

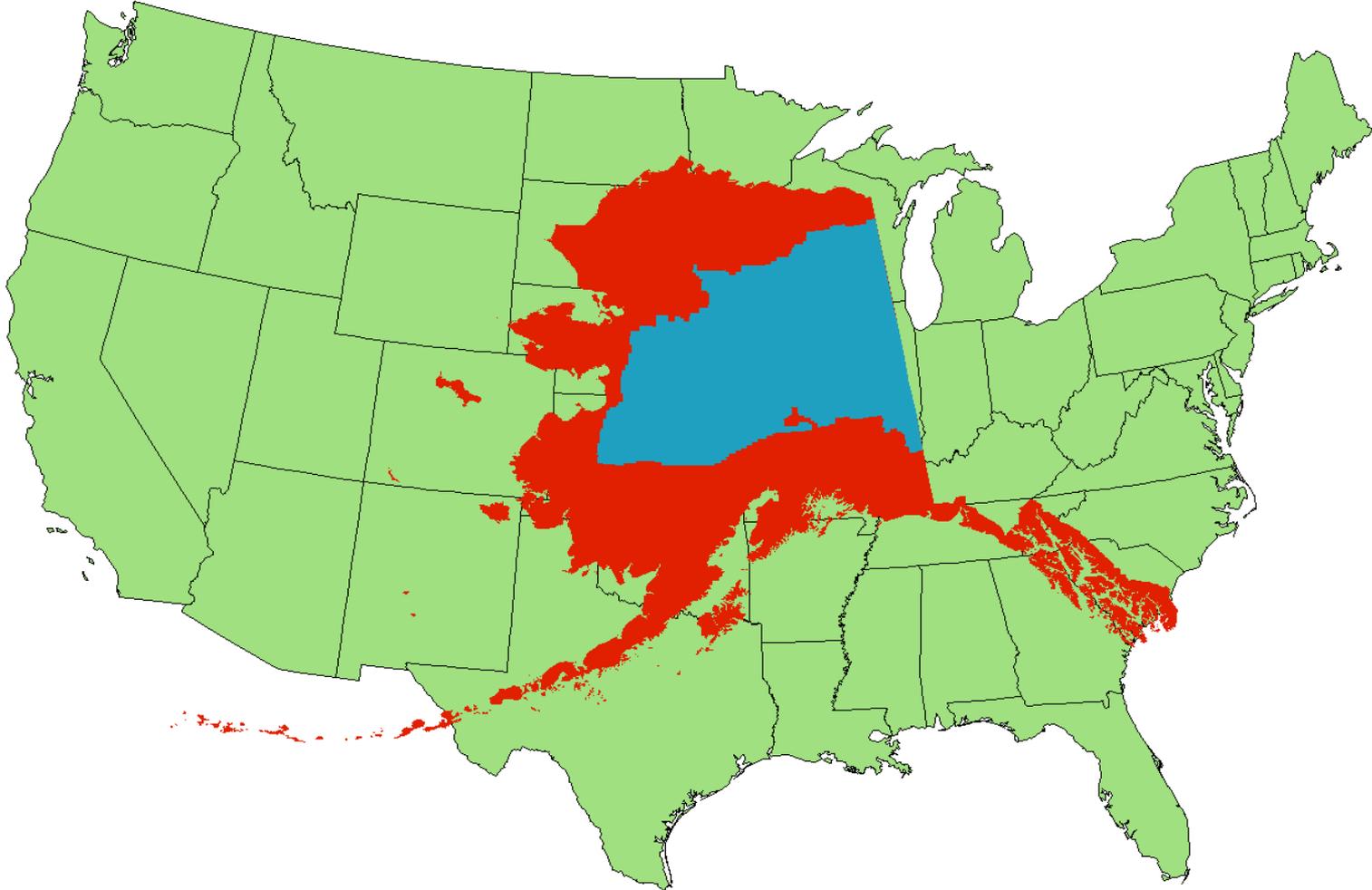


Gianna Avalee Shircel

INTERIOR ALASKA



The state of Alaska consists of a total area of 591,000 square miles and is larger than the next three largest states of Texas, California and Montana combined.



Relative Size of Alaska and the Tanana Chiefs Conference Region compared to the contiguous United States.

The Tanana Chiefs Conference (TCC) region comprises 39% of the State's total area (235,000 square miles) and is slightly smaller than the state of Texas.

- 
- **Total population: 86,130 (10,623 Native – ½ live in Fairbanks)**
 - **Fairbanks North Star Borough (2nd largest urban area of the state)**
 - **37 federally recognized, sovereign Tribal governments – jurisdictions**
 - **48 communities (Tribal villages, 2nd class cities, people living in the woods)**

- 
- **Small, isolated communities**
 - **Subsistence economy (seasonal employment)**
 - **20-90% unemployment rate in the villages**
 - **Average annual income for family of four - \$15,000**
 - **Cost of living 30-40% higher than Anchorage/Fbks**
 - **Limited infrastructure (water/sewer, transportation, communication, energy “off the grid”)**
 - **Extreme Climate (-70F to 100F, daylight/ 4-24 hrs)**
 - **9 distinct dialects of Athabascan language**



TANANA CHIEFS CONFERENCE

James L. Grant © 1990

Tanana Chiefs Conference (TCC)

- Not a Tribe
- Not a Tribal Consortium
- Not a ANCSA Corporation [profit]
(village/Regional)
- Regional Alaska Native Non-profit Organization
- 501(c)(3) Non-profit Corporation
- \$110 m /top 10 employers in Interior Alaska
- Federal, State, Local, Private, International partnerships





Tanana Chiefs Conference (TCC)

- 42 member Full Board of Directors (elects the President/Chairman, Vice President, Secretary-Treasurer)
- 6 subregional boards (elect respective Executive Board & Regional Health, Housing, Education and Tribal College Board members)
- 9 member Executive Board of Directors, Elder, Youth [advisory] (Budget & Audit, Legislation and Litigation, Policy and Organization committees)





WOLF CREEK LODGE
Eagle Mountain
Ski Area
Wolf Creek



Tanana Chiefs Conference (TCC)

- **Administration & Finance**
- **Health & Behavioral Health**
- **Client Development**
- **Tribal Development**
- **Cultural and Natural Resources**



Client Development Division

- Education
- Employment & Training
- Family Services



Client Development - Formula Funded programs

- Infant Learning (federal)
- Early Head Start (federal)
- Head Start (federal)
- Child Welfare Assistance (federal)
- Indian Child Welfare Act [37 tribes] (federal)
- Title IV-B [subparts 1 & 2 – Safe and Stable Families] (federal)
- Title IV-E , Administration/Training [state pass-through] (federal)
- Family Violence Prevention and Services Grants [37 tribes] (federal)

Client Development - Formula Funded programs

[PL 102-477]

- TANF (state/federal)
- General Assistance
- CCDF (Tribal/federal)
- WIA [Adult] (federal)
- WIA [Youth] (state/federal)
- Employment & Training (federal)
- Native Employment Works (federal)
- Adult Vocational Training (federal)
- Adult Basic Education (federal)
- Higher Education (federal)
- Johnson O'Malley (federal)





Client Development - Formula Funded programs

- **Vocational Rehabilitation (federal)**
- **Developmental Disabilities (state)**
- **LIHEAP (state/federal)**
- **Alaska Home Heating Program (state)**
- **Emergency Assistance (federal)**
- **5 Title-VI, Elder Nutrition Programs
[28 villages] (federal)**
- **Burial Assistance (federal)**



PARTNERS

collaboration [co'-la-bo-ra'-shun], adv.

1.) Working together toward a common goal.

collaboration [co'-la-bo-ra'-shun], adv.

- 1.) Working together toward a common goal.
- 2.) Consorting with the enemy.



TCC TRIBAL TANF PROGRAM

- \$2.4 m (federal)
- \$2.4 m (state)
- 11 full-time, central office staff
- Director, IS Specialist, Compliance Officer, Eligibility Specialists, Case Managers, TANF/Child Welfare Case Managers, Admin Assistant, File Clerk.
- 37 half-time, village based, Tribal Workforce Development Specialists (TWDS) jointly funded through TANF and CCDF.

Athabaskan

***Self-
Sufficiency***

Assistance

Partnership



Athabascan Values

Self-Sufficiency and Hard Work

Care and Provision for the Family

Family Relations and Unity

Love for Children

Village Cooperation and Responsibility to Village

Humor

Honesty and Fairness

Sharing and Caring

Respect for Elders and Others

Respect for Knowledge and Wisdom from Life Experiences

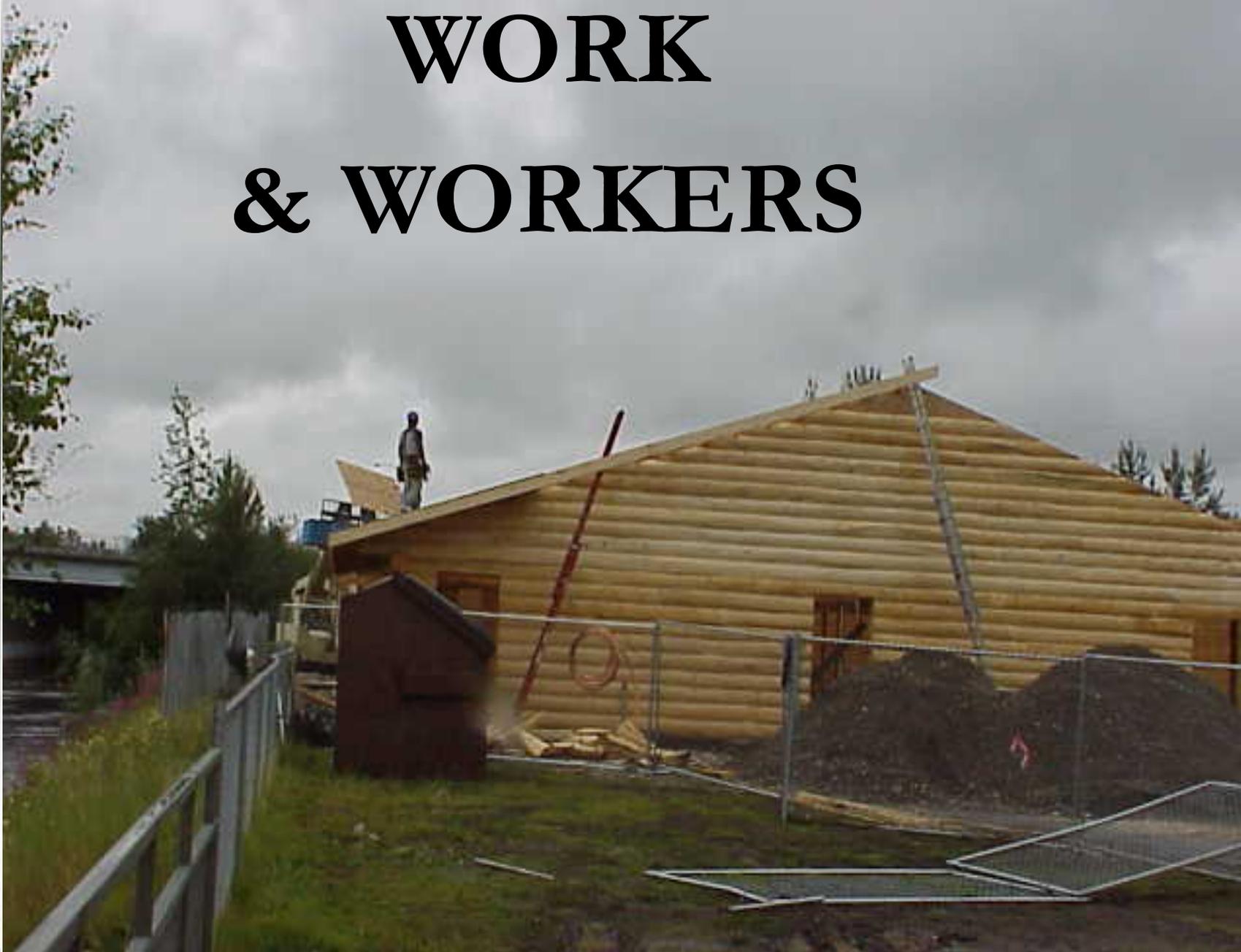
Respect for the Land and Nature

Practice of Native Traditions

Honoring Ancestors

Spirituality

WORK & WORKERS

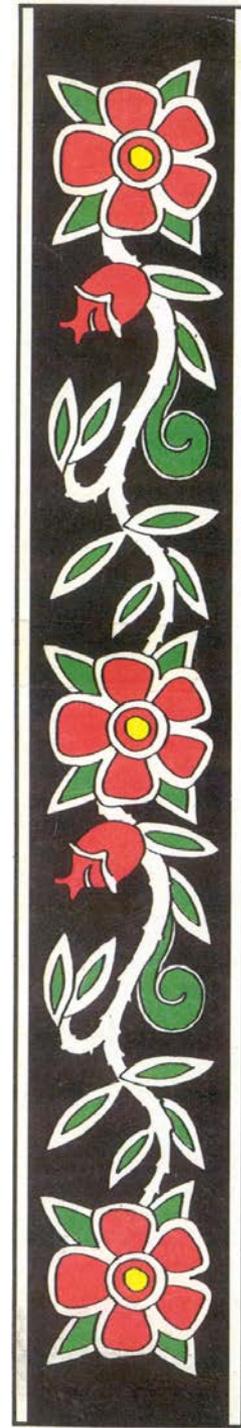




Blueberry Woman Hesitates
Mary's Garden Project

2002 4 25







APR 24 2002







INLAND BARGE SERVICE
NEENAH, ALASKA











CHILDREN & FAMILIES

COMMUNITIES & TRIBES



APR 22 2002













2002 4 25



APR 23 2002



SUBSIDIZED EMPLOYMENT

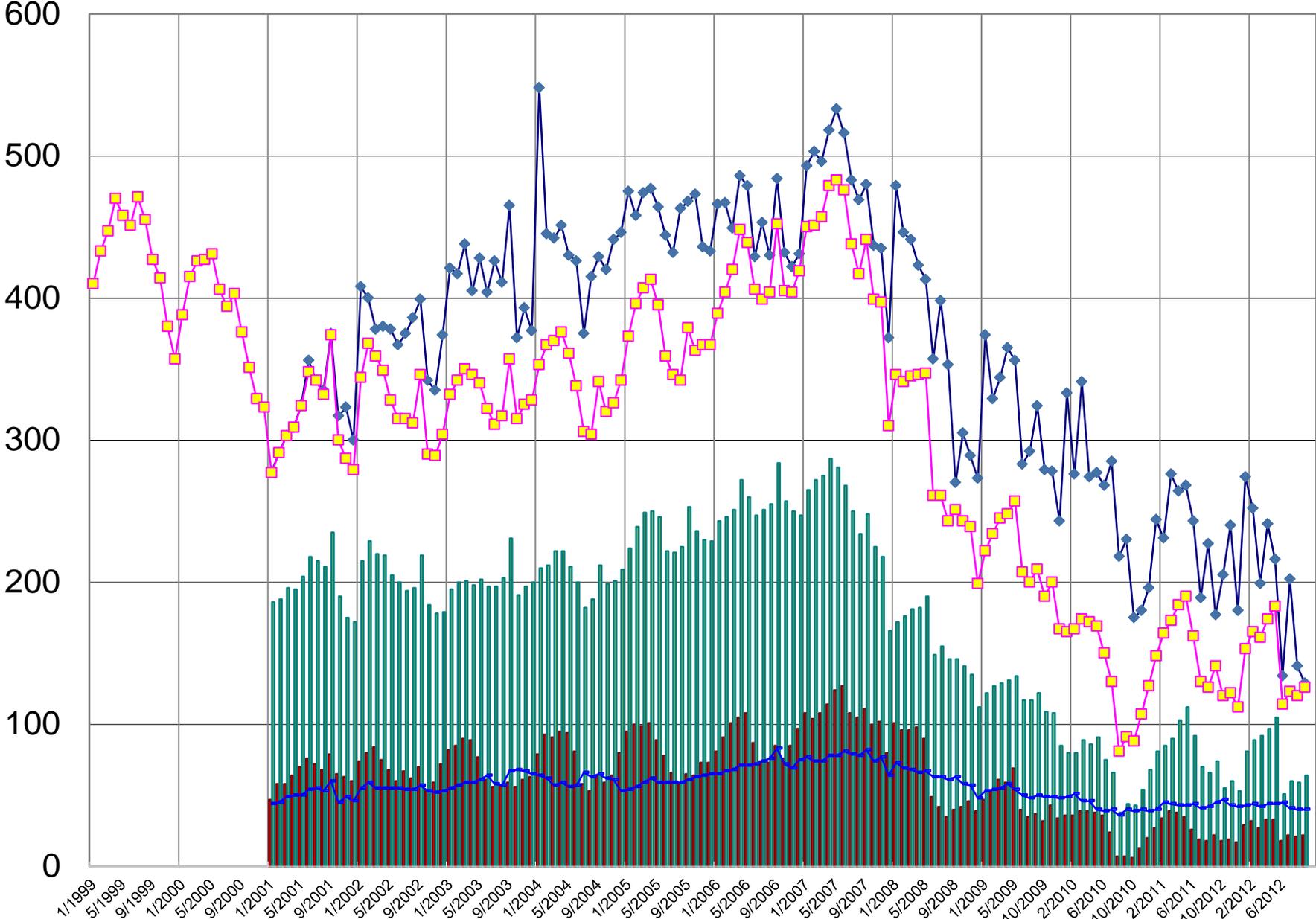
A decorative vertical border on the left side of the page, featuring a black background with white outlines of flowers and leaves. The flowers are red with yellow centers, and the leaves are green. The border is framed by a thin white line.

American

Recovery and

Reinvestment

Act



■ 2 parent
 ■ 1 parent
 ◆ total Applicants
 ■ Approved
 — 0 parent



G I L A !

Two-day intensive group motivational training, orientation, and 3-month subsidized employment opportunity

- **Successful Resumes**
- **Customer Service Skills**
- **Interviewing Skills**
- **Work Resources (Family Self-sufficiency Plans, child care, housing, transportation, etc.)**
- **Financial Planning and Tax Tips**
- **Introduction to Job Coaches**



*reduction or temporary loss of benefits for not
complying*

All eligible TANF parents required to;

- **Attend “Gila” and actively participate (air/taxi/bus travel, food, lodging and child care provided)**
- **work with Job Coach,**
- **recruit an employer and begin work within 4 weeks,**
- **Stay on the job for 3 months and have regular attendance at work.**

Lack of connections/support
Lack of experience/training
Lack of motivation/laziness
No confidence
Unemployment rate
No high school diploma
No babysitter
Unreliable transportation
Always late
Lack of personal Hygien (Inappropriate changes)
Unprepared for seasonal (clothing)
Computer Intelligence a must
Parent/Spouse/Child disability
Addictions
Communication skills



INCENTIVES



INCENTIVES

- Interview Clothing
- Work Clothes
- Work gloves, Tool sets, Chain saws
- Crock Pots, Microwaves, Food Savers, Smokers
- Alarm clocks, Planners
- Prepaid cell phones
- Books, craft and activity supplies for a range of developmental ages
- School supplies

- A full-time, \$14 an hour JOB for all working-age household members for three months
- Increase in household income and potential eligibility for EITC



GILA MENTOR





REWARD

- \$1,000** for each parent you help to get a job
- \$300** additional bonus if the job they get pays \$10 an hour or more
- \$200** additional bonus for each parent that remains employed once they get their job

THAT'S UP TO \$1,500 FOR EACH PERSON YOU HELP!

....and the reward that comes from the feeling you get helping to strengthen Native Families.

MOTIVATED MENTORS NEEDED NOW

The TCC ASAP program is looking for 50 people to contract with to become mentors for parents who need to find a job. Join a creative team of people who want to make a difference and will help you to prepare your parent for work.

Do it in your spare time.

If you can spare some time to do it, give either Deborah McCarter a call at (907) 452-8251 ext. 3366 or Greg Dotzenko, Ext. 3390 and find out how to sign up to help one (or up to six) people to get a job...and start collecting your rewards.

MAKE MONEY · HELP PEOPLE · MAKE A DIFFERENCE

J O B C O A C H E S

- **Stay-at-home moms & dads**
- **Retired teachers/Counselors**
- **Elders**
- **Couples**
- **School District, University, Hospitality HR**
- **Church people (Love INC)**
- **Service Organizations**

J O B C O A C H E S

- Motivate clients to meet the goals and timelines of their Family Self-sufficiency Plan
- Serve as an advocate and liaison between the client and employers and service providers
- Assist clients in job search
- Assist clients in navigating systems for supportive services
- Assist clients in exploring long-term employment opportunities
- Conduct Employer and client satisfaction surveys



EMPLOYER CONTRACTS

-Recruitment-

- Provide work experience (job description, job site, supervision)
- 3 months
- 40 hours per week
- @ \$14.00 and hour
- with basic fringe benefits
- report hours worked
- report issues/concerns to Job Coach
- complete Employer satisfaction survey

All costs and Job Coach and supportive services provided by Tribal TANF, other TCC and partner programs.



Common Misconceptions Relating to Subsidized Employment

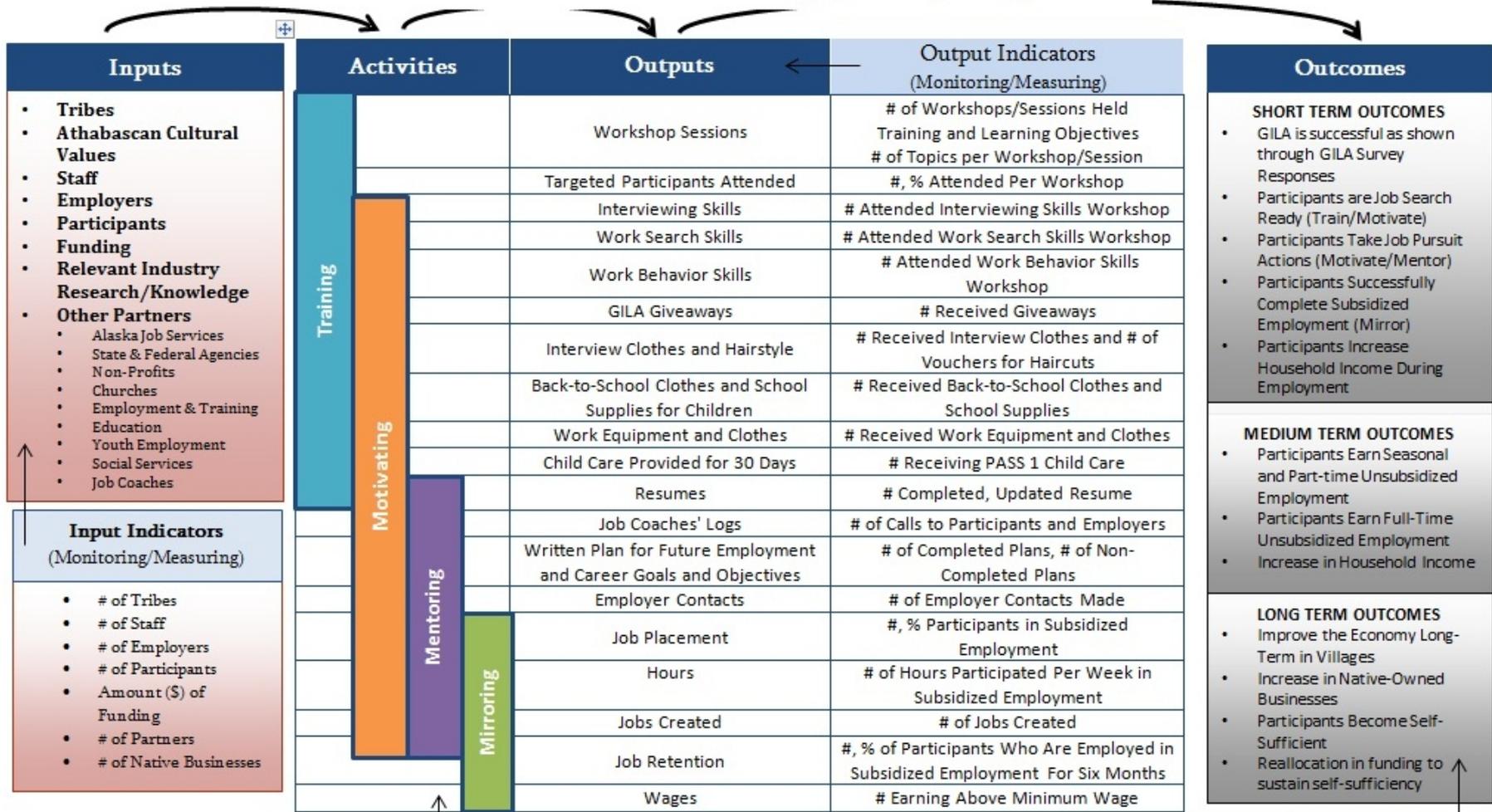
- “Artificial” Employment
- Entry-level tasks and compensation
- Labor-intensive program design
- Employer liability
- Sustainability relative to cost
- Limited and short term impact



Testing Misconceptions through Evidenced Informed Programming

- Development (articulation) of your Logic Model
- Identified Inputs, Activities & Outputs
- Quantifiable Outcome Indicators
- Clear and Culturally-defined Short, Medium & Long-term Outcomes
- Data tracking and collection
- Analysis
- Reporting
- Adjustment & Redesign

Tanana Chiefs Conference Subsidized Employment Program Logic Model



Activities Indicators (Monitoring/Measuring)	
Training	# of Trainings
Motivating	# of Case Managers/Staff, # of Job Coaches, # of Participants
Mentoring	# of Case Managers/Staff, # of Job Coaches, #, % Participants Assigned Job Coaches, # of Participants
Mirroring	# Placed in Subsidized Employment, # of Hours in Subsidized Employment

Outcome Indicators (Monitoring/Measuring)		
Short Term	Medium Term	Long Term
<ul style="list-style-type: none"> • GILA Evaluation Survey Responses • Self-Sufficiency Achievement Survey • Employer and Employee Feedback Surveys • #, % Completed Subsidized Employment • #, % Increase Household Income During Employment Before-After 	<ul style="list-style-type: none"> • Self-Sufficiency Achievement Study • Employer and Employee Feedback Surveys • #, % Obtain Seasonal and Part-time Unsubsidized Employment • #, % Who Earn Full-Time Unsubsidized Employment • #, % Increase Household Income Before-After 	<ul style="list-style-type: none"> • #, % Native-Owned Businesses Before-After • # Who Remain Off Caseload • # Who Retain Employment 5-7 Years After Program • # With Benefits 5-7 Years After Program



Existing Data



Federal TANF Quarterly Report

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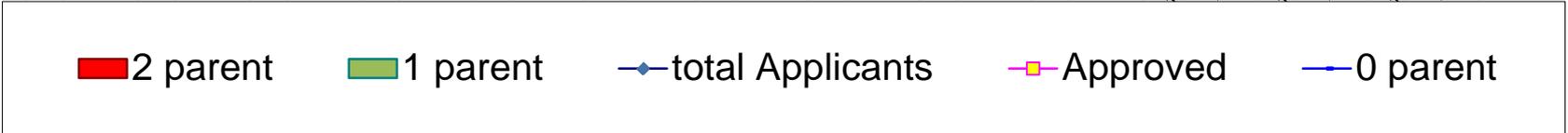
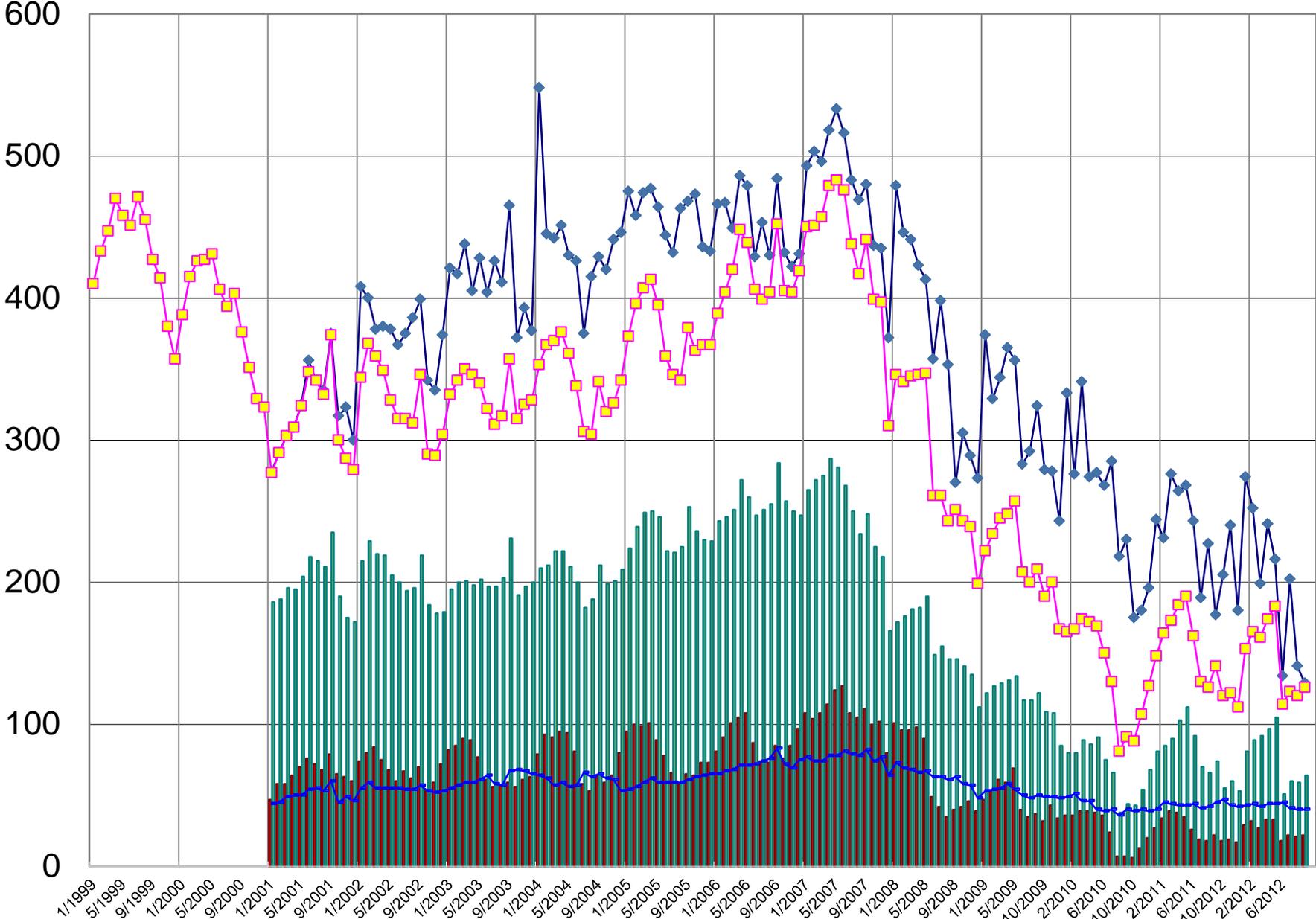
TRAILER 1



Turning Data to Information



I S



Federal TANF Quarterly Report

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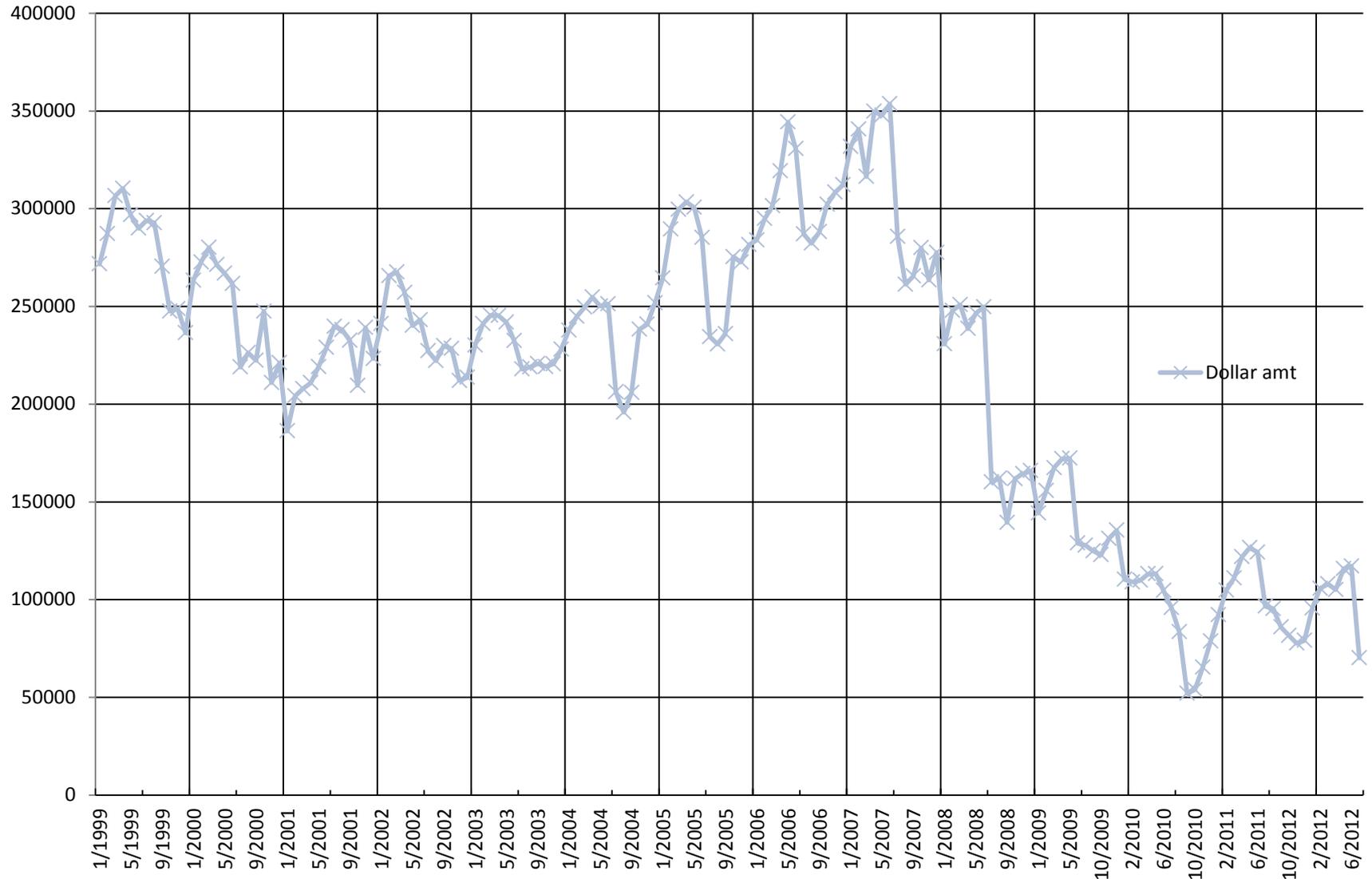
TRAILER 1





Reduction in Cost for Assistance Payments

Monthly Expenditures / TANF Assistance

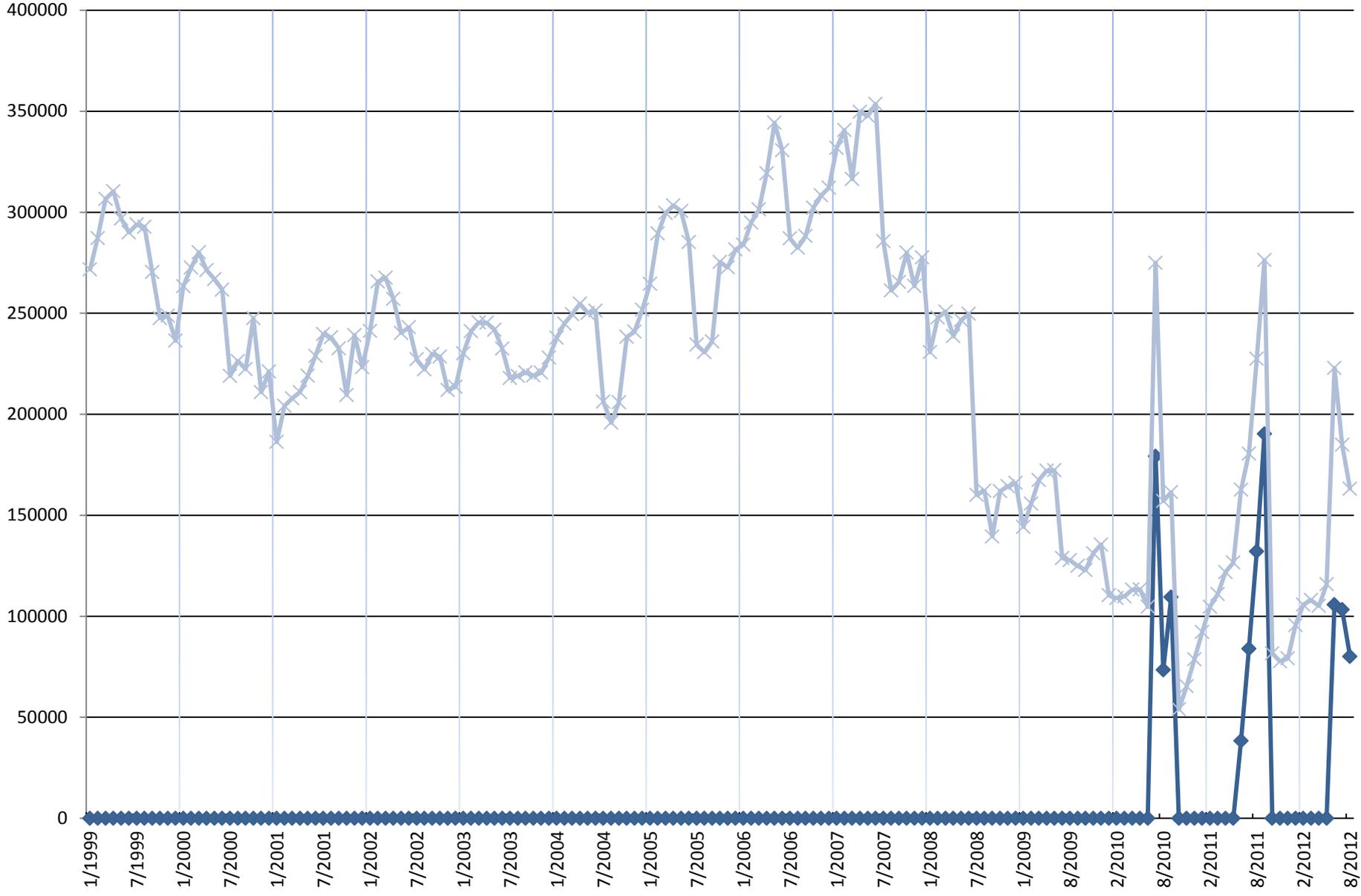




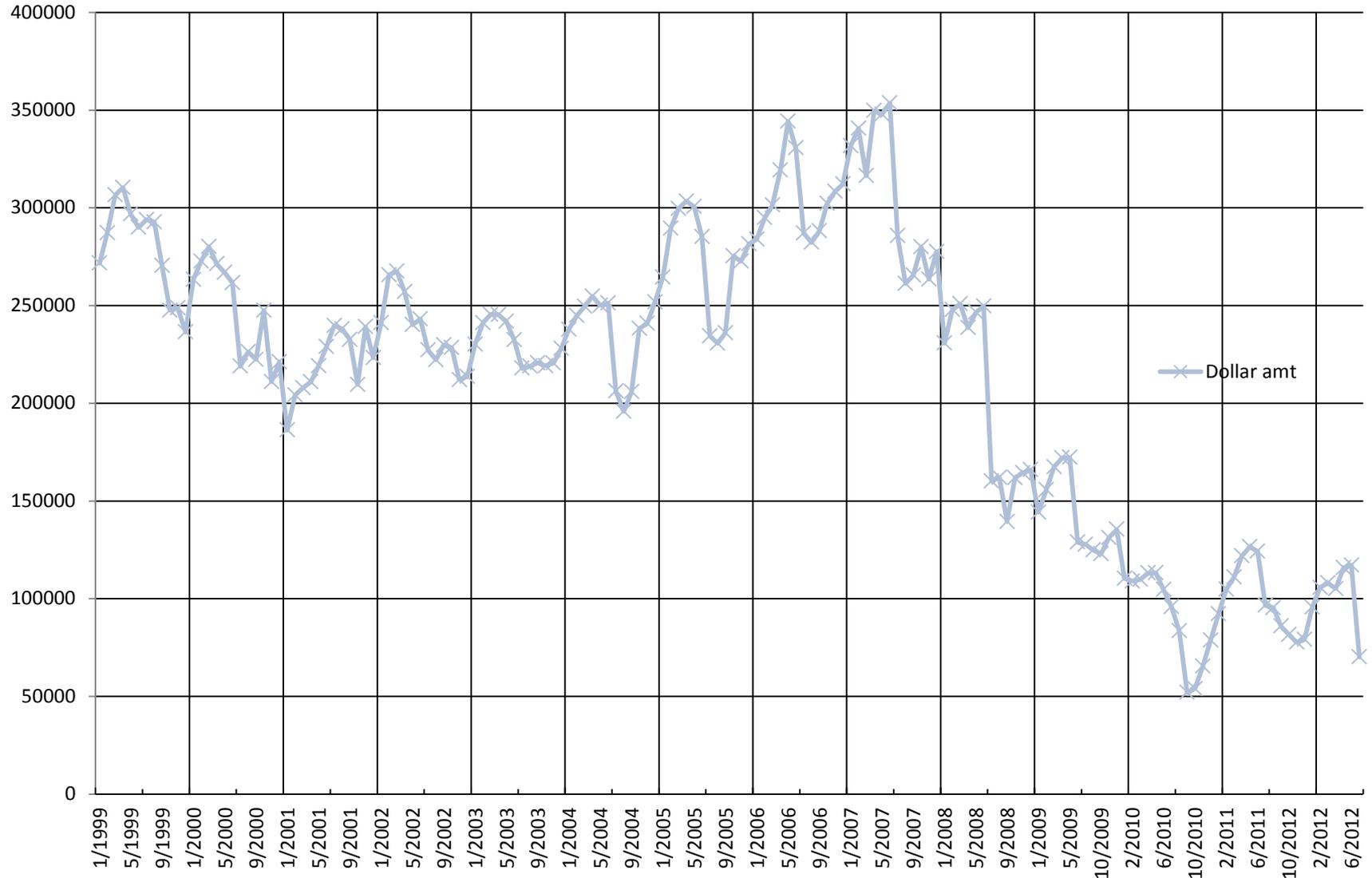
**Redirecting Assistance
Benefit Cost Savings
to Subsidized Employment**

Estimated Monthly Expenditures / TANF Assistance & Subsidized Employment

—x— Dollar amt
—◆— Sub Emp

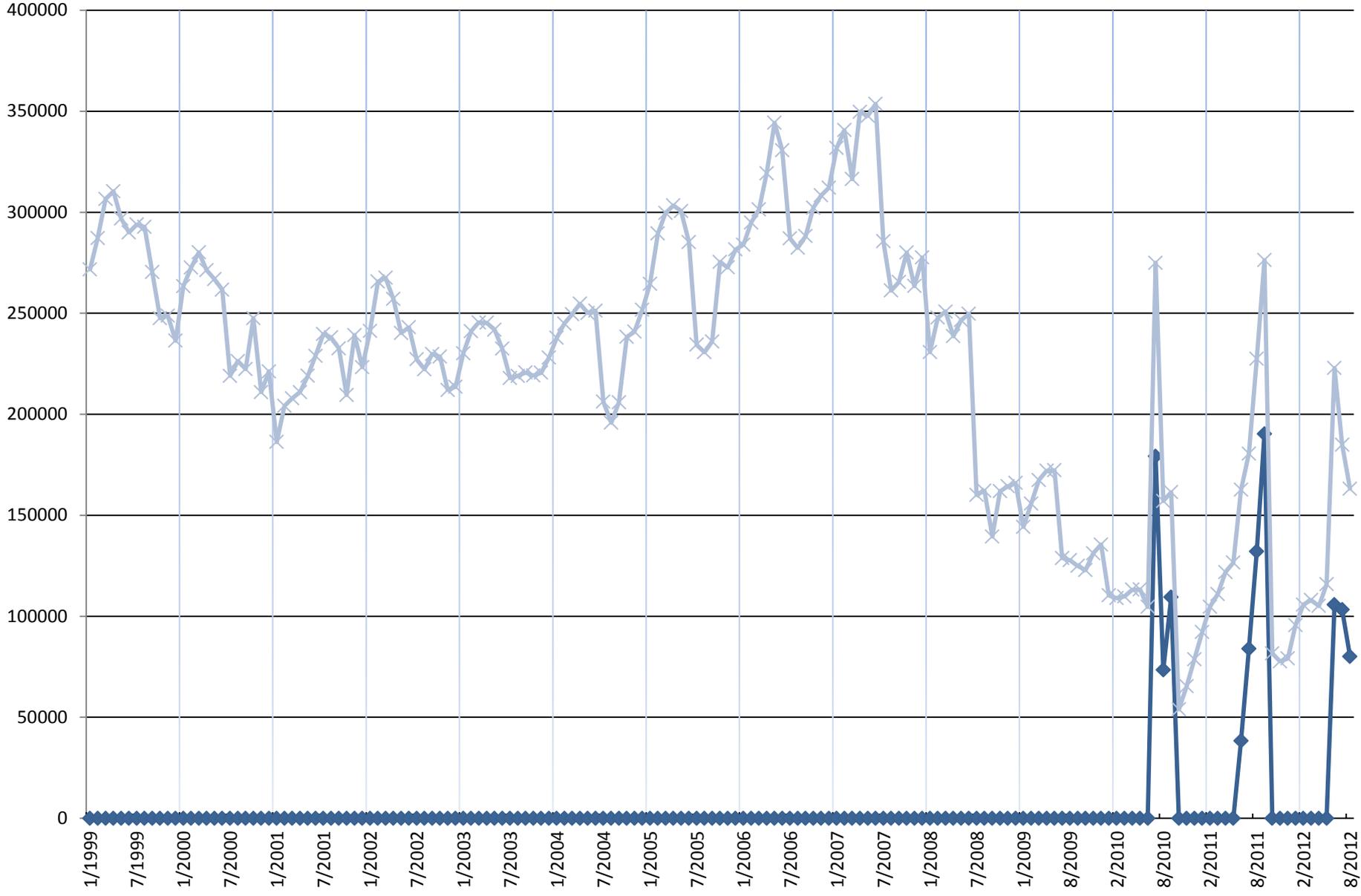


Monthly Expenditures / TANF Assistance



Estimated Monthly Expenditures / TANF Assistance & Subsidized Employment

x Dollar amt
◆ Sub Emp





EARNED INCOME TAX CREDIT

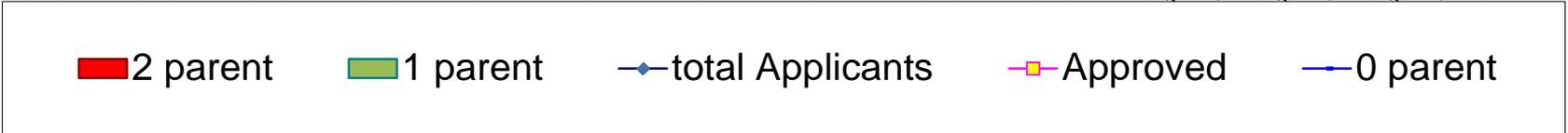
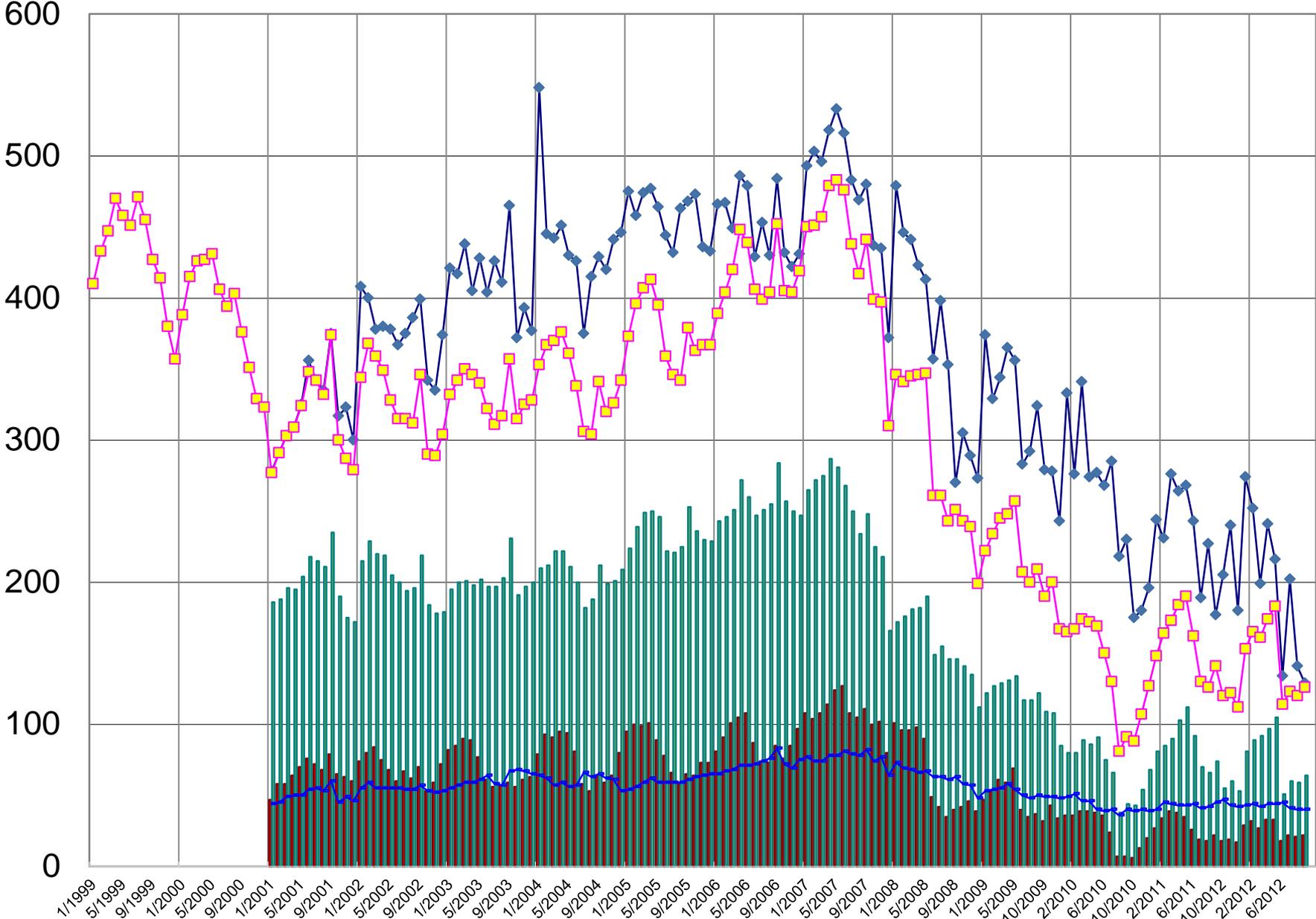


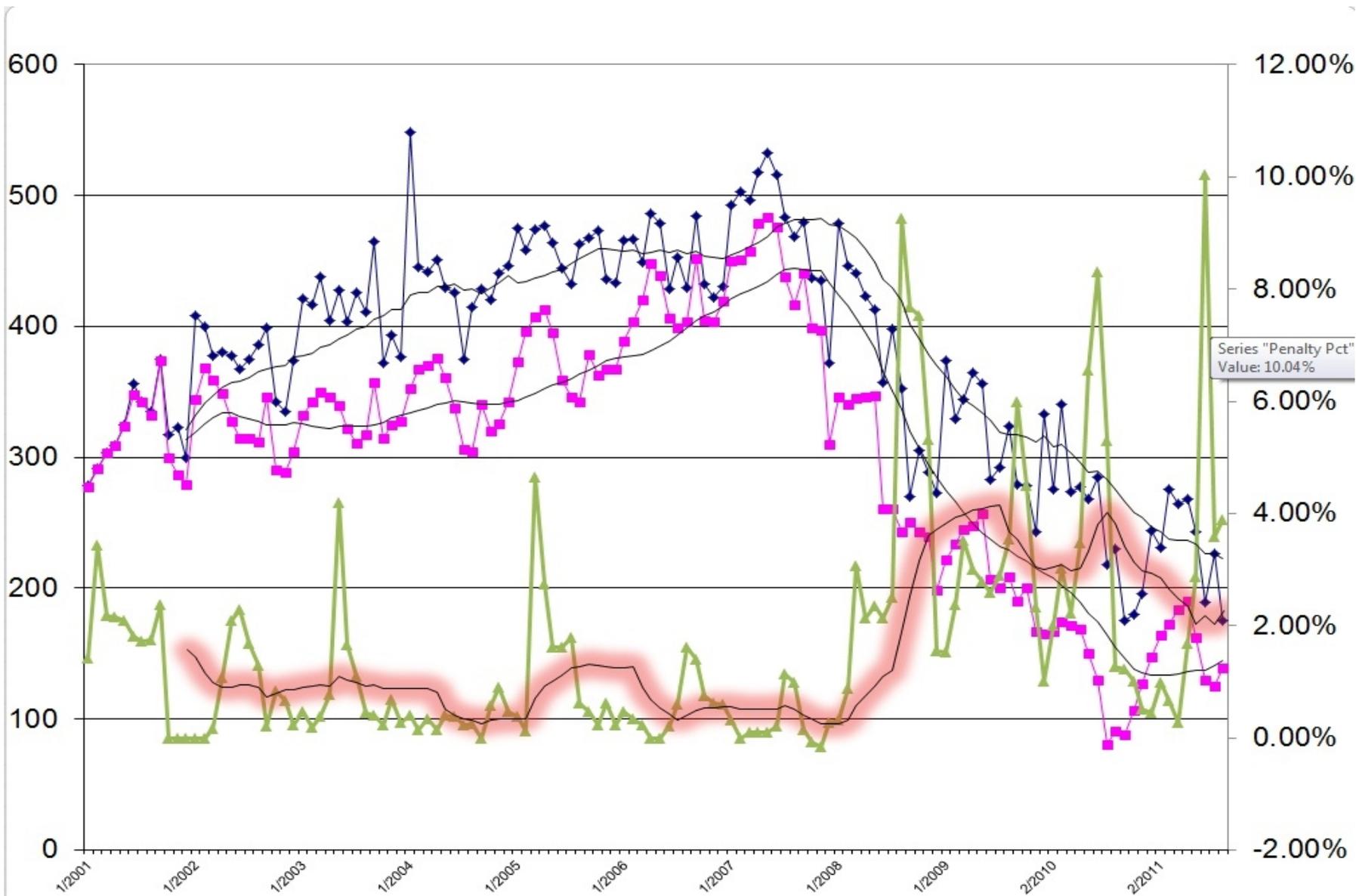






Analyzing Caseload Reduction





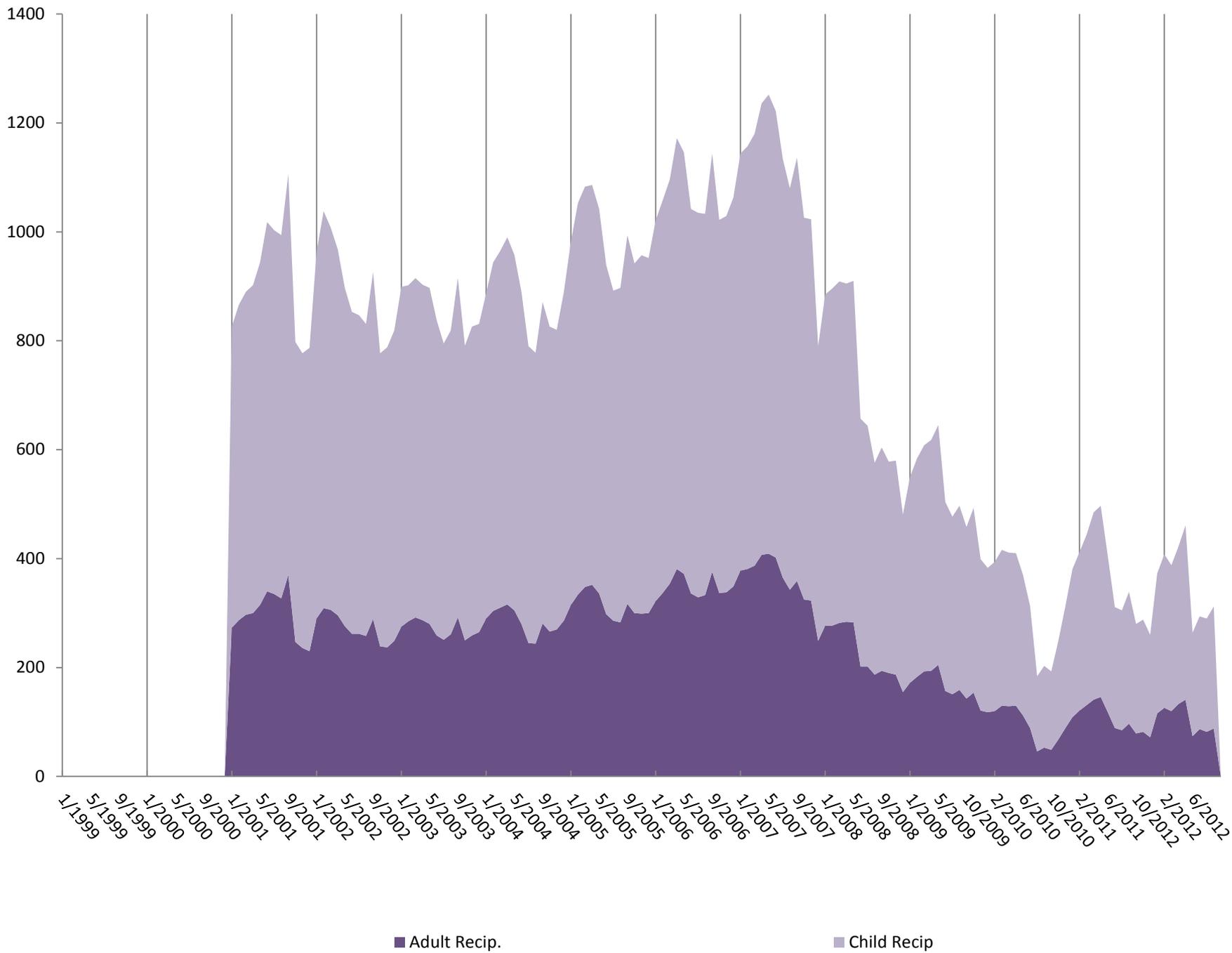
◆ total Applicants ■ Approved ▲ Penalty Pct — 12 per. Mov. Avg. (total Applicants) — 12 per. Mov. Avg. (Approved) — 12 per. Mov. Avg. (Penalty Pct)



Reporting Program Impact



**Percent of Tribal members
benefiting from the TANF program**



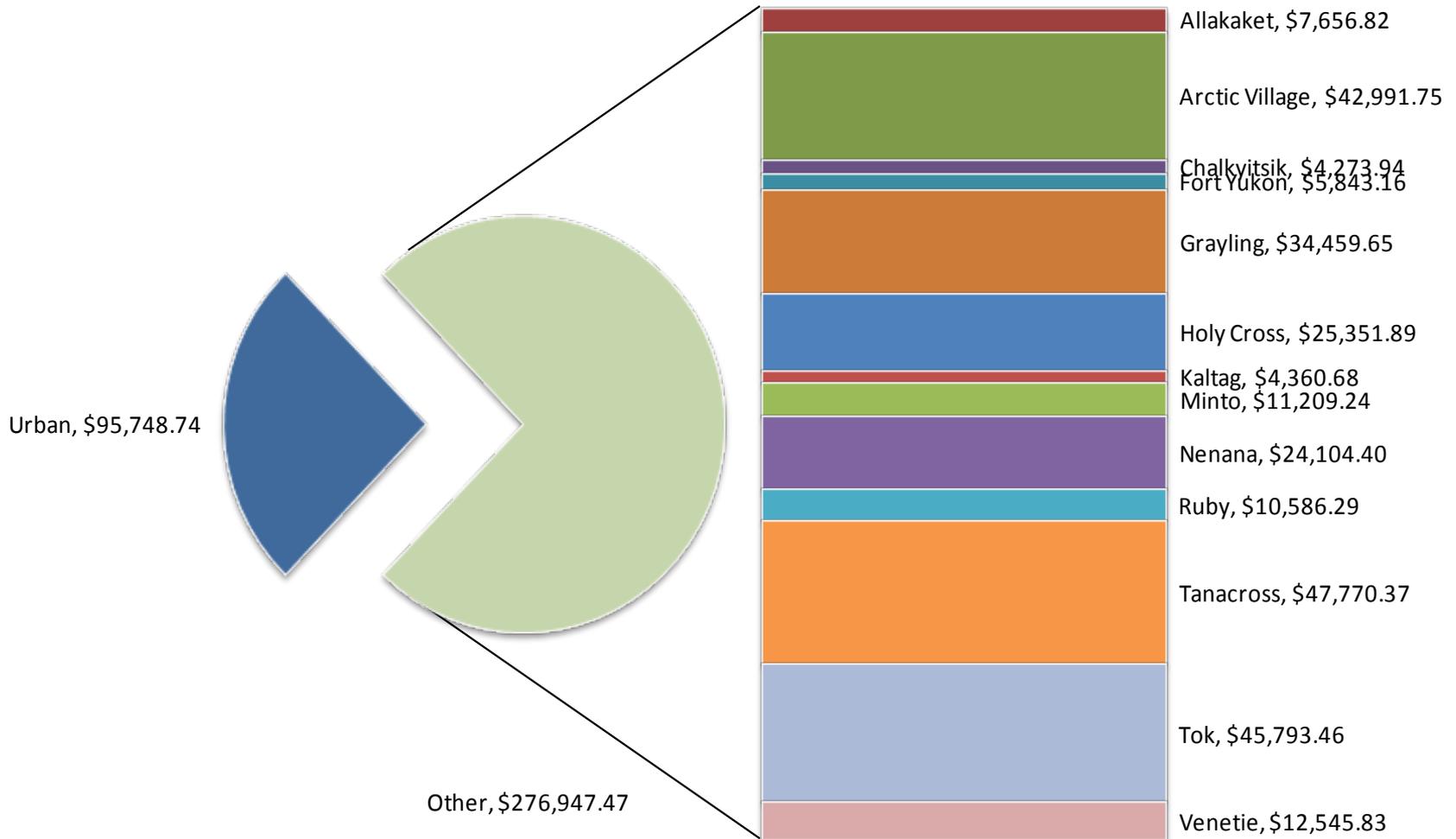
■ Adult Recip.

■ Child Recip



**Local economic impact of the
TANF Subsidized Employment
Program**

Economic Stimulus Subsidized Employment Fiscal Year 2011

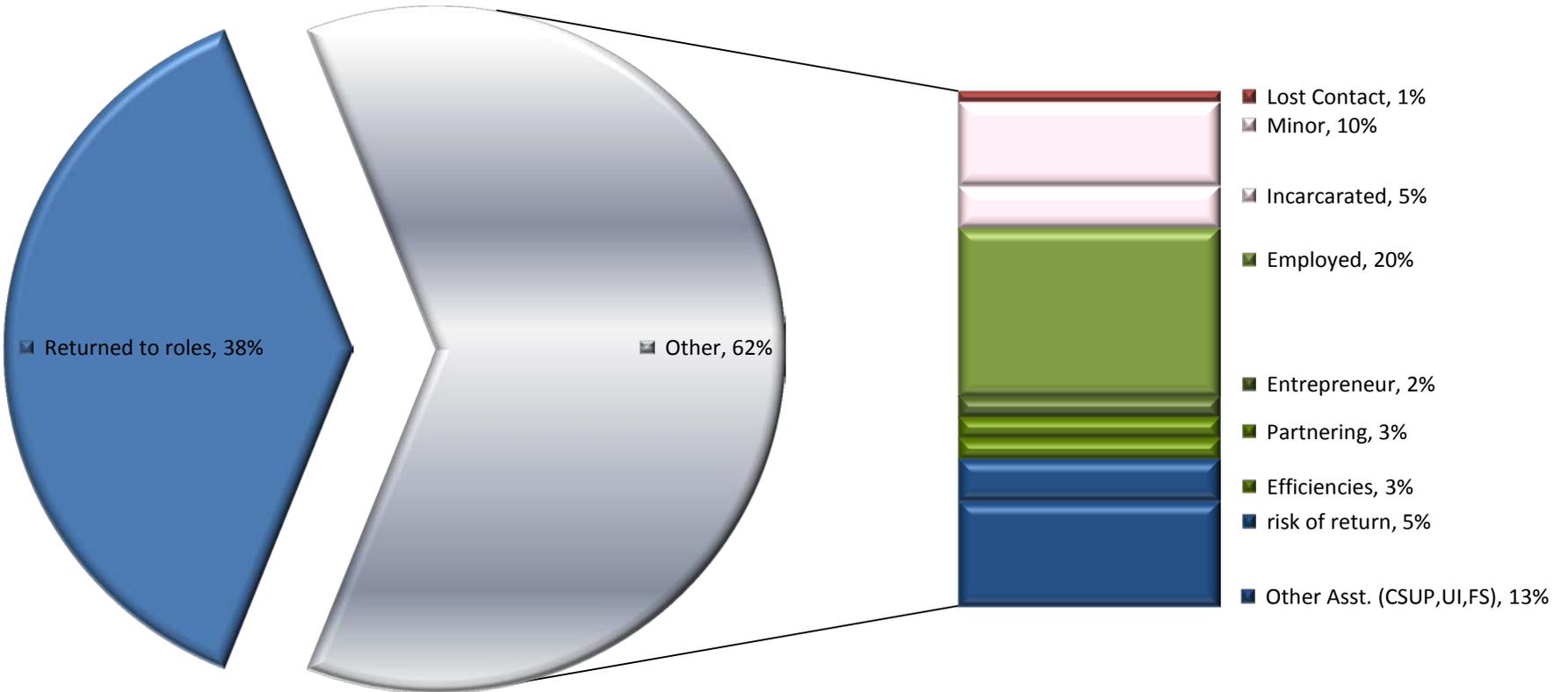




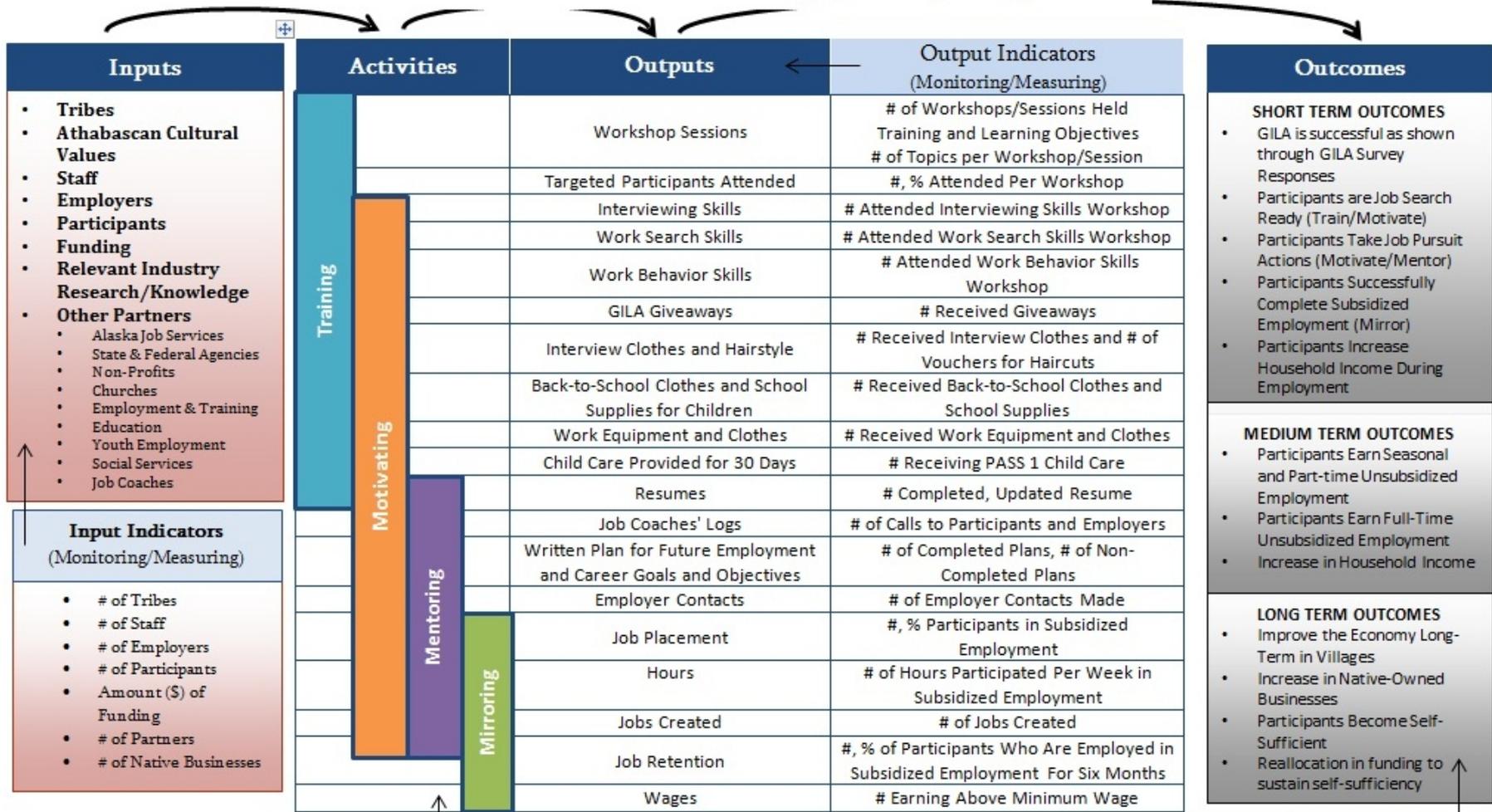
Subsidized Employment Program

OUTCOMES

2011 Mirroring Breakdown



Tanana Chiefs Conference Subsidized Employment Program Logic Model



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Common Misconceptions Relating to Subsidized Employment

- “Artificial” Employment
- Entry-level tasks and compensation
- Labor-intensive program design
- Employer liability
- Sustainability relative to cost
- Limited and short term impact

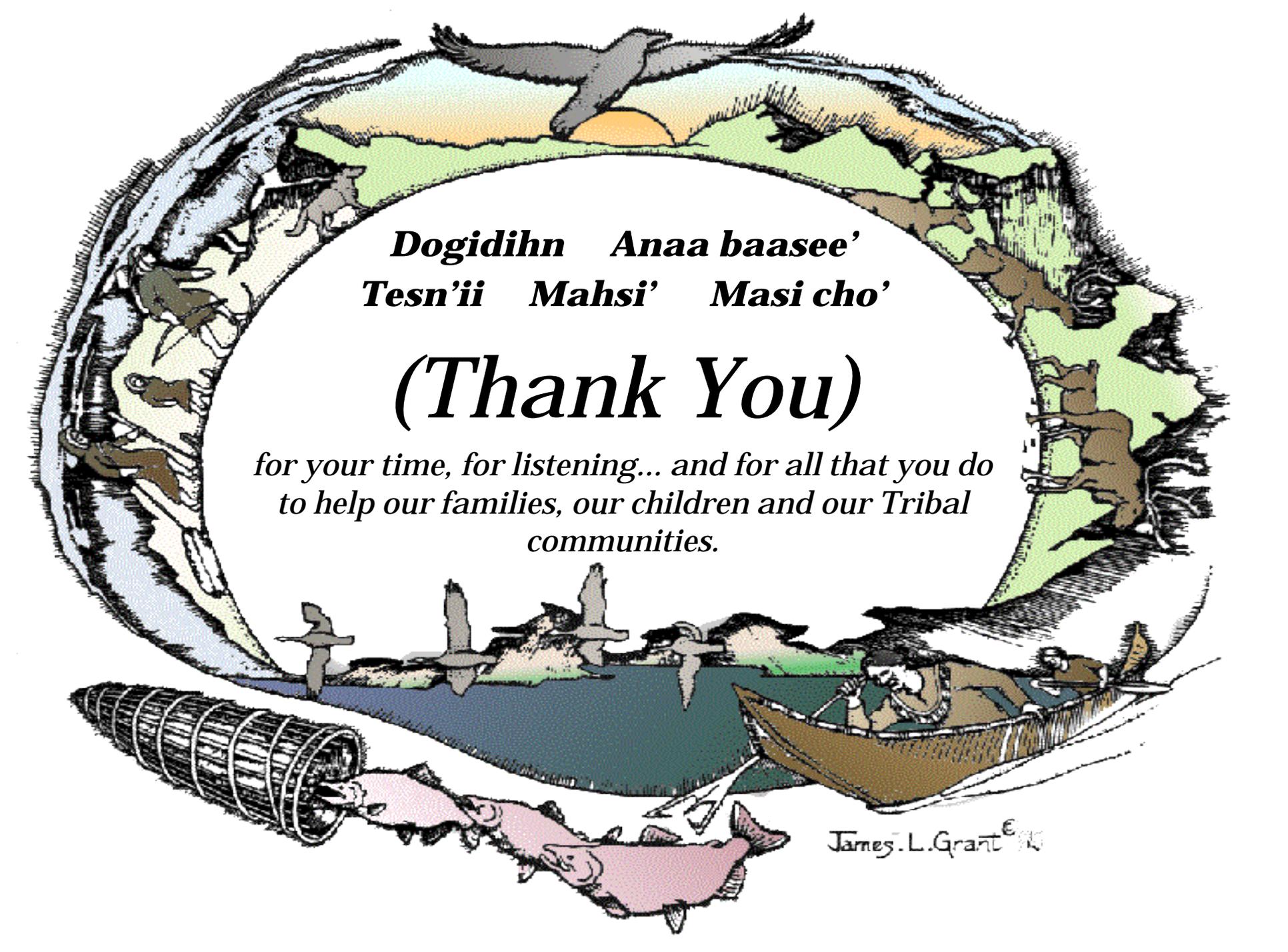


“Family, cooperation, work, self-sufficiency... these are traditional Athabascan values... Our Tribal families who were most in need, here in the Interior... have demonstrated that when given the chance and the opportunity of employment, they are ready, willing, and able to do the work necessary to support themselves, their families, and their communities. It’s about Jobs, Jobs & Jobs.

-Jerry Isaac, President/ Chairman

Tanana Chiefs Conference





*Dogidihn Anaa baasee'
Tesn'ii Mahsi' Masi cho'*

(Thank You)

*for your time, for listening... and for all that you do
to help our families, our children and our Tribal
communities.*

James L. Grant © 95

