The Education, Employment, Training & Child Care Department
* A Public Law 102-477 Program *

2017 ANNUAL NARRATIVE REPORT
This report describes the activities of the Association of Village Council Presidents (AVCP) Education, Employment, Training and Child Care Department, a Public Law 102-477 program. The time period covered reflects January 1, 2017 through December 21, 2017.

The Education, Employment, Training & Child Care Department (EET&CC) provides various services through a consolidation of funds from several federal agencies, as authorized through P.L. 102-477. The agencies and corresponding programs include the U.S. Department of Interior, Bureau of Indian Affairs – Higher Education, Adult Education, Job Placement & Training, Johnson O’Malley (JOM); the U.S. Department of Labor, Workforce Investment Act (WIOA), Section 166 – Comprehensive Services and Supplemental Youth Services for Native Americans; and, the U.S. Department of Health and Human Services, ACF, OCC – Child Care Development Fund (CCDF) and Native Employment Works (NEW).

The following report contains information pertaining to clients assisted through AVCP in program year 2017, both from within and outside of our service area. Information is provided that describes the general economic conditions of the AVCP region and updates regarding current and future development projects that have the potential to provide employment opportunities to people in our region. Through the education, employment, training and child care services that we provide our primary goal is to assist the tribal members of the AVCP region to become self-sufficient. Many of our clients benefit from these services but, as you will see highlighted in the report, the social and economic conditions we face continue to constrain how effective we can be.

There are numerous employment and unemployment issues and factors afflicting every one of the communities of the AVCP region. Each year though, utilizing the federal funds that are provided on behalf of our clients, we find success stories and best practices that motivate us to continue to strive for the benefit of our tribal members. The funds we receive provide us the latitude to serve and assist our clients in the programs we offer, all with the primary objective of assisting them in gaining and maintaining self-sufficiency.
THE AVCP REGION

Geographic Description
The Association of Village Council Presidents is one of Alaska’s regional non-profit tribal consortiums and is comprised of the 56 federally recognized tribes of the Yukon-Kuskokwim Delta. The geographic boundaries of AVCP extend from the Yukon River village of Russian Mission downstream to the Bering Sea coast, north up through Kotlik and south along the coastline to Platinum, and then extending up the Kuskokwim River to Stony River, including Lime Village on the Stony River tributary. The area encompasses approximately 6.5 million acres, or 55,000 square miles, in Southwest Alaska; an area roughly the size of the State of Oregon. Figure 1 illustrates the location and portion of the state of Alaska where the AVCP region can be found. It also points out the locations of each of the 56 federally recognized tribes that make up AVCP.

Figure 1. Map of the AVCP Region; geographic boundaries in red (parallels the regional profit Calista Corporation region lines). (Photo courtesy of The Calista Corporation).
Within the region there are two designated census areas: the Bethel Census Area and the Kusilvak Census Area (previously known as the Wade Hampton Census Area). The Bethel Census Area (see figure 2) encompasses 40,633 square miles and includes the coastal communities of Newtok south to Platinum and all the tribes and villages up through Stony River on the Kuskokwim River, including Lime Village on the Stony River tributary.

Figure 2. Map of the Bethel Census Area, Alaska. (Map courtesy of the Alaska Department of Labor & Workforce Development.)

The Kusilvak Census Area (see figure 3) encompasses 17,193 square miles and includes the coastal tribes and communities from Chevak north to Kotlik and up the Yukon River to Russian
Mission. The economic and employment statistics are compiled and calculated separately for each area.

**Kusilvak Census Area**

![Map of the Kusilvak Census Area, Alaska.](Image)

(Map courtesy of the Alaska Department of Labor & Workforce Development.)

**Social and Economic Conditions**

The AVCP Region is characterized as a subsistence-based economy in which the majority of residents are involved in some level of subsistence activity as a means of supplementing their household’s food and financial resources. Typical means are through harvesting food (subsistence includes self-harvest and also the trading and bartering with others for foods and resources that you may not have available in your area) and/or obtaining materials for some form of income supplementation (e.g. furs for crafts to sell, firewood to sell, processed products to...
sell, etc.). Hard cash is a daily necessity for any household, as it is everywhere. That fact has made the foods and materials people are able to harvest and collect vital to their survival. Any way they can provide food for the table and some income for necessary utilities is essential. The AVCP Region is characterized as one of the lowest per capita income areas with some of the highest unemployment rates in the State of Alaska. In December 2017, the seasonally adjusted monthly unemployment rate was at 7.3% (https://www.bls.gov/web/laus/laumstrk.htm), which is the highest in the nation, compared to the 2017 the national unemployment average which was 4.1%. In 2016, the Bethel Census area unemployment rate annual average was 14.1%, and the Kusilvak Census area annual average was at 21.3% (http://live.laborstats.alaska.gov/alari/details.cfm?yr=2016&dst=02&r=6&b=15&p=0).

The Bethel Census region has a small seasonal economic base focused on natural resources, particularly salmon and herring roe, and a cultural tradition of subsistence. Government jobs, including public education and village organizations, account for almost 50 percent of the region’s wage and salary jobs. The city of Bethel, with nearly one-third of the census area’s population, is the hub of the Yukon-Kuskokwim region. It is the regional center for transportation, retail trade, medical services, and government services. In the Kusilvak Census area, the economies of these mostly Yupik villages are essentially subsistence based. Sources of income include commercial fishing, fish processing, firefighting, fur trapping, and the manufacture of arts and crafts. Opportunities for year round employment are primarily in the areas of federal, state and local government, public education, and village organizations. Commercial fishing has traditionally been the mainstay of the area’s economy.

Various obstacles and barriers continue to impede the successful utilization and growth of local economic development for individuals and their families, as well as to businesses and companies established throughout the region. Many job opportunities are often restricted to seasonal work and require individuals with specialized skills. And, although jobs are more readily available in Bethel and the other “hub” communities (e.g.St.Marys’s, Emmonak, Hooper Bay, Toksook Bay, and Aniak) and in cities outside of the region, a large stumbling block is identifying skilled workforce to fill vacancies. Other times, job opportunities require that someone be away from their families and their subsistence activities and resources for great lengths of time – many are not able to make that kind of commitment.
The fishing in the Yukon Kuskokwim Delta Region still has not recovered from the loss of salmon over the years. In 2016, residents were limited to few subsistence fishing openings leaving the once filled fish racks to be sparsely filled. The preliminary 2018 Kuskokwim River Chinook Salmon forecast is for a total run of 140,000–190,000 fish. The drainage-wide Chinook salmon escapement goal is 65,000–120,000 fish. If the run comes back within this range, then there may be enough Chinook salmon to provide for escapement and subsistence needs.


The commercial fishing industry, once a stable and reliable seasonal source of income for many families in the AVCP Region has since become a very uncertain source. Strong Pacific salmon runs in both the Kuskokwim and Yukon Rivers historically enabled a good harvest at a range of prices, with the Yukon Chinook salmon being worth the most. As it’s been for the past several years, poor salmon returns and low prices have continued to restrict and even close down commercial fishing opportunities. This has clearly had a detrimental impact on the amount of cash in people’s pockets and in turn, on the local economies. People no longer have those earnings, which for many, was enough to sustain them for the year. They now find themselves having to enter the already saturated pool of individuals who are unemployed and looking for work. The relatively short fishing season also allowed for families to secure a good portion of their food, their protein, needed to feed their families during the winter months. That critical Subsistence resource has also been affected by the same low returns of salmon, therefore; creating a need to find other sources of meat and protein for food. It all trickles down, ultimately creating an increased reliance on the local grocery stores - cash-based entities, culminating with even greater need for employment and sources of income.

Figure 4. fish camp (photo courtesy of KTVA)
Federal and state capital improvement projects periodically bring in cash via employment opportunities, one or two villages at time (i.e. housing construction, runway/airport renovations, school construction and/or renovations, etc.). These jobs often require very specific training and experience and are mostly contracted to out-of-region companies who have staff on their payrolls already, set to move to the next job. In 2016, state and local government jobs, health and education service jobs account for roughly 63.1%

http://live.laborstats.alaska.gov/alari/details.cfm?yr=2016&dst=01&dst=03&dst=04&dst=02&dst=06&dst=07&dst=13&r=6&b=4&p=0

(a slight increase from 61% in the previous year) of the wage and salary jobs in the Bethel Census Area and in the Kusilvak Census Area that figure is 54.8% (up from 52.9% the previous year).

http://live.laborstats.alaska.gov/alari/details.cfm?yr=2016&dst=01&dst=03&dst=04&dst=02&dst=06&dst=07&dst=13&r=6&b=15&p=0

The 2017 statistics have not been published at the date of this writing. The rest of the jobs are provided by a myriad of smaller industries – natural resources and mining, construction, manufacturing, financial activities, leisure and hospitality, etc.

The city of Bethel, the “hub” of the Yukon-Kuskokwim region, accounts for approximately 33.9% of the Bethel Census Area’s population (a decrease of 0.3% over last year) and has the critical role of providing a multitude of supportive functions for all of the outlying communities. Transportation (via air and water), retail commerce, medical services and government services are concentrated in Bethel, highlighting its importance to the overall economy of southwestern Alaska.

Because many residents do live outside the mainstream of a traditional cash economy, the region’s two census areas have an extremely high incidence of poverty. In 2016, the Bethel Census area poverty was recorded at 25.5% as per the United States Census Bureau (https://www.census.gov/quickfacts/fact/table/bethelcensusareaalaska,AK/IPE120216). The Kusilvak Census Area reported a poverty level of 37.8% through 2016. (https://www.census.gov/quickfacts/fact/table/kusilvakcensusareaalaska,US/PST045217).
Those numbers compare to the state of Alaska as a whole, with a poverty level of 9.9% in 2016, (https://www.census.gov/quickfacts/fact/table/AK,US/IPE120216#vewtop).

**Economic Opportunities**

**Commercial Fishing**

Opportunities for year round employment are not readily available for most. As stated before, the areas of state and local governments, health and education services are the primary employment industries with jobs available. There are many tribal and native organizations (tribal councils and village corporations), some federal government jobs and then many of more traditional private sector employment options available. Commercial fishing was described earlier as having been a major part of the area’s economy but, now is almost non-existent in most places. There are a few fisheries that have been able to continue, both because salmon returns haven’t had as dramatic declines seen in other fisheries and because there is a desire to purchase fish, namely by local CDQ groups. Community Development Quota (CDQ) groups, part of the Western Alaska CDQ Program, are unique entities part of the federal fishery management system. In 1992, Congress reauthorized the Magnuson - Stevens Fishery Conservation and Management Act. This act ratified the creation of local, regional bodies and provided them substantial harvest shares in many of the federal fisheries regulated by the North Pacific Fishery Management Council (NPFMC).
There are two CDQ groups within the AVCP region – the Yukon Delta Fisheries Development Association (YDFDA) and the Coastal Villages Region Fund (CVRF). Each CDQ has specific member communities and work towards providing them with economic opportunities in a variety of ways. As mentioned before, there are a few fisheries that have been able to continue and, the CDQ groups have stepped in as the major fish buyers. However, during the summer of 2017, there were no commercial fishing openings as well as no fish buyers on the Kuskokwim River. Due to the decline of the fishing industry in the Kuskokwim Region there has been a noticeable reduction in the cash economy of the region. The residents have to rely more and more on subsistence hunting and fishing to support their families. The job market in the villages has remained the same with few job opportunities available and the few jobs there are, are already taken by someone who has been there for quite some time. Revenue from other fishing ventures the CDQ groups participate in provide education and training scholarships, shop or multi-purpose buildings (including staff and support) in member villages for community use, staff and material support to many local state and federal fishery research projects, and on and on. They have become key players in the economies of the AVCP region.
Mining
At the end of June 2017, the State of Alaska, Department of Environmental Conservation issued the final air quality control construction permit to Donlin Gold. This important permit authorizes the installation and operation of all emission units associated with the project. Donlin Gold anticipates several other state draft permits and approvals to be issued for public comment by the end of 2017. It will be at least 2 more years before all permits are issued to allow the project to proceed. https://www.donlingold.com/wp-content/uploads/2018/01/2017-07_Donlin-Gold-Website-FAQs_FINAL-dcg-1.pdf

The Calista Corporation, one of the regional native profit corporations in Alaska (AVCP is the non-profit organization of the same area, see figure 1), is the subsurface landowner while The Kuskokwim Corporation, a consortium of individual village corporations of the upper Kuskokwim River, is the surface landowner of the mine site. The entities involved have actively advertised and recruited for corporate shareholders to be the majority of their employee base. Infrastructure development, exploratory drilling and baseline study projects have been the focus, along with the standard camp logistical employment opportunities. Once the gold mine has received all the required permits and becomes fully operational it has been advertised that it will generate hundreds of jobs that will be geared towards corporate shareholders and tribal members that reside in the region.

As we’ve stated before there has been communication with Donlin to identify where we can collaborate. We’ve also worked directly with the members of our communities and have assisted
federally enrolled tribal members living in the AVCP Region in going to school or training so they were ready for jobs that would become available after the mine becomes fully operational. It will be critical to utilize those individuals, within the communities in this region, who have already obtained degrees, certificates and/or experience in the different fields that will become essential to the mine’s operations, as well as for other economic development activities occurring in and outside of the region.

![Image of ice fishing](image_url)

*Figure 8. Ice fishing at the Johnson River (Photo courtesy of Alaska.org)*

**Tiwahe**

In preparation for the Tiwahe Project at AVCP, the Family Service Center Vision was created by Administration and participating Family Service Center Departments. The Vision is to develop a comprehensive approach which will create an effective, efficient and coordinated service delivery model to improve access to family and social service programs. The goal is to move from decentralized silos with limited communication to a coordination of systems that is effective, efficient and organized.
That Vision was shared with the AVCP Executive Board and a Resolution was passed in August of 2015 in support of participation in Tiwahe, which thus created organizational commitment. The AVCP Full Board, made up of the 56 member Tribes, passed another Resolution in support of participation in Tiwahe in October of 2015, which created community buy-in. AVCP was offered designation as a Tiwahe site by the BIA and accepted in November of 2015. We recognize that AVCP’s Administration ties the business together and the Services are the driver.

The participating AVCP Family Service Center Departments are:

➢ Indian Child Welfare Act (ICWA) & Healthy Families
➢ Vocational Rehabilitation
➢ Education, Employment, Training & Child Care
➢ Temporary Assistance to Needy Families
➢ Tribal Justice
➢ Social Services
➢ Head Start

**EET&CC Program Activities**

**Adult Basic Education**

October 2017, AVCP Education, Employment, Training & Child Care Department, Tribal Workforce Development and TANF partnered together and contracted with Yuut Elitnaurviat to hire and place twelve (12) GED Instructors in villages with region. GED instruction is given at the village level and when a student is ready to test they are flown into Bethel to take the GED examination at Yuut, which is the only Pearson Vue Testing Center in the region. In addition, the program offers week long subject intensives in Bethel for those who are very close to being ready to take the exam. There are four scheduled intensives a year each on a different subject. The program covers the expense for the instructors, the airfare, housing, meals and the testing fees.
Adult Training

Training support services are provided to eligible tribal members of the region who need funding to pay for a variety of needs – travel, tuition, room and board, even equipment. If an applicant is from a non-compacting tribe (one who contracts their programs directly with the BIA) we require that they seek assistance from their tribe first. If they do not receive support from their tribe, or if the support is insufficient to meet their budget need, we will consider their application and proceed with determining eligibility.
AVCP, EET&CC P.L. 102-477 Annual Narrative Report 2017

Figures 9 and 10. The Welding training facility at the YUUT Elitnaurviat training center in Bethel, Alaska and some of AVCP welding students and their instructor.

(Photos courtesy of YUUT)

AVCP also requires students to look for additional funding sources elsewhere to help cover their costs. In most cases students are able to apply for and receive the FAFSA and/or some funds from regional entities. Many also complete the State of Alaska’s Department of Labor process for state funding.

In 2017, there were a total of 742 clients served. A total of 201 had educational or training objectives. Out of that, were 141 participants who attained their degree or certificate and 53 with other educational outcomes. There were 7 non positive outcomes for 2017.

In 2017, EETCC contracted with the local vocational training agency, Yuut Elitnaurviat, and offered fifteen (15) classes some of which were: Welding 101, 102, 103; Commercial Driver’s License (CDL); Boiler/Toyo Maintenance; Certified Flagger class; QuickBooks Training and Grant Writing. The training offered locally in Bethel was open to all residents in the AVCP region. Having the training centrally located in Bethel has multiple benefits such as: close proximity to home villages, more cost effective than going to training programs outside the region, less homesickness being so close, familiar surroundings/people. The economic activity of the region is what motivates the type of training which is offered. Our intent is to get the residents of the AVCP region trained for the current or upcoming jobs in their communities.
Brenda Illmar w/Commercial Driver’s License(CDL) Certification file photo

2017 Welding class (file photo)
**Higher Education**

In 2017, 37 tribes compacted with AVCP to provide BIA Higher Education Scholarships services to their tribal member, which is a decrease of four villages. With this program we provide higher education scholarship awards to students. We are able to assist only those tribal members that are enrolled to tribes that are participating in AVCP’s Compact program. Tribal members from non-compact tribes must seek assistance from their tribe.

Figure 11 at left is an ad that was placed in the local regional newspaper, reminding students of the Higher Education application deadline.

**Employment Services**

In 2017, there were a total of 406 individuals served under the various employment programs AVCP offers. Out of 406 participants eleven (11) participants entered unsubsidized employment. These programs include Work Experience (WE), On-the-Job Training (OJT), Summer Youth Employment & Training Program (SYETP) and Employment Assistance. The majority of the participants were part of the SYETP which AVCP subcontracts with regional tribal councils.

**Work Experience & On-The-Job Training**

The Work Experience (WE) program provides individuals the opportunity to be trained in a local business. AVCP WE allows for a certain number of hours as designated by the Bureau of Labor Statistics based on a detailed job description. Businesses benefit from the additional workforce that is created and at the same time the client gains true work experience. Participants are funded for a period of time in specific jobs available in their community. AVCP’s On-the-Job Training
(OJT) program reimburses an employer 50% of the participant’s hourly salary up to the number of hours required for training as outlined in the Bureau of Labor Statistics as outlined in the Occupational Outlook Handbook. (https://www.bls.gov/OOH/office-and-administrative-support/).

**Summer Youth Employment and Training Program (SYETP)**

The SYETP is geared towards youth and/or young adults between the ages of 14 to 21 years old. Tribes are provided funds by AVCP in order to hire local youth for assigned jobs with local businesses and organizations. They are given assignments and job responsibilities with the purpose of providing them a window into the “world of work” – providing insight into what they can expect when they began their employment careers.

In 2017, AVCP sub contracted with 38 villages councils that submitted interest in implementing the Summer Youth Employment & Training Program (a few of them ended up returning funds due to no activity). To be approved, a formal MOA is finalized and signed by the tribal council and the President of AVCP. An outlined budget indicating how the funds will be utilized is also required by each Tribe. Quarterly reports, along with a final report are required from the Tribe to illustrate exactly how the funds are utilized. Because of the amount of funding available we limited the number of tribes we would be able to contract with. So, on a “first come, first serve” basis, tribes, in a way, had to compete with each other, time-wise, in order to get their application packets complete and submitted.

In 2017, there were a total of 385 youth which participated in the summer youth employment and training program. For the 38 communities that participated in our SYETP in 2017, they employed a total of 385 youth from their villages. Before implementing the SYETP, the appointed Coordinator or Tribal Administrator in each tribal council identified their process for employer recruitment and distributed employment applications to interested youth. The process also involved employers signing a worksite agreement with the council stating that they would work with the youth and teach them what employers expect out of employees. Once a youth began work, the tribe collected timesheets and distributed salary payments to them. In the end,
the youth were given a glimpse of what they can expect when they enter into full-time employment.

**Employment Assistance (Direct Employment)**

In 2017, a total of 11 clients received assistance under the Employment Assistance Program. Our EA program includes onetime grant funds to assist those that find unsubsidized employment, both in and outside of the region. Participants that receive Employment Assistance have to be recently hired on the job and need financial assistance until they receive their first full pay check. Funds go for a variety of items, not just setting up housing but, also for specific items they may need for the job – special work cloths, tools, eyeglasses, etc. Funds can also be provided for transportation and for a small living expense stipend. EA is a very beneficial program as it allows assistance for those who might have just completed training or educational program and need financial help to get settled in, once they find full-time employment, until they get their first full paycheck. At AVCP, most of the clients we serve are relocating to major hubs, such as Bethel, where jobs and employment opportunities are more readily available. The one-time grant award is currently capped at $1,500.

**Child Care Services**

In 2017, the AVCP Child Care Assistance Program served a total of 126 families with a total of 305 children. A breakdown of that figure of 305 is: 126 were ages 0-3 years; 57 were ages 4-5 years; 122 were ages 6-12 years; 0 were 13 and older. There were 4 children placed in “Center Based” care, 14 in “Family Child Care Home” care, and 287 placed in “Child’s Home” care.

The majority of the clients we assist with child care services are located in the outlying villages from Bethel. All are working or going to school or training, while their children are being cared for by providers enrolled in the program. As part of our process, eligible parents participating in the program are required to report a timesheet for their childcare provider. The timesheet indicates the number of hours each day that they care for the children while the parents are working or going to school. In each case, the parent(s) keeps records of the times that child care was provided while they were at work. These times must be verified by their employer before the timesheets are sent in for payment reimbursement. When the timesheets are received at
AVCP, they are calculated to determine how much will be subsidized by the AVCP Child Care program and how much the parent is going to be responsible to pay. A sliding fee scale is used for determining amounts. In communities where child care centers are available, parents have the option to send their children there for child care services. In these instances child care payments are paid directly to the child care center.

The AVCP Child Care program is funded through the Department of Health and Human Services, Administration for Children and Families, Office of Child Care, for those tribes participating in AVCP’s child care contract. Each tribe is required to submit a resolution requesting to participate in AVCP’s child care program, along with their child count included. To determine funding, we conduct a child care count annually, for those children less than 13 years of age for our region. There are five tribes in the region who contract their Discretionary CCDF directly with DHHS; therefore, AVCP does not provide child care for their tribal members. We do need their child count however, for Mandatory Child Care funds from CCDF. Individual tribes cannot apply for these grants on their own.

Currently, there are child care specialists are employed and based in seven (7) service units in the AVCP region. They travel to their assigned villages, recruit participants and conduct site visits to provider’s homes for health and safety home inspections (a requirement of the program). The Bethel Child Care Specialists also travel to the villages to recruit and provide health and safety inspections, as well as receive and process the countless applications, monthly timesheets, check requests and other necessary paperwork to keep the program functioning. The AVCP Child Care program continues to be one of the more important programs being provided to clients in this region – it allows for people to work or go to school without worrying about who is watching their children or how they are going to pay for child care. This program also directly provides some income opportunities for the child care providers. The Child Care Department has plans to work with AVCP’s Maintenance Department to travel to the villages to do health and safety repairs in the homes of the child care providers. The items which need to be corrected for health and safety reasons are noted in the home inspection completed after an applicant is deemed eligible for child care services.
Child Care Provider Conference
In 2018, the Child Care Department also plans to hold two child care conferences. Some of the topics will consist of: Stress Management, SIDS Awareness, Mandatory Reporting, Healthy Parenting, CPR-First Aid Training, etc. Providers will be able to get recertification or certification in First Aid/CPR. Dates have yet to be determined.

Figure 11. May 2017 AVCP Child Care Provider Conference participants engaged in hands-on group activities. (Photo courtesy of EETCC files)

Figures 12.
May 2017 AVCP Child Care Providers Conference. (Photos courtesy of EETCC files)

Johnson O’Malley
In 2017, there were two villages who participated in the JOM Program they were, Oscarville and Napaimute. Stony River, Pitkas Point and Nunam Iqua have all inquired and will be submitting the necessary documentation to write contracts in 2018. Some of the activities were: Spirit Camp where students learned how to travel safely on the river, how to Eskimo dance, make Eskimo drums, Athabaskan birch bark baskets, cut fish, live among the land, learn to work as a team, Native Youth Olympics, ivory carving, kuspuk, making fur hat and mittens making, preschool classroom, cultural camp, survival skills, making hunting tools, trapping tools, fishing nets, basket weaving, survival skills and hunting techniques, basketball court/playground/park for children, afterschool program and provided backpacks for all school age children filled with school supplies.

Supportive Services
In summary, a total of 438 clients received supportive services in one form or another from the AVCP Education, Employment, and Training & Childcare Department. Assistance was directly tied to education, employment and/or training activities. Supportive services provided included the purchasing of tools, books and other materials needed for education and training courses or, for helping someone to meet the goals outlined in their Individual Development Plan. Some of the services provided transportation to training sites or to a location where a client found permanent employment. Other clients received residential financial support for lodging and/or living expenses while they attended school or training. Many clients also received child care assistance. Child care is a large component of our programs and is vital to our clients in order for them to work, attend training or school, or to engage in Subsistence activities.

AVCP EET&CC Department
We continue to refine our programs in order to operate as a “one-stop-shop” for individuals applying for services. Staff are true “case managers” and have been cross-trained in all areas and programs as anticipated, staff has been able to assist with anyone coming into the program, whether they’re requesting higher education assistance or help finding employment.
One of the important functions of the AVCP EET&CC Department continues to be providing outreach to people in the villages in the region who may not know about our programs or options available to them. Staff aim to travel regularly to advertise and educate the tribal councils and community members regarding the services we provide and what is available. Recruitment is a crucial component to this ongoing outreach. The more people we get while they are interested in something increases their chances of accessing all of the financial assistance opportunities out there for going to school, training or in helping to break down employment barriers.

Staff are also occasionally invited to annual tribal gatherings where we report to the local tribal council and members of the community on the number of clients we served (from their community specifically) and how much financial assistance was provided. We stress to each person we talk to that our department’s main objective is to reduce joblessness and increase self sufficiency, all by assisting individuals in developing their academic, occupational and literacy skills, which are essential if our clients want to become competitive in the workforce in this region or elsewhere.

EET&CC Department staff attended various trainings and conferences in and outside of Alaska, sharing and presenting information pertaining to our programs and the grants we receive through AVCP. Annually, as the budget permits, staff will attend the following events if pertinent to their programs: the National Indian and Native American Employment Training & PL 102-477 Conference, the annual Western Region WIOA/477 Conference, the Native American and Alaska Native Child Care Conference, the National Indian Child Care Association (NICCA; the National TERO Conference (by CTER), the Alaska BIA Tribal Providers, the Council for Tribal Employment Rights (CTER) and others which are deemed beneficial to our programs. The conferences are all very important because they give us a chance to meet with other tribal employment; training and child care organizations, tribal councils, program providers, as well as the federal agency staff, both in the state and nationwide. It is an opportunity for staff to engage with others who provides similar services. The Director also attempts to make it to each 477 Tribal Work Group meeting and to meetings of the Alaska Native Coalition for Employment and Training (ANCET), whether face-to-face or via teleconference.
One of the more important travel schedules involves visiting many of the schools and training programs in Alaska. We attend school and community career fairs and provide information about our programs and, twice a year we visit with our current funded students. It’s important that we provide that one-on-one time with each student, once they are settled in their programs to see how things are going, answer any questions, and to see if there is anything that needs attending to, on behalf of the student. We also meet with the faculty and staff of the schools when needed to make sure there are no issues or concerns. It provides great support to students and lets them know we are truly interested in their success and want to make sure they succeed.

Figure 17. EET staff at the Bethel Career Fair.
(Photo courtesy of EETCC files)
Agency Coordination

As we work to assist clients needing financial assistance we all have as one of our main objectives to increase employment opportunities and reduce joblessness in the communities we serve. We continue to partner with the Alaska Job Center, the Yuut Elitnaurviat (People’s Learning Center), Orutsaramiut Native Council and a few others who are working together to address the education, employment, training and child care issues in the Yukon-Kuskokwim Delta region. Our annual focus is a regional Job and Career Fair held every spring in Bethel.

The AVCP EET&CC Department has worked with the various state, federal, private, tribal and native agencies and organizations in implementing the P.L. 102-477 programs in this region, even before we were a 477 program. We see the value of partnering wherever possible, to maximize resources available to our clients.
Figure 19. Pauline Palacios and Beverly Turner provide program information to the public during the Bethel Job Fair. (Photo courtesy of EETCC files)

Performance Standards - Summary

In the 2017 program year, the AVCP EET&CC Department provided services to 742 individuals. Those clients participated in higher education, employment, training and child care programs. Out of those clients, we had a total of 597 terminees (not including child care recipients) where eleven (11) terminees entered into unsubsidized employment. Most of the other terminees attended college or training and did not find any employment within the timeframe allowed after completing their education and training objectives. For those terminees that did not find unsubsidized employment and were not part of the Summer Youth Program, we can only assume they are still seeking employment opportunities, likely seasonal employment that becomes available during the spring and summer months, or when more large-scale projects become available in the villages where they reside. As stated before, a good majority of the clients we served were summer youth employment participants that were eligible to participate in the program. It is our goal, for youth, to come back to AVCP for other forms of education or employment assistance, such as college, a training program or help to find fulltime employment. For others which are continuing participants in the programs and have not terminated or reached their objectives, we will continue to work with them and they will ultimately be reported once they complete their education and training objectives. We hope the “end of the road” for them will be unsubsidized, full-time employment.
Unchanged from the previous 3-year Service Delivery Plan, the current performance standards in place for 2015-2017 are:

1. 60% of our clients eligible for training/education funding assistance will successfully complete the academic program they set out to complete.
2. 50% of the clients needing help in securing employment will successfully obtain or enter into unsubsidized employment.
3. 50%, or 28 tribes, will be visited, as staff travel to meet with community members interested in our programs.

**For Standard 1:**
In 2017, of our terminees, we had 201 clients start with an educational or training objective. Of those, 141 achieved their degree or certificate. Of the 27, 14 received a training certificate and 13 received their higher education degree. Overall, we saw a 42.55% completion rate for those with an educational/training outcome.

**For Standard 2:**
In 2017, we had 385 SYETP participants and 385 achieved other employment outcomes. We also had 11 adults request employment assistance after they were able to find unsubsidized employment on their own (Employment Assistance clients) the 11 who received employment assistance their average adult earnings gain was $19.53.

**For Standard 3:**
The EET Department, in 2017, visited 32 villages, which is, 57% of the total villages served and met with 32 tribes. The Child Care Department traveled to 36 villages, which is, 64% of the total and visited 40 tribes. The major factor affecting our ability to travel is the extreme weather conditions and 2017, we had a lot of bad weather which prevented additional travel.
Figures 20. A “thank you” note from a very appreciative child care provider.

AVCP EET&CC Staff Listing

Evelyn Pensgard, Director
Darline Kiunya, Office Manager
Steven Aluska, EET-477 Case Manager
Beverly Turner, EET-477 Case Manager
Pauline Palacios, Child Care Coordinator
Fredrika Chaney, Child Care Coordinator
Carol Pavian, Child Care Specialist
Jennifer Kameroff, Child Care Specialist, Emmonak*
Nora Kelila, Child Care Specialist, Aniak*
Johnny Friend, Child Care Specialist, Kwigillingok*
Esther Chimiugak, Child Care Specialist, Toksook Bay*
Edith Carter, Child Care Specialist, Eek*
Sarah Nicholas, Child Care Specialist, Kasigluk*
Ruth Imgalrea, Child Care Specialist, Hooper Bay*

* Village-based Child Care Specialists
Prepared by:
Evelyn Pensgard, Director, Education, Employment, Training and Child Care Department
Association of Village Council Presidents
P.O. Box 219
Bethel, Alaska 99559

Contact:
Phone: 1(907)543-7481
Fax: 1(907)543-4261
epensgard@avcp.org