

# **Central Council Tlingit and Haida Indian Tribes of Alaska**

## **Employment and Training**

### **2014 ANNUAL REPORT – P.L. 102-477**

The Employment and Training (E&T) Division administers Training, Employment, Child Care, Child Support, General Assistance, Temporary Assistance to Needy Families, Tribal Vocational Rehabilitation, Youth Services, and Fatherhood Programs. Employment and Training provides services through a consolidation of funds under P.L. 102-477 which includes USDOL Workforce Investment Act – (WIA) Adult & Youth; USHHS Child Care Development Fund (CCDF), Native Employment Works (NEW), and Temporary Assistance to Needy Families (TANF) which includes both Federal and State MOU; AND USDOJ/BIA- Job Training Partnership (JTP), General Assistance (GA), and Adult Basic Education (ABE). Other non-477 programs included in this report are the Tribal Vocational Rehabilitation (TVR) and Tribal Child Support Unit (TCSU).

The purpose is to provide appropriate employment related activities, resources, and referrals that will lead Alaskan Native and American Indians into gainful employment and economic self-sufficiency, allowing them to maintain a healthy lifestyle independent of program services.

CCTHITA 477 Program has three basic purposes: (1) to improve the effectiveness of the services through integration and collaboration; (2) to reduce joblessness in Indian communities; and (3) to increase self-sufficiency among our tribal citizens.

### **CURRENT DEMOGRAPHICS**

Central Council Tlingit and Haida Indian Tribes of Alaska (Central Council) is a consortium consisting of seven (7) communities: Craig, Klawock, Saxman, Wrangell, Haines, Douglas and Juneau. There are eighteen (18) communities in Southeast Alaska and Central Council provides the TANF Program to all of these communities. We provide services to Tlingit, Haida, Tsimshian, American Indians and Alaska Natives within our region. We are located on the Southeast Panhandle of Alaska. Our service area is very remote, extending over 61,000 square miles, with no road connections outside of their locale. Southeast Alaska is considered a temperate rainforest. The only means of transportation is by Alaska Airlines/small float planes or use the water ways via Alaska Marine Highway Ferry system.

Housing continues to be an ongoing issue; the average two bedroom home in rent alone ranges from \$1,111 to \$1700 per month, low income housing is minimal which carry very long wait lists. In 2014, Juneau is listed as the third highest in rentals for the entire State of Alaska. The biggest cost differentials in the Alaska Marketplace were utilities, housing & health care. Juneau housing index in 2014 was a standout at 157.1%. High costs of living distinguish Alaska cities from most other places in the nation. Only eight other surveyed U.S. cities' costs trumped Alaska and those were concentrated in lower 48 states. The unemployment rates continue to decline in the summer and continue to range from 17- 90% during winter months; percent remain static because of seasonal work and high unemployment in smaller villages as well as Juneau. Juneau has high earnings, but not high enough to offset its home prices, making Juneau's housing among the least affordable of eight other areas in Alaska.

We have overcrowding of families in some communities, which result in our tribal members becoming transient in hopes of finding better opportunity, outside their community of origin, leaving their homes. Juneau, for example, has the state's second-lowest vacancy rate which creates the high homeless rate amongst Tribal members relocating to hub communities of Juneau.

Alaska Native/Native Americans have a serious competitive disadvantage in competing with non-Natives for better paying jobs or any jobs at all. The current unemployment rate for the state of Alaska is 7.6%. The average tribal unemployment rate of 50.41%, has made it even more difficult to find permanent full-time and/or seasonal employment even in industries traditionally filled by our tribal citizens. This has been primarily due to a hiring freeze in public administration, disappearance of the once lucrative logging industry and the collapse of the fishing industry. Southeast Alaska now has a strong tourism, mining and service industry, but they tend to be seasonal, minimum wage jobs.

While jobs are forecasted to continually increase, unskilled workers including college students, seniors seeking supplemental income, disabled workers developing skills, undereducated individuals attempting to gain marketable skills, and individuals with a poor work history attempting to improve their work potential make up a significant portion of the labor force. Employees between 16-24 years of age account for 50% of all minimum wage earners.

In 2014, Alaska voters approved a Minimum Wage increase, from \$7.75/hour to \$8.75/hour, a 13% increase. The fair market rent for a two-bedroom apartment in Alaska is \$1,111 which means a renter has to earn a little under \$4,000 a month in order to not spend more than 30% on housing. Alaska ranks in the Top 10 most expensive states for renters, where they need to earn at least \$21.37/hour in order to afford a 2 bedroom apartment.

## **ADMINISTRATION**

CCTHITA established a fully integrated "477" program, incorporating all of the Employment and Training related funding sources into a seamlessly integrated case management system that will:

- Eliminate the duplication of services
- Integrate client service programs through case management
- One application/family service plan – eliminating individual applications for each program.
- All Employment and Training programs are located in close proximity to each other in order to prevent transportation barriers for our Tribal Members.

In 2015 we are continuing to make improvements to our fully integrated 102-477 Employment and Training (E&T) program:

- We have a fully integrated organization- wide client data management system; which includes case management, eligibility determinations, financial assistance processing, referrals and document retrieval for Enrollment, TANF, Employment Services, Job Placement and Training, General Assistance, Tribal Vocational Rehabilitation, Child Care, ICWA, Preserving Native Families, Clinical Services, Groups, Higher Education, Elderly Assistance, and Tribal Child Support Unit. A schedule of training has been developed so all case managers become proficient in utilizing this client database.
- We have established our Fatherhood is Sacred program, which is a 12 week Communication and Relationship building workshop which also serves as support group. We've gone through 6 cycles and ended the last session with a family-style retreat. With each cycle the program

curriculum and participation has drastically improved. In 2015, we will begin a pilot program in Sitka.

- E&T established a partnership during FY2011 with TFYS to create a new TANF/ICWA program called Preserving Native Families. The purpose of the program was to assist TANF families in preventing State intervention that would disrupt the family dynamics negatively. The PNF case manager will staff cases with the case workers and accompanies the case manager on home visits. We are now in our fifth year and have added components to this partnership that have enhanced the client training curriculum. Men and Women groups, talking circles, drug assessments, drug counseling to name a few.
- E&T partnered with TFYS to implement a Structured Decision Making (SDM) which is used to assess all families to identify high risk behaviors which can lead to child removal. This tool helps provide the case managers with the development of their Individual Self Sufficiency Plan. Knowing this early intervention by both TFYS PNF and TANF Case Workers has proved to be effective. Each client is assessed and the assessment is input into the database for SDM.
- Through regularly scheduled bi-weekly case management meetings, further training was identified and internal and outside agencies were invited to do presentations; i.e. State of Alaska JOBS Program on accessing the State EIS system to verify income sources for clients receiving benefits through our program, CCTHITA Childcare services, Tribal Child Support Unit, Tribal Enrollment, State of Alaska Department of Labor on-going training programs (Key train, ALEXYS, Jobs 101), State of Alaska Office of Children Services and local school district staff to discuss parent teacher conferences.
- A classroom at the Juneau Federal Building has been set up to provide various Distance Educational programs: Administrative Assistant, Medical Administrative Assistant, Virtual High School, Job Readiness, CAPS/COPS/COPEs career assessments. Computers have been set up so the clients can job search and complete applications, resumes, and cover letters. The classroom is staffed by a Vocational Training Coordinator/Teacher.
- The Second Chance program was recently developed to serve Tribal Members who are re-entering the workforce and need guidance/assistance with job searching, skill-building, and education. Staff will collaborate with all of the Employment and Training programs to provide financial and case management support.
- The TANF program is working with Positive Choices, Inc to develop a Basketball Hoop Academy pilot program in Sitka. Positive Choices will also provide guidance and expertise to the CCTHITA Management Team in the My Brother's Keeper initiative, a challenge by President Barrack Obama. We will research, learn, and seek technical assistance to address the six goals of the MBK initiative.

### **TEMPORARY ASSISTANCE FOR NEEDY FAMILIES**

In Fiscal Year 2014 CCTHITA TANF Program served 499 families. Of the 287 families whose cases closed during 2014, 24 found full time employment with a wage increase of \$49.19 and were determined self-sufficient. 54 other families completed other positive employment objectives.

Partnered with Juneau Tlingit and Haida Community Council and served over 1,100 students in CCTHITA TANF service area. Each recipient received a new back pack with grade appropriate school supplies. Funding for the school supplies came from the 477 program and Juneau Tlingit and Haida Community Council which provided basic school supplies and a back pack to all TANF School aged children/youth.

To maximize funding, TANF worked closely with internal departments and external programs to assist in eliminating barriers in order for our tribal citizens to be able to find a job, enhance job skills and promote healthy life styles. Our partners in Southeast some through a written agreement, verbal agreement or Standard Service Agreement are:

- Spring & Fall Job Fair - State of Alaska Department of Labor (DOL)
- Job Placement and Training – collaborating with Juneau Job Center WIA/Displaced workers program – State Training programs assisted in accessing program funds to help assist mutual clients in obtaining training to enhance job development skills to become job ready.
- Preserving Native Families (PNF) – preventative services to children and youth who are at risk for out-of-home placement. Referrals come from State of Alaska Office of Children Services (OCS) or through the Tribal TANF (477) Program case managers. Referred clients to men and women’s group.
- Partnering with Tribal Family Youth Services Division to incorporate a high risk assessment tool known as Structured Decision Making (SDM) to assess high risk families. “High risk” is defined as families who have safety barriers and limited resources.
- Juneau Housing Assistance Program to place families into housing
- Juneau Homeless Coalition
- Vocational Training Resource Center to offer distant learning. TANF clients participated in New Skill Hire, Administrative Assistant, CAP/COPS/COPES career assessment, Medical Administrative Assistant Program, and Virtual High School Diploma (on line distance educational tool)
- Re-entry Coalition – to focus on services to those individuals that have major barriers due to criminal convictions.
- Partnership with Juneau School District to offer Parent Gathering workshops to assist in understanding Power School, Individual Education Plans (IEP), attendance reports and Native parent leadership council.
- Head Start: Monthly Wrap Around meetings to promote child development and enroll TANF children
- JAHMI: To address Mental Health Issues that prevent employment stability
- SEARHC Behavioral Health: Counseling for Domestic Violence, FASD Diagnostic, Sexual Abuse and Substance Abuse which can interfere with the TANF client participating in training and employment activities
- SEARHC Dental – Dental Assistant training provided to TANF clients which led to graduation and full time permanent employment.
- Office of Children Services (OCS): Working closely with TANF clients to meet the requirements of case plan set forth by OCS Case Manager and overall advocate for family facing possible Child Removal
- P.O.W.E.R. Client Conference - Topics included employment, training and related services
- Department of Public Assistance to cover the following areas: Food stamps, NSTAR Child Support, Unemployment Insurance.
- SERRC – Southeast Regional Resource Center, partnered to assist clients in GED preparation and to prepare clients for the upcoming changes to GED testing. Computer courses and TABE testing.
- Tlingit and Haida Regional Housing Authority – provided training to TANF clients on preserving energy to reduce overall energy usage and prevent high utility bills.
- Tlingit and Haida Regional Housing Authority – provided assistance for tax preparation.

- Fatherhood Program – working with fathers to provide a strong support system.

### **TRAINING ASSISTANCE**

The 477 Employment and Training, Vocational Training Program provided services to 79 Tribal members in 2014 with 30 becoming gainfully employed with an average of \$21.69/hour.

Employment and Training together with Central Council Tlingit and Haida's Vocational Training Resource Center work diligently in to focus on selecting classes for current trends in SE Alaska job market. In 2014, through distance education courses, Penn Foster programs: High School Diploma, Administrative Assistant, Medical Administrator, Medical Coding, Medical Transcription, Bookkeeping, Accounting Essentials, Small Business Management, Computer Support Tech, Medical Assistant, Comprehensive Reading and Writing, Dental, Pharmacy, Child Day Care, as well as Business Management.

In 2014, all Compact Communities withdrew their Job Placement and Training and Adult Basic Education funds, so services in 2015 will be reduced to Juneau only. This has seriously impacted the availability of client services in those communities.

### **EMPLOYMENT SERVICES**

Employment Assistance provided services to thirteen (13) of our Southeast Alaska Communities: Angoon, Douglas, Craig, Klawock, Haines, Hoonah, Juneau, Kake, Kasaan, Petersburg, Saxman, Sitka, Skagway and Yakutat.

The Employment Services Office administers through its P.L. 102-477 programs, the following programs: Employability Assistance (EA), Direct Employment (DE), On-The-Job Training (OJT), Work Experience (WE), Summer Youth Employment and Training Program (SYETP) and Supportive Services (SS). Employability/General assistance applicants increased by during 2014 for a total of 970 Tribal Citizens served.

***What does this mean to Tlingit & Haida Tribal members migrating to larger SE communities for a better life, higher competition for jobs and continued need for Employment & Training services to ensure they are trained and ready for the ever changing job market?***

### **Some Solutions to Unemployment for Tribal members:**

Health care - demand for services is expected to continue to grow with an older population; Health care run by local governments – medical centers in Juneau, Petersburg and Sitka have added about 25 jobs – that continues to be the forecast in 2014.

Administrative Assistant/Clerical/Administrative Medical Assistant Training has proven to be quite beneficial in securing full-time employment for Tribal Citizens by giving them the needed marketable skills in government/health care/private sector jobs.

The distance educational classes are full and Tribal Citizens can access their classes from home, library or at the Juneau 477 offices. This continues to be very successful, in that Tribal Citizens are attending and wanting to have the training which helps them meet the current job trend in SE Alaska.



The Employment Services as identified in our 477 Plan requires all new applicants, who are “unemployed” to perform a minimum of 25 hours of work search activities per week to complete their application for financial assistance. All returning applicants, who are still unemployed, must continue to perform a minimum of 100 hours of work search activities in one month or until they are offered gainful employment. We also require our clients who reside in homeless shelters and short-term housing facilities to complete housing logs, to show they are searching for permanent housing.

The work search activities include all job preparation, search, and workshops/training activities, volunteer work for organizations or elders in the smaller communities with little to no jobs, performing community service work, or doing actual child care.

### **ADULT WORK EXPERIENCE**

Work Experience contracts are developed to assist the client in two ways, to stabilize their position in the workforce and allow employer to try out the employee to identify if the person is job ready. Clients must have some skills to get into these types of work environments. A client who has been out of work for some time and needs to get back into the work force or Newly Trained individual out of Vocational School or Community College. This year we served 22 clients in the following work environments Alaska State Legislature – Representative Gerrin Tarr, Central Council Tlingit and Haida Indian Tribes – Business and Economic Development, Office of the President, Building Maintenance, Office of Child Care Services, Tribal Child Support, Tribal Operations, Self-Governance and Southeast Alaska Regional Health Consortium. Of the 22 participants 15 completed their objective and 8 were hired permanently.

### **SUMMER YOUTH EMPLOYMENT**

This year’s summer youth program received additional funds from the Temporary Assistance to Native Families program (TANF). This allowed us to serve more than the one (1) per community without assistance from the program. All applicants were first come first served. We have 18 communities, three which are urban, Ketchikan, Sitka and Juneau. The remaining 15 are rural, with populations of 300-500. In order to serve our youth effectively the program subcontracts with the local tribal organizations. The community selects employers and monitors the progress of all participants in the program. Each community receives a stipend for the work they perform for youth in their community.

In 2014 the Summer Youth program provided employment to 45 youth, communities participating were, Angoon (1), Craig (1), Haines (2), Hoonah (14), Hydaburg (5), Kake (1), Kasaan (1), Petersburg (3), Sitka (6) and Yakutat (1). Placements were made with businesses i.e., Chilkoot Indian Association, Hoonah Trading, Chipper Fish, Hydaburg Cooperative Association, SEARHC – WIC, Affordable Automotive, Goldbelt – Mt. Roberts Tramway, Sequence, CCTHITA – Publications, CCTHITA – Child Care, CCTHITA – TFYS, Sealaska Heritage Institute, Kake Senior Center, S.O.S Valuemart, City of Kake, Organized Village of Kake, Kake Tribal Association, Organized Village of Kasaan, Petersburg Indian Association, Alesha Taylor, Petersburg City Schools, Sitka Tribe – Tribal Tours, Lee Craft Metal Fabric, Nancy Douglas, SEARHC, Yakutat Tlingit Tribe. When asked what they would do with their earnings, many said “save money for college, help my family with bills, buy clothes, get food for my family or help the family I am staying with right now.

## **CHILD CARE ASSISTANCE**

November 19, 2014, President Obama signed the Child Care and Development Block Grant (CCDBG) Act of 2014 into law. This reauthorizes the child care program for the first time since 1996 (19 years) and represents a historical re-envisioning of the Child Care and Development Fund. (CCDF)

The new law makes significant advancements by defining health and safety requirements for child care providers, outlining family-friendly eligibility policies, and ensuring parents and the general public have transparent information about the child care choices available to them. We are unsure at this time what the tribal policy changes will be at this time.

The CCDF Program at Central Council provides families with child care subsidy for parents who are working at least 25 hours per week or parents engaged in training.

### **Child Care Subsidy Program**

This year we served over 184 families, and 313 children in our child care subsidy program. We have two programs Mandatory and Discretionary, Mandatory funding is for families who are in poverty or at risk of poverty. We served a total of 54 families who were engaged in Temporary Assistance to Native Families and in foster care, average earnings for working TANF recipients is 8.43 per hour. Discretionary funding is primarily for families who are moderate income, we served 130 families and the average earnings \$18.90 per hour. Types of care utilized are Care Center Based, Licensed Home Care, and Family, Friend and Neighbor care. We had 3 major child care facilities close which created a hardship on working families.

### **Juneau Tlingit and Haida Community Council**

Central Council Child Care Assistance provides a subcontract to Juneau Tlingit and Haida Community Council for the Summer Culture Camp. The culture camp provides cultural activities i.e., beading, dance, and Tlingit Language to 75 children between the ages of 5-12. This program is rewarding and helpful to parents who are employed and/or in training.

### **Juneau Education Coalition**

Middle school students are at an extremely vulnerable age, and the hours after school until parents arrive home are especially dangerous. Currently, Juneau provides only a very limited number of afterschool activities for middle school students. The purpose of this program is offering Juneau middle school students and families' educational and recreational opportunities from the end of the school day until approximately the time most parents get home from work. The school district serves over 442 students per year.

The goal of providing these opportunities is:

- The improvement of academic and life-long learning and social skills; and,
- A reduction of the number of middle school age youth that begin the development of addictions, depression, and other social and mental problems that will hinder them throughout their lives.

## **TRIBAL VOCATIONAL REHABILITATION**

Tribal Vocational Rehabilitation's main purpose is to provide vocational rehabilitation (VR) services to Alaska Native/American Indians (AN/AI) with disabilities in Southeast Alaska (SE/AK). VR services prepare Tribal Citizens for and to engage in gainful employment, including self-employment, or small business ownership. In 2014, the TVR Program continued strong collaboration/partnership with the State of Alaska, Division of Vocational Rehabilitation (ADVR) by jointly serving AN/AI consumers living in SE/AK.

This joint partnership with ADVR is a critical venture for serving AN/AI Tribal Citizens with disabilities; ADVR has services that compliment this venture, in that they have monetary supports that consumers need for training and assessments. TVR is a supplemental program and Tribal Citizens can be co-enrolled in both programs for VR services.

Through collaborative efforts, TVR staff partners with all 477 programs and participates in wrap around services. These efforts have proven to be paramount for clients to become self-sufficient. Efforts include:

- In 2014, TVR continued strong collaboration/partnership with ADVR, coordinating joint services for AN/AI consumers living in SE/AK. The total amount of joint cases served was **(140)**. Because we provide the ADVR office space, Alaska Natives have more accessibility to State of Alaska DVR services;
- Provided Vocational Rehabilitation Services to a total of 161 Tribal Citizens;
- (23) Tribal Citizens attended Vocational Training;
- (3) Tribal Citizens enrolled in 2 year degree program-University;
- (39) Tribal Citizens were evaluated and completed career assessments;
- Spring and Fall Job Fair/partnership with Department of Labor, workshops included: Key Train, Fidelity Bond program, Employer Expectations, Job Club, Interview Skills, Resume Writing, Career Assessments and Job Counseling.
- Working with 477 programs to partner with TVR consumers' needs to become successful (wrap around meetings)
- Identifying career that best suits a Tribal Citizen - individual specific

TVR collaborates with other departments, Native organizations, and other local agencies:

- Spring and Fall Job Fairs – co-sponsored by Juneau Job Center/Department of Labor
- Homeless Coalition projects – attended and referred Tribal Citizens for their housing needs
- 2015 Project Homeless Connect Conference
- Distance Education Classes through the Vocational Training Resource Center (VTRC) PENN Foster
- 2 Work Experience positions were completed to help the Tribal Citizen gain on the job training. This approach increased their office skills, communication skills and knowledge of the organization they were assigned
- 2 referrals to Southeast Regional Resource Center (SERRC) Mature Alaskans Seeking Training (MAST 55 yrs.+)
- Worked with Southeast Tribes to help identify Tribal Citizens for VR referral and services; Angoon, Haines, Hoonah, Wrangell, Sitka, Petersburg, Saxman, Ketchikan, Craig, Klawock, Klukwan



- Work with behavioral health programs in community for Tribal Citizens needing counseling and guidance on an as needed basis

In fiscal year 2014 CCTHITA/E&T/TVR Highlights:

- Total Tribal Citizens serviced in **2014-161**
- 23 Tribal Citizens were trained and employed
- Wrap around meetings with case managers monthly to ensure all clients are referred to appropriate programs and supports for TVR consumers in need

### **TRIBAL CHILD SUPPORT UNIT**

The Tribal Child Support Unit (TCSU) is a federally funded child support program (Tribal IV-D) that works extensively with other state and Tribal IV-D agencies across the country. The TCSU provides the following child support services: establishing paternity, locating absent parents, establishing, enforcing, modifying child support orders, and collecting and distributing child support payments.

The TCSU strives to ensure that all tribal children receive the financial and emotional support they deserve from both parents and works to overcome obstacles and challenges when collecting child support.

The program has two principles that motivate all of its actions and activities:

- Child support should be a reliable source of income for families. TCSU will focus its efforts on the needs of children, and in doing so, empower parents to ensure children's needs are met.
- A cooperative approach to establishing and enforcing support obligations. Both custodial and non-custodial parents are treated fairly, kept informed, and concerns addressed.

TCSU's active IV-D caseload grew 6.10% from 1033 (2013) to 1101 (2014). Collections increased 18.70% and TCSU distributed \$666,793 in child support. TCSU established paternity for 17 children using the Tribal court process.

### **TCSU Legal Activities**

On November 19, 2014, the Alaska Supreme Court Live Program was held at Ketchikan High School and featured a case involving Tribal Sovereignty over child support matters in *State of Alaska, Patrick Galvin, Comm. et al v. Central Council Tlingit and Haida Indian Tribes of Alaska*, Supreme Court Case No. S-14935. The Alaska Supreme Court Live Program brings oral arguments in actual pending cases to student audiences. Holly Handler of Alaska Legal Services and Jessie Archibald, attorney for the Tribal Child Support Unit represented the Tribe. The Department of Justice and the National Association of Tribal Child Support Directors each filed an amicus brief in support of the Tribe's position. Department of Justice attorney Stacy Stoller also participated in oral arguments on behalf of the Tribe. Alaska Supreme Court Chief Justice Dana Fabe said the Court is expected to issue a decision within a year.

### **HEALTHY CHOICES CONFERENCE**

The Employment and Training 102-477 Program was pleased to host its 2nd Annual Healthy Choices Conference August 13-15, 2014 at the Elizabeth Peratrovich Hall in Juneau. The conference focused on

eliminating barriers to employment through healthy lifestyle choices and was attended by 88 tribal citizens served by Central Council's Temporary Assistance for Needy Families (TANF) and Employability Assistance/General Assistance (EA/GA) programs. Award winning inspirational speaker, trainer and facilitator, Paul Figueroa, provided the keynote address that focused on positive choices and engaged participants by providing tools to release negativity to move forward in life. Informative presentations were provided by the SouthEast Alaska Regional Health Consortium (SEARHC), Tlingit-Haida Regional Housing Authority (THRHA), State of Alaska, Aiding Women in Abuse and Rape Emergencies (AWARE), Southeast Alaska Independent Living (SAIL), Juneau Police Department, Alaska Club, Central Council programs (Tribal Family & Youth Services, Tribal Child Support, and Tribal Vocational Rehabilitation), and private contractor Ric Iannolino. Central Council extends its greatest appreciation to all presenters who participated in the conference. The coordination and partnerships to serve our tribal citizens was a success and truly evident. We'd also like to extend a special thank you to conference coordinators Barbara Taug, Teresa Sarabia, Alice Bagoyo, and Grace Hawkins, and 477 staff who worked to make this event a success: Lexy Brown, Richard Siverly Jr., Cecelia Bagoyo, Lee Bagoyo, Carrie Walker, Julie Chapman, Dawn Houston, Kayley Nauska, and Irene Duncan, CIS and TFYS staff.

### **PERFORMANCE MEASURES**

In 2014, Employment and Training served a total of 2440 (TANF served 499) tribal members (an accumulative total of all 477 programs). Clients are required to fully engage in the program including a 25 hour a week work active participation requirement.

Of the 2440 cases, we closed 1093, and of those that closed, 99% achieved 1 or more of their Employment or Educational goals. With 364 either receiving a certification or degree and/or entering unsubsidized employment.

Of the 499 Tribal Members who exited from the TANF program in 2014, 78 (16%) completed their employment objective with 24 (4%) entering unsubsidized employment.

### **PROGRAM GOALS FOR 2015**

#### 2015 Goals for Child Care Services

- Provide Health And Safety Equipment to providers (on-going within 3 year period)
- Monitor in-home care/conduct inspections/criminal background checks (658H(j)) (on-going within 3 year period)
- Coordinate with law enforcement agencies in communities to coordinate criminal background checks and/or finger printing (1<sup>st</sup> year)
- Travel to communities per year for three year period to conduct criminal background checks/monitoring
- Provide resource and referral brochures/recruitment to communities within service area
- Secure Standard Service Agreements with programs providing quality services in summer months.
- Support before and after school activities.

#### 2015 Goals for Employment and Training Services

- Be an effective resource and community partner to provide the “life-skills” for clients to lift themselves from poverty into solid self-support.
- Develop a highly skilled E&T team trained to identify, address and help to remove client barriers to employment.
- Develop a skilled labor force aligned with local/area employers’ needs.
- Improve our ability to connect job seekers to jobs and maintain job retention.
- Develop a systematic method for examining case processing activities to assess service delivery quality or compliance with workforce development standards.

## **CLIENT SUCCESS STORIES**

The best way to report on the successes we have had over the past year is to include some of the success stories for a few of our clients:

The Employment and Training Division is pleased to share that Donovan Brown graduated from the University of Alaska Anchorage (UAA) with an Associates of Applied Science with an emphasis in Air Traffic Control. Donovan attended UAA from June 2011, to December 2013. After graduation he was hired by Signature Flight Support which is a private jet FBO (fixed base operator) at Ted Stevens Anchorage International Airport. At Signature Flight Support, Donovan is trusted with marshaling (parking), towing (moving), and servicing multi-million dollar aircraft. The responsibility is tremendous with no room for error. Ultimately, Donovan's goal is to work for the Federal Aviation Administration as an Air Traffic Control Specialist (Terminal Environment). With his degree, he is qualified to apply with the FAA. He has already taken and completed the FAA's Air Traffic Selection and Training (ATSAT) test with a score of 94.7%, which earns a "Well Qualified" rating. Donovan would like to take the opportunity to thank everyone involved with sponsoring his tuition at UAA, especially the Tlingit and Haida Employment and Training Division. "It simply would not have been possible without the support of Tlingit and Haida," stated Donovan. "They have been there without question, and taken the stressful part of college tuition out of the equation. I hope my story inspires Southeast Alaska's Native youth to strive toward excellence, discover a passion, and achieve greatness." Donovan Brown is of the Raven Beaver clan. His father's name is Daniel Paul Brown and his mother's name is Corrine Demientieff.

The Employment & Training Division is pleased to announce that tribal citizen Larissa Paddock has successfully completed the Penn Foster High School distance learning program and has received her High School Diploma. Congratulations Larissa! Larissa shares: My Great-Great-Grandfather was Chief Jim Boss, he was an Athabascan from Whitehorse. My Great-Great-Grandmother was Maude Kasco from Haines; she was Tlingit (Raven-Sockeye of the Lukaax.adi House). Their daughter, Alice (Sa Kweit), was my Great Grandma. Sadly, Maude passed away and Alice was adopted by her Aunt Lottie and Uncle James Jackson (Ch'aax) to be raised. Alice met and married John Vavalis and they had fifteen children: Maude, Lenora (Kuseen), John Jr (Yan Das Eesh), Catherine (Kaach Kool Deux'), Shirley (Kaa Jik Gwa Keex'), Jean (Kool Jin), Helen (Shei Gin Dahaa'), Madeline (Ku Xa'n), Loretta, Loretta Jane (Seik), Dorothy (S'aa Tal'), Geri (Kaa Jeas Du. OO), Bernice (La Heik), Sharon (Gi Yil Axch'), and Christine (Xa' Juint').

Shirley was my grandmother, she met and married Miles Ramsdell and they have two children named Michael and Sandra. Sandra is my mother, she had my brother and I. My name is Larissa Paddock (Sa Kweit) and I have a daughter named Lola (Raven-Sockeye of the Lukaax.adi House). There will be a naming ceremony for Lola to receive her name at the end of the year.

I chose to pursue my high school diploma to set a good example for my daughter. Earning my diploma was important to me and to my family. I can move on with my life, go to college and make a career for myself to support my daughter. Now that I have my high school diploma, I would like to go to a trade school or college to become a registered nurse so I can help people. I would like to thank my family for always being there for me through thick and thin and for never giving up on me. I would like to thank Central Council Tlingit & Haida Indian Tribes of Alaska for giving me a second chance in helping me obtain my high school diploma. Certainly, I would like to thank Eli Derenoff for always calling me and encouraging me to keep going to finish my high school program. Going back to school and getting my

high school diploma was one of the best decisions I have ever made. I hope anyone that has given up on graduating will change their mind, because going back to school and graduating will change your life for a better future.

The Ketchikan 477/TANF Office congratulates Crista J.R. Seludo for recently completing the University of Alaska Southeast (UAS) Certified Nurse Aide (CNA) course and receiving her certification. Crista is of the Raven moiety from the Saanya Kwaan people. Her mother is Tina Seludo, grandma is Margaret Seludo, and great-grandmother is Sarah Abbott. She is the proud mom to her one year old daughter, Jasmine Sofia Thomas. Crista graduated from Revilla High School in 2010, unsure of what she wanted to be but had an idea—a social worker, nurse, or go into medical billing and coding. She stumbled upon a flyer advertising a UAS CNA course and immediately became interested. She enrolled and successfully completed the course. Crista then passed the State examination on April 25th! The TANF program was pleased to assist Crista with tuition, books, fees, monthly benefits, a transportation stipend, and ongoing support from her primary caseworker Tina Stephens. Her new beginning has brought her a new look on the Elders of her community. She feels she has more empathy for them, which has created the motivation to do her job. Crista found truth in something her instructor stated, “there is a difference between care giving and giving care.” Crista now hopes to secure employment at the Ketchikan General Hospital, Ketchikan Indian Community (KIC) Tribal Health Clinic, or the Pioneer Home. Good luck to you Crista and congratulations!

Congratulations to Chelsey Jean Welch who graduated with honors from the University of Alaska Southeast on May 4, 2014, with a Bachelor of Liberal Arts degree in Interdisciplinary Studies with an emphasis in psychology and history. Chelsey was awarded the Outstanding Graduate in her discipline. Her professors selected her based on her hard work and dedication as a research assistant in the psychology lab. She earned her Associate’s degree in 2012 after being an exchange student at Boise State University. Chelsey graduated from Juneau-Douglas High School in 2009 in the top ten percent of her class earning her the University of Alaska (UA) Scholars Award scholarship. She is the daughter of Tlingit Haida’s Native Lands Manager Desiree Duncan, granddaughter of former Juneau Senator Jim Duncan of Anchorage, Carol Aceveda of Juneau, Jim Welch of Oregon, Kathi Macari of Washington, and the great granddaughter of Gladys Aceveda of Kake. She is Eagle/Killerwhale and her Tlingit name is Yák’dushí which means “Killerwhales Singing Around the Boat”. Chelsey plans to pursue a Master’s degree and will be taking Alaska Native Studies courses at UAS this fall. She would like to thank her family for their love and support.

She is also extremely thankful for the scholarships she received from Tlingit Haida, Sealaska, Goldbelt, and the UA Scholars Award program. “My journey at UAS has been memorable and enlightening,” said Chelsey. “Participating in the National Student Exchange was an amazing opportunity to experience life outside of Alaska and I highly recommend students take advantage of this program. UAS is a beautiful campus filled with professors who go above and beyond expectations, creating unique dynamics with students as well as a comfortable and constructive learning environment.”

Congratulations to the Employment & Training (E&T) Division’s recent 477 employee graduates of the Penn Foster Administrative Assistant Program! Cecelia Bagoyo, Cassandra Jerue, and Kaley Nauska with the Juneau office; Michele Victovich with the Ketchikan Satellite TANF office, and Florence Johnson with the Sitka Satellite TANF office have all obtained their certification in the Administrative Assistant training field.



During this intensive course, specialized training was given by Distance Education Coordinator/Instructor Eli Derenoff that provided each student with additional skills in the Administrative Assistant field. The Penn Foster Administrative Assistant Program components consist of the following:

- Technologies in the Workplace
- Administrative Office Procedures
- PC basics, Keyboarding, and Internet Basics
- Office Finances and Management

The E&T Division's partnership with the Vocational Training & Resource Center (VTRC) and their association with Penn Foster, an accredited educational institution, has allowed the E&T's 477 program to offer valuable distance delivery training to tribal citizens living outside of Juneau. This is a great opportunity for tribal citizens living in rural communities to receive specialized training without having to leave their respective communities. Through Penn Foster's distance delivery courses, E&T 477 program is empowering tribal citizens to become self-sufficient. There are many classes to choose from and based on assessments completed by the client, an "individual self-sufficiency plan" is developed to assist them in obtaining the training they need to reach their goals. These courses are convenient and cost-effective (no travel expenses are incurred to obtain the training) which has allowed Tlingit Haida to serve more tribal citizens with less cost.

#### **STAFF TRAINING AND OTHER ACTIVITIES**

1. 15<sup>th</sup> Annual Fatherhood and Families Conference
2. Region X TANF Conference
3. National 477 Conference
4. National Indian and Native American Employment and Training Conference
5. National Tribal TANF Conference
6. National Tribal TANF Summit
7. National Indian Childcare Association
8. National Native American Fatherhood Conference

## **COMMUNITY VISITS**

Employment & Training staff conducted onsite visits with the following SE Alaska communities:

Angoon  
Craig  
Haines  
Hoonah  
Hydaburg  
Kasaan  
Ketchikan  
Klawock  
Petersburg  
Saxman  
Sitka  
Skagway  
Wrangell

## **ATTACHMENTS**

1. 477 Statistical Report
2. 477 Financial Report
3. 477 Financial Report for TANF
4. Section 12 Statement
5. Central Council Tlingit and Haida Indian Tribes of Alaska 2014 Newsletters

## **CONTACT**

Elizabeth Moore, Employment & Training Manager  
907-463-7117 or 1-800-344-1432.

## **Tribe Hires Employment and Training Manager**

Central Council Tlingit and Haida Indian Tribes of Alaska is pleased to welcome Elizabeth Moore as Employment & Training (E&T) Manager.



As E&T Manager, Elizabeth will provide oversight of the following programs: Employment Services, General Assistance, Job Placement, Training Services, and Youth Employment Services. Elizabeth brings four years of workforce development program management and five years of tribal management experience, including grants and accounting services with Alaska tribes and community development projects.

She returned to Alaska after spending the past two years managing the funds for a non-profit charter school in Caldwell, Idaho.

Elizabeth is Yupik and was born in Dillingham, Alaska and raised in the Bering Sea village of Quinhagak. She has two daughters Alexis and Taren and one son Stephan. Elizabeth is also the proud grandparent of five precious grandchildren. Her family continues to reside in her home village of Quinhagak and her birthplace Dillingham.

Ms. Moore began her new position on January 27, 2015.

## **Tribe Hires TANF Manager**

Tlingit Haida Central Council is pleased to announce the hiring of Stephanie Masse as Temporary Assistance for Needy Families (TANF) Manager.

Ms. Masse will be responsible for the daily management of the TANF Department including budget development and monitoring, preparation of required financial and narrative reports, implementation of policies and procedures, and the successful use of the RiteTrack client data management system to increase self-sufficiency and gainful employment for Alaska Natives and American Indians in Southeast Alaska.



“I am excited to welcome Stephanie to our management team,” said President Richard Peterson. “She’s a highly motivated individual who has served the Tribe for over 12 years. With her positive, upbeat personality and strong work ethic, I have no doubt that she will increase the successfulness of the TANF Department.”

Ms. Masse has extensive experience with multi-million dollar budgets, regulations, direct client services, appeals, investigations and audits. She’s been at the forefront of the Tribe’s client data management project since its inception. In addition, she has designed and implemented system enhancements, and provided training and support to stakeholders.

“I’ve worked hard, trained hard, and taken the initiative to learn as much as I can about the goals, mission and vision of the Tribe,” said Ms. Masse. “My goal is to strengthen the TANF Department by promoting staff training and developing solid career plans that will instill confidence and increase retention. We’ll work to implement comprehensive Tribal Service Plans that will focus on education, training, appropriate career opportunities, and healthy family choices.”

Ms. Masse was born and raised in Minnesota and moved to Alaska in 1992. Her Tlingit names are *S’aani* and *Shaa Kin Dax*. She is *Deisheetaan* Raven/Beaver and is the daughter of Roger (Marilyn) Heil and Claudette (Bob) Bodin. She has two sons and one daughter.

Ms. Masse began her new position on Thursday, October 16, 2014

## **Additional Program Information**

### **JPT Program Narrative for 2014**

The Job Placement Training Program (JPT) provided vocational training to tribal members in the following fields, Heavy Equipment, Commercial Drivers' License, Business Administration, Computer Information Systems, Welding, Diesel Mechanics, Asbestos Removal, Carpentry, Massage, Cosmetology, Criminal Justice, Substance Abuse Counselor, Nautical School. Gunsmithing and Accounting.

The communities serviced by the Tribe include: Juneau, Haines, Wrangell, Craig, and Klawock. Central Council Tlingit and Haida Indian Tribes is partnering with the State of Alaska to seek outside resources to assist our Tribal members complete their training. Our local Job Service and the community mentors have played a significant role in the success of the Tribal members' self-sufficiency. Here are a few of the tribal members who have completed their training programs from around Southeast Alaska. We had 79 graduates with certification in their fields.

#### **Juneau**

- **James Charles (re-entry) completed his CDL Class A from the VTRC on April 18, 2014 and is now employed with Ever Electric at \$30 hr per hour.**
- **Derik Wythe (re-entry) completed his Asbestos certification.**
- **Joseph Daniels completed CDL Class A at VTRC and is employed with AML.**
- **Amber Taguchi graduated from Trend Setters in February and is employed with Salon 2211.**
- **Russhelleann See graduated from Trend Setters with her certificate in cosmetology March 27, 2014.**
- **Jno Didrickson completed his Business Administration degree at UAS-SE. He was hired by Goldbelt in May 2014 as sales associate in Marketing.**
- **Al Sorenson completed his CDL Class A in April, 2014.**
- **David See completed his schooling at Alaska Nautical School in Anchorage in April and is self-employed**
- **Erika Porter graduated in May 2014 with her AAS in Business Administration from UAS-SE.**
- **Kolbjorn Skaflestad is pursuing a bachelor's degree at University of Great Falls.**
- **Lindsay Terry (re-entry client) completed his CDL Class A and was hired by Channel Construction on June 4, 2014 earning \$23 per hour.**
- **Devan Neal completed his Industrial Electricity program June 11, 2014 and accepted employment at Hanger.**
- **John Dybdahl graduated with his CDL Class A in June 2014. He was hired by Triplette Construction at \$24 per hour.**
- **Dan Nore Jr. graduated from NIT Heavy Equipment School on June 25, 2014.**
- **Russhelleann See was hired by Salon 2211 on July 7, 2014. She completed her practicum in July; however, will need to complete her state written exam in August.**
- **Fred Fulmer completed his QMED at AVTEC and is working in Hoonah for the summer awaiting the State of Alaska certifying his credentials for employment with the Alaska Marine Highway or Crowley Tug and Barge.**
- **Thomas Vallejo completed his Penn Foster online Gunsmith certificate program on August 8, 2014**



- Douglas Farnsworth was approved for the Criminal Justice Program.9-5-14)
- Kristi Kookesh graduated from Alaska Career College with certification as a Massage Therapist on September 9, 2014
- Kenneth Schoonover was approved for NIT Heavy Equipment training.

#### **Prince of Wales**

- Gordon Peterman received his CDL Class A in March 2014.
- Tyler Coleman from Craig enlisted in the army and will be completing his final semester in Auto-Diesel Technology when he returns next fall 2015.

#### **Saxman**

- Norman Natkong was approved for Basic Safety Training (Alaska Marine Highway) starting October 13, 2014 at UAS- Ketchikan

#### **Haines**

- There is one application pending completion for a student who wishes to attend Edmonds Community College starting in January as a Drug and Substance Abuse Counselor.