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A Voice of the Region

March 28, 2015

Mr. Kenneth LeMieux
U.S. Dept. of the Interior/Office of the Secretary-Indian Affairs
Office of Indian Energy and Economic Development/Division of Workforce Development
Program Coordinator/Specialist/AOTR
2040 Creekview Court
Red Wing, MN 55066

RE: AVCP P.L. 102-477 2014 Annual Reports

Dear Mr. LeMieux:

On behalf of the AVCP Education, Employment, Training and Child Care Department, I am pleased to submit the Annual Narrative, Statistical and Financial Reports, as part of our regulatory requirements under the P.L. 102-477 contract for program year 2014. The reports cover the dates January 1, 2014 to December 31, 2014.

The narrative report provides greater detail and insight on the data presented in the statistical report. The financial report will outline the expenditure of funds received by our department, as detailed by our Accounting Department. As stated before, we continue to improve our strategies to actively recruit for interested clients in the villages and to provide financial assistance to those that are eligible to receive grant funds. Coordination with other agencies and organizations on improving ways we can work together to assist our clients become self-sufficient and gainfully employed is ongoing. It is this networking that helps clients to find more resources to put towards their education, employment and training goals.

If you have any questions or comments regarding any of the reports being submitted please feel free to give me a call. My direct line is 1(907)543-7481. You can also reach President Myron P. Naneng at 1(907)543-7300 if needed. Quyana.

Sincerely,

Jennifer C. Hooper, Director

Cc: Myron P. Naneng Sr., President, AVCP
Michael Hoffman, Executive Vice-President, AVCP
Vivian Korthuis, Vice President of Community Services, AVCP
Alexandra Werba, Vice President of Finance, AVCP
Mr. Francis Dunne, OIEED/DWD
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Association of Village Council Presidents

P.O. Box 219

Bethel, Alaska 99559

The Education, Employment, Training & Child Care Department

** A Public Law 102-477 Program **

2014 ANNUAL NARRATIVE REPORT

This report describes the activities of the Association of Village Council Presidents (AVCP) Education, Employment, Training & Child Care Department, a Public Law 102-477 program. The time period covered reflects January 1, 2014 through December 31, 2014.

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; the U.S. Department of Labor, Workforce Investment Act (WIA), 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 that AVCP assisted in program year 2014, 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.

We continue to face 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

up through Stony River on the Kuskokwim River, and including Lime Village on the Stony River tributary.

Bethel Census Area

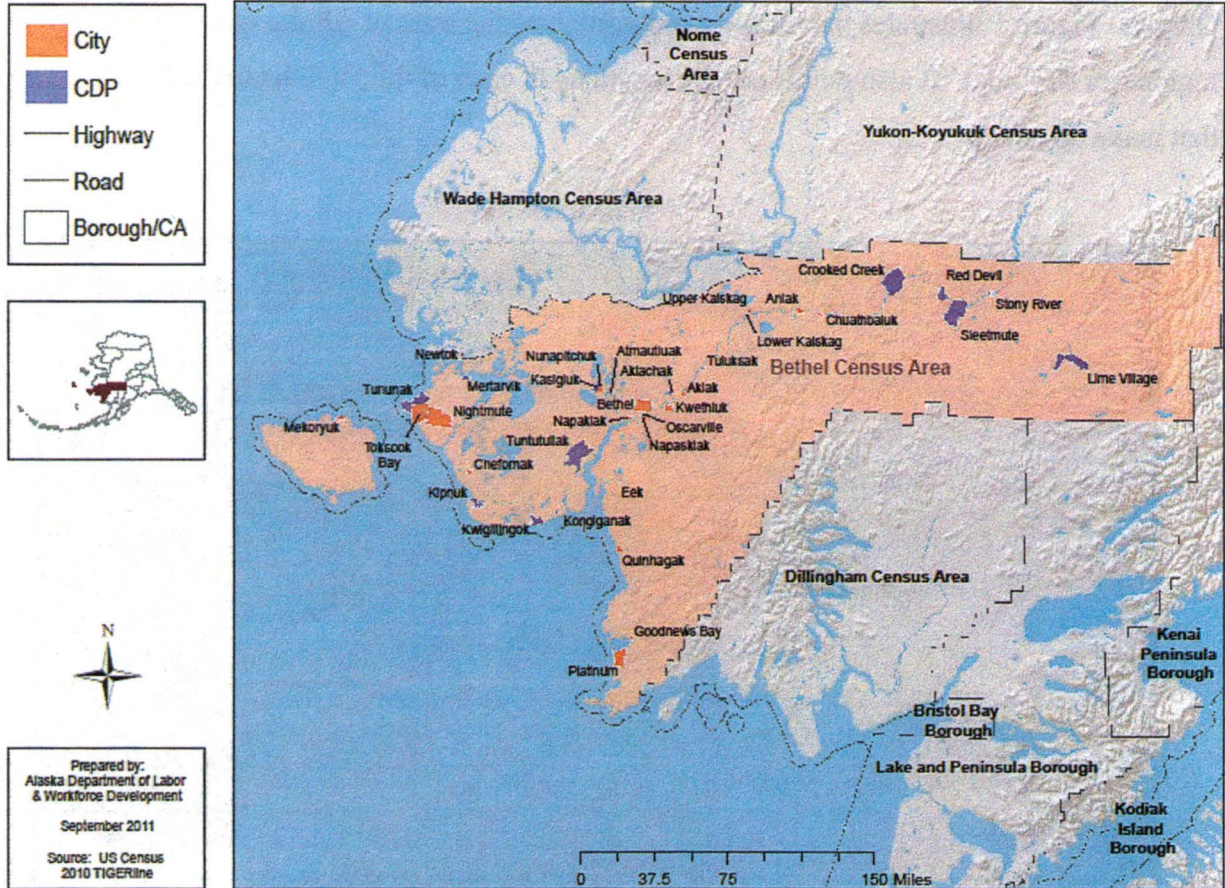


Figure 2. Map of the Bethel Census Area, Alaska.
(Map courtesy of the Alaska Department of Labor & Workforce Development.)

The Wade Hampton 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.

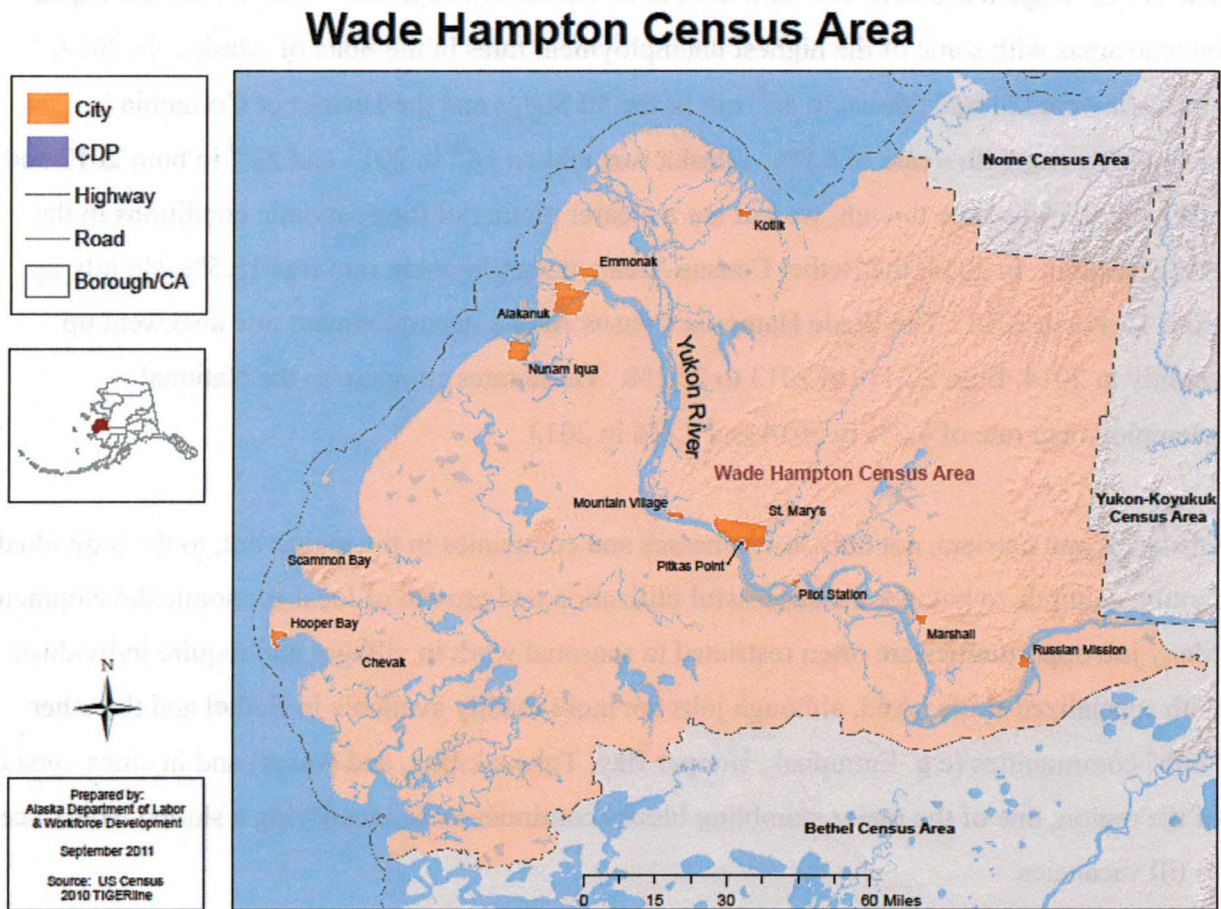


Figure 3. Map of the Wade Hampton Census Area, Alaska.
 (Map courtesy of the Alaska Department of Labor & Workforce Development.)

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 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 has been and continues to be characterized as one of the lowest per capita income areas with some of the highest unemployment rates in the State of Alaska. In 2014, Alaska lowered in rank, down to 40th out of the 50 States and the District of Columbia in unemployment, with a rate of 6.8%. Alaska was ranked 18th in 2013 and 22nd in both 2012 and 2011. Within the state though, we can see a clearer picture of the economic conditions in the AVCP region. In 2014, the Bethel Census Area's unemployment rate was 15.5%, slightly up from 15.4% in 2013. The Wade Hampton Census Area's unemployment rate also went up slightly in 2014, from 22.1% in 2013 to 23.1%. These rates compare to the National unemployment rate of 6.2% in 2014 and 7.4% in 2013.

Obstacles and barriers, not only to businesses and companies in the region but, to the individual family, continue to hamper the successful utilization and growth of local economic development. Many job opportunities are often restricted to seasonal work in villages and require individuals with specialized skills. And, although jobs are more readily available in Bethel and the other "hub" communities (e.g. Emmonak, Hooper Bay, Toksook Bay, and Aniak) and in cities outside of the region, one of the major stumbling blocks continues to be identifying a skilled workforce to fill vacancies.

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. In recent years though, 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 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 an even greater need for employment and sources of income.



Figure 4. Traditional way of preserving fish caught for subsistence (food); cut and dried on a drying rack for later consumption. (Photo courtesy of Jennifer Hooper)

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. Annually, state and local government jobs and health and education service jobs account for roughly 62.8% (a slight increase from 62.3% in the previous year) of the wage and salary jobs in the Bethel Census Area and 54.2% (up from 53.5% the previous year) in the Wade Hampton Census Area. 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 34.7% of the Bethel Census Area’s population and, has the critical role of providing various 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. Census information through 2013 (most recent data) shows that the Bethel Census Area reported 22.8% of the total population living below the poverty level, an increase from 21.8% in 2012, while the Wade Hampton Census Area reported a level of 31.4%, an increase from 29.7% in 2012. Those numbers compare to the state of Alaska as a whole, with a poverty level of 9.9%, just slightly above the level in 2012 of 9.6%.

As a side note, the total current population for the AVCP region is 26,059. The population through 2013 was 25,701

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 has been described 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 salmon fisheries that have been able to continue and, the CDQ groups have stepped in as the major fish buyers. This has created many employment opportunities: fish handlers and processors, boat captains and deckhands, construction labor and workers building large fish plants and community multi-purpose buildings. It has also put cash into the pockets of the fishermen, allowing them some income. Revenue from the other fishing endeavors 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 a key player in the economies of the AVCP region.

Mining

Within the region the project that continues to offer large potential employment and economic opportunity is the Donlin Creek gold mine located near Crooked Creek, Alaska on the Kuskokwim River. The mine has been in the exploratory phase for many years and is now imbedded deep into their permitting processes with the various federal agencies. They are scheduled to close down operations in Spring 2015, while waiting on the permitting process to conclude.

The Calista Corporation, one of the regional native profit corporations in Alaska (AVCP is the non-profit organization of the same area), 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 Calista Corporation, along with the various mining companies (has changed hands a couple of times over the years) has 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 up to eight hundred jobs that will be geared towards corporate shareholders and tribal members that reside in the region.

In years past we've communicated with Donlin to look and identify where we can collaborate. We've also worked directly with the members of our communities and we've 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. We have worked to update the current files we have on hand for our regional skills bank and continue to identify individuals to add to it. 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. The skills bank list we have been developing will obviously be utilized for other economic development activities that are occurring in and outside of this region now and for any in the future that will require technically skilled and certified workers.

Flight School

As previously expressed, as the "hub" of the region, Bethel is the center for transportation. There are no roads that lead to or out of Bethel so all travel is done primarily by plane or boat (winter allows travel by snow machines, ATV's and vehicles on the frozen river roads to nearby communities). In Bethel alone, there are roughly 250 commercial pilot jobs available with the numerous air taxi services providing passenger and freight service to the villages. Many years ago AVCP recognized the fact that many of those pilots come from other places, put in their two weeks of flying and then go back to their homes elsewhere, taking their income with them. It was decided that these pilot jobs should and could be filled by local people who need

employment, which would allow for the earnings to remain in the region and help local economies.

The Yuut Yaqungvait Flight School was created by AVCP in 1999 in partnership with another entity. It was to be the regional training center with the primary objective of producing professional pilots that are from this region. In 2004, AVCP created a standalone entity, wholly owned by AVCP, called Yuut Yaqungvait, LLC, translating to mean “Where People Earn Their Wings.” Yuut Yaqungvait, LLC, is a rural aviation and flight training center providing commercial pilot training, not only to our tribal members but, to anyone with the desire and the means. The main objective remains having the ability to train and produce professional, local and Native pilots. The flight training center consists of a fully equipped training hanger located at the Bethel Airport. The school owns their own aircraft, simulators and hosts the Medallion Foundation Program equipment – a simulation tool used to promote aviation safety by means of allowing pilots to practice difficult instrument condition recoveries.



Figure 5. Travis Gloko from Manokotak successfully passed his practical test for the commercial pilot certificate. He plans to attend ground school with a local airline in preparation to fly for them. He is pictured here with Robert Guerrero, CFII, his flight instructor at Yuut Yaqungvait. (Photo courtesy of www.yuutyaqungviat.com)

A huge benefit of getting local individuals trained and hired as airline pilots is the familiarity they bring to the job. The majority of the students are from the area – they know the terrain, locations, the weather patterns and the variability of conditions that will have an effect on day to day operations. Having the local training center builds on that – they can offer real-time conditions and situations as the back drop of their program.

For more information about the flight school please visit their website, www.yuutyagungviat.org. Figures 4 and 5 showcase some of the school's successful clients. They are two are students who graduated from the Yuut Yagungviat Flight School in Bethel.



Figure 6. Pictured is Kyle Andrew from Kongiganak, who successfully passed his Practical test for his commercial pilot certificate. He also plans to attend ground school with a local airline in preparation to fly with them. He is pictured with Robert Guerrero, CFII (I) and FAA DPE Michael P. Buckland (r). (Photo courtesy of www.yuutyagungviat.com)

Airframe & Mechanics School

Another program AVCP has been working very hard at developing is an airframe and power plant mechanics school. The building has been constructed, equipment purchased and a coordinator/instructor hired. The director has been working with the various federal entities on incorporating requested adjustments to the curriculum and is close to being ready for certification. He is also looking for ways to secure annual funding requirements for operation. The school proposes to have 15 students trained the first session. As stated in the last few annual reports, this program complements the accomplishments the flight school has been able to achieve: more pilots to fly planes, thus needing more mechanics to fix planes!

EET&CC PROGRAM ACTIVITIES

Adult Basic Education

The AVCP Adult Basic Education (ABE) program for the AVCP region has been administered by the Bethel Regional ABE Center for many years. AVCP was able, in years prior, to supplement the region's program by operating an ABE program on a much smaller scale. As reported in 2011 that, since the program did not receive a lot of funding we had to discontinue offering a large-scale program. We continue to work in partnership with the Bethel Regional ABE Center where practical. They are the regional state entity and work, not only with students in Bethel, preparing them to take the actual GED tests, but they are the official proctors of the final GED test. They administer the test directly or find someone qualified in the village where a student is ready to take the tests. They are now housed within the Yuut Elitnaurviat Learning Center, both physically and operationally.

The Bethel Regional ABE Center hosts a graduation every May for all graduates of the program throughout that school year. The tradition is that the invited guest speaker is someone who was also a GED graduate and has since become a productive member of society and has a "story" that may offer encouragement, who can be a role model of sorts, for the new graduates. In 2014, John Simon was the invited speaker. He is a local dog musher very involved in the region's sport activities (figure 7). Also tradition is to share stories about previous and current students in the program, highlighting their individual stories. The GED staff shared a very impressive fact -

the very last GED test taken in the United States on December 31, 2013, the day before the GED test system was to be overhauled, was taken at 10:37pm by a student in one of our villages. She had to snowmachine through a blizzard to make it in time to the school where the 3-hour test could be proctored. They also shared that in the time between their Christmas break and New Year's Eve, 60 people tested and graduated with their GED; 7 pairs of those were siblings. Talk about persistence and determination!



Figure 7. The GED graduation ceremony in Bethel. Pictured is John Simon addressing the 2014 graduation class. (Photo courtesy of Jennifer Hooper)

Before 2013, on average, there would be about 75 students who would graduate with their GED's each year. With the substantial push in 2013 to get as many people through the system and obtaining their GED's before the changes in 2014, it is estimated that roughly 185 people graduated with their GED in 2013 (the ABE Center follows the July 1 to June 30 calendar and the numbers I received were a combination of 2012, 2013 and then total so far for FY2014). The May 2014 graduation ceremony booklet indicated 142 people graduated with their GED (see figure 8).



Figure 8. The GED graduation ceremony in Bethel. Pictured are those who were able to attend the walking ceremony. (Photo courtesy of Jennifer Hooper)

The number of individuals needing their GED remains fairly significant. Whatever the reason, too many kids are not finishing high school and getting their diplomas. As always, a Certificate of Attendance will not get them very far in life so having the ability to work on their GED is very important. We will continue to work with the Bethel Regional ABE Center where we can, to make sure as many students are able to attain their GED.

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 or tools (on a case-by-case basis). 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 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 and many also complete the State of Alaska's Department of Labor process for state funding. In 2014, we provided training support to 39 individuals.

Higher Education

In 2014, 39 of the region's 56 tribes compacted with AVCP to provide BIA Higher Education Scholarship services for their tribal members. 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. In 2014, there were 180 students that were funded through AVCP's higher education scholarship program.



Figure 9. Serena Fitka, originally from St. Mary's, in her graduation regalia, as she graduated from the University of Alaska Fairbanks. (Photo courtesy of Serena Fitka)

Overall, for clients participating in an education program, 18 of them attained the certificate or degree they were working towards and 31 attained a different educational outcome. 119 students are continuing to work on their training or degree programs and it is our hope that every one of them will continue and complete. There are plenty of reasons why students don't finish their schooling; we don't want the cost of tuition and related expenses to be a limiting factor to why a student cannot and does not finish.



Figure 10. Pictured is Paul Ferguson with his parents and his diploma from Georgetown University. (Photo courtesy of Paul Ferguson)

Employment Services

202 individuals were assisted by AVCP through our various employment services programs in 2014. These programs include Work Experience (WE), On-the-Job Training (OJT), Summer Youth Employment & Training Program (SYETP) and Employment Assistance (formerly called

Direct Employment). The majority of the participants were part of the SYETP that AVCP sub-contracts 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 400 hours maximum (or, up to \$5,000 in wages) to be paid by AVCP. 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 up to two and a half months 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 for up to 800 hours of work (or, up to \$5,000 in wage reimbursement). For both programs, the interested business contacts the EET&CC Director and on approval, contractual MOA's are developed and signed for each individual participant. In 2014, there was one (1) individual who participated in our WE program and none in the OJT programs.



Figure 11. Andrea Simeon of Aniak, working with the local regional housing authority under the Work Experience (WE) program. (Photo courtesy of AVCP RHA)

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 (up to \$4,000) 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 2014, AVCP sub-contracted with 29 village 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 reductions in the funding available we had to limit the number of tribes we would be able to contract with and reduce the amount of funds we could make available. So, on a “first come, first serve” basis, tribes had to compete with each other, time-wise, in order to get their application packets complete and submitted. Many were unhappy with the change in process and shared their frustrations with us.

For the 29 communities that participated in our SYETP in 2014, they employed a total of 190 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 2014, two (2) clients were provided funds through the Employment Assistance program (EA), formerly called Direct Employment. Our EA program includes onetime grant funds to assist those that find unsubsidized employment, both in and outside of the region. Participants that

receive EA 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 a 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.

TERO Activities

In 2014, AVCP continued involved and membership with the national Council for Tribal Employment Rights (CTER) organization, in order to keep abreast of employment laws and legal updates that benefit Native entities and organizations. The EET-477 Case Manager/TERO has worked with local tribal councils in introducing the concept of a TERO Ordinance and explained the possibilities with having such a law in place (and the reasons it is not as affective in Alaska as it is in the “Lower 48”). More importantly, the need for communities to be in discussions with outside contract companies from the beginning, on any projects slated to occur in their areas continues to be stressed.



Figure 12. Pictured are CTER President, Lee Adolph and CTER Board members, congratulating CTER Chairman, Larry Ketcher, on his retirement. (Photo courtesy of Jennifer Hooper)

As part of outreach to villages, helping to stress the importance of local hire wherever possible, and for communities where large scale development projects were planned, staff attempt to attend or at least be aware of “Post Award” meetings between the tribes, community members, the corresponding federal agency (usually the state Department of Transportation) and the selected contractor, to discuss the planned operations. Staff initially assisted in setting up the meetings with all interested parties. We would then, usually, meet with the tribe and community members and emphasize the importance of local people to get trained in the areas that would need to be hired on for. That would give the Contractor more reason to hire locally. Unfortunately, relations with the State of Alaska have not been as productive and the sharing of information has become almost non-existent (new staffing and Administrative-direction have been stated as reasons why things are not the way they were).



Figure 13. A very moving Veteran’s Tribute to one of the flags that flew atop the World Trade Center on “9/11”, during the 2014 CTER Conference in Worley, Idaho. (Photo courtesy of Jennifer Hooper)

Child Care Services

In 2014, the AVCP Child Care assistance program provided financial assistance to 117 families with 302 children. A breakdown of that figure of 302 is: 108 were ages 0-3 years; 64 were ages

4-5 years; 130 were ages 6 years and above. There were 11 children placed in “Other” Center Based care, 24 in a “Group Home” setting and 267 placed in “Other 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. The five tribes who contract directly with the DHHS request for these Mandatory Child Care funds from AVCP through a Memorandum of Agreement. The child care funds are allocated to them upon signing of the contract and are paid out on a quarterly basis throughout the contract year, provided they submit the required financial reports, verifying they do in fact use and need the funds. In this process,

we request a budget where 15% of the program funds are budgeted for administration and 85% is allocated for direct childcare services.

Child Care Specialists are employed and based in six (6) service units in the AVCP region. They travel to their assigned villages, recruiting participants and conducting 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, biweekly 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.

In 2014 we were unable to sponsor a Child Care Provider's Conference. We intend to work towards offering one in 2015, with the idea still to try and make it an activity provided every other year, as the budget allows.

Supportive Services

In summary, a total of 538 clients received supportive services in one form or another from the AVCP Education, Employment, Training & Childcare Department. Assistance was directly involved with education, employment and/or training activities. Some of the supportive services that were provided were for 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 employability development plan. Some of the services went towards transportation to training sites or to a location where an individual found permanent employment. Other clients received residential financial support for lodging and living expenses while they attended school or training. Many clients also received child care assistance. Child care is a large component of many of our programs and is vital to our clients in order for them to work, attend training or school, or to hunt, fish and gather for food to put on the table.

AVCP EET&CC DEPARTMENT

Staffing

We had one staff change occur in 2014 within the EET&CC Department; one of our Case Managers left AVCP for a position within the local community college campus (KUC).

“One-stop-shop”

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 (except for the Child Care program; it remains staff-specific). 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.



Figure 14. Staff assisting a member of the public during the 2014 Bethel Job & Career Fair.
(Photo courtesy of Jennifer Hooper)

Staff Travel

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.



Figure 15. Staff assisting a student at the University of Alaska Anchorage 2014 Scholarship Fair. (Photo courtesy of Jennifer Hooper)

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, we make a point to send at least two to three staff to the following events: the National PL 102-477 Conference and the National Indian and Native American Employment Training Conference (NINAETC; in 2014 it was approved to move forward with an annual joint conference of NINAETC and 477), the Native American and Alaska Native Child Care Conference (every two years), the National Indian Child Care Association (NICCA; every two years), the National TERO Conference (by CTER), the Alaska BIA Tribal Providers Conference (when pertinent tracks are offered), the Council for Tribal Employment Rights (CTER) and any others we feel will benefit 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 nationwide. It is an opportunity for staff to engage with others who provide 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. Travel is still closely monitored and limited in certain cases, in order to stay within budget.



Figure 16. The 2014 University of Alaska Anchorage Scholarship Fair.
(Photo courtesy of Jennifer Hooper)

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 (see Figures 14, 15 and 16) and provide information about our programs and, twice a year we visit with our current funded students (see Figure 17). 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. AVCP EET&CC Staff meeting with a student at the University of Alaska Anchorage. (Photo courtesy of Jennifer Hooper)

Note: One constant barrier and factor prohibiting any sort of travel, whether to a close-by community for a presentation or to a conference across the country, is the sheer cost of travel. Airfare costs are increasing while we are faced with limited or, even decreasing budgets; travel opportunities are definitely affected. One of the performance standards laid out in our most recent 3-year Service Delivery Plan was a goal of traveling to and visiting at least 28 tribes (at

least 50%), as part of our outreach component. Meeting that goal has definitely been a challenge, almost impossible, with the rising travel costs and decreasing budgets.

Staff Training

Alaska Case Management Training

The Alaska Native Coalition for Employment and Training (ANCET) group in Alaska has been working on a way to provide 477 case management training in Alaska for Alaska organizations for a couple of years now. It was recognized that the previous 477 case management training opportunities (contracted by Sharon Olsen), although helpful and informative, were quite expensive and time consuming and participants did not have the ability to receive actual college credit. ANCET, in the spring of 2013 was able to successfully offer its first round of case management training, held in Anchorage, AK in April. The class was at capacity and provided course attendees great information, and by being connected to and sponsored by the University of Alaska Fairbanks, offered actual college credit. ANCET plans to offer similar courses in the future. The second round of training was planned for 2014 but, had to be reschedule for January 2015.

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), Orutsararmiut Native Council and the AVCP Regional Housing Authority (AVCPRHA) 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.

In 2014, AVCP continued a one-on-one partnership with the AVCP Regional Housing Authority (RHA) to expand on the special partnership for Work Experience clients. We were successful in

identifying and recruiting one client for WE. Our plan is to continue to identify eligible clients who can be placed at local RHA housing projects in their local villages wherever possible.

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.

Performance Standards - Summary

In the 2014 program year, the AVCP EET&CC Department provided services to 538. Those clients participated in higher education, employment, training and child care programs. Out of those clients, we had a total of 303 terminees (not including child care recipients) where one (1) terminee entered into unsubsidized employment. Most of the terminees attended college or training and did not find any employment within the timeframe allowed after completing their education and training objectives. For these 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 those youth, that they come back to AVCP for other forms of education or employment assistance, be it college, a training program or help to find fulltime employment. For others that 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.

As mentioned previously, performance standards were incorporated in the last 3-year Service Delivery Plan we developed (2012-2014). They were:

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 2014, of our trainees, we had 90 clients start with an educational or training objective. Of those, 18 achieved their degree or certificate. 31 terminated with an “other education outcome,” 41 terminated with “education objective not achieved” and 10 terminated as “other (non-positive).” Of the 18 who achieved, eight (8) received a training certificate and 10 received their higher education degree. Overall, we saw a 20% completion rate for those with an educational/training outcome, 18 out of 90.

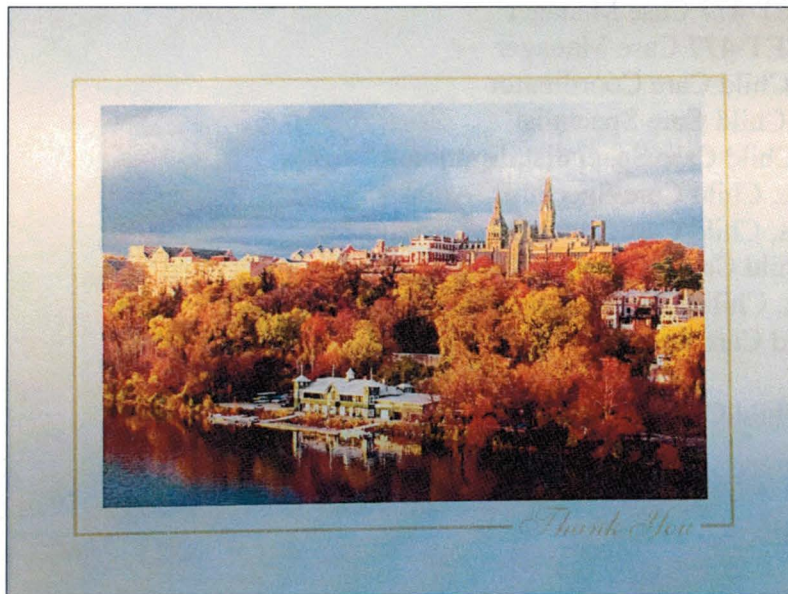
For Standard 2:

In 2014, we had 190 participants in the SYETP program and all achieved that particular employment objective. We also had 2 adults request assistance after they were able to find unsubsidized employment on their own (Employment Assistance clients). We had one (1) client who specifically requested help finding unsubsidized employment.

For Standard 3:

In 2014 staff was able to visit 34 tribes, or 60.1% of the 56 total tribes in the AVCP region. That figure includes the villages that our village-based Child Care staff visited with (25-26% without those numbers). The major factor affecting our ability to travel is the sheer high cost of travel. That will continue to affect staff and their ability to provide effective and consistent outreach to our 56 tribes. A second factor that affects which tribes we visit is the number of programs we can actually provide to each individual tribe’s members. If they are a non-compact tribe we may have to hold off on visiting them in order to visit all of our fully compact tribes.

Figure 18 is one example of how our clients or partner entities express their gratitude for our programs and the services they receive. A little recognition once in a while goes a long way!



Mr. Alaska,
The diploma from Georgetown you see here, with me and my parents, would not have possibly been given to me without both your support and the generous scholarship funds of AVCP. I am deeply grateful that I was able to graduate from Georgetown university with a Bachelor of Arts in History, and if I've learned anything in my studies, such programs as your educational scholarships pay dividends through education and a greater understanding of the importance of giving. I feel inspired to now utilize my talents and hard work to one day give back what I've been given.
Anyana!
Paul Ferguson

Figures 18. A “thank you” card from a very appreciative higher education student.

AVCP EET&CC Staff Listing

Jennifer Hooper, Director
Cherilyn Jacob, Intake Specialist
Steven Aluska, EET-477 Case Manager
Beverly Turner, EET-477 Case Manager
Pauline Palacios, Child Care Coordinator
Fredrika Chaney, Child Care Specialist
Joann Hamilton, Child Care Specialist, Emmonak*
M. Lynn Kvamme, Child Care Specialist, Aniak*
Rosaleen Nicholas, Child Care Specialist, Kasigluk*
Johnny Friend, Child Care Specialist, Kwigillingok*
Esther Chimiugak, Child Care Specialist, Toksook Bay*
Edith Carter, Child Care Specialist, Eek*

* Village-based Child Care Specialists

Prepared by:

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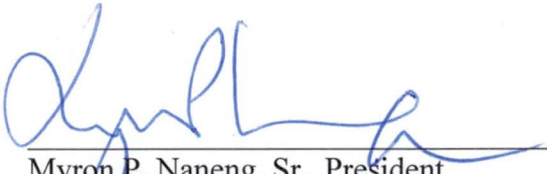
Association of Village Council Presidents
Education, Employment, Training & Child Care Department
Bethel, Alaska



Public Law 102-477 Financial Status Report, Section 12

The Association of Village Council Presidents hereby certifies that it is in compliance with Sections 12a-12f of the P.L. 102-477 Financial Status Report (12g does not apply for AVCP's 477 program):

- 12a. AVCP certifies that none of the funds in the approved budget which originated in the Workforce Investment Act (WIA) were used in violation of the Act's prohibition on the use of funds for economic development activities unless the tribe has approved economic development activities pursuant to Pub. L. 106-568 Section 1103.
- 12b. AVCP certifies that none of the funds in the approved budget which originated in the Workforce Investment Act (WIA) were used in violation of the Act's restrictions on assisting employer relocations.
- 12c. AVCP certifies that no amount of program income was earned or expended.
- 12d. AVCP certifies that there was no amount of refunds or rebates received.
- 12e. AVCP certifies the amount of funds expended for the category of the approved budget, including administrative costs.
- 12f. AVCP certifies that the Child Care Development Funds were used for appropriate Child Care Development Fund related activities.


Myron P. Naneng, Sr., President
Association of Village Council Presidents

3.24.15
Date