I. INTRODUCTION:

THIS REPORT IS PREPARED BY THREE AFFILIATED TRIBES EMPLOYMENT TRAINING DEPARTMENT ADMINISTRATOR, LEO CUMMINGS TO FULFILL REPORTING REQUIREMENTS ESTABLISHED FOR 477 GRANTEES TO LEAD AGENCY, BUREAU OF INDIAN AFFAIRS. THIS REPORT ALSO PROVIDES THREE AFFILIATED TRIBES BUSINESS COUNCIL AND PROGRAM MANAGEMENT WITH AN ANNUAL REPORT OF DEPARTMENT FUNCTIONS AND SERVICES PROVIDED TO ITS MEMBERSHIP.

II. BASIC GOAL:

THE BASIC GOAL OF THE THREE AFFILIATED TRIBES EMPLOYMENT TRAINING DEPARTMENT’S 477 PROGRAM HAS BEEN AND REMAINS THE SAME AND IS “TO PROVIDE QUALITY EMPLOYMENT TRAINING SERVICES TO OUR PEOPLE AND TO THE TRIBE THAT PROVIDES SKILLS AND KNOWLEDGE NECESSARY TO QUALIFY OUR CUSTOMERS FOR EMPLOYMENT AND TO ASSIST TRIBE IN ITS JOB CREATION EFFORTS SO THAT CUSTOMERS HAVE JOBS WHEN THEY COMPLETE THEIR TRAINING.” GOAL IS EASILY SAID, BUT MUCH HARDER TO ACCOMPLISH IN THE REAL RESERVATION ATMOSPHERE THAT WE AND MOST TRIBES FACE, SO I MUST MENTION ANOTHER GOAL OF DEPARTMENT
AND IS “TO MAXIMIZE ALL RESOURCES AVAILABLE TO ACCOMPLISH THAT BASIC GOAL.”

477 HAS BEEN OUR VEHICLE FOR PUTTING IN PLACE FUNDAMENTALS TO
ACCOMPLISHING THIS GOAL AND MUCH HAS BEEN ACCOMPLISHED TOWARDS THAT END.
477 HAS ENABLED TRIBE TO ADDRESS OUR NEEDS AND TO DO IN A WAY THAT MAKES
SENSE OR WORKS FOR US.

III. ELIGIBILITY AND PRIORITIES:

A. ENROLLED MEMBER OF A TRIBE,

B. RESIDE IN SERVICE AREA, WHICH INCLUDES WHOLE NORTH DAKOTA
COUNTIES OF MERCER, MCLEAN, MOUNTRAIL, DUNN, MCKENZIE AND
WARD. WARD COUNTY HAS LIMITATIONS BECAUSE OF MAJOR
POPULATION AREA IS NON-RESERVATION, BUT LIKE SERVICES ARE
AVAILABLE THROUGH OUR COORDINATION WITH STATE.

C. SERVICES MAY BE APPROVED FOR THOSE WHO RESIDE OUTSIDE OF
SERVICE AREA, BUT IS LIMITED, IE. TRIBAL NEW PARTICIPANTS
WHEREBY EMPLOYMENT PLAN IS COORDINATED WITH STATE FOR
TRIBAL MEMBER EDUCATION OPPORTUNITY.

D. AGED 14 AND ABOVE FOR DIRECT SERVICES, INDIRECT SERVICES ARE
AVAILABLE FOR WHOLE FAMILIES, BUT ARE USUALLY DIRECTED TO
CUSTOMER OR FAMILY HEAD.

SERVICES PROVIDED ARE NOT AN ENTITLEMENT AND THUS ARE PROVIDED TO THOSE IN
NEED AND CAN BENEFIT FROM PROGRAM. 477 HAS ENABLED THE DEPARTMENT TO
DELIVER MANY INNOVATIVE SERVICES, BUT IS NOT A CATCH ALL PROGRAM AS MANY
HAVE LABELED US. SERVICES ARE PROVIDED THROUGH A CUSTOMERS “EDP”
EMPLOYMENT DEVELOPMENT PLAN, THAT DEPARTMENT STAFF AND CUSTOMER HAVE
MUTUALLY DEVELOPED AND ATTESTED TO. THE EDP OUTLINES PLAN THAT HAS MUTUAL RESPONSIBILITIES, PROGRAM AND PARTICIPANT ALIKE AND MUST HAVE SATISFACTORY PROGRESS FOR CONTINUATION UNTIL COMPLETE.

I MUST MAKE NOTE HERE THAT, 477 DOES COMBINE MANY PROGRAM ALLOCATIONS AND FOR A SMALL GRANTEE, OUR TOTAL DOES APPEAR LIKE A LARGE SUM. WITH THAT, MANY GET THE IDEA WE HAVE A NEVER ENDING POT, BUT WE HAVE PRIORITIES AND TARGET PERFORMANCES WE MUST ACCOMPLISH. IN TRUTH IT IS A VERY SMALL POT IN RELATION TO NEED.

IV. SERVICES PROVIDED, BUT NOT LIMITED TO INCLUDE:

A. CLASSROOM TRAINING INCLUDES HIGH SCHOOL, GED, SHORT TERM JOB SPECIFIC, VOCATIONAL CERTIFICATION, APPLIED SCIENCE DEGREE, AND OTHER EMPLOYMENT EDUCATION THAT CAN BE COMPLETED WITHIN A 24 MONTH PERIOD. ONE EXCEPTION DOES APPLY AND THAT IS NURSING WHICH DEPARTMENT ALLOWS 36 MONTHS. 477 HAS ALLOWED US TO USE A NEW DEFINITION AND THAT IS EMPLOYMENT EDUCATION. THIS DEFINED IS EDUCATION THAT PROVIDES SKILLS AND KNOWLEDGE NECESSARY TO QUALIFY FOR EMPLOYMENT.

B. WORKBASED LEARNING INCLUDES WORK EXPERIENCE, NON PAID WORK, OJT, VOCATIONAL EXPLORATION AND OTHER INCLUDING SCHOOL TO WORK ACTIVITIES.

C. SUPPORTIVE SERVICES:

1. TRANSPORTATION TO PARTICIPATE IN EDUCATIONAL AND OTHER APPROVED PROGRAM FUNCTIONS.
2. HEALTH SERVICES IN COORDINATION WITH OTHER PROGRAMMING THAT MAY INCLUDE DRUG TESTING, EYE EXAMS/GLASSES AND OTHER AS A PREREQUISITE TO EMPLOYMENT OR TRAINING.

3. LIFELINE/LINK UP TELEPHONE SERVICES PER PARTICIPANT ELIGIBILITY DETERMINATION AS SET BY LIFELINE PROGRAM. THIS PROGRAM PROVIDES FOR TELEPHONE HOOKUP AND REDUCED PAYMENT LEVELS FOR THOSE ELIGIBLE AND IS A LITTLE USED PROGRAM THAT DEPARTMENT HAS ESTABLISHED COORDINATION WITH.

4. COSTS TO OBTAIN AND RETAIN FULL TIME EMPLOYMENT. MAXIMUM COSTS AND YEARLY PARTICIPATION ARE SET, ALONG WITH SATISFACTORY COMPLETION AND ARE 150 ON RESERVATION AND 150 OFF RESERVATION. EMPLOYMENT MUST BE DOCUMENTED AND ALL OTHERS MUST BE CASED THAT FALL INTOGRAY AREA.

5. OTHER TO REDUCE BARRIERS TO EMPLOYMENT AND CAN BE ASSISTANCE TO OBTAIN STATE OR TRIBAL DRIVERS LICENSE NEEDED TO OBTAIN OR RETAIN SPECIFIC EMPLOYMENT.

D. CASEMANAGEMENT:

477 PROGRAM DELIVERS SERVICE THROUGH A CASEMANAGEMENT SYSTEM AND VEHICLE FOR AUTHORIZATION OF SERVICES IS OUR CUSTOMERS EDP.THIS EDP, EMPLOYMENT DEVELOPMENT PLAN, IS A MUTUALLY DEVELOPED PLAN BETWEEN CUSTOMER AND STAFF CASEMANAGER THAT OUTLINES EMPLOYMENT GOAL OF CUSTOMER,
LOOKS AT NEEDS TO ACCOMPLISH GOAL AND PUTS IN PLACE RESOURCES TO MEET THAT GOAL. EDP IS A LIVING, BREATHING DOCUMENT THAT IS AN AGREEMENT BETWEEN CUSTOMER AND PROGRAM THAT OUTLINES RESPONSIBILITIES OF BOTH SAID PARTIES AND IS CONTINUALLY MONITORED FOR SATISFACTORY PROGRESS AND MODIFICATION AS APPLICABLE.

E. CHILDCARE SERVICES:

TO THOSE FAMILIES IN NEED, ENGAGED IN EMPLOYMENT OR TRAINING, CHILDCARE SERVICES CAN BE PROVIDED THAT IN TURN ASSISTS FAMILIES TO RETAIN EMPLOYMENT OR TO ACQUIRE SKILLS NECESSARY TO OBTAIN EMPLOYMENT. THEREFORE, THIS SERVICE ENABLES DEPARTMENT IN ITS INTERVENTION AND PREVENTION OF WELFARE. TRIBAL PRIORITIES HAVE BEEN PUT IN PLACE WHEREBY THE WORKING POOR AND THOSE NOT MEETING STATE PRIORITY WILL BE SERVED. ALSO, WE USE QUALITY MONEY TO EXPAND QUALITY CHILDCARE PROVIDER BASE AND OTHERS THAT WILL ENHANCE THE QUALITY AND QUANTITY OF CHILDCARE ON THE RESERVATION. ALSO, CHILDCARE SERVICES ARE PROVIDED THAT REFLECTS CUSTOMER CHOICE, BUT ALSO SAFEGUARDS RESOURCES AND MAXIMIZES DOLLARS AVAILABLE.

V. SPECIAL SERVICES TO MEET RESERVATION EMPLOYMENT TRAINING NEEDS.

A. WELFARE REFORM, PRWORA OF 1996 AND 1997 HAS BROUGHT THE NEED FOR A THREE AFFILIATED TRIBES RESERVATION TRIBAL WELFARE REFORM EFFORT.
1. Maximum lifetime limits of 60 months has come into effect July 1, 2002. Tribal members have started returning to tribes general assistance program. The states system has failed these individuals and now we start seeing the negative ramifications.

2. Other including GA TWEP program termination has left a big void in services for that group.

In response to these needs and limitations brought about by national welfare reform, the tribe through our employment training department 477, has put in place the three affiliated tribes welfare reform efforts. Welfare reform is always thought of as states or tribes that implement TANF and how they make choices in the delivery of that service. We have put in a new definition of tribal welfare reform and that is how tribes use their own resources and those they can coordinate with to assist membership to meet responsibilities and goals of whomever implements TANF or general assistance of tribe.

B. Tat tribal welfare reform has been put in place and continues to:

1. Assist TANF and GA recipients to meet there responsibilities.

2. Provide them with 100% opportunity for employment education.

3. Recipients are assisted through our casemanagement system and through this system, recipients are
AFFORDED A REALISTIC MEANS OF ENDING THEIR FAMILIES DEPENDENCE ON WELFARE, EITHER BE IT TANF OR GA.

C. STATE OF NORTH DAKOTA AND OTHER PROGRAMMING NEEDED FOR TRIBAL WELFARE REFORM.

1. STATE OF NORTH DAKOTA DEPARTMENT OF HUMAN SERVICES ADMINISTERS, COUNTY IMPLEMENTED TANF, CCDF PROGRAMS AND JOB SERVICE NORTH DAKOTA IMPLEMENTS STATE TANF JOBS PROGRAM THROUGH CONTRACT FROM STATE HHS. STATE HAS DONE A GOOD JOB TO COORDINATE AND COLLABORATE WITH NORTH DAKOTA TRIBES IN OUR INDIVIDUAL TRIBAL WELFARE REFORM EFFORTS AND IS DOCUMENTED PER OUR TRIBES MEMORANDUM OF AGREEMENT. THIS AGREEMENT PUTS IN PLACE TRIBAL 477 NEW ABILITY TO ASSIST ITS WELFARE RECIPIENTS IN A WAY AND WITH SERVICES THAT WOULD NOT OTHERWISE BE AVAILABLE TO THEM. THEREFORE, THREE AFFILIATED TRIBES 477 ABILITY TO PUT IN PLACE OUR EDUCATION FIRST PHILOSOPHY FOR ALL OUR CUSTOMERS, ESPECIALLY OUR WELFARE RECIPIENTS. THIS AGREEMENT BY STATE AND TRIBE AND IS VERY UNIQUE AS IT ALLOWS NORTH DAKOTA TRIBES NEW AND 477 PROGRAMS TO UMBRELLA TRIBAL PEOPLE ON STATE TANF THE OPPORTUNITY FOR EDUCATION IN ALL POST SECONDARY FACILITIES IN NORTH DAKOTA. FURTHER, MOU IN PLACE IN 2007 PUTS FORTH ONLY AGREEMENT IN COUNTRY TO ALLOW NATIVES ON TANF TO PURSUE EDUCATION AS PRIMARY WORK ACTIVITY. IT ALSO PUTS IN PLACE THIS OPPORTUNITY TO INDIAN TANF FAMILIES ACROSS THE COUNTRY TO COME TO NORTH DAKOTA, MAINTAIN STATE TANF, RECEIVE STATE SUPPORT AND OTHER TO COMPLETE THEIR
EDUCATION. AGREEMENT BASICALLY HONORS ND TRIBES NEW PROGRAM EDPS BY RECOGNIZING OUR ACTIVITIES AND THEREFORE, PUTS IN PLACE ND TRIBES NEW PROGRAM ABILITIES TO EXTEND THE OPPORTUNITY TO ALL TRIBAL TANF MEMBERS ACROSS THE COUNTRY.

2. TRIBAL SOCIAL SERVICES ADMINISTERS THE GENERAL ASSISTANCE (GA) PROGRAM. THIS PROGRAM BECOMES VERY IMPORTANT IN ITS STATUS AS A WELFARE PROGRAM AND ITS ABILITIES TO ASSIST OUR PEOPLE TO TRANSITION FROM WELFARE TO WORK. ONE OF THE BIGGEST CONCERNS THIS YEAR WAS AND IS THE NON PRIORITY OF SINGLES ON GA. WITH THAT HURT THE TRIBES 477 PROGRAM ABILITY TO PACKAGE FUNDING OUR SINGLE CUSTOMERS SERVICES FOR EDUCATION AND OTHER.

IV. OTHER

A. RESERVATION/TRIBAL ECONOMIC DEVELOPMENT/JOB CREATION.

1. GAS AND OIL EXPLORATION ON FT. BERTHOLD HAS CREATED MUCH WORK AND TERO HAS DONE MUCH TO SEE THAT OUR NATIVE WORKERS RECEIVE FAIR SHAKE. HOWEVER OUR LABOR FORCE DOES NOT HAVE SKILLS NECESSARY FOR MOST JOBS THAT HAVE OPENED UP. WE HAVE SEEN COMPANIES BRING IN OWN WORKERS AND COME FROM ACROSS THE WORLD.

ABOVE HAVE HAD OR WILL HAVE 477 COLLABORATION THAT INCLUDE, CLASSROOM TRAINING, OJT AND TRAIN THE TRAINER
EFFORTS. 477 HAS AND IS CONTINUING TO EXPAND ITS ROLE IN ASSISTING TRIBE AND AREA TO DEVELOP ECONOMIC ACTIVITIES THAT WILL CREATE NEW JOBS FOR OUR PEOPLE. NEW JOBS FOR OUR AND ALL RESERVATIONS HAS NOT BEEN TALKED ABOUT MUCH WHEN IT HAS COME DOWN TO EMPLOYMENT TRAINING PROGRAMMING. WE TRAIN OUR PEOPLE AND SENT THEM TO SCHOOL SO THEY MAY ACQUIRE SKILLS AND KNOWLEDGE NECESSARY TO QUALIFY FOR EMPLOYMENT BUT, AS EMPLOYMENT TRAINING PROFESSIONALS AND SERVICE IMPLEMENTERS OF TRIBAL GRANTS WE ARE NOT AT THE TABLE WHEN JOB CREATION PLANNING GOES ON. THIS IS NOT GOOD ON ANY LEVEL AND TRIBES MUST REALIZE THIS AND MAKE CHANGES TO BRING EMPLOYMENT TRAINING TO THE JOB CREATION TABLE. WE HAVE HAD INCLUSION OF TRIBES ECONOMIC DEVELOPMENT COMMITTEES AD HOC WORK GROUP WHICH HAS ALLOWED US TO BECOME PART OF SOME OF THE TRIBES ECONOMIC PLANNING. WE HAVE ALSO BEEN ALIGNED IN THE ECONOMIC DEVELOPMENT SUBCOMMITTEE OF TRIBAL COUNCIL IN OUR TRIBAL ORGANIZATIONAL STRUCTURE WHICH WILL BRING ABOUT POSITIVE CHANGE FOR MEETING ECONOMIC DEVELOP NEEDS OF TRIBE AND HAVE BETTER PLANNING FOR PRIORITY OF SPECIFIC EDUCATIONAL SERVICES FOR OUR CUSTOMERS. THIS PAST YEAR HAS SEEN TRIBE WORKING ON NEW ORGANIZATIONAL CHART AND WITH THAT HAS ALIGNED OUR DEPARTMENT UNDER ECONOMIC DEVELOPMENT IN TRIBAL COMMITTEE STRUCTURE, SO THAT IS GOOD.
2. **HEALING HORSE PROGRAM ESTABLISHED FOUNDATION OF SERVICES THAT CAN BRING MUCH INNOVATION TO OUR LITTLE PROGRAM BY OPENING DOORS FOR NEW SERVICES FOR OUR PEOPLE, ESPECIALLY OUR YOUTH. THESE ARE NEW SERVICES NEVER PUT FORTH IN A WAY THAT MEANS SOMETHING TO OUR PEOPLE AND WORKS. WITH THE ADVENT OF MUCH ECONOMIC DEVELOPMENT ON RESERVATION WE HAVE ALSO SEEN THE INCREASE OF MUCH NEGATIVES THAT COME WITH THE POSITIVE. THESE RANGE FROM MORE CRIME, INCREASE OF DRUGS, ACCIDENTS, ROADS FALLING APART AND MUCH MORE THAT HAS NEGATIVELY IMPACTED OUR PEOPLES QUALITY OF LIFE ESPECIALLY OUR YOUTH.**

. **EQUINE ASSISTED LEARNING**

. **EQUINE ASSISTED WELLNESS AND EXAMPLES INCLUDE,**

. **YOUTH LEADERSHIP, 8 SESSION CURRICULUM OF NATIVE VALUES.**

. **HORSE 101 AND NATIVE VALUES CURRICULUM BOTH CERTIFIED THROUGH FORT BERTHOLD COMMUNITY COLLEGE, NEW TOWN HIGH SCHOOL, AND FT. BERTHOLD ALTERNATIVE HIGH SCHOOL.**

. **HATS CURRICULUM IN PLACE THAT DELIVERS HORSE ASSISTED TRAINING FOR SUCCESS FOR STUDENTS AND THOSE ENTERING EMPLOYMENT.**

. **ITS A GOOD DAY TO LIVE SESSIONS, IN DRAFT AND PUT TO MENTAL HEALTH FOR REVIEW.**
OTHER CURRICULUM IN DRAFT OR IN PLANNING CAN INCLUDE, VETERAN/ RETURNING WARRIOR, BETTER EMPLOYEE, GRIEF, BULLYING AND OTHER.

TRIBE HAS JUST PURCHASED GEVING RANCH AND WILL TURN INTO HOME FOR YOUTH AND 477 IS EXPECTED TO PLAY ROLE WITH HEALING HORSE PROGRAM FOR WELLNESS SERVICE AND OTHER THAT ENHANCES OUR YOUTH FUTURE IN WORLD OF WORK AND LIFE.

ATTACHED IS PL 102-477 DEMONSTRATION PROJECT STATISTICAL REPORT THAT RELATES PEOPLE SERVED AND OUTCOMES. I MUST MENTION HERE OUR DROP IN SERVICE NUMBERS IN RELATION TO LAST YEAR AND IN OTHER PREVIOUS YEARS. CONTRIBUTING TO THE REDUCTION IN NUMBERS HAS BEEN OUR STANDING PRIORITY OF EDUCATIONAL SERVICES WHICH IS LONG RANGE, OF HIGHER COST, BUT FOLLOWS TRIBES PHILOSOPHY OF EDUCATION FIRST. MUST MENTION AT CLOSE OF REPORT THAT TRIBE HAS EXPERIENCED MUCH CHANGE AND THIS CHANGE WILL CONTINUE AND THIS AND OTHER WILL BE INCLUDED IN THIS YEARS PLANNING FOR NEXT THREE YEARS UNDER 477. THIS ABILITY TO CHANGE AND TO MAKE ADJUSTMENTS IN OUR SERVICE DELIVERY IS ALL ATTRIBUTED TO 477 AND ITS FLEXIBILITIES UNDER THE LAW. WE HOPE THAT AGENCIES INVOLVED WITH 477 WILL REALIZE THIS HELPS TRIBES AND SUPPORT 477 RATHER THAT HINDER.

CURRENT PERSONNEL LIST:
PROGRAM GOALS AND OBJECTIVES FOR FY 2014:

TO PROVIDE QUALITY EMPLOYMENT TRAINING SERVICES TO OUR PEOPLE THAT MEETS THEIR NEEDS AND WILL BENEFIT THEM AND THE TRIBE TO MEET OUR GOALS OF SELF SUFFICIENCY.

TO MAXIMIZE ALL RESOURCES AVAILABLE TO MEET OUR NEEDS AND TO DO IT IN A WAY THAT MAKE SENSE AND WORKS FOR US. THESE GOALS AND OBJECTIVES HAVE BEEN MET AND WITH EVERY YEAR OUR SERVICES ARE FURTHER REFINED TO MEET THE EVER CHANGING NEEDS OF OUR PEOPLE. WITH OUR HEALING HORSE PROGRAM WE HAVE BEEN VERY PLEASED WITH THE PRELIMINARY RESULTS. THIS PROGRAM HAS BEEN IN DEMONSTRATION AND HAS PROVIDED, FOR THE MOST PART, EQUINE ASSISTED LEARNING IN CULTURAL VALUES THAT WILL ASSIST YOUTH IN LIFE. FURTHER, WILL PROVIDE THEM WITH FOUNDATION TO DO BETTER IN SCHOOL, HOME, COMMUNITY AND EVENTUALLY IN WORLD OF WORK. THE TRIBES HEALING HORSE PROGRAM WAS DEVELOPED WITH THE
INNOVATION THAT 477 BRINGS TO OUR EMPLOYMENT TRAINING DEPARTMENT, WAS HIGHLIGHTED AT PAST YEARS NATIONAL INDIAN EMPLOYMENT TRAINING CONFERENCES. PROGRESS IS IN PLACE FOR TRIBAL PARTICIPATION IN NEW “HORSE SOCIETY ALLIANCE” THAT WILL SEE ORGANIZED MOVEMENT FROM INDIAN COUNTRY FOR USING HORSES FOR CULTURAL, SPIRITUAL AND MENTAL WELLNESS OF OUR PEOPLES. WE COMPLETED THE SITTING EAGLE RIDE FROM CANADA TO OUR MANDAN/HIDATSA/ARIKARA EARTHLODGE VILLAGES THAT SEEN COLLABORATION EFFORTS FROM SIOUX RELATIVES FROM CANADA, SPIRIT LAKE NATIONS, TURTLE MOUNTAIN BAND OF CHIPPEWA AND NONINDIAN FRIENDS ALONG THE WAY. THIS RIDE COMMEMORATED THE WAR OF 1812 AND THE SOCIETY OF SITTING EAGLES THAT HELPED TRIBES WORKED TOGETHER AND HIGHLIGHTED THE MANDAN TRADE ROUTE OF YEARS AGO THAT IS IN OUR HISTORY. THIS YEAR WE WILL LOOK AT THE “SITTING EAGLES RIDE FOR LIFE” THE LITTLE BIG HORN RIDE WITH COORDINATION FROM THE DAKOTA SIOUX, LAKOTA SIOUX, ARIKARA, MANDAN AND HIDATSA, CROW AND HOPEFULLY THE NORTHERN CHEYENNE WITH THE WHITE EYES FOR HEALING AND LIFE FOR ALL OUR PEOPLES.

ANY OR ALL QUESTIONS ON THIS REPORT MAY BE DIRECTED TO JEROME DANCING BULL (ACTING ADMINISTRATOR) AT 627-4756 OR AT JDANCINGBULL@MHANATION.COM.