her water had broke. This is the second time this occurrence has happened to Plant while working for DHRD.



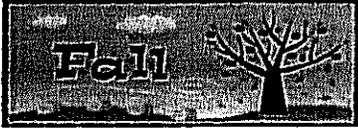
Injun Plant, DHRD bus driver, got quite the surprise Tuesday morning when Sharon Buckskin went into labor on his bus while he was stopped in Elmo. The mother gave birth to a healthy baby boy, and an ambulance arrived shortly after to transport her and the baby to the St. Joseph Medical Center in Polson. (Adriana Fehrs photo)

Plant acted quickly and ran for assistance. Dana Hewankorn and Gigi Caye, whom were at the Elmo Community Center, came to Buckskin’s aid. “They kept telling me to push, and were holding my hand,” says Buckskin.

Luckily, Dr. Muzquiz, Polson THHS Medical Doctor, was visiting the Elmo Tribal Health Center. Half way through Buckskin’s short delivery, the doctor arrived and helped her finish her delivery. The baby came feet first, and was delivered in the DHRD bus at 9:10 a.m., only twenty minutes after Buckskin’s water broke. A Montana Highway Patrolman was at the scene to donate his shoelace to tie off the umbilical cord.

An ambulance arrived shortly after to take the new mother and baby boy to the St. Joseph Medical Center in Polson. “I told her I nick-named the baby DHRD,” says Plant. The healthy baby boy weighed seven pounds and eleven ounces. Buckskin named the boy Mathias Lee Buckskin, and both mother and child are doing well.

CSKT DHRD CHILDCARE BLOCK GRANT PROGRAM



October 2014

The first 5 years are vital for children's future success & well-being!

- Watch for our Parent/Provider Workshop Class schedule coming later this month
- Mark your calendars for our Provider Appreciation Dinner scheduled for December 13 @ KwaTaqNuk
- REMINDER: A flu vaccine is the best way to protect against getting the flu!



CHANGES ARE HAPPENING

Beginning October 1, 2014, CCBG will be increasing eligibility to 150% of the poverty level. This means that families may be eligible for the grant now with a higher income. For EXAMPLE: A family of 4's eligibility went from \$2484.38 up to \$2981.25 per month.

READY CHILDREN
READY SCHOOLS
READY PARENTS & FAMILIES
+ READY COMMUNITIES
= SUCCESSFUL CHILDREN!

Talking with children helps their brains grow and develop. Ask children about themselves and really listen to the answer. Find more ideas and activities at lovetalkplay.org.



CCBG QUALIFICATIONS:

- *Child must be under the age of 12 years 9 months
- *Child must be enrolled in a federally recognized tribe
- *Total family income must be within the current HHS Poverty Income Guidelines.
- *Family must reside within the boundary of the Flathead Reservation
- *Parent(s) must be working or attending school.

ANNUAL HEALTH FAIR

The Tribal Health Department Community Health Division has scheduled the Annual Complex Health Fair & Immunization Clinic for Wednesday, October 22 from 8 am to 4 pm in The Council Chambers. This is a good opportunity, among other things, to get your flu shot. Everyone is invited.

MINI GRANT AWARDS

Congratulations to the following childcare providers who applied for, and received, our FY14 Mini Grants! Keep your eyes and ears open this time next year for the possibility of more Mini Grants offered!

- | | |
|-----------------------------------------|----------------------------------------------------|
| Diana Hughes/Diana's Daycare \$2000.00 | Martha McClure/Martha's Munchies \$3000.00 |
| Early Childhood Services \$3000.00 | Talia Kulosekara/New Beginnings Daycare \$2750.00 |
| Raquel Hunt/Mom's Childcare \$3000.00 | Belinda Modene/Happy Kamper's Childcare \$1850.00 |
| Stephanie Sherman/Harold \$2500.00 | Stefanie Nordberg/Rainbow Home Childcare \$3000.00 |
| Erin Olson/Rug Rat Ranch \$3000.00 | Amy Kimler/Just Because We Care \$3000.00 |
| Joanne Asencio/Dada's Daycare \$2950.00 | |

Providers are using the grant money for new ladders, tools, indoor & outdoor toys, fences, paint, cobbles, flooring, doors, computers, art supplies, books, cots for rest time, carpet & vinyl, and new siding! We at DHRD are so happy we had the opportunity to give back to our childcare providers after all you do for our children!

Did you know?

During an average day at child care, preschoolers might not be getting enough physical activity. One study found they got only 20-25 minutes of activity that got their little hearts pumping. But you can help by scheduling more active time into every day.



ASK DAVE

LIHEAP PROGRAM

Fall



October



Winter is just around the corner. *Are you ready?* Will you need help heating your home?

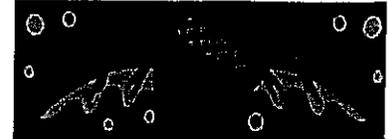
Lower the temperature of your water heater to 120 degrees F (or lower). You will reduce your water heating costs by 6% to 10%.

The Low Income Energy Assistance Program (LIHEAP) has begun accepting applications for the 2014/2015 heating season. If you have not yet submitted an application, call **675-2700 ext.**

1311 to have an application mailed to you or stop by our office and pick one up.

Switch ceiling fans to winter mode. When looking up, blades should be rotating clockwise, on a low setting, pushing hot air that rises back down to the floor.

Electric blankets use very little energy. They are definitely more energy-efficient than the same-weight blanket & a higher room temperature.



Wake County LIHEAP Office
110 Main Street
Raleigh, NC
406-888-3070

When applying for LIHEAP provide the following:

- *Proof of all monthly gross income for all household members regardless of age or relationship
- *Copy of 2013 taxes
- *Copy of bank statement
- *Enrollment verification and/or enrollment card
- *Proof of residency
- *Letter of service from oil/propane vendor that includes name, acct #, and balance.



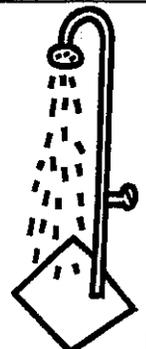
The LIHEAP Program begins November 1, 2014 thru April 30, 2015 depending on the availability of funds. **REMEMBER, it's your responsibility to pay your bill until your fuel vendor receives your LIHEAP check!

REMINDER!!!

It's time to apply for the Weatherization Program! You can pick up an application at our LIHEAP office or at SKHA.

Did you know?

Shortening showers to 7 minutes saves about \$60 per person per year compared to 15 minute showers.



*Visit energysaver.gov for more energy-saving ideas.



With freezing temperatures, leave cabinet doors open to prevent pipes from freezing.



**October 1, 2013 - September 30, 2014
ANNUAL PL 102-477 TANF REPORT**

Summary Information

Original cases load transfer from the State of Montana - Lake County - Jan.99 =180 cases

Total Unduplicated TANF casesload served to date: 1,348 Cases

Authorized caseload number through negotiations: 614 cases

State of Montana financial participation or MOE: 0

ANNUAL REPORT INFORMATION BELOW:

	TANF	COMMENTS: TANF
TOTAL CASES	277	
Total People	825	
Total Adults	298	
Total Children	527	
Reservation Residents (Households)	277	
Total Cases Eligible Medicaid	277	
Total Cases Eligible other Healthcare	277	
Total Cases Eligible Food Stamps	277	
Total Cases Receiving Commodities	7	
Total Cases receiving housing asst.	59	
Total Cases Homeless (at least once in a year or living w/other family members)	73	
Total Cases Single Female head of household	243	
Total Cases Single Male head of household	162	
Total cases receiving TANF childcare	29	
Total cases receiving CCDF childcare	15	
Total Cases where 1 adult is disabled	7	
Total Cases Short Term Exemption	7	
Total Cases Long Term Exemption	1	
# of hours required per Adult for TANF work activities	32	
Total Cases in process w/Social Security	2	
Total Cases Approved Social Security/SSI	1	
Total Cases Shared with VR	4	
Total Cases Shared With Tribal Social Services/Child Welfare	26	
Total Cases using DHRD Transportation	76	
Total Cases Closing for no contact	14	
Total Cases Closing for Employment	43	
Total Cases Closing for Non-Compliance	13	
Total Cases open/Closed	148	
Total Cases closed at clients request	7	
Total Cases Closing Other reason (in 3rd Trimester of Pregnancy, Children returned, Moved, long term treatment)	6	
Total Cases where Substance abuse issues (are interfering with Self Sufficiency)	70	
Total Cases where it "appears" co-occurring & re-occurring Mental health issues affecting self sufficiency	72	
Total Cases of teen births	0	
Total Cases of marriages	3	
2 adult household	78	
1 adult household	142	
0 adult household	57	
Average # of Children per family	2	

FEDERAL FINANCIAL REPORT
(Follow form instructions)

1. Federal Agency and Organizational Element to Which Report is Submitted Department of Health and Human Services	2. Federal Grant or Other Identifying Number Assigned by Federal Agency (To report multiple grants, use FFR Attachment) OSGT113	Page 1	of pages
-----------------------------------------------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------------------------------------------	------------------	--------------------

3. Recipient Organization (Name and complete address including Zip code)
Confederated Salish and Kootenai Tribes, PO Box 278, Pablo, MT 59855

4a. DUNS Number 71409460	4b. EIN 81-0230409	5. Recipient Account Number or Identifying Number (To report multiple grants, use FFR Attachment)	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
------------------------------------	------------------------------	---------------------------------------------------------------------------------------------------	------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------

B. Project/Grant Period From: 10/1/13	To: (Month, Day, Year) 9/30/16	9. Reporting Period End Date (Month, Day, Year) 9/30/14
-------------------------------------------------	------------------------------------------	-------------------------------------------------------------------

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	2,861,581.39
b. Cash Disbursements	2,861,581.39
c. Cash on Hand (line a minus b)	-0-

(Use lines d-o for single grant reporting)

Federal Expenditures and Unobligated Balance:

d. Total Federal funds authorized	5,224,215.92
e. Federal share of expenditures	2,861,581.39
f. Federal share of unliquidated obligations	-0-
g. Total Federal share (sum of lines e and f)	2,861,581.39
h. Unobligated balance of Federal funds (line d minus g)	2,362,634.53

Recipient Share:

i. Total recipient share required	-0-
j. Recipient share of expenditures	-0-
k. Remaining recipient share to be provided (line i minus j)	-0-

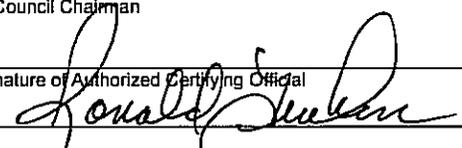
Program Income:

l. Total Federal program income earned	-0-
m. Program income expended in accordance with the deduction alternative	-0-
n. Program income expended in accordance with the addition alternative	-0-
o. Unexpended program income (line l minus line m or line n)	-0-

11. Indirect Expense	a. Type	b. Rate	c. Period From	Period To	d. Base	e. Amount Charged	f. Federal Share
	Fixed	18.64%	10/1/13	9/30/14	343,736.08	64,072.41	64,072.41
g. Totals:					343,736.08	64,072.41	64,072.41

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 18, Section 1001)

a. Typed or Printed Name and Title of Authorized Certifying Official Ronald Trahan Tribal Council Chairman	c. Telephone (Area code, number and extension) 406-675-2700 ext 1025
	d. Email address charlenep@cstkt.org
b. Signature of Authorized Certifying Official 	e. Date Report Submitted (Month, Day, Year) 12/30/14

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 (0348-0060), Washington, DC 20503.

Tribal Temporary Assistance for Needy Families (TANF) ACF – 102-477 Financial Report 12g

TRIBE NAME Confederated Salish and Kootenai Tribes	FISCAL YEAR 2014	FISCAL YEAR ENDING DATE 9/30/14	Employer ID Number (EIN) 81-0230409
GRANT DOCUMENT NUMBER (BIA) OSGT13			
REPORTING ITEMS	(A) FEDERAL TFAG FUNDS	(B) TRIBAL FUNDS [OPTIONAL]*	(C) STATE CONTRIBUTED MOE FUNDS [OPTIONAL]
1. TOTAL AWARDED	\$ 2,139,915.00	\$	\$
2. CASH ASSISTANCE	\$ 102,679.93	\$	\$
3. OTHER ASSISTANCE EXPENDITURES	\$ 169,294.79	\$	\$
4. TOTAL NON-ASSISTANCE EXPENDITURES	\$ 15,896.61	\$	\$
5. ADMINISTRATION	\$ 64,812.24	\$	\$
6. SYSTEMS	\$ 58,119.94	\$	\$
7. OTHER EXPENDITURES	\$ 187,586.04	\$	\$
8. TRIBAL REPLACEMENT FUNDS		\$	
9. FEDERAL UNLIQUIDATED OBLIGATIONS	\$ 1,541,525.45		
THIS IS TO CERTIFY THAT THE INFORMATION REPORTED ON ALL PARTS OF THIS FORM IS ACCURATE AND TRUE TO THE BEST OF MY KNOWLEDGE			
SIGNATURE: AUTHORIZED TRIBAL OFFICIAL <i>Ronald Trahan</i>	SUBMITTAL: [] NEW [] REVISED	TYPED NAME, TITLE, AGENCY NAME Ronald Trahan Tribal Council Chairman Confederated Salish and Kootenai Tribes	
DATE SUBMITTED: 12-30-14			
*Tribes must fill in Column (B) if it is subject to a penalty and corresponding reduction in its Tribal Family Assistance Grant (TFAG).			
Data for lines 10 to 12 will be completed by the Federal Awarding Agency			
REPORTING ITEMS	(A) FEDERAL TFAG FUNDS	(B) TRIBAL FUNDS [OPTIONAL]*	(C) STATE CONTRIBUTED MOE FUNDS [OPTIONAL]
10. TOTAL EXPENDITURES ON ASSISTANCE	\$	\$	\$
11. TOTAL EXPENDITURES	\$	\$	\$
12. FEDERAL UNOBLIGATED BALANCES	\$		

Optional
 No Response Necessary

Paperwork Reduction Act Statement: The information being collected meets the requirements of Public Law 102-477 for program evaluation, compliance, audit and program planning and management purposes. The data collected is shared with all participating Federal agencies providing funds. The reports are used to monitor the progress of the grantees in delivering services to tribal members, to identify unmet needs, to identify any other problems, and to provide information to justify budget submissions by the three federal agencies involved. Only tribes who have voluntarily applied to participate in this project will submit the annual report. Response is required to obtain benefits of the program. This report takes about 2 hours to complete. An agency may not request or sponsor a collection of information, and a person is not required to respond to a request, if a valid OMB control number is not provided. Comments concerning this information collection can be sent to: Information Collection Clearance Officer, Office of Regulatory Affairs – Indian Affairs, 1849 C Street, NW, Mail Stop 3071, Washington, DC 20240. Please note: comments, names and addresses of commenters are available for public review during regular business hours. If you wish us to withhold this information, you must state that prominently at the beginning of your comment. We will honor your request to the extent allowable by law.

Tribal Temporary Assistance for Needy Families (TANF) ACF – 102-477 Financial Report 12g

TRIBE NAME Confederated Salish and Kootenai Tribes	FISCAL YEAR 2013	FISCAL YEAR ENDING DATE 9/30/14	Employer ID Number (EIN) 81-0230409
GRANT DOCUMENT NUMBER (BIA) OSGT13			
REPORTING ITEMS	(A) FEDERAL TFAG FUNDS	(B) TRIBAL FUNDS [OPTIONAL]*	(C) STATE CONTRIBUTED MOE FUNDS [OPTIONAL]
1. TOTAL AWARDED	\$ 1,414,527.79	\$	\$
2. CASH ASSISTANCE	\$ 242,725.48	\$	\$
3. OTHER ASSISTANCE EXPENDITURES	\$ 400,194.02	\$	\$
4. TOTAL NON-ASSISTANCE EXPENDITURES	\$ 37,577.81	\$	\$
5. ADMINISTRATION	\$ 153,208.91	\$	\$
6. SYSTEMS	\$ 137,389.06	\$	\$
7. OTHER EXPENDITURES	\$ 443,432.51	\$	\$
8. TRIBAL REPLACEMENT FUNDS		\$	
9. FEDERAL UNLIQUIDATED OBLIGATIONS	\$ -0-		
THIS IS TO CERTIFY THAT THE INFORMATION REPORTED ON ALL PARTS OF THIS FORM IS ACCURATE AND TRUE TO THE BEST OF MY KNOWLEDGE			
SIGNATURE: AUTHORIZED TRIBAL OFFICIAL <i>Ronald Trahan</i>	SUBMITTAL: [] NEW [] REVISED	TYPED NAME, TITLE, AGENCY NAME Ronald Trahan Tribal Council Chairman Confederated Salish and Kootenai Tribes	
DATE SUBMITTED: 12-30-14			
*Tribes must fill in Column (B) if it is subject to a penalty and corresponding reduction in its Tribal Family Assistance Grant (TFAG).			
Data for lines 10 to 12 will be completed by the Federal Awarding Agency			
REPORTING ITEMS	(A) FEDERAL TFAG FUNDS	(B) TRIBAL FUNDS [OPTIONAL]*	(C) STATE CONTRIBUTED MOE FUNDS [OPTIONAL]
10. TOTAL EXPENDITURES ON ASSISTANCE	\$	\$	\$
11. TOTAL EXPENDITURES	\$	\$	\$
12. FEDERAL UNOBLIGATED BALANCES	\$		

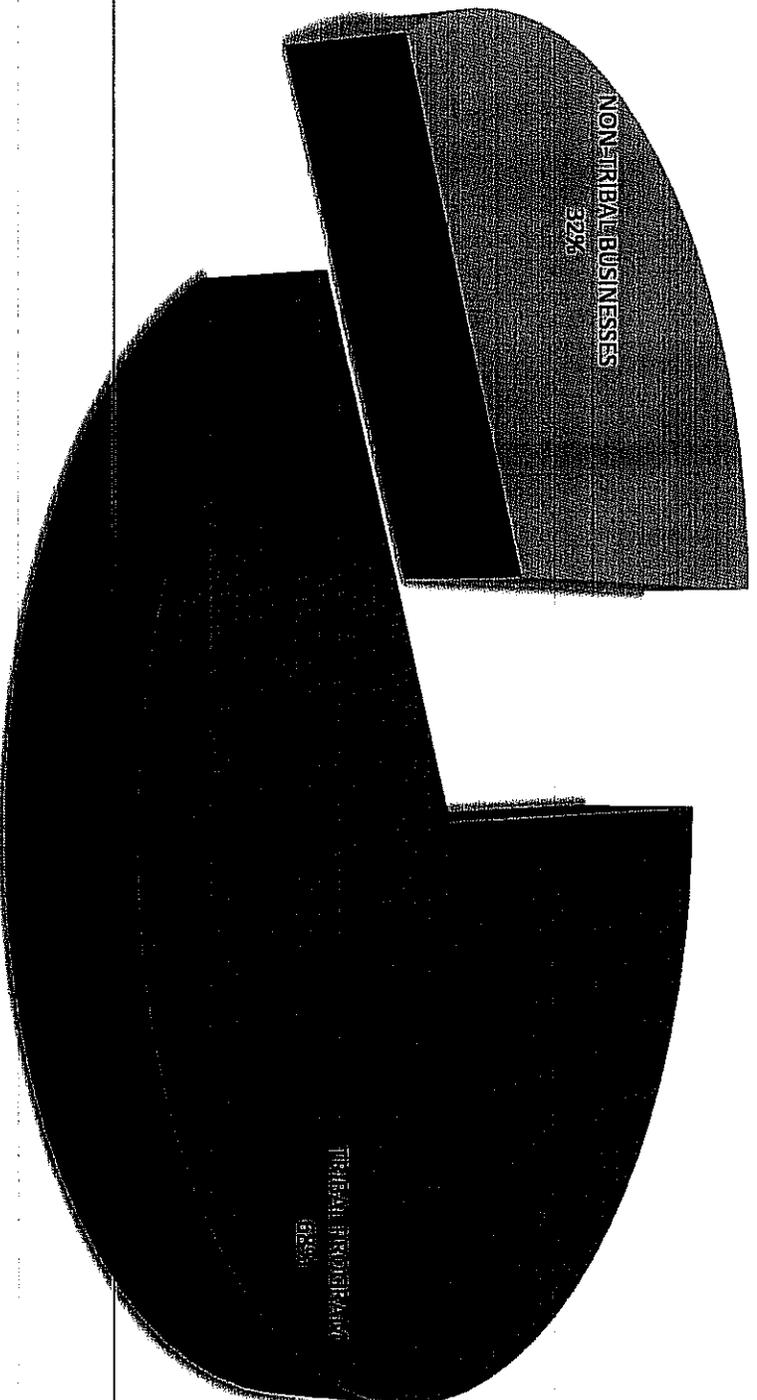
Optional
 No Response Necessary

Paperwork Reduction Act Statement: The information being collected meets the requirements of Public Law 102-477 for program evaluation, compliance, audit and program planning and management purposes. The data collected is shared with all participating Federal agencies providing funds. The reports are used to monitor the progress of the grantees in delivering services to tribal members, to identify unmet needs, to identify any other problems, and to provide information to justify budget submissions by the three federal agencies involved. Only tribes who have voluntarily applied to participate in this project will submit the annual report. Response is required to obtain benefits of the program. This report takes about 2 hours to complete. An agency may not request or sponsor a collection of information, and a person is not required to respond to a request, if a valid OMB control number is not provided. Comments concerning this information collection can be sent to: Information Collection Clearance Officer, Office of Regulatory Affairs – Indian Affairs, 1849 C Street, NW, Mail Stop 3071, Washington, DC 20240. Please note: comments, names and addresses of commenters are available for public review during regular business hours. If you wish us to withhold this information, you must state that prominently at the beginning of your comment. We will honor your request to the extent allowable by law.

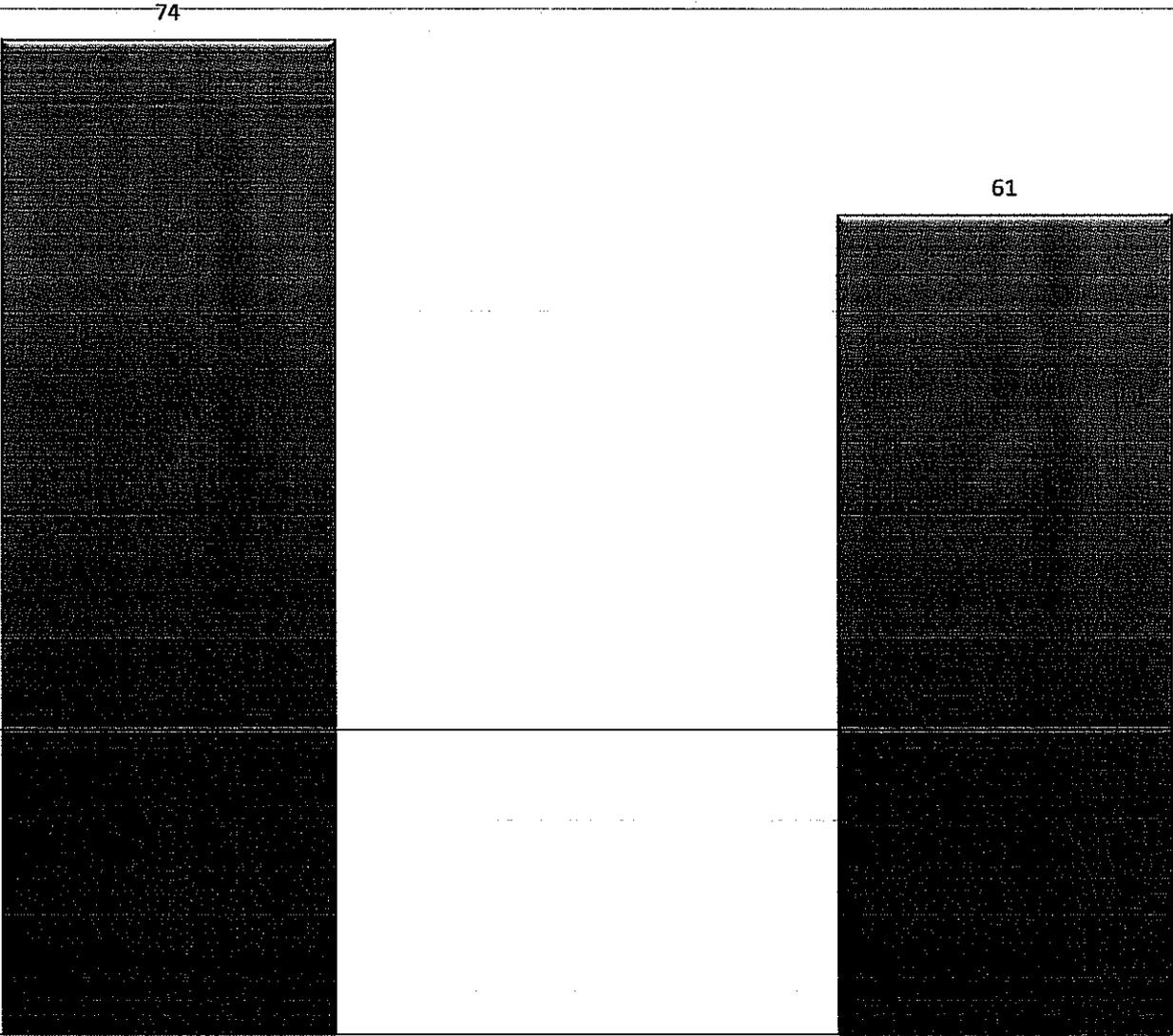
Pub. L. 102-477 Statistical Report

Tribal Nation CONFEDERATED SALISH & KOOTENAI TRIBES		Report Period	
		From: 10-1-2013	To: 9-30-2014
I. Participants Served	Adults	Youth	Cash Assistance Recipients
A. Total Participants	104	182	412
B. Total Terminees	87	177	314
C. Total Current Participants	17	5	98
II. Terminee Outcomes	Adult	Youth	
A. Total with Employment Objective	69	113	89
1. Entered Unsubsidized Employment	18	3	14
2. Other Employment Outcomes	28	9	50
3. Employment Objective Not Achieved	23	70	33
4. Earnings Gain	.33		.26
B. Total with Educational/Training Objective	1	0	17
1. Degree/Certificate Attempted/Attained	0/0 1/0	0 - 0 0-0	15/1 17/2
2. Other Education Outcome	0	0	10
3. Education Objective Not Achieved	0	0	6
4. Literacy Gain - # of participants attempted/attained		0/0	
5. Numeracy Gain - # of participants attempted/attained		0/0	
C. Misc. Objective Achieved	17	3	49
D. Other (Non-Positive)	0	20	50
III. Terminee Characteristics	Adult	Youth	
A. Female	45	87	180
B. Male	42	90	134
C. Education Level:			
1. Dropout	20	17	45
2. Student	0	130	116
3. High School Diploma/GED	60	24	52
4. Post High School	7	6	19
D. Veteran	1	0	4
IV. Participant Activities			
A. Employment	86	169	106
B. Education/Training	1	0	45
C. Misc. Objective/Supportive Services	17	3	61
D. Other/Service Referral	104	25	141
V. Child Care Development Activities			Cash Assistance Recipients
A. Families Receiving Child Care	79		
B. Children Receiving Child Care		152	
1. Ages 0 to 3 years		75	
2. Ages 4 to 5 years		28	
3. Ages 6 and above		49	
C. Care Received - Type of Provider		152	
1. Tribal Center Based		46	
2. Other Center Based		68	
3. Group Home		16	
4. Other Care		22	
VI. Jobs Creation/Economic Development	Jobs Created	Indians/Alaska Natives Employed	Businesses Assisted
A. Number	0	0	50
Report Prepared By: Printed Name & Signature	Phone Number		Date
Natalie Kenmille 	406-675-2700 Ext. 1048		12-15-14

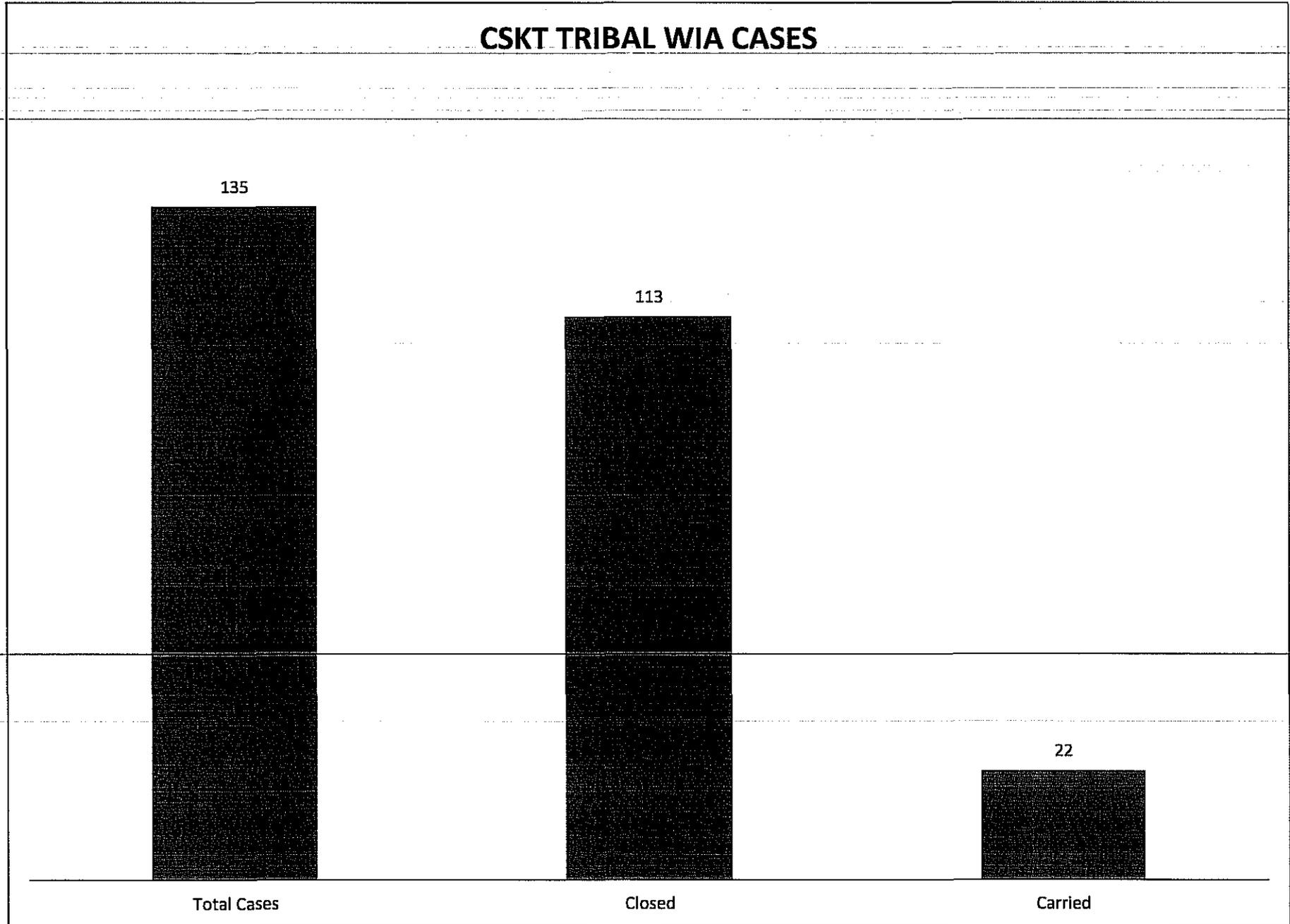
CSKT TRIBAL WORK EXPERIENCE PLACEMENTS



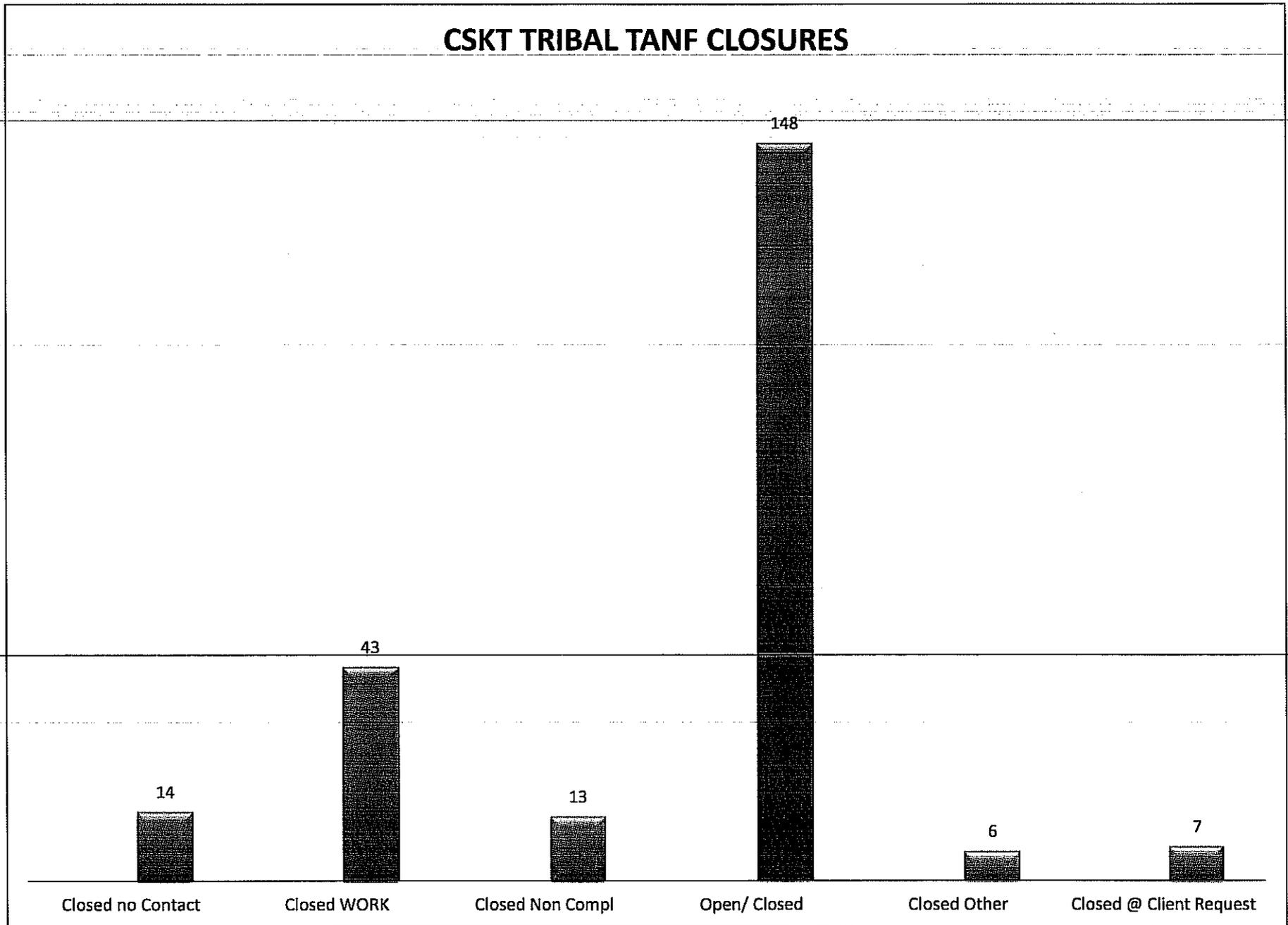
CSKT Tribal WIA Gender



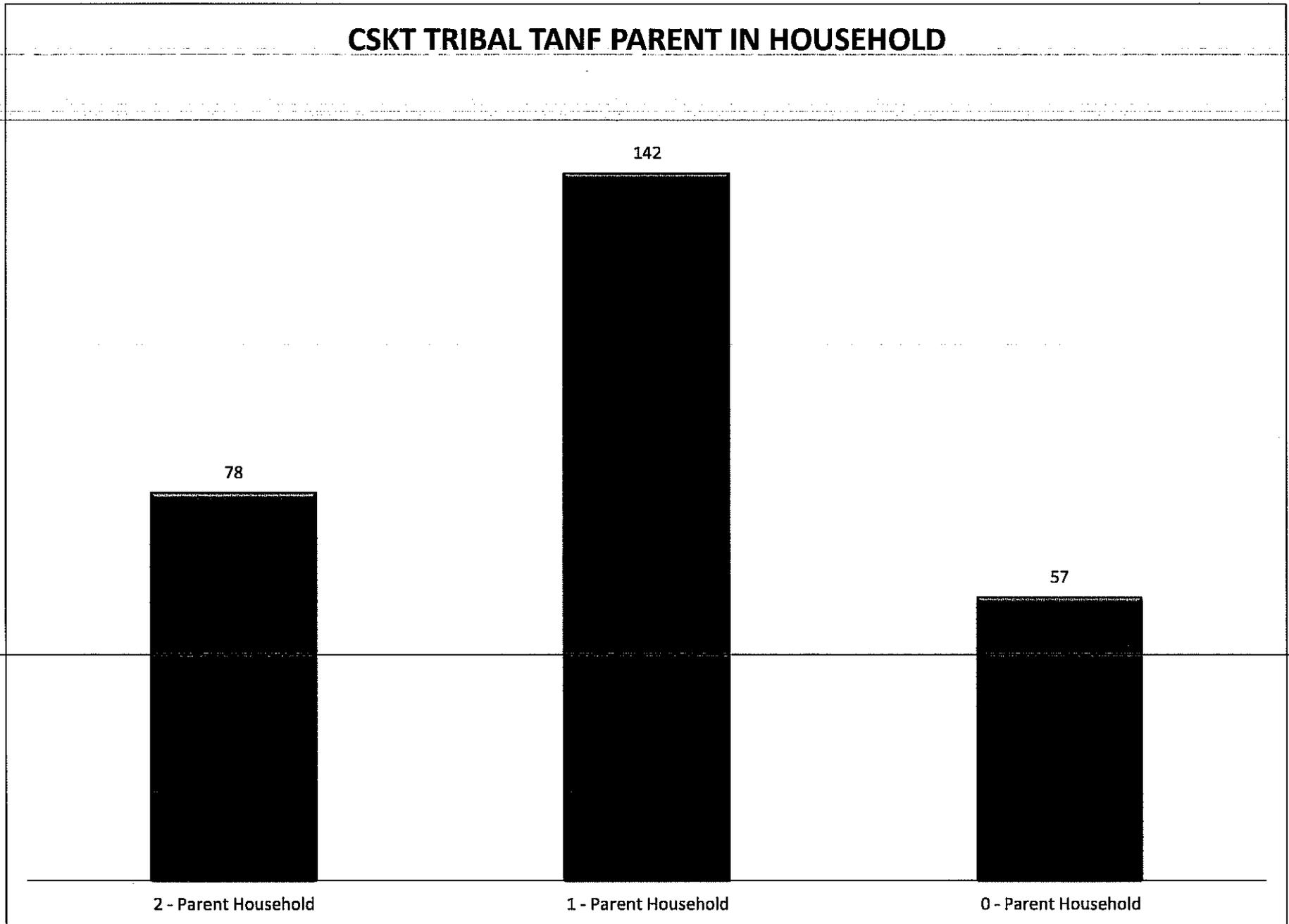
CSKT TRIBAL WIA CASES



CSKT TRIBAL TANF CLOSURES

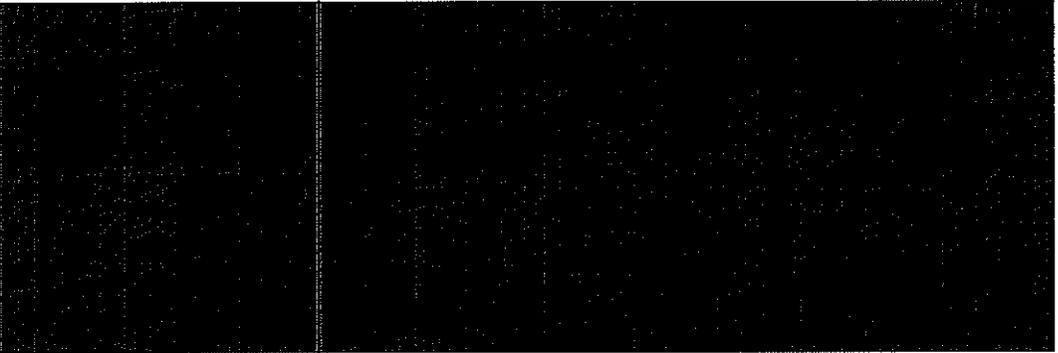


CSKT TRIBAL TANF PARENT IN HOUSEHOLD



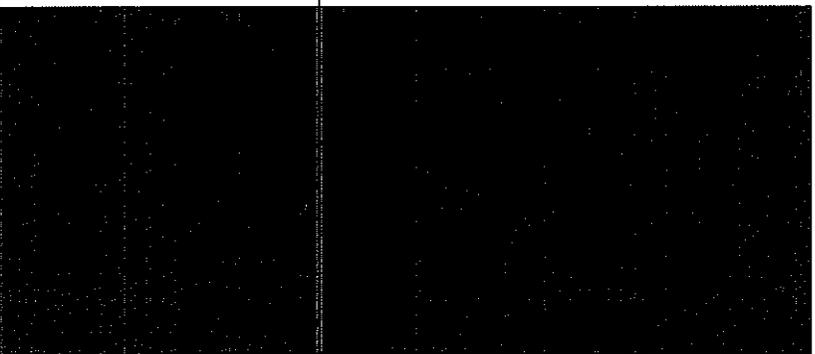
CSKT TRIBAL TANF GENDER

466



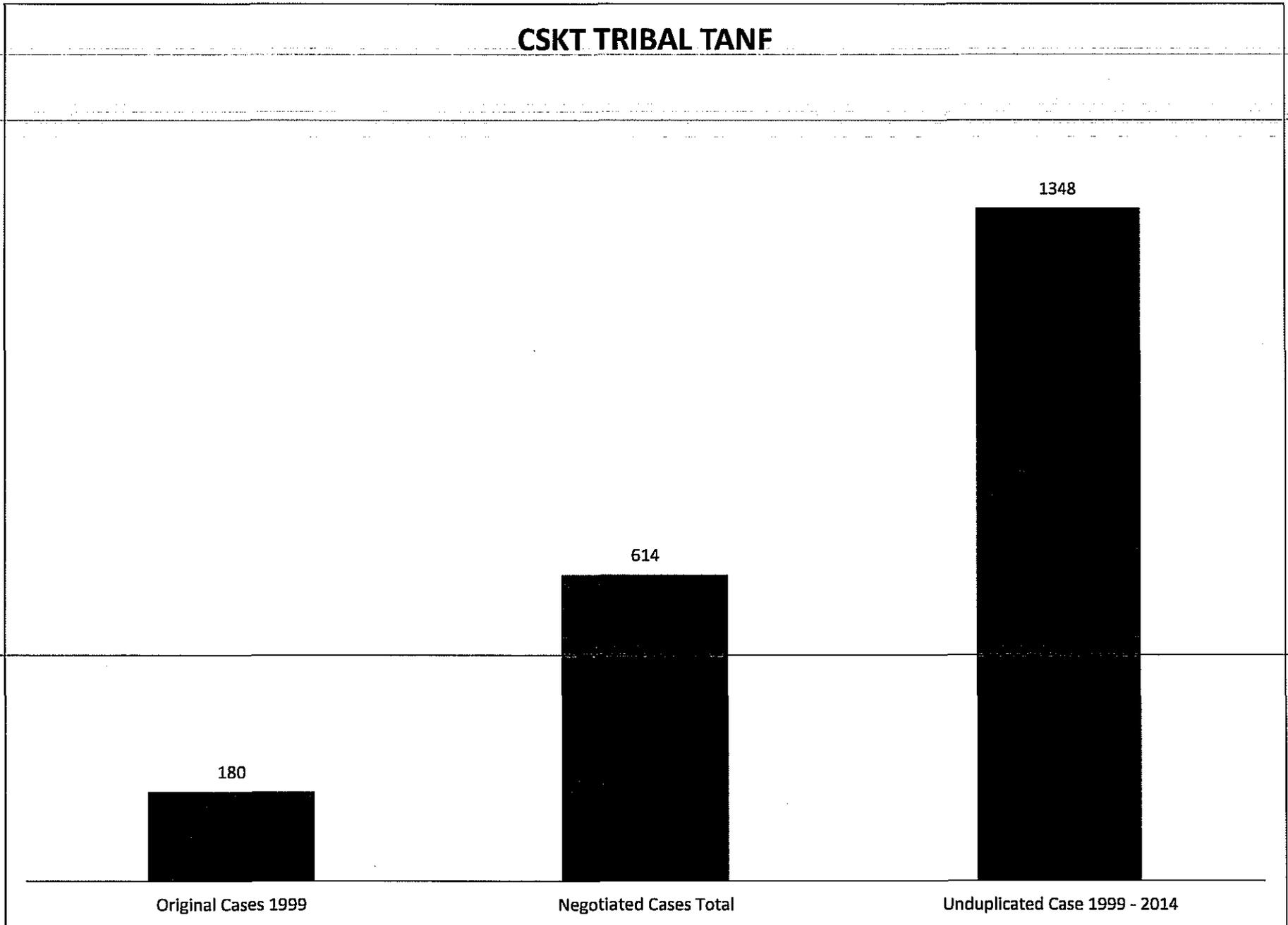
FEMALE

359



MALE

CSKT TRIBAL TANF



CSKT TRIBAL TANF CASES FY-14

