



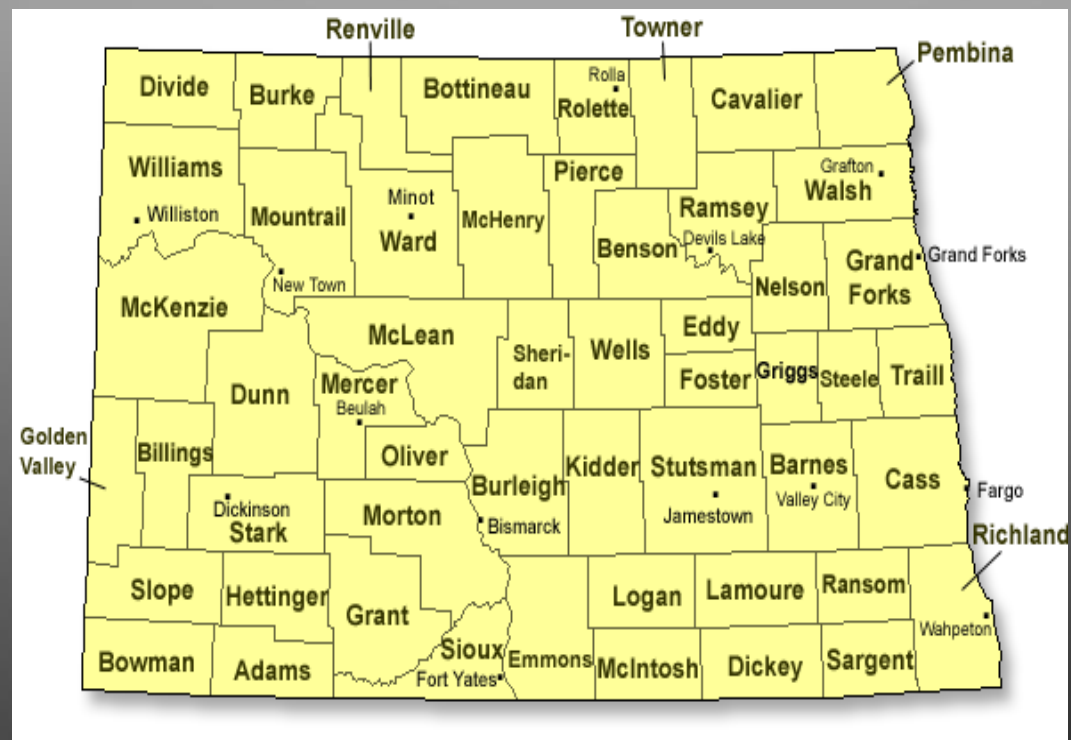
Career Options Round Table

May 5th & 6th, 2009
Bismarck, ND

Tracy Horob Employment Program Director Region I & II

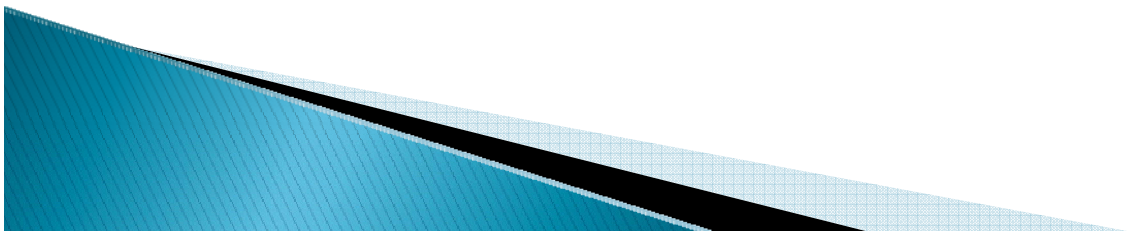
Region I & II serves approx. 130-160 JOBS participants each month in the following counties:

Burke
Bottineau
Divide
Dunn
McLean
McKenzie
McHenry
Mountrail
Pierce
Renville
Ward
Williams



North Dakota Quick Facts

- 36% of families living with children in ND are low income families.
- 60% of low-income families work full time, while 29% of low-income families work part-time, and 11% don't work at all
- 92% of children living in low-income families, live with parents who have not earned a high school diploma
- Only 26% of adults in ND have a bachelor's degree
- our population of approx. 630,000.
- Number of One-Room Country Schools in North Dakota?
Total of 5 as of 2008, compared to 3,392 one room country schools in 1940



Western North Dakota

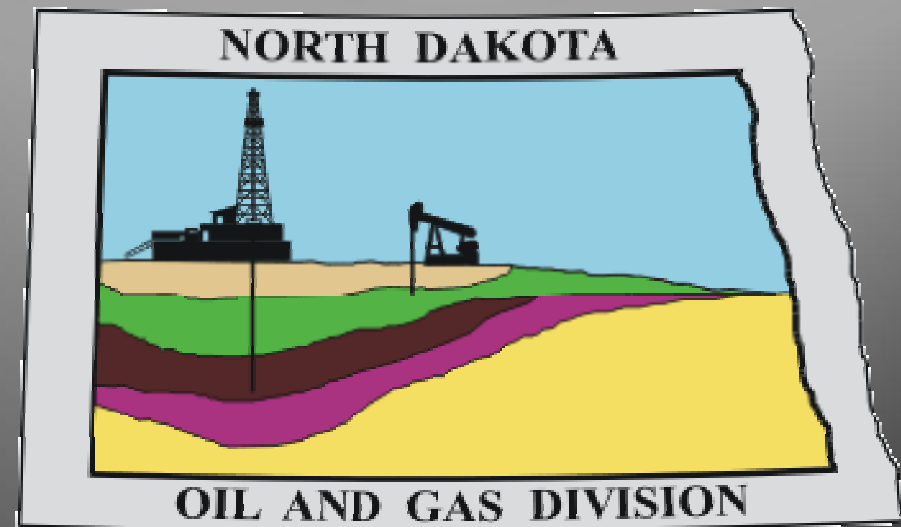
Effects of the Oil Boom

- Real Estate skyrocketed –Value of homes increased by as much as 60,000 in one yr.
- Increased Population
- Lack of housing
- Price of rent doubled
- Increased job opportunities
- Higher wages
- Not enough workers to fill positions



Current effects of the North Dakota Oil Boom

- Loss of Employment
- High housing prices
- Decreased wages
- Decreasing population



New Town, North Dakota Ft. Berthold Three Affiliated Tribe

»» Population – 1500

Common Barriers Ft. Berthold Reservation New Town, North Dakota

- Lack of Driver's License
- Lack of Transportation
- Lack of Daycare
- »» ▪ Lack of Education (1 in 5 children drop out of school each yr.)
- Lack of support system
- Changing Tribal Members
- Housing shortage



ND Child poverty rates are highest among American Indian children

New Town, North Dakota



65% of American Indian children live in low income families

New Town, North Dakota



In 2007 23.5% of the New Town population was BELOW poverty level

New Town, North Dakota

Assisting with Barrier Elimination

- Centered around our participants needs to achieve their goals
- Utilize community resources
- Daily/Weekly Contact
- Provide Transportation/ Outreach (staff, cab services)
- Hands on involvement – modeling/assisting
- Opening of the New Town Daycare Center to eliminate daycare issues
- Employment Based Workshops – Education/Drivers License
- Job coaching / Job skills development
- Job Marketing
- Working with the community/businesses
- Working relationships with local businesses who provide work
- Accountability
- Follow Through
- Support Systems

Career Options works to Eliminate all Barriers, BIG and small



Manderee, North Dakota

Meeting the needs of the
TANF Program
and
Career Options
with
QUALITY SERVICES

Career Options

- ✓ Quality Services
- ✓ Centered Approach– What does the participant need to achieve.
- ✓ Work with our participants to meet their needs to allow them to achieve their desired goals
- ✓ Providing positive support
- ✓ Develop life skills

TANF Program

- ✓ Follow policy/procedure of the program
- ✓ Meeting guidelines
- ✓ Provide supportive services to meet the participants needs
- ✓ Assist participants with the tools needed to become and maintain self-sufficiency

Region I & II Stats for March 2009

135 Participants

- ▶ Paid Employment – 50
- ▶ Attending School – 20
- ▶ Other Work Activities – 65
- ▶ 12 participants are currently working on their Bachelors degree
- ▶ March 2009 WPR – 65%
- ▶ Number of participants required to maintain a minimum of 25 hrs. per week – 111
- ▶ Number of participants required to maintain a minimum of 35 hrs. per week – 24



Employment Based Workshops

▶ Knowing Thyself

- ▶ Assists participants in identifying life values, personal qualities and attributes, assets and strengths. Participants take a basic skills inventory to help identify skills in the areas of working with information, people and things. They also identify transferrable skills. The participants put together all of this information and learn how to apply it to filling out applications and writing resumes.

▶ Resume building

- ▶ Discuss different types of resumes and identify the most appropriate resume type for each participant and each employment opportunity. Discuss the dos and don'ts of writing a resume and the importance of cover letters. Resume and cover letter checklists and resume and cover letter development.



Employment Based Workshops

▶ Out of the Box

- ▶ Assists participants in identifying talents or passions they have or services that they can provide to others that they could get paid to do. Participants identify trends, issues or problems in their community or society and ways of solving these problems and creating work opportunities. We also discuss how to find business opportunities. Participants develop employment proposals based on the services they have to offer and a business' needs. Participants also identify their dreams and desires and clarify what they want to accomplish.

▶ Budgeting

- ▶ Assists participants in understanding how they would spend money if they had specific amounts given to them unexpectedly and what it would mean to them or how it would affect their lives. Also look at ways that participants may get what they need to meet their basic needs without spending a lot of money. Participants do a budget based on their current income and expenses. We look at how to decrease current expenses to increase cash flow. Also look at percentage of income that should go to different categories of expenses including savings.

Employment Based Workshops

- ▶ Making the Transition from Welfare to Work
- ▶ Assists participants with identifying what motivates them, what their life values are and what matters most to them. Participants discuss what work means to them, their view of life and how work fits into it. We talk about the basic human needs and how work fulfills these needs. Talk about fears and other barriers that prevent them from finding or keeping a job and how to overcome these beliefs or fears. Also discuss ways of finding balance in their lives through finding activities that can help them to decrease stress. Participants identify obstacles or setbacks and positive things they have learned from these things. They identify the risks and rewards of working and the challenges in making change.



Region I & II Special Projects

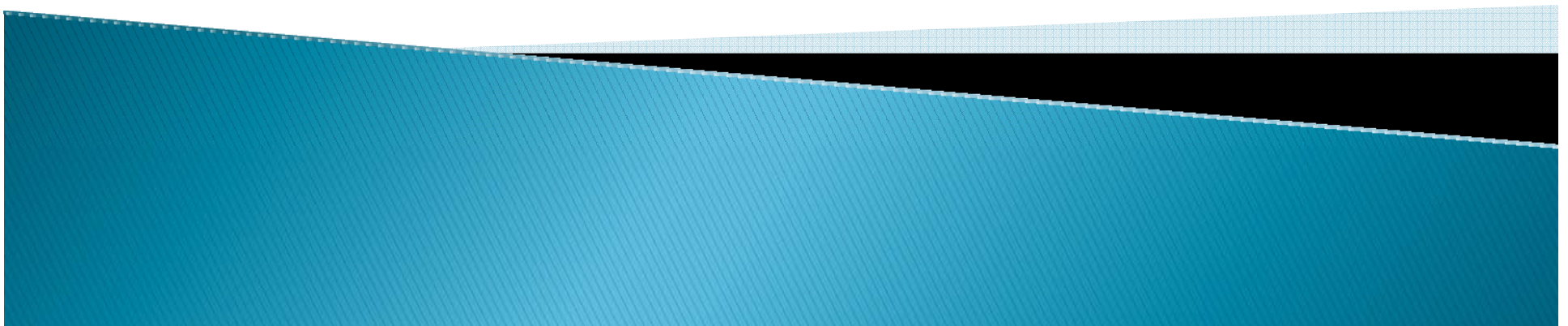
Recycle Rewards

Single Parent Discussion Group

Career Choices

Career Options Extended Family Group

New Town Daycare Center

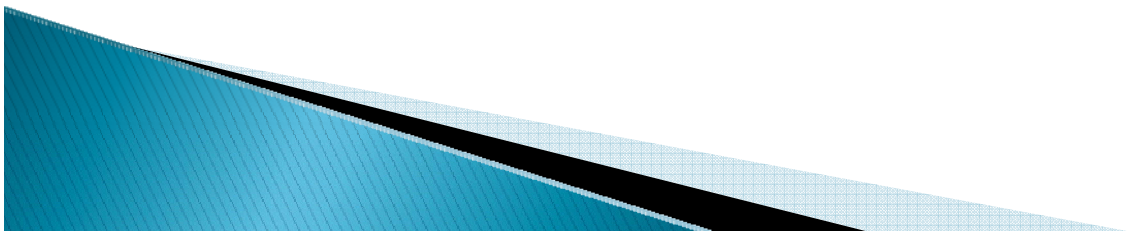


Recycle Rewards Program

Our “recycle rewards” program was created with the intent of helping our participants learn how to become involved with helping our environment, and show them ways of properly disposing of recyclable items. Each office has two recycle bins, one for recycling aluminum, and another for recycling paper.

Our participants are learning how simple it is to gain a little extra income each month and provide a little “reward” to their family.

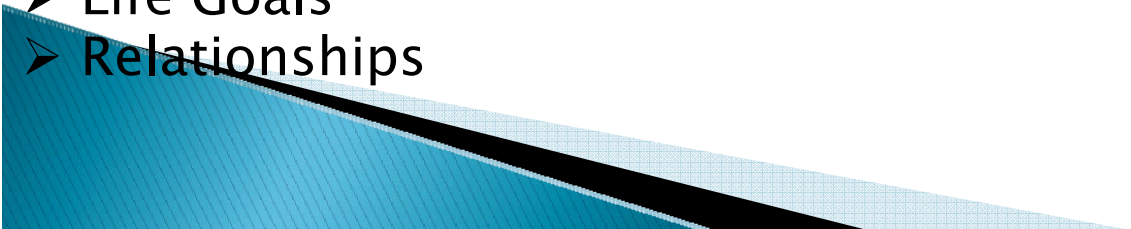
Career Options uses the monies raised from the recycled items to provide incentives to our participants who are successfully meeting the requirements of the JOBS program. Each participant is eligible to put their name in a drawing for a \$25.00 gift card (purchased with funds raised from recycling) after meeting their required hours for three consecutive months.



Single Parent Discussion Group

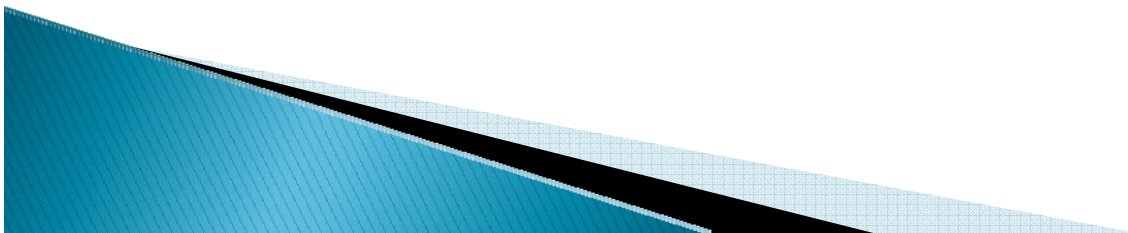
Our single parent discussion group was designed in our Minot area to offer support to single parents. Career Options works with several single parents who lack a positive support system and often struggle with their day to day responsibilities as a parent. This group offers support to single parents, parenting techniques, and allows them to meet other single parents and gain support. Career Options works with other Community Resources and brings in keynote speakers to discuss different parenting styles, being a single parent, child nutrition, and more.

Our discussion group also offers discussions such as;

- Problem Solving
 - Hobbies
 - Career Path
 - Life Goals
 - Relationships
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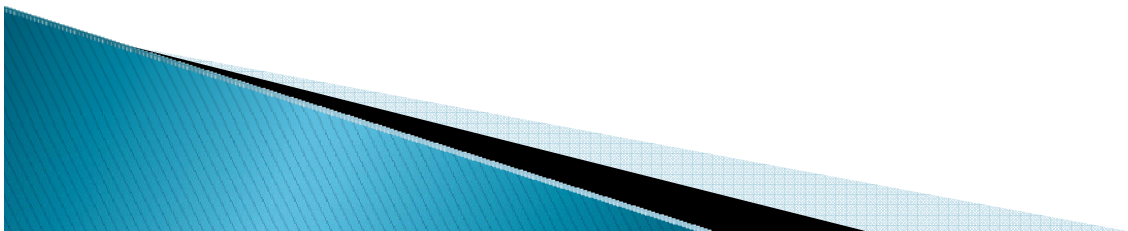
Career Options Extended Family Group

The Career Options Extended Family Group was formed for Our New Town participants with hopes of forming positive support systems amongst each other. The topics of the group varies each week, however each time the group meets they work on a project such as beading, scrapbooking, quilting, craft items, etc. The group then in return, sells their items to the community and uses their raised funds to help with the New Town Community Daycare Center.



New Town Community Daycare Center

Career Options has initiated the start of the New Town Community Daycare Center. This project is being accomplished by eight elected board members. Career Options has been actively working with the Ft. Berthold Reservation to work on developing the daycare center. Career Options is involved with fund raising to assist with the cost and opening of the daycare center. At this time, Career Options and the elected board members are developing a location for the center, which will possibly be land donated by the city, a building donated by the tribe, or space available in a local Church. Career Options has teamed up with agencies such as the Business Development Center, USDA Rural Development, Mountrail County Extension Center, Mountrail County Social Services, and Child Care Resource & Referral to make this project possible. We have high hopes that the New Town daycare center will be up and running by August of 2009.



Success Profile

To: Career Options (Kayla Burnette)

I wanted to sincerely Thank your program and your efforts for helping me in my time of need. Thank you for everything you have done!

May God Bless you!

Sincerely, Elaine B.

