



SAN CARLOS APACHE TRIBE NNEE BICH'O NII SERVICES



What is the Nnee Bich'o Nii (TANF) Program?

The Nnee Bich'o Nii “Helping the People” Program is designed to help participants living on the San Carlos Apache Reservation to develop strong families through education, support services, employment skills training and cash assistance.



“Promoting Community Development Training” (CDT)

Paid training positions for TANF participants, includes training development courses and hands-on training opportunities.

SUBSIDIZED EMPLOYMENT

TANF funds may be spent on employment subsidies. Employment subsidies are payments to employers or 3rd parties to help cover the costs of employee wages, benefits (not insurance or retirement), workman's compensation, taxes, supervision and training. Separate budget established for reimbursing tribe for expenses.

WORK PARTICIPATION RATE

Specific activities creditable toward the Work Participation Rate (WPR) include private sector and public sector employment, education and training, including career pathway programs and employer-based programs which combine work with training.

RELATED STAFF

GED Instructor

Outreach Coordinator

Investigator

Financial Grants and Contract Specialist

Human Resources

Classroom and Basic Skills Training

- ▶ Provides classroom training in vocational and technical skills or equivalent knowledge.
- ▶ This training allows individuals to learn job skills, basic carpentry, form setting, concrete placement, plumbing, electrical, interior finish and building maintenance.
- ▶ The TANF participants get hands-on and classroom setting training to develop fundamental skills while earning wages.
- ▶ Hourly rate is generally \$10.50 to \$13.00 per hour depending on unsubsidized rate.
- ▶ Training funds earned while participating in CDT is excluded for TANF financial eligibility.

Worksite Training

On-site, hands-on training in employment-related skill building through the Community Development Training (CDT) Project.



Nnee Bich'o Nii Transit Bus Shelter



Nnee Bich'o Nii Transit Bus Shelter



Nnee Bich'o Nii Transit Bus Shelter



Our Savior's Lutheran School



Our Savior's Lutheran School



Our Savior's Lutheran School

Three Classrooms with restrooms



2019 CDT PARTICIPANTS



CDT/OJT JOB TITLES

- ▶ Maintenance Helper
- ▶ Service Technician
- ▶ Intake Specialist
- ▶ Fire Prevention Technician
- ▶ Permit Clerk / Aide
- ▶ Receptionist / Lab Monitor
- ▶ Mail Clerk / Janitor
- ▶ Cooperative Student
- ▶ Community Surveyor
- ▶ House Parent Aide
- ▶ Maintenance Assistant
- ▶ Home Health Aide
- ▶ Assistant Dispatcher
- ▶ Building Maintenance
- ▶ Caretaker Aide
- ▶ Assistant Teacher
- ▶ Mentor
- ▶ Summer Youth
- ▶ Office Support
- ▶ Schedule/Office Support
- ▶ File Clerk
- ▶ Receptionist/Recreation Technician
- ▶ Office Assistance/Janitor
- ▶ Inventory Clerk
- ▶ Custodian
- ▶ Receptionist
- ▶ Warehouse Helper
- ▶ Transit Driver/Custodian
- ▶ Labor
- ▶ Cook Assistant

Kelly Dickson



Kelly Dickson lives in Bylas, Arizona, a small town on the San Carlos Apache Tribe Reservation.

Kelly graduated from Arizona State University (ASU), class of 2017 with a Bachelor's Degree. After graduating it was difficult for her to find a job due to her not having work experience and limited opportunities for employment on the reservation. Kelly submitted applications for employment opportunities; however, none of the employers responded to her applications.

At first, Kelly was embarrassed to apply for the TANF Nnee Bich'oo Nii Program and did not understand all that it entailed. Kelly applied as a Two-Parent Employment Program (TPEP) with her 2-year old daughter and her daughter's father in December 2018. Kelly started out participating as a volunteer while on the TANF Program to gain work experience. Kelly's Employment and Training (E&T) Counselor worked closely with Kelly and helped her start participating in the Community Development Training (CDT) Project as a receptionist with the Nnee Bich'oo Nii TANF Program. Kelly completed her basic training for 3 months and then started volunteering hoping to utilize her new skills. While working as CDT with TANF, she was trained in the Tribal Automated System (TAS) that TANF uses. She learned computer skills by entering client support services, Monthly Eligibility Reports (MER), TANF payments, and Projects into TAS. Kelly also attended TANF policy training and in-service meetings with the TANF Program staff. These opportunities gave Kelly insight regarding what the TANF program was all about. Once a position for Employment and Training Counselor opened, Kelly applied for the job, went through the interview process and was selected for the job. Kelly's CDT activities gave her skills and confidence to become a full-time employee.

As of today Kelly is employed with the Nnee Bich'oo Nii Services as an E&T Counselor. Kelly is very thankful for the CDT Project and Nnee Bich'oo Nii Services for giving her the opportunity and training that she needed to become employed. The TANF Program helped her and her family financially and helped her family become self-sufficient.



We Give Thanks to our Creator