Cook Inlet Tribal Council, Inc.
Presented by: Jo Cannon and Melanie Hickey
CITC, Who We Are

Our People have always understood that no one lives in isolation—individuals depend on each other, as well as themselves. In a world that presents both challenges and opportunities, we must work together, be resilient and treat each other with respect.

Gloria O’Neill, President & Chief Executive Officer
CITC collaborates with the eight federally recognized tribes, within Cook Inlet region to strengthen program and social services capacity for the region’s tribal communities. The CITC Board of Directors includes a representative from each of the tribes within Cook Inlet region and nine Cook Inlet Region, Inc. representatives.
Who We Serve

While our primary service area is the Cook Inlet Region of Southcentral Alaska, CITC embraces the contemporary diversity of Our People and welcomes all who come through our doors, regardless of their regional origin or formal tribal affiliation.
CITC Mission

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

As an organization built upon values rooted in Alaska Native cultures, we believe that investing in individual human potential builds human capital, and advances the self-determination of Our People.
Our Vision

We envision a future in which all Our People—especially Our youth, the stewards of our future—have access to vast opportunities, and have the ability, confidence, and courage to advance and achieve their goals, infused with an unshakeable belief in Our endless potential.
Who We Are

• INTERDEPENDENT
• RESILIENT
• ACCOUNTABLE
• RESPECTFUL
• WE CAN BE HUMOROUS TOO!
Employment & Training Services Department

- Employment Supportive Services
- Adult Education
- Alliance for Young Families
- Burial Assistance
- Child Care Assistance
- Drop-in Child Care Center
- Eklutna, Inc. Grant Program
- GED Preparation
- General Assistance
- Healthcare Job Training
- Intensive Case Management
- Life Skills Classes
- Low Income Heating Assistance
- Temporary Assistance for Needy Families (TANF)
- Tribal Vocational Rehabilitation
- Vocational Training
- Youth Employment Program Internship
- Youth Services
What is Peer to Peer?

Peer Power
Led by Participants
Positive Outcomes
Relationship building
Networking
Conversation
Culture inside – and outside – the classroom
Peer Power & Positive Outcomes

- 2017 – 77% of peer program participants reported positive outcomes
- 2018 – 82% of people who engaged in peer-to-peer programs reported positive outcomes.
- 66% of individuals not engaged in peer support reported positive outcomes.
- The group can help people learn to be in social settings, be accountable and increase their skills.
- Gives staff the ability to not be a “case manager” but a true coach who encourages them to move forward.
- Peer Support is Working!
Led by Participants

The Staff guide the conversation when necessary but the members of the group take lead.

Modules

- Networking: We are all connected
- Resume: Resume building activity
- Interview
- Elevator Pitch
- Time Management
- Communication: Drawing Twins
- Motivation
- Resources: Know your Community
- Ethics: Ethics Self Quiz
- Work Life Balance
- Teamwork
- Career: 10 Helpful tips to avoid being late to work
Relationship Building

• Social Connectedness - Social connection is the experience of feeling close and connected to others. It involves feeling loved, cared for, and valued, and forms the basis of interpersonal relationships.

• Social Capital - is the effective functioning of social groups through interpersonal relationships, a shared sense of identity, a shared understanding, shared norms, shared values, trust, cooperation, and reciprocity.
Networking is the exchange of information and ideas among people with a common profession or special interest, usually in an informal social setting.
Conversation

- Meaningful conversations lead to relationships and connections.
- We can learn from each other.
- Make sure to lay some ground rules for your Peer Groups.
- Examples:
  - Be Respectful
  - Confidentiality
  - No Judgement Zone
  - Share only what you want
Culture inside and Outside the Classroom
ETSD workshops provide life skills training for all 477 participants and job seekers. The Life Skills program had 708 participants (duplicated) attend classes in topics that included budgeting, problem solving, time management, communication, decision making, goal setting, interview skills, job search skills, resume development, healthy relationships and employer expectations.
Peer to Peer and 477

Which Participants Can Attend?

– General Assistance (GA)
– Temporary Assistance for Needy Families (TANF)
– Non Cash Assistant Participants (Employment Services, GED, Life Skills, Youth Services and Education and Training)
Peer Groups and Staff

Benefits for Staff:
• Self-efficacy
• Increased confidence
• Improved Communication
• Increased self-knowledge
• Personal Growth
• Initiative and perseverance
• Learning from mistakes
• Public speaking
• Leadership Skills
• Own recovery
How Will *You* Incorporate Peer Groups?

- Use what works for you and your service type.
- Are you employment focused or case management focused?
- Use cultural and program relevancy to guide you.
- Remember to be patient with the newly developed peer groups.
- Consistency is key!
- Listen to your Participant/Client needs and feedback.
- Listen to your staff and what they feel is working/not working.
OUR 477 JOB COACH TEAM
References