



USING SUBSIDIZED EMPLOYMENT AND CAREER PATHWAYS

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

PRESENTERS

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OVERVIEW

- Working with customers/students
- Communication
- Plan of service
- Elements of Career Pathways
- 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.



CAREER PATHWAYS

- A structured system intended to :
 - Increase educational and skills attainment
 - Increase employment outcomes
 - Prepare people for in-demand careers
- Components include a clear sequence of:
 - Education coursework
 - Training credentials
 - Supportive services
 - Multiple partners
 - Employer engagement is key!



SIX KEY ELEMENTS OF CAREER PATHWAYS FOR COLLABORATIVES

- Build cross-agency partnerships & identify roles
- Identify sector or industry and engage employers
- Design education & training programs
- Identify funding needs & sources
- Align policies & programs
- Measure system change & performance



BUILD PARTNERSHIPS & CLARIFY ROLES

- Identify partners – employers, education & training providers, social services
- Define a shared vision, mission, set of goals, plan
- Determine roles, responsibilities of partners
- Identify liaison to coordinate day-to-day collaboration
- Clarify working relationship between partners



IDENTIFY SECTOR/INDUSTRY AND ENGAGE EMPLOYERS

- Conduct labor market analysis
- Target high-demand and growing sectors
- Identify key employers in target areas
- Clarify employer roles
- Sustain and expand business partnerships



DESIGN EDUCATION & TRAINING PROGRAMS

- Identify potential program customers and their “entry” points
- Engage employers in design of career pathways
- Review competency models
- Seek educational options that are adult learner and employer-friendly
- Be sure programs lead to industry recognized and/or post-secondary ‘stackable’ credentials
- Provide comprehensive wrap-around support services



IDENTIFY RESOURCES

- Identify costs associated with the program
- Determine sources of funding
- Secure additional public or private resources as needed



ALIGN POLICIES & PROGRAMS

- Identify legal and administrative barriers
- Identify and pursue needed reforms to policy and procedure
- Implement reforms needed



MEASURE SYSTEM CHANGE & PROGRAM PERFORMANCE

- Define desired system and program outcomes
- Determine how to measure system and program outcomes
- Decide on collection methods
- Establish how data will be stored, tracked and shared
- Analyze data, revisit desired outcomes and assess progress



Native Workforce Services Activities



ADULT LITERACY

- Focus on individuals testing at 6th grade level and higher
- Goal of GED attainment
- Maintain minimum hours of attendance
- 'Persistence' of students
- Technology access
- Instructor support
- College and career readiness
- Resources for post-secondary education
- Employment resources



JOB READINESS ACTIVITIES

- “Spirit of Success”
 - Identify occupational goals
 - Develop job search skills
 - Personal interaction
 - Communication skills
 - Internet job search
 - Minimizing obstacles (offenders, long-term unemployed, etc.)
 - Personal responsibility
 - Networking
 - Job retention, advancement



CUSTOMER FOLLOW-THROUGH

- Feedback on activities
- Ready for job search?
- Has anything changed for customer?
- Is the Plan still appropriate?



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

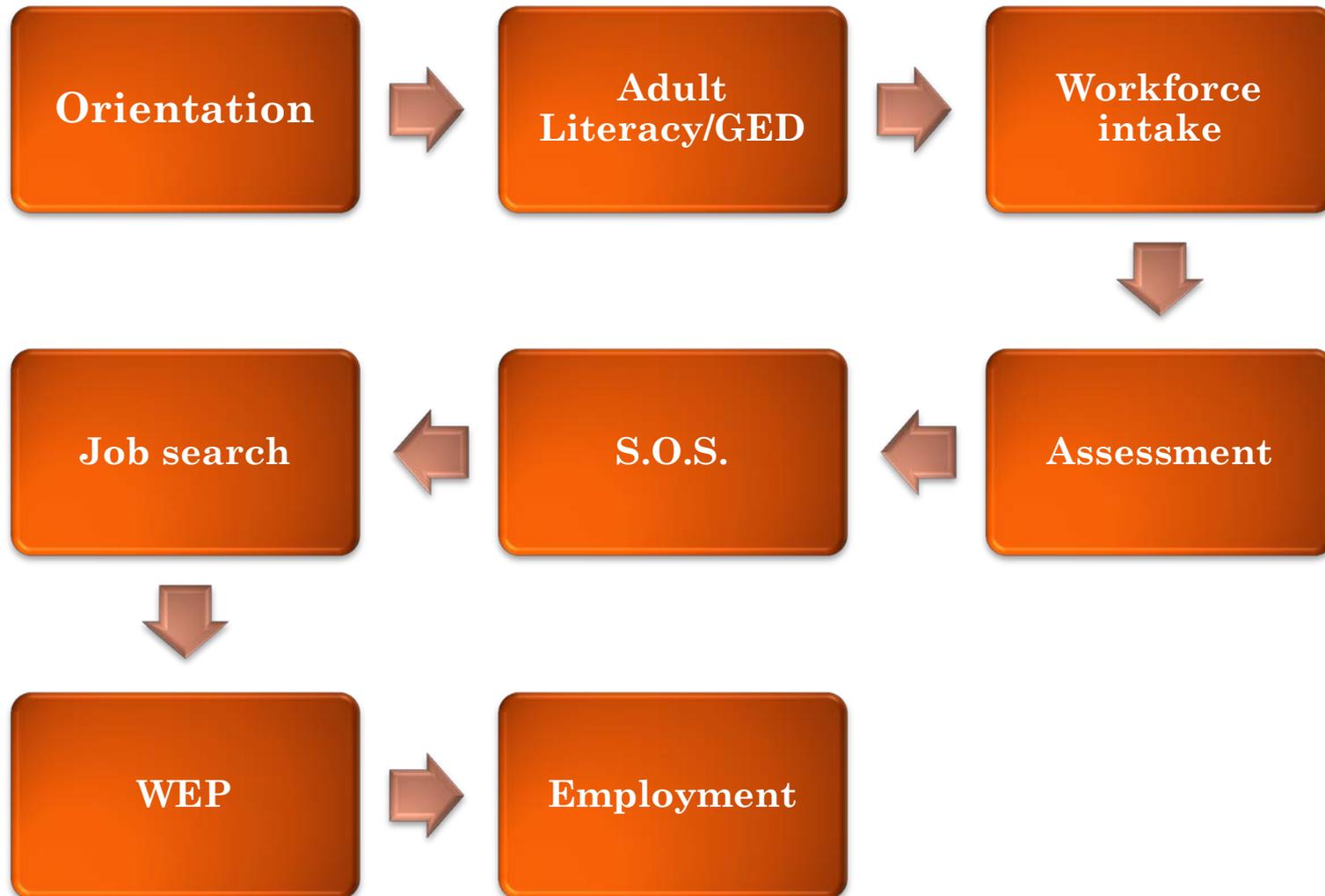


PROCESS

- 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
- 3-4 months of training/work at site
- Job search during last 30 days if needed
- Completion → job search or hire



EXAMPLE OF 'PATHWAY'



RESOURCES

- Career Pathways Initiative Community of Practice – www.workforce3one.org
- www.livecareer.com

Labor Market Information:

- AZ Workforce Informer - www.workforce.az.gov
- Monster.com
- Indeed.com
- American Community Survey – www.census.gov/acs



THANK YOU!!

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