



SUBSIDIZED EMPLOYMENT PROGRAMS AND EMPLOYER ENGAGEMENT

**Placing Tribal TANF Participants on a
Pathway to
Self Sufficiency**

PRESENTER

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OVERVIEW

- Working with customers/students
- Communication
- Plan of service
- Program activities
- Sample forms
- Resources



CUSTOMER EXPECTATIONS

- Presenting issues – are they realistic?
- Provide clarification as needed
- Program match
- Resource identification
- Information & referral
- Supplemental services



INTERVIEWS & ASSESSMENTS

- Initial meeting
 - Greeting, build rapport
 - Develop comfort level
- Identify need and gather information
 - Program requirement of the customer
 - Customer background
- Decision on program activities
- Clarify, provide options



ASSESSMENT

- ▶ Process of obtaining information and making determinations about the needs, interests, progress and accomplishments of the customer. It is not testing alone.
- ▶ Gather only information relevant to the program that will assist in charting a path to self-sufficiency
- ▶ Be aware of other resources and integrate these into the assessment to enhance the IEP development
- ▶ Assessment should be continuous from intake to placement in employment.
- ▶ The process should be clearly understood by the customer.



ASSESSMENT SURVEYS

- Educational
- Vocational interest
- Aptitude
- Physical coordination
- Technical
- Professional ethics



COMMUNICATION SKILLS

- Be an active listener to get the information you need
 - Pay attention
 - Look at your customer
 - Observe 'body language'
- Provide feed back
 - Ask questions for clarification
 - Reflect by paraphrasing
 - Summarize
- Be respectful and appropriate in your responses
 - Be open and honest
 - Give your opinions respectfully



DEVELOP “THE PLAN”

- ▶ Builds on the information gathered in the assessment. The more comprehensive the assessment, the better the plan!
- ▶ A process for helping each individual customer accomplish as much as possible while in the program with specific outcomes identified.
- ▶ Intended to meet both customer and program goals.
- ▶ Customers should make decisions and take responsibility.
- ▶ Staff should collaborate and be supportive
- ▶ Should be clear and specific enough so others can understand it.



Native Workforce Services Activities



WORK EXPERIENCE

- 100% subsidized employment
- Public and private sector employers
- Skill building and upgrading
- Demand occupations
- Signed agreement between NWS & site
- Progressive training by employer
- Monthly evaluation
- Flexible wage rate
- 3-4 months at site
- Time off for job search if needed



EMPLOYER ENGAGEMENT

- Training and supervisory responsibilities
- Skill development for customer
- Support for the business/organization
- Can save time for existing staff duties
- Enhance awareness of necessary 'soft' skills
- On-going communication/support from program staff during training activity
- Cost savings to business/organization
- Fully trained individual ready for hire at training site or elsewhere



PROCESS

- Program information is provided to Organization
- Organization submits request for trainee
- Information shared with staff
- Candidates identified
- Applications/résumés submitted to organization for review
- Selection for interviews
- Feedback and final selection
- Enrollment & orientation (review Handbook)
- 3-4 months of training/work at site
- Job search during last 30 days if needed
- Completion →
job search or hire



THANK YOU!!

- Please feel free to contact us with any questions you may think of!
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