



# Promising Practice #X:

## Spokane Tribe of Indians 477 Summer Youth Employment

Presented by Tammy Kieffer  
477/TANF Youth Employment Coordinator  
Spokane Tribe of Indians

(509) 258-4827

[tammyk@spokanetribe.com](mailto:tammyk@spokanetribe.com)

Rick Sherwood

Wellpinit 477/TANF Site Manager

(509)458-8004

[rickys@spokanetribe.com](mailto:rickys@spokanetribe.com)



# Overview of Spokane Tribe of Indians Youth Employment Program

The STOI Youth Employment Program has been funded and operated by the 477/TANF Program for about 4 years as a subsidy program and prior to that was operated only as a Summer Program on the Reservation by the Tribe.

## Scope

- Our Youth Employment Program is offered to eligible Youth ages 14-18 throughout the school year and during the summer months within our service area served out of our Wellpinit or Spokane offices.
- The Summer YE Program is offered to all applicant(s) on a 1<sup>st</sup> come 1<sup>st</sup> serve basis ages 14-18 until our budgeted slots are filled.
- The year round YE Program is offered to High School Seniors only.



## Program Details

- **Youth Employment Program Goals**
  - Gain experience of filling out employment application
  - Gain exposure to job searching and presenting willingness to work
  - Learning and understanding good work ethic
  - Building relationships for future references
  - Gain job skills and work experience
  - Learning to commit and follow-through with basics of holding a job



# Program Details

## Eligibility to participate

- Age 14 to 18
- Any child age 14 to 18 in a TANF family
- Any enrolled Spokane Tribal member
- Any enrolled member of a federally recognized tribe
- 1<sup>st</sup> line descendents of Spokane Tribe
- 1<sup>st</sup> line descendents of Other Federally Recognized Tribes
- Must live within our service area according to our 477/TANF Plan
- If residence is off the Spokane Reservation, income must be at or below 300% poverty guideline



# Administration

## **Administrative structure of program**

- 477/TANF Youth employment Coordinator for 2 sites
- Spokane Tribe of Indians as subsidy partner
- Spokane Tribe of Indians Human Resources and Payroll
- Tribal Programs on the Reservation
- Lawn care businesses, orchards, Lawyer offices, ect

Timesheet deadline follows Tribal policy on bi-weekly basis;  
Youth are responsible for submitting timesheet by deadline with Supervisors signature

## **Employer partnerships and engagement**

- Youth Employment Coordinator works with TANF Case Managers, Tribal Administration and Tribal Enterprises to find appropriate work placements for the youth employees.
- Youth are encouraged to seek work placements in fields that may interest them.



# Lessons Learned and Recommendations

## How has the program changed over time?

- Originally served only as a Summer Employment Program on the Reservation, funded by Tribal Enterprise;
- Next, through 477 employment & training, served Summer Program and incorporated year-around employment with Zero limits on positions filled and did not include subsidy partner;
- Now, utilize Subsidy partner, limit positions paid by TANF due to budget cuts, includes drug testing and beneficial workshops

## Lessons Learned

- Discuss all rules and policies and procedures with the youth and parents so everyone is starting the summer on the same page
- Make sure all youth and parents know what your expectations are of each of them.



# Recommendations

## Recommendations

- Always include parents in the orientation process.
- Use your local resources: Elders, Tribal Council, Human Resources Department and Youth Leaders,