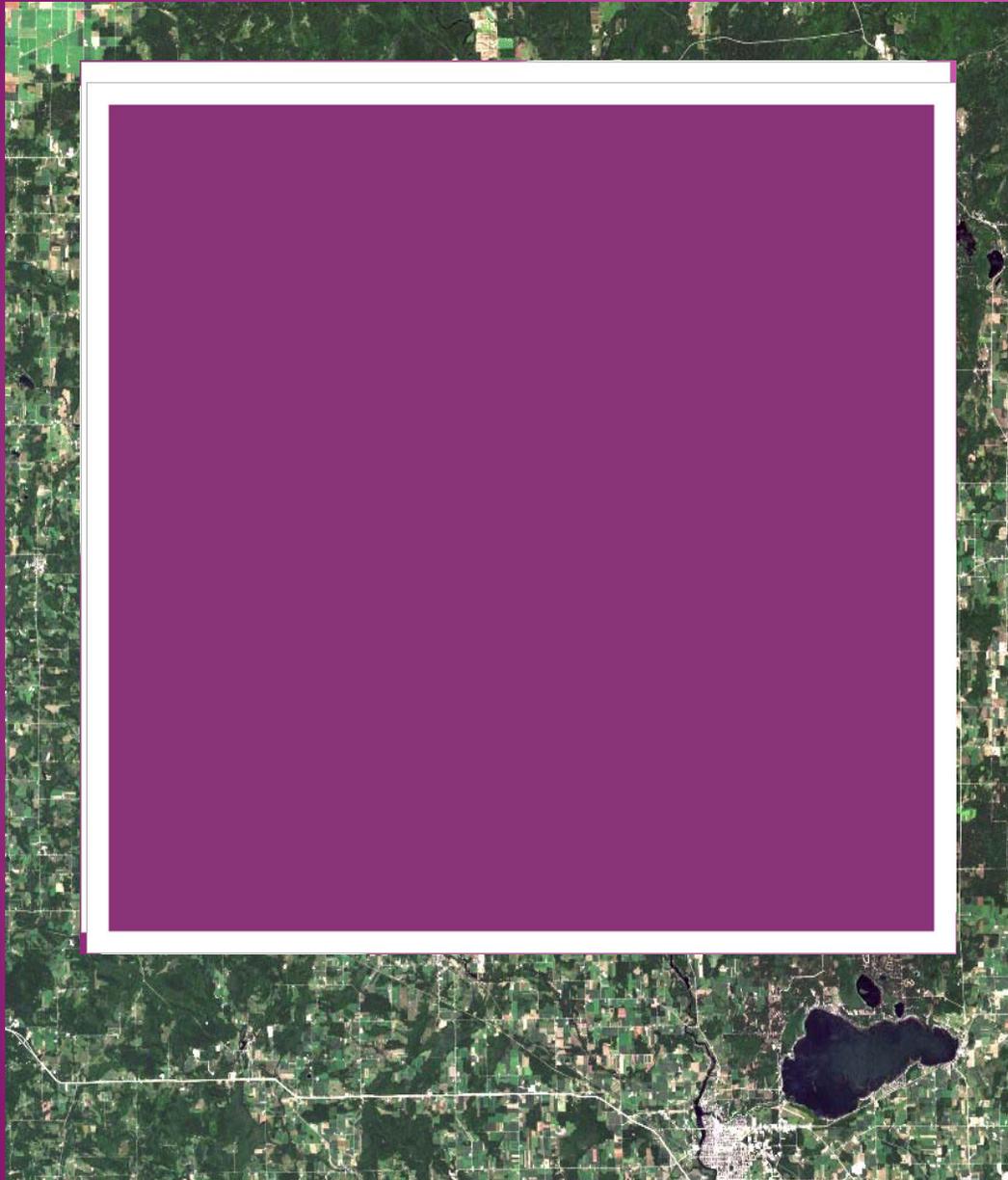




Fay Annamitta
Job Counselor
Community Resource Center
Menominee Indian Tribe of
Wisconsin



OVERVIEW

MENOMINEE INDIAN TRIBE OF WISCONSIN

The Menominee Reservation and Menominee County share nearly identical boundaries, with the area known as Middle Village being the exception. The size of the reservation is 235,523 acres or approximately 357.96 square miles and contains roughly 223,500 acres of heavily forested lands, representing the largest single tract of virgin timberland in Wisconsin. Approximately 98% of acreage is trust land and 2% of acreage is fee land. The Menominee Tribe has no additional trust land outside of their contiguous boundaries.

The reservation consists of five main communities: Neopit, South Branch, Middle Village, Zoar and Keshena.

FACTS/FIGURES

Among the State's 72 counties, Menominee County is unquestionably the one county with the greatest and most immediate need.

According to the UW School of Medicine and Public Health-Public Health Institute, in 2010 Menominee County
 *ranked last in the overall quality of health.

*It had the highest mortality rate (11,904, adj. per 100,000)

*highest rate of smoking during pregnancy(44%),

*highest obesity rate (38.0%),

*highest teen birth rate (103.8, adj. per 1,000)

*highest unemployment rate (10%),

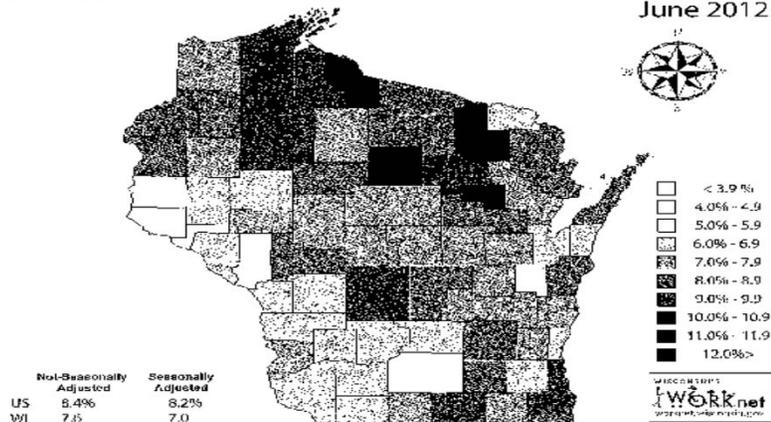
*highest number of children living in poverty (51%),

*highest violent crime rate (958, adj. per 100,000)

*highest number of single parent households (26%)

Wisconsin County Unemployment Rates

June 2012



Not-Seasonally Adjusted
US 8.4%
WI 7.5

Seasonally Adjusted
8.2%
7.0

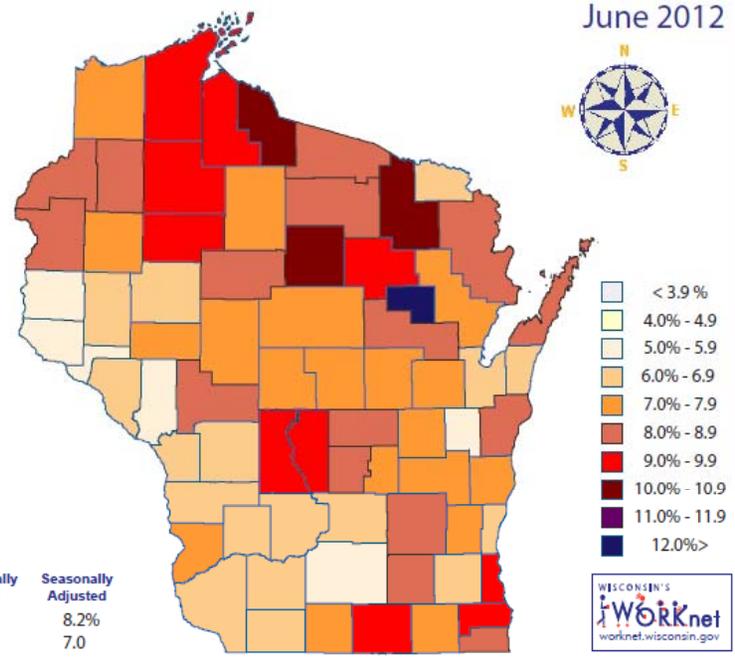
Not-Seasonally Adjusted Unemployment Rates for Wisconsin Counties							
Dane	5.4%	Brown	6.9%	Oconto	7.7%	Wausara	8.6%
Pierce	5.5	Chippewa	6.9	Green Lake	7.8	Vilas	8.7
Calumet	5.7	Columbia	6.9	Walworth	7.8	Waushara	8.8
Trempealeau	5.7	Dunn	6.9	Barron	7.9	Oneida	8.9
St. Croix	5.8	Sauk	6.9	Waupata	7.9	Ishyfield	9.1
Poplin	5.9	Green	7.0	Wood	7.9	Juneau	9.1
Iowa	6.0	Winnebago	7.0	Jefferson	8.0	Racine	9.2
Le Crosse	6.0	Outagamie	7.1	Manitowoc	8.0	Sawyer	9.3
Lafayette	6.1	Washington	7.1	Taylor	8.0	Anglade	9.4
Buffalo	6.4	Clark	7.2	Dodge	8.1	Milwaukee	9.4
Ozaukee	6.4	Esau Claire	7.2	Door	8.1	Rock	9.4
Kewaunee	6.5	Fond du Lac	7.2	Jackson	8.1	Rusk	9.6
Richard	6.5	Shoebogyan	7.2	Shawano	8.1	Adams	9.7
Vernon	6.5	Douglas	7.3	Burnett	8.2	Ashtland	9.7
Grant	6.7	Portage	7.3	Polk	8.3	Forest	10.0
Florence	6.8	Price	7.5	Washburn	8.3	Lincoln	10.0
Monroe	6.8	Crawford	7.5	Marinette	8.4	Iron	10.8
Waukesha	6.8	Marathon	7.7	Kenosha	8.5	Menominee	19.3

WI Dept. of Workforce Development, Labor Market Information

7/26/2012

Wisconsin County Unemployment Rates

June 2012



Not-Seasonally Adjusted Unemployment Rates for Wisconsin Counties

Dane	5.4%	Brown	6.9%	Oconto	7.7%	Waushara	8.6%
Pierce	5.6%	Chippewa	6.9%	Green Lake	7.8%	Vilas	8.7%
Calumet	5.7%	Columbia	6.9%	Walworth	7.8%	Marquette	8.8%
Trempealeau	5.7%	Dunn	6.9%	Barron	7.9%	Oneida	8.9%
St. Croix	5.8%	Sauk	6.9%	Waupaca	7.9%	Bayfield	9.1%
Pepin	5.9%	Green	7.0%	Wood	7.9%	Juneau	9.1%
Iowa	6.0%	Winnebago	7.0%	Jefferson	8.0%	Racine	9.2%
La Crosse	6.0%	Outagamie	7.1%	Manitowoc	8.0%	Sawyer	9.3%
Lafayette	6.1%	Washington	7.1%	Taylor	8.0%	Langlade	9.4%
Buffalo	6.4%	Clark	7.2%	Dodge	8.1%	Milwaukee	9.4%
Ozaukee	6.4%	Eau Claire	7.2%	Door	8.1%	Rock	9.4%
Kewaunee	6.5%	Fond du Lac	7.2%	Jackson	8.1%	Rusk	9.6%
Richland	6.5%	Sheboygan	7.2%	Shawano	8.1%	Adams	9.7%
Vernon	6.5%	Douglas	7.3%	Burnett	8.2%	Ashland	9.7%
Grant	6.7%	Portage	7.5%	Polk	8.3%	Forest	10.0%
Florence	6.8%	Price	7.5%	Washburn	8.3%	Lincoln	10.0%
Monroe	6.8%	Crawford	7.6%	Marinette	8.4%	Iron	10.8%
Waukesha	6.8%	Marathon	7.7%	Kenosha	8.6%	Menominee	19.3%

According to the 2010 Census reports (<http://quickfacts.census.gov>) there were an estimated 4,232 people residing in Menominee County in 2010. Of this population approximately 87.5% are Native American.

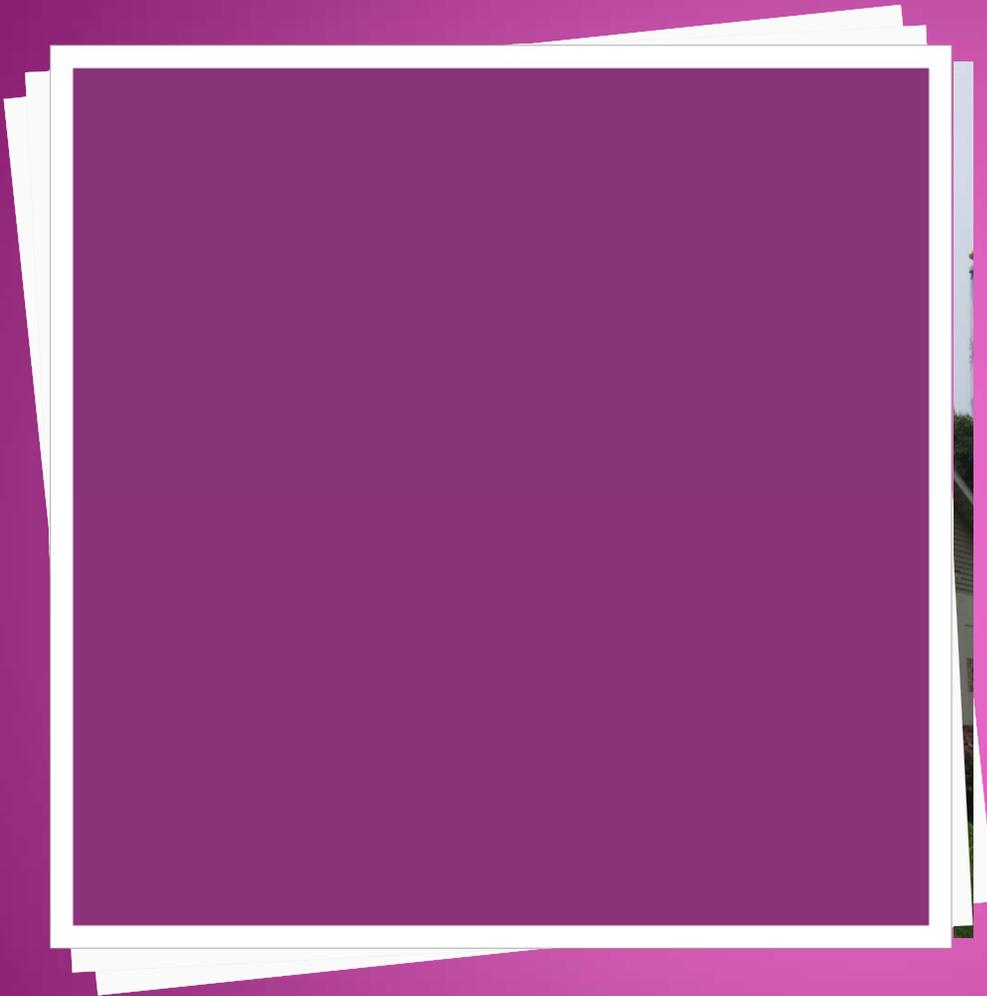
The 2006-2010 Bureau of Census cited 31.6% of the Menominee population as living below the poverty level.

The most current and available unemployment rate per the State LAUS statistics finds Menominee County at 18.2% for the month of July 2012



MISSION STATEMENT

The mission of the Community Resource Program is to provide high quality job training, employment, labor market information and income maintenance services.

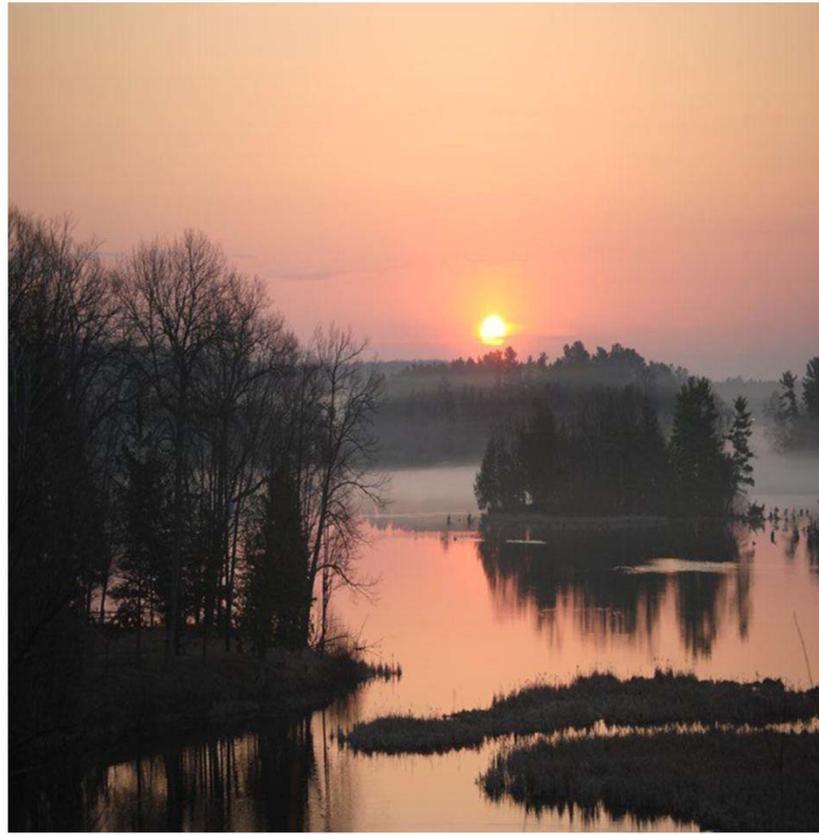


VISION

Our vision is to promote pathways to economic independence for our members and families. The CRC will administer effective programs that have at their core the following goals:

1. To reduce the overall costs of public assistance by promoting work as a means of family support.
2. To promote individual employability of JTP/TANF recipients through close collaboration and coordination between the Job Training, Tribal TANF, Education Department and all our partnerships that provides services to the community.
3. To reduce generational dependency on public assistance through the development and awareness of work ethics and their value to individual families, their children and to the community.
4. To decrease specific barriers to employment such as drug and alcohol dependence by establishing drug testing as one of the necessary eligibility requirements for JTP/Tribal TANF benefits.
5. Promote self-esteem, independence and self sufficiency.

GUIDING PRINCIPLES



1. We will be faithful to the Tribe and support programs that are outcome-focused and results-oriented.
2. We will encourage personal growth through the creation of employment and training workshops and programs.
3. We will strive to turn individuals into marketable resources by equipping them with the information they need to develop the knowledge, skills and abilities sought after with in the labor force.
4. We will bolster opportunities for those less fortunate so they can gain the freedom to make sound economic decisions for themselves and their families.
5. We will administer a workforce system that partners and connects with public and higher education systems to prepare the workforce of the 21st Century with career opportunities and skills in high job growth sectors.
6. We will endure that our youth workforce training programs have a strong educational component, since it is clear that income and opportunities increase exponentially with education credentials.
7. We will support strong families and vibrant communities by working with community.



The Menominee Indian Tribe of Wisconsin is the main employer within the county providing jobs for 1483 (755) workers includes Menominee Tribal Enterprise - Logging and Saw Mill (156), Tribal School, Menominee Indian Tribe of Wisconsin Tribal Programs (841) and Menominee Casino Resort (486).

The local school district rated second employing 216 (10%) followed by College of Menominee Nation with 172 (9%) and Menominee County employees totaling 95 (5%) and finally retail trade with 15(1%) positions. This total of 1981 positions has increased over the past year by 33 positions. County wide these positions have an average wage of \$566 per week or a wage of less than \$14.15 per hour on average as compared to the state rate of \$752 per week of \$18.80 per hour on average.



Work Experience (WEX) and On The Job Training (OJT) Placements

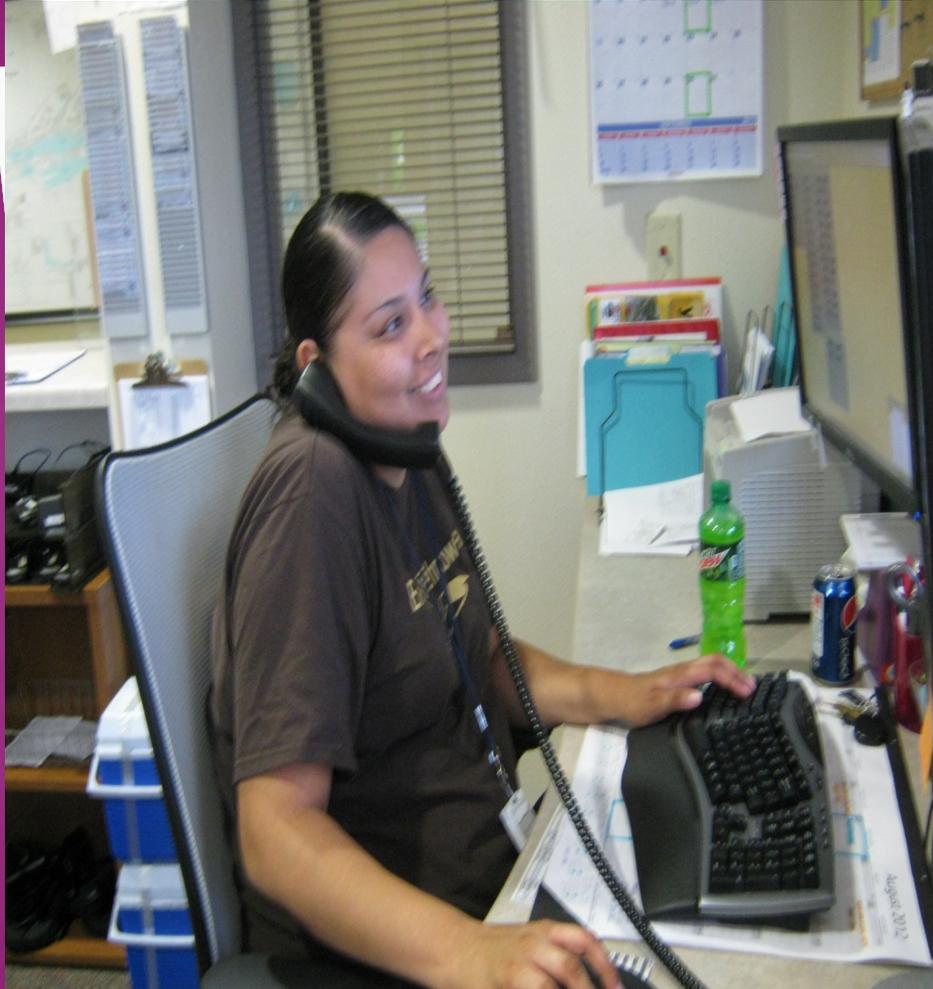
The Tribal TANF Program works with the public and private sector to solicit job training and job placements options for program participants.

Options include community service employment, Job Training Partnerships leading to permanent employment and job searches.

Late in FYO 2010 the Interdepartmental Agency Agreement was created and approved through our Human Resource Department and Legal Services. This contract allows for individuals that are placed in a work placement to be hired at the end of the placement, by-passing the normally required job posting. As part of the MITW Policies and Procedures there is an ordinance known as 82-10 Hiring Preference. This ordinance states that all job openings must be posted for the required time frame and all enrolled members given time to apply. The new contract developed allows us to by-pass this as part of our federal requirements to allow work experience placements to lead to full time employment. Throughout the program year 34 clients participated in work experience contract to gain needed skills and training to assist with future employment. Though this process 18 clients became employed at the end of their contract either in the position they were training in or in a related field. We have many opportunities of area departments willing to accept WEX or OJT placements but due to limited funding we have to restrict the number placements we provide each year.



KAYLA MILLER



The TANF Program has been extremely helpful for me since I've been on the program. They helped me gain work experience through three different job placements in career fields that I enjoy.

I've been a Receptionist for the Menominee Tribal Clinic in the Community Health Department. A Pharmacy Aide for the Menominee Tribal Clinic-Pharmacy Department and am currently a Receptionist/Clerical Assistant for the Menominee Department of Transit Services. I will be gaining full-time employment with them after my 16 week job placement.

The TANF Program also helped me get my driver's license and I started receiving gas cards to get to work. I am extremely thankful for the TANF Program and their employees for everything that they've helped me accomplish.

Kayla Miller
01-14-2011

KELLY BOIVIN-COMMUNITY RESOURCE CENTER-SUPPORT SERVICE ASSISTANT



The TANF program has been helpful to me by finding full-time employment and going to college. It helped me gain the experience that I have now. I am currently employed at the Community Resource Center as a Support Service Assistant.

I had a few work experience placements while on TANF which was very helpful to gain the experience that I have now. I was placed at the Menominee Tribal Courts, College of Menominee Nation VITA site, Recreation Department and the Community Resource Center as an Office Assistant and a Youth Aide.

The TANF program also helped me with gas cards to get back and forth to work/college and helped me with vehicle repairs when my vehicle was broke down.

I am very grateful for the TANF program to get me to where I am today. They also assisted me to become a Certified Nursing Assistant. I am still in the process of going to college to become a Registered Nurse. I currently have 58 college credits. The TANF program is a very great program.

Kelly M. Boivin
8/10/12

MISSY LYONS

Department of Transportation-Dispatcher

I am a single mother of 2 wonderful children, Mequon and Becca. To make a long story short, after 7 years I lost my job and realized that I qualified for TANF.

Throughout the last year TANF has helped me complete certain things I haven't been able to do being unemployed. Such as receiving my CNA certification.

My first placement was at Tribal Utilities as an Office Assistant. When my time expired at Tribal Utilities I was transferred to MITW-Depart of Transportation. After I completed 6 weeks of training as a dispatcher I was hired as a part time dispatcher.

Not only did TANF help with work experience, I also had the opportunity to participate in the various trainings that were offered as part of being on TANF.

Overall I am satisfied with the program and all they have done with me so far.

Melissa Lyons - August 10, 2012



WORK EXPERIENCE/ON JOB TRAINING

Department of Transit Services
Receptionist/Administrative Assistant
Housekeeper (2)
Dispatcher (10)

Community Resource Center
Secretary/Receptionist
Supportive Service Assistant

Menominee Tribal Clinic
Contract Health Clerk
Optometry Assistant
Patient Registration Clerk

Recreation
Youth Monitor

Community Based Residential Facility (CBRF)
CNA
Housekeeper
Cook

Probation - Administrative Assistant/Data
Entry Clerk

Enrollment - Research Technician

