

# Osage Nation

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Financial Assistance Department

**TANF, GA, WIOA, JPT**, CSBG, LiHeap, Crisis, Burial,  
Voucher, HUD Vash



# 477 Employment and Training

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- Temporary Assistance for Needy Families
- General Assistance
- Workforce Initiative and Opportunity Act – Adult
- Workforce Initiative and Opportunity Act – Youth
- Job Placement and Training

# Osage County

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- 1.5 million acres – largest county in Oklahoma
- 6,172 Native Americans
- Native American unemployment rate 48.7%
- 18.2% Native American households under poverty level, 68.4% single parent
- Rural – no public transportation
- Osage Nation Government is largest employer in county



# Common Barriers

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- Transportation
- Child Care
- Substance Abuse
- Background issues
- No skill set – no trainings or schools in county
- No employers

# How do we tackle the Barriers??

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- **Transportation** – local opportunities, pay for DUI classes, pay for vehicle repairs
- **Child Care** – create more, creative options
- **Substance Abuse** – PRT, tribal programs, support
- **Background Issues** – find employers who accept, resources to assist in resolving
- **No Skill Set** – develop our own training, bring training to us
- **No Employers** – partnership, develop a workforce



# Barrier - Child Care

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- List of providers in Osage County – 6 day care centers, 3 home day cares
- To provide for 6 towns – Pawhuska, Fairfax, Hominy, Barnsdall, Skiatook
- Capacity – 191 in centers, 18 home
- Constant turn-over in centers
- Waiting lists in each center – Osage preference
- Long certification process

# Solutions

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Develop a Sub-pool for centers

Develop an expressed Training locally

Get clients trained and experience

Clients qualify for grants

Clients become proprietors of home daycares

## Candidates:

- 3 tier levels of candidates – Compensation will be based on tier level
  - Certified Teachers - \$25/hour
  - Associate Teachers – Have associate degrees - \$19/hour
  - Assistant Teacher – High School, CDA, COM - \$13/hour

## Advertising:

Financial Assistance department will create flyers and information to be disseminated. Target areas will be:

- Hominy School (4 day school week with Mondays out)
- Woodland School (4 day school week with Friday out)
- Barnsdall School (4 day school week with Friday out)
- Other county area schools
- Website
- Social Media

## Screening:

Financial Assistance Department will:

- Accept applications
- Verify information
- Determine eligibility
- Perform background checks
- Send for finger printing
- Drug screening

## Training:

Financial Assistance Department in cooperation with Child Care department will provide for the following trainings:

- CPR/First Aid
- Safety
- Food Handlers
- Blood Borne Pathogens
- Safe Transports
- Any other trainings required by Child Care, Immersion, or WELA for their staff

**\*Target of 10 viable candidates for the pool by end of November. \***

Financial Assistance will provide cost of Advertising, all costs associated with screening, training cost when not covered by Child Care, and hourly wage for each worker up to 240 hours.

Once participant has reached the maximum number of hours we have three options; 1. No longer use them this fiscal year. 2. If they have worked out and there is an open spot we can enter into an OJT contract for an additional 6 weeks. 3. They become contract workers through child care.



## How do we recruit

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Current Clients

Past Clients

Parents

Outreach

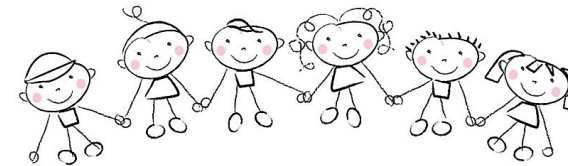
## Need extra \$ money \$ for the holidays? Looking for a part-time job?

Join our Substitute Teacher Pool and work in  
our Immersion & W.E.L.A. Schools!

- ♦ Paid Training
- ♦ Competitive hourly wages
- ♦ Work when needed/available
- ♦ Work sites in Pawhuska, Hominy, Skiatook, and Fairfax

### Qualifications:

- ♦ Native American
- ♦ Reside in Osage County
- ♦ Minimum of high school diploma
- ♦ O.S.B.I. Background checks /drug screen
- ♦ Meet income guidelines



### Pay range:

- ♦ \$11.50 hr - \$25.00 hr (based on education /certification)
  - High School diploma level = \$11.50
  - CDA level = \$13.00
  - Associates/bachelor's degree level = \$19.00
  - Certified Teacher level = \$25.00



**Limited Positions Available!**

Contact: Aime Merrell

Osage Nation Financial Assistance Office

(918) 287-5325



# Other solutions

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- Added daycare options in our 477 plan
- Flexibility in compensation
- Quicker processing
- Looser regulations



# Barrier - No Skill Set

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- Current industry in area – Casino's, Mercantile, new hotels, tourism
- How do we prepare our clients – training and certification
- Partnership with Tri-County to provide training
- We provide transportation and support
- Shortened training period to get clients to work faster



# Hospitality Certification

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- Guest Service Gold Certification – American Hotel and Lodging Institution
- Month long training with tests for certificates in Customer Service, Front Desk Representative, Guest Room Attendant, Restaurant Server
- Adjusted to fit local industry – field trips to local hotel and restaurants
- Resume development and job search assistance
- Agreement with Osage Nation Casino's for preference in interviews



# Summary

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- Created alternative solutions for 3 main barriers
- Created opportunities in two current industries
- Provided local training
- Partnership with Child Care, Daycare centers, Immersion School, Tri-County Vo-tech, and Osage Casino's



Questions?

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Feedback