



Plenary Session 3: Connecting People to Their Potential Through Partnership

Introduction

- **Melody Redbird-Post**, Project Director, National Center on Tribal Early Childhood Development

Panelists

- **Holly Morales**, Senior Director, Employment and Training Services, Cook Inlet Tribal Council
- **Brittany Suralta**, Senior Manager, Employment and Training Services, Cook Inlet Tribal Council

PARTNERSHIP



COOK
INLET
TRIBAL
COUNCIL

Celebrating more than **35 years** of Impact

Brittany Suralta, Senior Manager

Holly Morales, Senior Director

CONNECTING PEOPLE TO THEIR POTENTIAL THROUGH PARTNERSHIP

PEOPLE

POTENTIAL

PEOPLE. PARTNERSHIP. POTENTIAL.

*Child & Family | Recovery & Re-entry | Employment & Training | Youth Empowerment
Alaska 's People | Alaska Native Justice Center | Clare Swan Early Learning Center*



ALASKA

THE GREAT LAND



- Statewide population: **737,000**
- AK Native/Am. Indian: **145,000**
- Alaska Size: **663,000** sq. miles
- **13** Alaska Native Regional Corps.
- **12** Regional non-profits
- **229** federally recognized Tribes
- **8** Tribes in Cook Inlet Region
- Trends: In-migration from rural to urban areas

Our Mission:



*To work in partnership with Our People
to develop opportunities that fulfill
Our endless potential.*

Our Values:

- Interdependence
- Resilience
- Accountability
- Respect
- Humor

PEOPLE | PARTNERSHIP | POTENTIAL



CITC's FY19 Impact

19,500 participants served through integrated services

- **4,239** served in Recovery Services
 - **79 percent** of residential participants reported **positive levels of social connectedness** six months after treatment
- **4,437** served through Training and Supportive Work Services
 - **793** found employment
 - **337** advanced from cash assistance to employment
- **75** children enrolled in **Clare Swan Early Learning Center's** Early Head Start program
 - Achieved **100 percent** teacher Infant-Toddler Child Development certification
- **4,249** youth participants served through CITC's Education & Innovation services
 - **93 percent** graduation rate
 - **6,717** hours in combined STEM-based projects in the Fab Lab
- **583** served through Child & Family
 - **283 families** received intensive family preservation services promoting safety and well-being



CITC CCDBG Research and Evaluation

- CITC is the only tribe to receive this grant.
- **Our Focus-** Culturally responsive care in early childhood setting.
- **Our Partners-** Clare Swan ELC, ThreadAlaska, UAA ISER
- **Research Question-** Will professional development that is research informed, provider-centered and responsive to community needs improve early childhood educators' ability to provide culturally responsive care in an Alaskan & Indigenous setting?





THE **FIVE FACTORS** OF PARTICIPANT SUCCESS

SPIRITUAL WELLNESS

RELATIONSHIPS

HEALTHY LIFESTYLES

EDUCATION & TRAINING

FINANCIAL STABILITY

Five Factors 10 Point Scale

Client Identifier _____

Cook Inlet Tribal Council

Case Manager and Department _____

Five Factor Assessment Tool

Assessment Instructions: This is the new CITC 5 Factors Assessment. This assessment has been developed after an extensive literature review and significant input from Directors, participants and partners around the country on what are the most important factors that families need to have in place to thrive. The implementation of this assessment is a pilot that will inform our process and thinking about how we provide services to the families in our programs. You will use this 5 Factors assessment to determine your participant's needs at intake (or close to it) and at every 60 day mark. This assessment should be filled out while engaging in a conversation with your participant regarding their lives and what they might need or want to change in order to make their lives better. This assessment is based on a Likert scale - 1 representing "in crisis", and higher numbers (5-10) representing "thriving". If a particular question is not relevant to the participant you are working with, fill the box with the number 0. For example, if a participant's children are in out-of-home placement, childcare questions may not be relevant to them at the time of the assessment. After filling it out with your participant the first time, it is your responsibility as CITC staff to store it safely until you see this participant again within a 60 day window. You will use this same form the second time you see your participant.

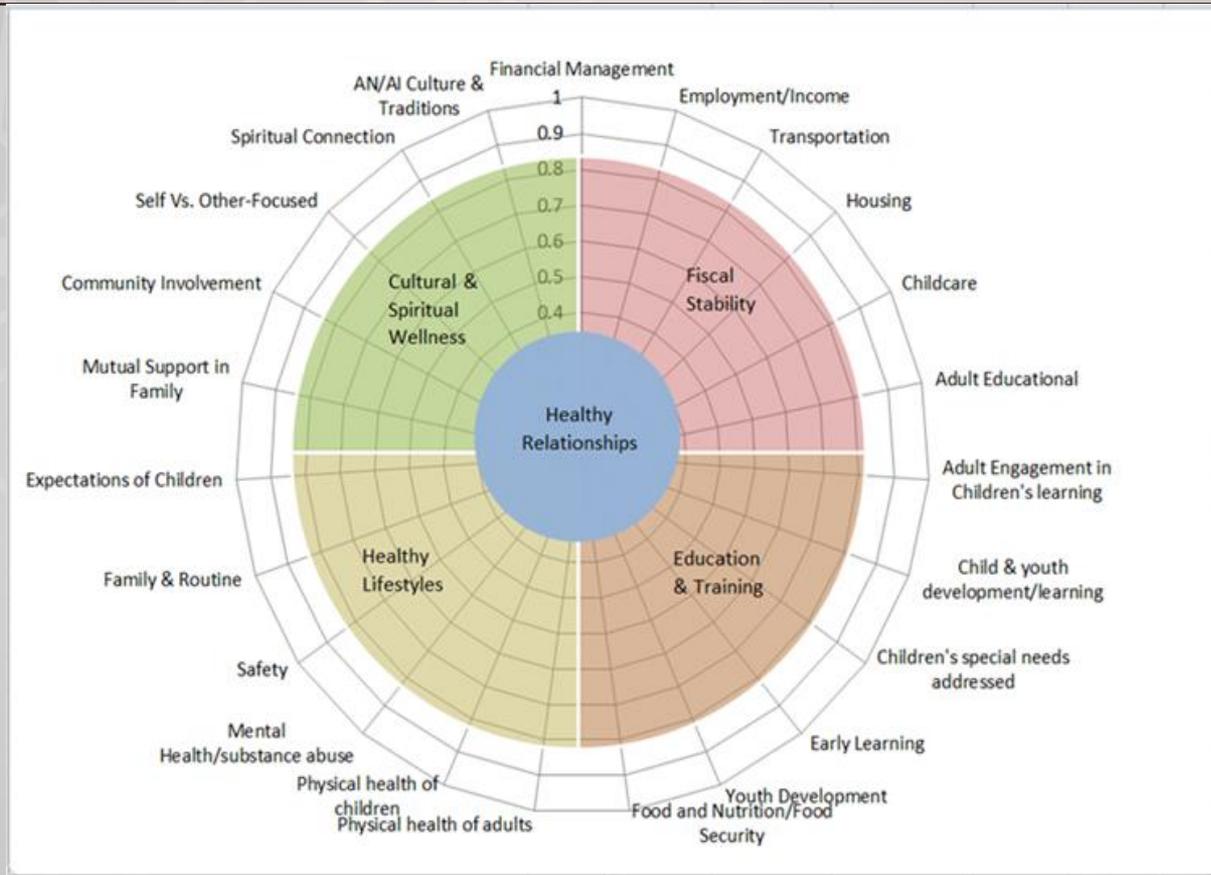
Initial Interview Date: _____

Second Interview Date: _____

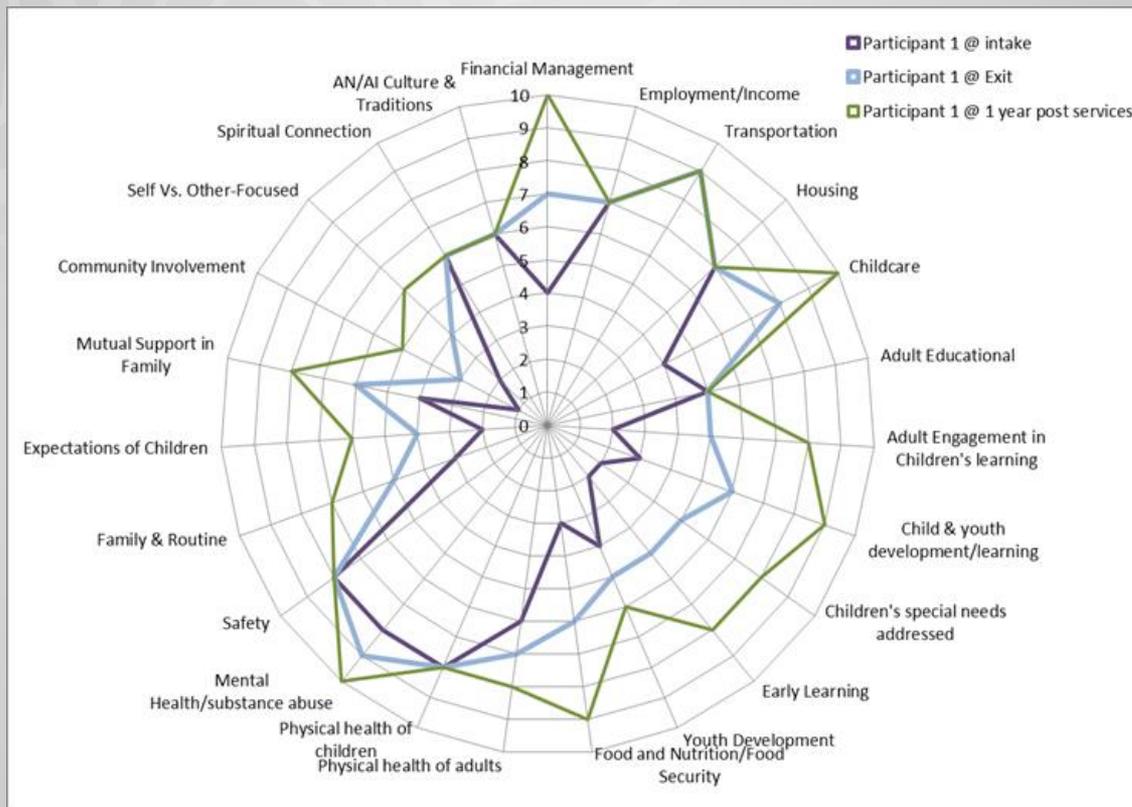
Fiscal Stability										
	1	2	3	4	5	6	7	8	9	10
Financial management	Not able to pay bills or past due debts.	Paying some bills, but paying them late/not paying others.	Paying most current bills on time, but no past bills	Paying all current bills, not paying past due debts.	Paying all current bills, paying off most debt most months, but not saving regularly.	Always paying all current bills and debts each month. Not saving regularly.	Always paying all current bills, debts on time, and past bills are all paid.	Always paying all current bills and saving regularly.	Always paying all current bills and saving regularly; no debt.	Always paying all current bills and saving regularly; no debt and investing for retirement.
Employment/income	Unemployed and unable to work or not seeking work.	Unemployed and limited work history OR disability and No income	Unemployed, good work history/skills, seeking employment	Employed part-time or seasonally & seeking full time work	Under-employed for skill/education level OR living on SSI or other fixed income ONLY	Permanent employment but not sufficient hours, wage or benefits	Employed 32+ hours weekly with adequate pay (net income is more than current basic needs or bills) but no benefits	Employed 32+ hours per week, adequate pay, meets basic needs	Employed 32+ hours per week in field of choice, good pay/benefits, opportunities for advancement	



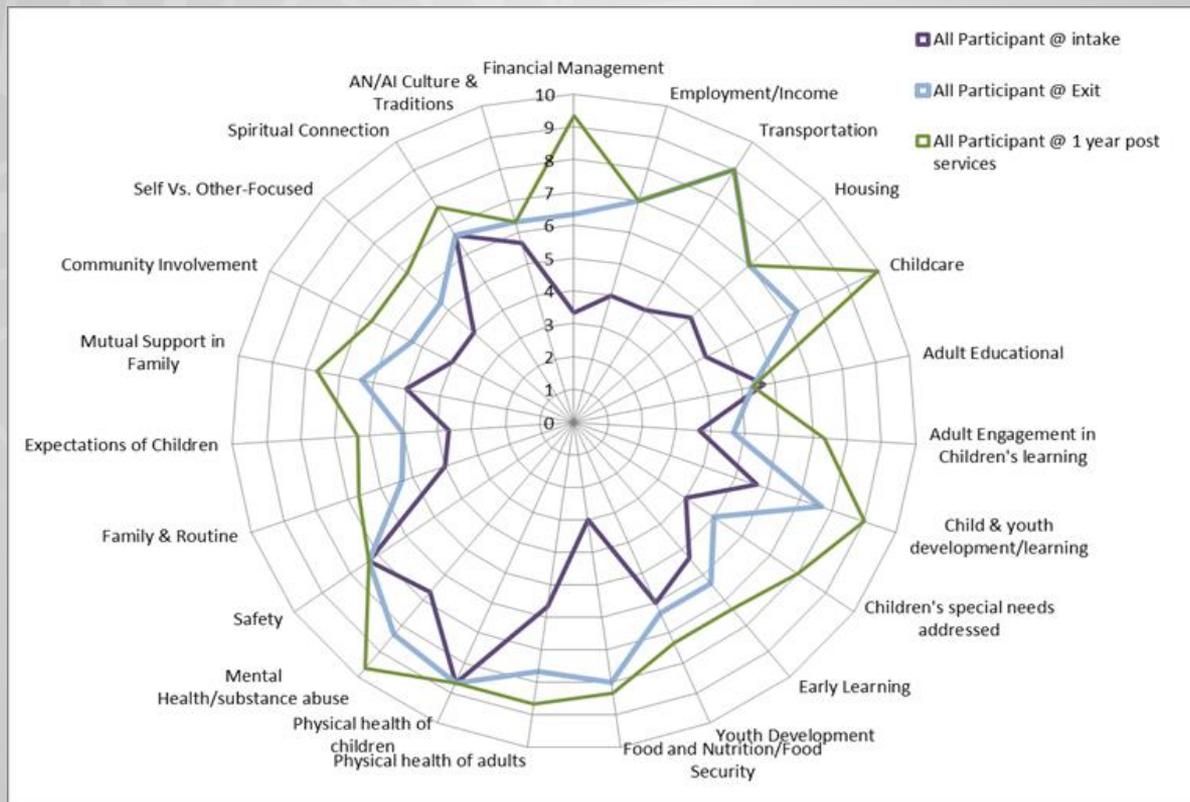
Seine Net



Seine Net- Imaginary Participant



Seine Net- Aggregated Participant Data



CITC PL 102-477 Demonstrates Success

The Indian Employment and Training and Related Services Consolidation Act of 2017 is one of the great tools for Tribes and Tribal organizations to provide holistic, multi-generation approach to workforce development and supportive services.

1. One Plan. One Budget. One Report
2. Consolidated Budget from 12 Federal Agencies
3. Tribal Innovation to address challenges and priorities
4. 477 is Working- Streamline Services, Eliminate Redundancies, Reduce Administrative Costs, Reduce Regulatory Burden



THRIVEABILITY 2025

Sustainability to ThriveAbility

Spiritual Wellness

Youth & Elders

Tribal Relationships

Participant Co-Design

Radical Education Models

Digital Innovation

People. Partnership. Potential.

Leadership



***“OUR ANCIENTNESS
IS OUR FUTURISM”***



ALYCE SPOTTED BEAR & WALTER SOBOLEFF COMMISSION ON NATIVE CHILDREN



- 11-Member Commission established by Congress
- Comprehensive study of resources, programs & support
- Identify opportunities for all Native Children
- Historic opportunity to create change



PARTNERSHIP

QUYANA!



COOK
INLET
TRIBAL
COUNCIL

Celebrating more than **35 years** of Impact

CONNECTING PEOPLE TO THEIR POTENTIAL THROUGH PARTNERSHIP

PEOPLE

POTENTIAL