



CAREER OPTIONS ROUND TABLE

MAY 5-6, 2009

BISMARCK, ND

PRESENTED BY

TRINA GRESS, LSW, CRC
CHIEF OPERATIONS OFFICER

NORTH DAKOTA STATISTICS

▶ Population:

- 636,677
 - Urban Population:
47%
 - Rural Population:
53%

▶ Economy

- Agriculture
- Manufacturing
- Tourism
- Oil/Energy
- Fishing/Hunting

Percent of Population enrolled in
TANF = 2.12%

Unemployment Rate = 3.4%
(over 50% on three reservations)

NORTH DAKOTA TANF STATISTICS

▶ Demographics

◦ Number of TANF clients in County/Tribe

- 13,504 recipients (over a 1 year period)
 - 53.98% Native American
 - 41.71% Caucasian
 - 4.05% Black
 - .16% Asian/Pacific Islander
 - .09% Other

▶ Number of Families Served

◦ 5,112 families (over a 1 year period)

▶ Average household size on TANF – 2.2

TANF STATISTICS CONT.

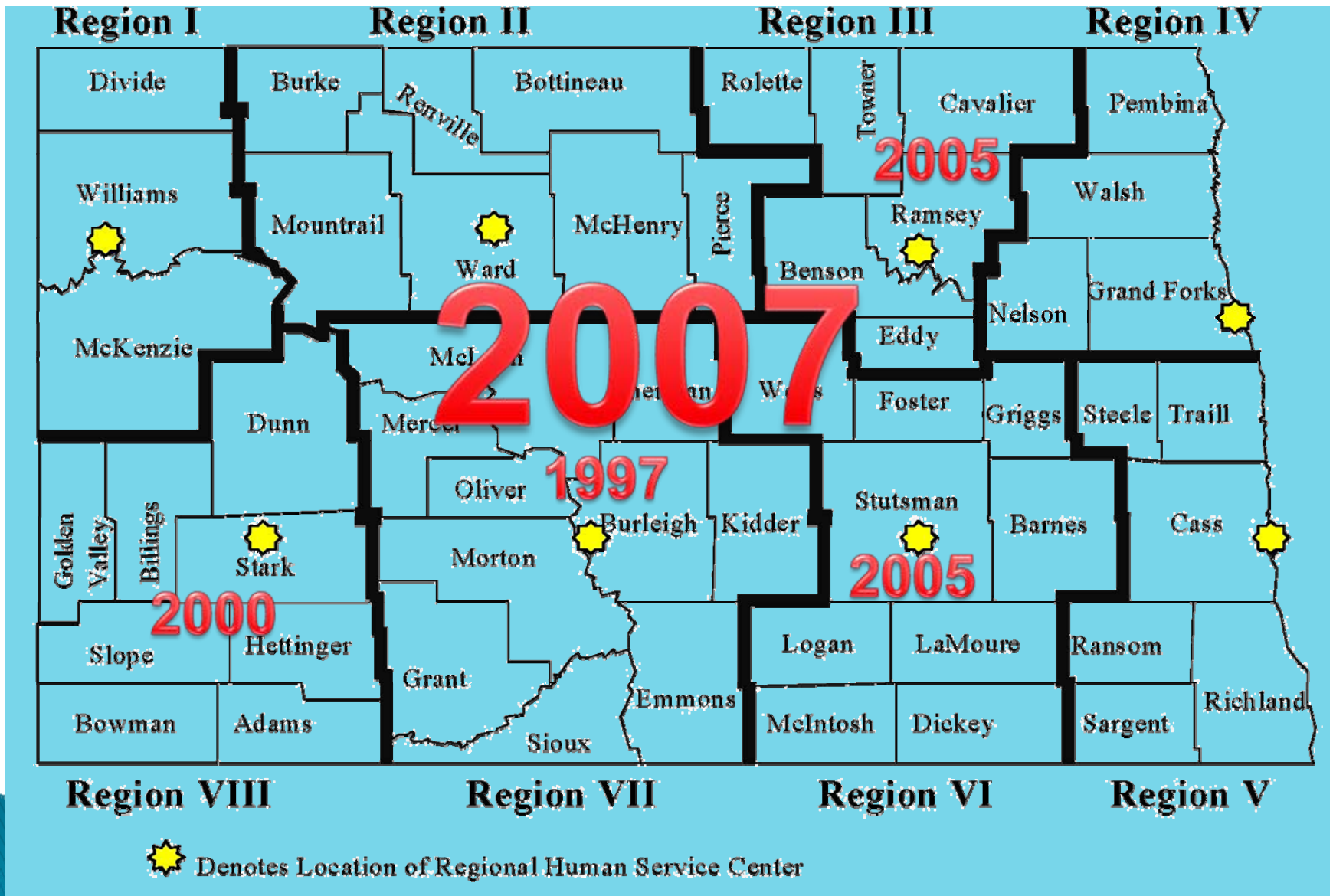
- ▶ Most TANF clients live in the major cities and on reservations.
 - Largest Cities
 - Fargo/West Fargo – 695 clients
 - Bismarck/Mandan – 763 clients
 - Grand Forks – 532 clients
 - Minot – 391 clients
 - Reservations
 - Standing Rock Sioux Tribe – 316 clients
 - Three Affiliated Tribes – 225 clients
 - Spirit Lake Sioux Tribe – 339 clients
 - Turtle Mountain Chippewa – 965 clients

COMMUNITY OPTIONS FOR RESIDENTIAL AND EMPLOYMENT SERVICES, INC.

HISTORY

- ▶ For-profit corporation founded in 1997 by Bryan Wetch, CEO
- ▶ Mission Statement – Provide services to people to help them realize hopes and dreams by promoting self direction and personal growth through opportunity, choice, and relationships within their community.
- ▶ First five referrals were for employment services
- ▶ To date Community Options, Inc services over 1000 clients and employees over 300 staff across the state of North Dakota
- ▶ Two branches to the company: Residential and Employment
- ▶ 2007 – Restructured employment program and began marketing as **Career Options**

LIST OF LOCATIONS



BRANCHES OF COMMUNITY OPTIONS

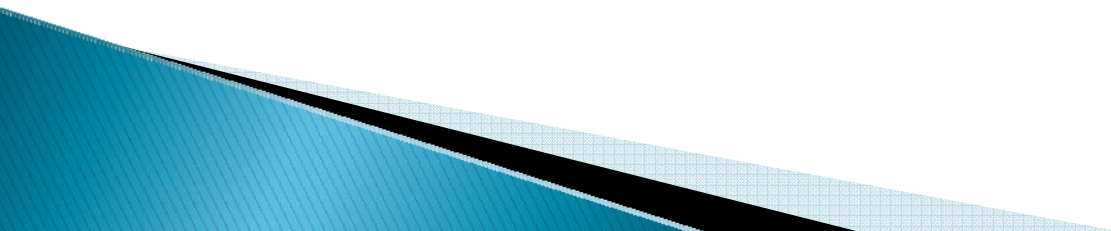
▶ *Residential Branch*

- ▶ Individualized Supported Living Arrangements (ISLA)
- ▶ Supported Living Arrangements (SLA)
- ▶ At-Your-Service (Day Supports)
- ▶ Qualified Service Provider (QSP)
- ▶ Family Support program

▶ *Employment Branch*

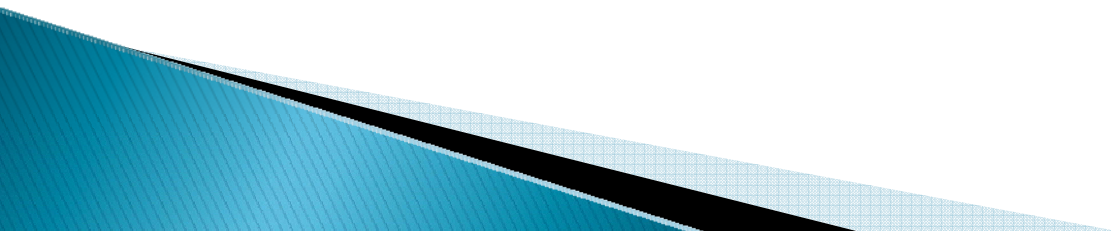
- ▶ Job Opportunities and Basic Skills program (JOBS)
- ▶ Vocational Development program (VR, DD, MI)
- ▶ Career Options Probation (COP) program
- ▶ Career Options Veteran's Employment (COVE) program
- ▶ Career Options Supported Employment (COSE) program

PERSON CENTERED APPROACH

- ▶ All services are “person-centered” to focus on the needs and wants of the client not their limitations or barriers.
 - ▶ Every individual has the potential to succeed when provided the proper supports.
 - ▶ Every individual should have the opportunity to attain competitive employment in a career of choice.
 - ▶ Every individual should have the opportunity to long term vocational support.
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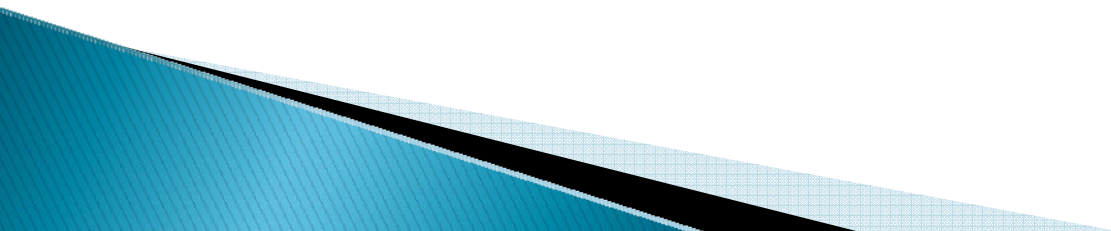
CAREER OPTIONS VISION STATEMENT

We strive to provide quality, professional services to ensure that all customers have the opportunity to succeed and find self-sufficiency through a productive career in their community.



CAREER GUIDANCE SERVICES

▶ *Vocational Development Program*

- Referral from Vocational Rehabilitation, Mental Illness (MI) and Developmental Disabilities (DD) extended services programs.
 - Conduct assessments on-site or computer
 - Job development and job placement
 - Follow-up services
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CAREER GUIDANCE SERVICES

▶ *COP (Career Options Probation) Program*

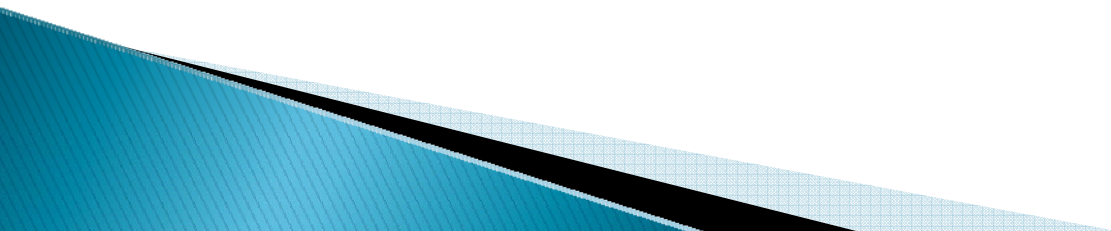
- Provides services to those exiting the federal judicial system.
- Asses vocational interest, temperament, and achievements to
- Job development and job placement
- Follow-up services

CAREER GUIDANCE SERVICES

- ▶ ***COVE (Career Options Veteran's Employment) Program***
 - Referrals from Sygnetics/George Moore and Associates.
 - Assess veteran's vocational skills, aptitudes, interests and living situation
 - Case management services = follow up services

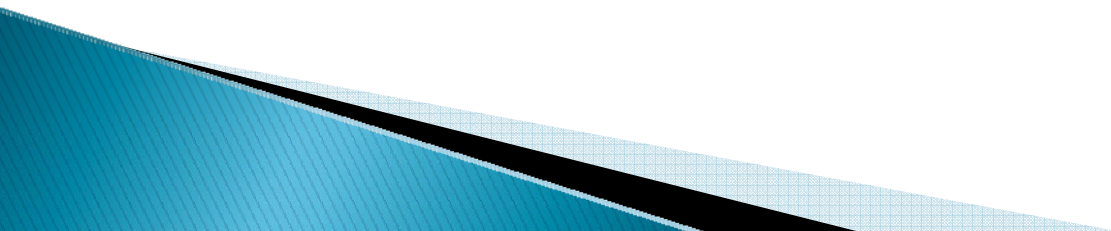
CAREER GUIDANCE SERVICES

▶ *COSE (Career Options Supported Employment)*

- Pilot Program - Fargo area only
 - Referrals from Human Service Center
 - Dual Diagnosis
 - Rapid job search and placement services
 - Life long follow-up services
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CAREER GUIDANCE SERVICES

▶ ***JOBS (Job Opportunities and Basic Skills) Program***

- Began as a pilot project July 2007
 - November, 2007 began statewide service
 - Individuals who are receiving the Temporary Assistance to Needy Families (TANF) and are work eligible
 - Case management
 - Job development and job placement
 - Follow-up services
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ACHIEVING THE FEDERAL WORK PARTICIPATION RATE

- ▶ Engaging the participant immediately
 - 5 day contact rule
- ▶ Weekly contact
 - Phone contact, weekly time sheets submitted
- ▶ Monthly employment plan updates
 - Participant goals and progress checks and balance
- ▶ Person-centered
- ▶ Customer Service
 - Home Visits/Outreach
- ▶ 50 or less caseloads
- ▶ Program Director monitors Case Manager's WPR
- ▶ Vocational Skills Workshops
 - Weekly/Biweekly – currently
 - Daily – future
- ▶ Special Projects
 - Each region has at least one

Since July 2007, Career Options has administered the JOBS program to approximately 650 individuals per month across the state of North Dakota. During the time period of November 2007 to January 2008, Career Options accepted over 650 new “hard-to-serve” clients receiving Temporary Assistance to Needy Families (TANF). The transition was completed in February of 2008. Since then, Career Options has maintained a federal work participation rate of 50% or higher.

Career Options Federal Work Participate Rates	
February 2008	57%
March 2008	63%
April 2008	67%
May 2008	66%
June 2008	70%
July 2008	62%
August 2008	60%
September 2008	67%
October 2008	67%
November 2008	59%
December 2008	59%
January 2009	62%
February 2009	Data not yet available

LIST OF LOCATIONS

Region 1 – Williston

Satellite Office – New Town

Region 2 – Minot

Region 3 – Devils Lake

Region 4 – Grand Forks

Region 5 – Fargo

Satellite Office- Wahpeton

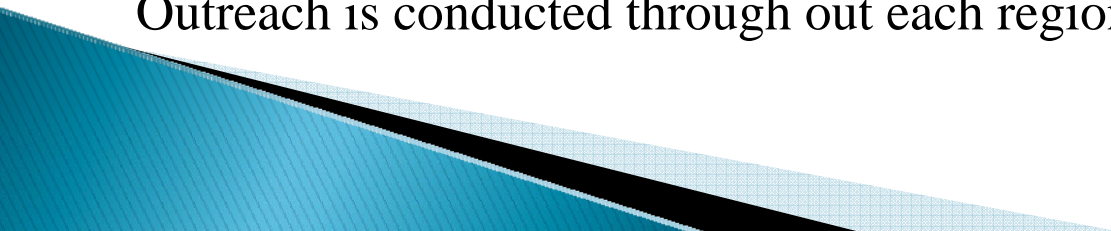
Region 6 – Jamestown

Region 7 – Bismarck

Satellite Office – Ft. Yates

Region 8 – Dickinson

Outreach is conducted through out each region.



CONTACT INFORMATION

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