

RENO-SPARKS INDIAN COLONY  
EDUCATION DEPARTMENT  
P.L. 102-477 PROGRAM

ANNUAL NARRATIVE REPORT  
July 1, 2014 to June 30, 2015



**INTRODUCTION**

The following narrative report is submitted on behalf of the Reno-Sparks Indian Colony (RSIC). The RSIC PL 102-477 Program completed its fourteenth year on June 30, 2015. The following report will show our activities during this past year of operation.

**ORGANIZATIONAL STRUCTURE**

The 477 Program is a program of the RSIC Education Department whose main office is located at 34D Reservation Road, Reno, Nevada. The Education Department consists of K-12 Education Services, the 477 Program, Child Care Program, Head Start Program, Child and Adult Care Food Program, Summer Foods Service Program, Tribal Youth Employment Program, Tribal Library and the Tribal Language & Culture Program.

**General Program Information**

The RSIC 477 Program became official on July 1, 2001 and fully operational on January 1, 2002. The RSIC Tribal Council organized the RSIC 477 Program under the RSIC Education Department. This was the first step in the development of comprehensive delivery of services to participants. All 477 Program staff is housed in the Education Department Offices. The Child Care and Head Start programs have been providing services to families in one combined building. There is also a Child Care facility and Education satellite office in the Hungry Valley Community, 18 miles north of Reno. The Education Department provides administrative and logistical support for the 477 Program.

As stated in the RSIC 477 Plan "The RSIC 477 Plan adopts the following goals that are consistent with the RSIC Comprehensive Strategic Plan, *Shared Visions of the Reno-Sparks Indian Colony, Numa, Wa-She-Shu and Newe People*:

*Toward Economic Freedom*

*Toward a secure future through strong Tribal government, spirituality and Teamwork*

*Toward Social Equality*

## **Social and Economic Conditions**

The Reno-Sparks Indian Colony (RSIC) was established in 1916 on twenty (20) acres of land located near the foot of the Sierra Nevada Mountains, along the banks of the Truckee River and between the Northwestern Nevada cities of Reno and Sparks. Three Tribes shared the Colony land: the Paiute, the Washo, and the Shoshone.

Today, the descendants of these three Tribes continue to live on the original Colony land site, although the cities of Reno and Sparks surround its borders with urban development only one step across the jurisdictional line. The Reno-Sparks Indian Colony (Reno Colony and Hungry Valley Community) is home to approximately 1,200 residents.

## **INTEGRATED PROGRAMS**

The following programs have been integrated into the RSIC 477 program: Workforce Investment Act (WIA), Child Care Development Fund (CCDF), Higher Education (HE), Job Training and Placement (JPT), Johnson O'Malley (JOM), and General Assistance (GA). These programs provide services for RSIC Tribal members and eligible RSIC residents in accordance with the RSIC 477 Plan.

### **477 Program Activities and Services to Participants**

The RSIC 477 Program assistance is one of self-help leading to self-sufficiency. It is client based to meet the needs of the individual participant working towards achieving goals. The 477 Program provided services to 1256 eligible participants during the 2014 – 2015 program years. There were 1142 total terminations while 114 clients continued into the next program year.

### **Education and Training**

A variety of educational and/or training services are made available to participants who need training and/or education. Once a participant has been certified as eligible for services, the individual is referred to one of the Education Advisors for further services. RSIC uses both 477 and Tribal funds to support this activity. During the program year, 632 participants were involved in education and training programs. 135 participants were attending college classes and 71 were involved in accredited occupational or GED programs. A number of clients are returning to education and training programs to seek more education and training to keep their existing jobs or climb their career ladder. Some of the individuals attended Truckee Meadows Community College (TMCC), a component of the University and Community College System. TMCC has a variety of classes and programs with campuses in our area. Some students attended University of Nevada and out of state colleges. This is an increase in students attending community colleges, universities locally and out of state. Graduating students received: 2 Master Degree, 3 Bachelor Degrees, 3 Associate Degrees, 20 Certifications, and 5 GEDs. A majority of the education and training awards were provided by Tribal funds as the 477 Program receives a small percentage from federal funds.

One advantage for the RSIC 477 Program is our urban locations and the number of occupational programs available for our students. These programs range from various proprietary schools and programs to technical programs at TMCC. This also includes a collaborative programming with local entities such as ABA Training Center, SKALA, JOIN, Job Connect and Community

Services Agency. 10 individuals were enrolled in GED programs as either their training objective or concurrent with receiving other services.

9 students attended out-of-state schools or universities and all received services and assistance with school related fees and supplies.

703 participants completed their Education/Training objectives and were successfully terminated.

### **Employment Services**

All clients who apply for employment assistance must apply through the 477 Intake process and meet with the 477 Program staff. The staff evaluates the client's work history, educational background and any barriers that will keep the client from obtaining a job. The Education Department works with state and local agencies, such as Nevada Job Connect, JOIN, TMCC Re-Entry Center, Nevada DETR, and other training centers to assist our clients in counseling and training. The 477 Program staff also determines whether the client has received a high school diploma or GED certificate. This is a critical piece of information because our Tribal Council requires that all applicants who come for assistance with the 477 Program must work on obtaining a high school education. The minimum requirement to be employed on the Colony is a high school diploma or a GED. Our local community college requires a high school diploma or a GED. Currently, this presents a major obstacle to the client's employment possibilities. Adult vocational schools and labor unions are also mandating diplomas except for the few special programs incorporate GED classes in conjunction with their training.

In some cases, clients are in need of help with short-term, basic preparedness as they embark on job search. The 477 Program assists clients directly with Internet search, resume writing or the composition of an introductory letter. Basic resources are available for walk-in or ongoing 477 clients such as current postings on the job board and the employment resource books. Job descriptions include local, tribal and statewide listings. In addition, employment and employer websites, agencies with temporary listings, and job readiness resources are accessible to the client. The 477 program staffs attend local job fairs and networks with potential employers. Upon establishing these business relationships, job descriptions are faxed to the 477 Program offices for posting.

With self-sufficiency as the ultimate goal, the EDP or Case Plan sets specific short-term goals toward employment, providing a step-by step process for clients with more intensive or long-term needs. The 477 program staff design and oversees the clients' progression as designated in the case plan and collaborates with other RSIC departments to help guide the client toward their career goal.

A total of 510 clients were assisted in plans for an employment objective. Of the total, 75 entered unsubsidized employment while 375 had other employment outcomes and 36 clients did not achieve their employment objective. The average earnings gain was \$12.00 for adults and \$10.00 for youth.

### **Supportive/Transitional Services**

A portion of 477 clients make one-time requests for support services while other clients are in need of more intensive, multiple services as they work toward meeting their employment

objectives. Supportive/Transitional Services address barriers as identified in the client's EDP. Solutions to barriers can be concrete and as simple as providing work clothes or bus passes for the client. They can also take the form of a requirement for a substance abuse evaluation or attendance at financial counseling classes. Unless barriers are addressed, there is little hope of long-term, stable employment.

We are fortunate to have access to several employment development programs in the Reno and Sparks area. The 477 Program utilizes career centers such as JOIN, the Re-Entry Program at TMCC and Community Services Agency (CSA) to supplement employment support for those who are unsure of their career path. Clients are referred to these programs for intensive job readiness skills and specialized career training.

Supportive services were provided 1086 times to clients who received services such as eyeglasses, work clothes, licensing fees, computers, child care, and trainings to name a few.

### **Supported Work Program**

The Education Department Manager is responsible for developing programs. The Case Manager is able to assess the skill, competency and willingness of the participant to work. After the interview process, the participant is placed in several workshops such as computer training, resume writing, job search skills, dressing for success, and interview skills to name a few.

"On-the-Job Training" allows for training in the client's chosen career area. "Work Experience" provides job experience in basic skills such as reporting to work on time, dressing appropriately, and using professional etiquette in a supportive environment. The "Internship Program" provides students with "hands-on" experience while they attend post-secondary training, generally in a vocational area. All of these programs actively involve the client and 477 staff in the mentoring process and provides a means of productive and concrete feedback to the client. A number of supported work service sites were created with Departments and Offices here at RSIC.

The 477 program staff continues to deliver work experience services to long-term cash recipients. The WEx Program was implemented to those clients in their pursuit of responsible independence by providing a part-time 2 month, or full time one month positive work experience, and by enhancing their personal and social competencies. During this process, the clients were offered mentoring by other clients who have recently completed trainings. The 477 Staff then offered the clients assistance in training on "Workplace Attire", "Resume Writing", "Financial Planning" and "Interviewing Skills". The clients then were given interviews by the supervisors from the RSIC Departments involved. The Department supervisors were encouraged to send in evaluations on the clients. The WEx program assisted clients in the program that otherwise would be on cash assistance. Of those 18 clients, twelve have permanent positions in either the RSIC Department they were working in or gained enough skills to obtain and retain a job off Colony.

The Education Department staff coordinated and supervised 45 youth during the 2015 Summer Youth Employment Program. The sponsored students ranged in ages from 14 to 21 years of age. Twelve of the interns worked full-time and were enrolled in college programs or in pre-college. The interns worked at sixteen different departments and programs on the Colony as well as three different off colony job sites such as Nevada Urban Indians, Inter Tribal Council of Nevada and the University of Nevada. The RSIC departments included Language & Culture program, Child Care, Tribal Council, Administration, Summer Foods Program, Recreation, Finance, Archives/

Records, Public Works and Education. The interns learn valuable life-skills such as timeliness, financial management, job search & preparedness and working as a team.

During the past year we had 64 participants in supported work service sites. This number included 45 youth that were part of the RSIC Summer Youth Program.

### **General Assistance**

The RSIC 477 Program provides General Assistance (GA) for eligible clients. The purpose of the program is to provide for services to allow for the promotion of personal well being, family unity, economic and social stability, and working toward increased self-sufficiency through the provision of short-term specific assistance. All clients approved for GA must comply with the provisions of 25 CFR Part 20. In addition to the 477 Intake Application, clients must complete a GA Application.

All GA clients considered able to work will be required to engage in work activities. Clients are to seek, accept, or maintain employment. Those exempted from the work requirement would be under a physician's care.

During the past program year, 294 individuals received GA through the program. Although some of the clients sought other types of assistance, another half of our regular clients were eligible for GA services given their economic situation at the time. The GA services ranged from a one time payment to individuals in need of on-going payments. The 477 program staff assists participants with medical issues and makes sure clients are successfully placed on SSI. 18 clients were terminated for failure to comply with the job search requirement. They were referred to other services. 31 individuals entered unsubsidized employment with an average earnings gain of \$12.00. The length of time for our clients took to find gainful employment was much longer than in previous years because of the down economy.

The 477 Program provided job fairs and seminars to assist our clients with information and services. The RSIC Education Department collaborated with different RSIC programs and services as well as state and local agencies to provide such services to our clients.

The 477 Staff continues to provide more intensive case management to encourage self-sufficiency. The Department is striving to provide more conditions and opportunities delivered through their individual service plans to participate in employment, life skills training or vocational training.

The Reno-Sparks Indian Colony is in the process of requesting a waiver for the job search requirement. The job search requirement poses a concern for our clients as the employment environment (lack of) makes it very difficult to get the required number of in person job searches. A majority of employers are requiring on-line job applications to be submitted via the computer and not in person. The fact that a grown adult has to have an employer sign a sheet of paper to show his/her case manager that they did in fact apply for a certain job is a bit antiquated. The Education Department would like to see job shadowing, mentoring, and on the job training a better solution to the job search requirement.

## **Child Care Services**

RSIC provided child care services to eligible clients through the RSIC Child Care Program. The RSIC Child Care is a program within the RSIC Education Department. The Child Care Program is responsible for its own operational Policies and Procedures. All Child Care services will be on a fee basis except for Social Services and Indian Welfare Act (ICWA) cases. Financial assistance is available for eligible clients. Clients requesting financial assistance must meet the 477 Program eligibility requirements.

68 families received child care services through the 477 Program. The RSIC community has two child care facilities. This year, both the Reno Child Care Center and the Hungry Valley Child Care Center provides child care for children aged 3 months to 12 years old. Child care was provided to 63 children from ages 0 to 3, 38 children ages 4 to 5 years old and 75 children 6 years and older.

The child care services are delivered through the 477 program staff who oversees employment and training. This allows the program to understand the needs related to the parents and their process towards self-sufficiency. There are four regular community meetings to open up discussion about child care issues.

The challenge the Child Care Program had was that there was no time set aside for training of staff due to the issues of being able to provide services without disruption. There is now required staff training and providers from the Children's Cabinet serve as temporary workers to relieve the staff to get the required training.

The Child Care and Head Start programs continue collaborating services to better provide for the needs of the community for four years now. The Reno site has been fully braided and working very well. The Hungry Valley site was fully braided last year. It has been a long process to get the two programs into one building. The food program (CACFP) that Head Start provides has been available to our child care children at both Reno and Hungry Valley sites for two years now. Some new mothers in the Child Care program did not know how to provide nutritious meals for their children by providing high sodium and microwave foods that parents sent with the children. Now the children in both Head Start and Child Care are provided with morning snack, a balanced lunch and afternoon snack. Another benefit for the two programs to combine is that the same curriculum is provided to both the Child Care and Head Start children that are developmentally and culturally appropriate. The third benefit is that both the Child Care and Head Start staff are able to receive the same types of training. Our hope is that the Child Care staff will continue with their education and training and eventually step into the teacher/teacher aid positions in the Head Start program.

The Child Care Program continues the I Am Moving I Am Learning curriculum at both the Reno and Hungry Valley site. The children look forward to the dancing, singing and movement activities.

The Garden Demonstration Project is flourishing at both Child Care sites. Planted at the Reno site was Indian corn, squash, melon, strawberries, raspberries, sage, mint, Indian tea and carrots; the garden was quite abundant again year! The children are able to walk along and around the path to pick the bounty.

At the Hungry Valley site the children started growing green beans, tomatoes, peas, radishes, watermelon and morning glories through its Garden Demonstration Project. Each day the children observe the progress of each plant. They also water and care for the garden with the help of staff. Hooray for our little gardeners!

## **Youth Services**

RSIC provides Youth Services for individuals of pre-school age up to 21 years of age. The following categories are established for Youth Services: Johnson O'Malley (JOM) Educational Support Services, Comprehensive Youth Assistance, and Youth Supported Work Services.

### Johnson O'Malley Educational Support Services

The JOM category is established to provide supplementary financial assistance to meet the educational needs of Indian students. The Tribe maintains the JOM Indian Education Committee as an advisory committee to the Tribal Education Department. The JOM Committee seeks parent and community input relative to the Tribe's education services and supplemental educational youth activities. The RSIC JOM Committee formally makes recommendations for the priority of spending for JOM Educational support and sets individual limits for funding educational support. The Education Department assists in informing the community of the priorities and limits set each year.

Of the 378 RSIC school-aged children attending schools in Washoe County public schools, over 95% received services and assistance with school related fees and supplies.

### Comprehensive Youth Assistance

The JOM Educational Support Service served most of the youth on the Colony. There are youth that will need additional services who may be in special circumstances needing assistance to overcome serious identified barriers to employment. Applicants must meet the general eligibility requirements for RSIC 477 Program services.

### Youth Supported Work Services

The RSIC 477 Program encourages employment with a goal of self-sufficiency. One way to achieve this is through various work experiences for eligible youth. Supported work experiences may include vocational exploration and part-time employment developed and/or funded by the 477 Program. Applicants must meet the general eligibility requirements for RSIC 477 Program services.

As reported earlier, The 477 program staff coordinated and supervised 45 students during the 2015 Summer Youth Employment Program. The program was enhanced this year by having a special orientation and job fair that was delivered prior to placement. The orientation included employment skills as well as opportunities to practice interviewing skills in real life situations. This also included dressing for the part; as commented by the interviewers, the fact that some of the students dressed up in appropriate work clothing were a great accomplishment. The enhanced youth program resulted in more youth knowing what to expect and what they will accomplish by putting their best effort into the employment seeking process being prepared.

The 477 Program funded 5 youth out of the 45 youth; 40 youth were funded Tribally.

## **Unmet Needs**

Higher Education funds are being stretched as RSIC has experienced a growth in the number of participants seeking post secondary opportunities. This is also joined with an increase in the cost associated with education and training. Another component is that a majority of parents whose children are attending a college or university are unable to pay their parent portion of educational costs for college. Due to our current economic downturn, more individuals are considering going back to school. Some individuals are returning to school full time. Tuition to universities and community colleges has increased and many book costs have tripled. The financial need costs have increased due to the cost of living and employment. The only problem is our higher education funds are in greater need. We are experiencing unexpected increases in new students who want higher education but are unable to assist them adequately because our funding is inadequate.

Vocational Training is another option for most of our clients. The problem our clients face attending full-time vocational school is that they do not have the earning capability while attending school during this period. A majority of our clients have family obligations and the choice of having a steady income right now versus in the future means school or training gets shelved. Although they know that going to school or training is a way to gain better economic stability for the future, the immediate need is the present therefore school or training is not an option. The RSIC Education Department is looking at various ways of assisting those clients to encourage school or training.

The Indian General Assistance program has to be inventive to assist those clients who are long term cases. For our clients who have always lacked the skills to be self sufficient are given more assistance and incentive to pursue education and training. There are several clients who have felonies and the program staff is referring those individuals to local re-entry agencies to assist in skill building and seeking employers who will give them a second chance. With internet job applications, staff does not feel that clients are giving their earnest intention of getting jobs but are just getting by. The program implemented a mandatory volunteer crew of those employable clients who can assist with community activities, with departmental programs and activities.



## Public Law 102-477 Statistical Report

Tribal Nation	Report Period		
Reno-Sparks Indian Colony	From: July 2014		To: June 2015
<b>I. Participants Served</b>	<b>Adults</b>	<b>Youth</b>	<b>Cash Assistance Recipients</b>
A. Total Participants	535	427	294
B. Total Terminees	487	379	276
C. Total Current Participants	48	48	18
<b>II. Terminee Outcomes</b>	<b>Adult</b>	<b>Youth</b>	<b>Cash Assistance Recipients</b>
A. Total with Employment Objective	265	89	156
1. Entered Unsubsidized Employment	23	21	31
2. Other Employment Outcomes	199	65	111
3. Employment Objective Not Achieved	43	3	14
4. Average Adult Earnings Gain	12		
B. Total with Educational/Training Objective		290	120
1. Degree/Certificate			
a. Attempted	38	25	8
b. Attained	31	21	4
2. Other Education Outcomes	119	3	23
3. Education Objective Not Achieved	14	3	19
C. Misc. Objective Achieved	20	259	32
D. Other (Non-Positive)	0	4	18
<b>III. Terminee Characteristics</b>	<b>Adult</b>	<b>Youth</b>	<b>Cash Assistance Recipients</b>
A. Female	263	208	149
B. Male	224	171	127
C. Education Level			
1. Dropout	48	4	33
2. Student	26	362	33
3. High School/Diploma/GED	331	3	202
4. Post High School	82	10	8
D. Veteran	5	0	6
<b>IV. Participant Activities</b>	<b>Adult</b>	<b>Youth</b>	<b>Cash Assistance Recipients</b>
A. Employment	326	307	312
B. Education/Training	289	289	230
C. Misc. Objective/Supportive Services	412	312	362
D. Other/Service Referral	269	123	253
<b>V. Child Care and Development Activities</b>	<b>Families</b>	<b>Children</b>	<b>Cash Assistance Recipients</b>
A. Families Receiving Child Care	68		
B. Children Receiving Child Care		176	
1. Ages 0 through 3 years		63	
2. Ages 4 through 5 years		38	
3. Ages 6 through 12		75	
4. Ages 13 and older		0	
C. Care Received – Type of Provider			
1. Center Based		176	
2. Family Child Care Home			
3. Group Home			
4. Child's Home			
<b>VI. Jobs Creation/Economic Development</b>	<b>Jobs Created</b>	<b>AI/AN Employed</b>	<b>Businesses Assisted</b>
A. Number	54	54	19
<b>Report Prepared By (Print Name &amp; Sign)</b>	<b>Phone Number</b>		<b>Date</b>
San San Tin <i>San San Tin</i>	775-329-6114		September 17, 2015

**U.S. Department of the Interior  
Public Law 102-477**

**Annual Financial Expenditure Report (Version 2)**

1. Tribe/Tribal Organization: <p align="center">Reno Sparks Indian Colony</p>	2. Other Identifying Number Assigned by DOI: <p align="center">GTK00T12507</p>
3. Mailing Address: (Provide complete mailing address) 34 Resevation Road, Reno Nevada 89502	
4. Submission: (Mark One) <input checked="" type="radio"/> Original <input type="radio"/> Revised	5. Final Report for Plan Period: <input type="radio"/> Yes <input checked="" type="radio"/> No

6. Annual Report Period: From: <u>07/01/2014</u> To: <u>06/30/2015</u> (Month/Day/Year) (Month/Day/Year)	7. Plan Period Covered by this Report: From: <u>07/01/2013</u> To: <u>06/30/2016</u> (Month/Day/Year) (Month/Day/Year)
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8. Transactions:	Column I: Previously Reported	Column II: This Annual Report Period	Column III: Cumulative/Total
a. Total Funds Available	\$ 345,705.30	\$ 191,956.00	\$ 537,661.30
b. Cash Assistance Expenditures	\$ 24,591.12	\$ 37,760.00	\$ 62,351.12
c. Child Care Services Expenditures	\$ 6,829.64	\$ 81,703.99	\$ 88,533.63
d. Education, Employment, Training and Supportive Services Expenditures	\$ 4,522.86	\$ 12,772.75	\$ 17,295.61
<i>i. TANF Purposes 3 and 4 (non-add)</i>	\$ -	\$ -	\$ -
<i>ii. Other TANF Assistance (non-add)</i>	\$ -	\$ -	\$ -
e. Program Operations Expenditures	\$ 17,963.32	\$ 61,336.10	\$ 79,299.42
<i>i. Child Care Quality Improvement (non-add)</i>	\$ -	\$ -	\$ -
f. Administration/Indirect Cost Expenditures	\$ 14,563.98	\$ 4,807.87	\$ 19,371.85
g. Total Federal Expenditures (Sum of lines b through f)	\$ 68,470.92	\$ 198,380.71	\$ 266,851.63
h. Total Unexpended Funds	\$ 277,234.38	\$ (6,424.71)	\$ 270,809.67

9. Certification: This is to certify that the information reported on all parts of this form is accurate and true to the best of my knowledge and belief and that the tribe has complied with all directly applicable statutory requirements and with those directly applicable regulatory requirements which have not been waived.

a. Signature of Tribal Official 	
b. Type Name and Title Arlan D. Melendez, Tribal Chairman	c. Date Report Submitted 9/17/2015
d. Questions regarding this report – Contact: (Type Name, Title, Phone #, and Email Address) Gene Sanders, Grants Manager, 775-329-2936, gsanders@rsic.org	