



CANKDESKA CIKANA  
COMMUNITY COLLEGE

*Spirit Lake Dakota Nation*

***Start Here • Go Anywhere***

# Next Steps II Empowering American Indians/Low Income Individuals to Pursue Careers in Healthcare

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Cankdeska Cikana Community College - Next Steps II

# Population Served

- Statewide project with concentrations on Tribal Nations in North Dakota
  - Spirit Lake Nation in Fort Totten, ND
  - Standing Rock Sioux Tribe in Fort Yates, ND
  - Three Affiliated Tribes in Fort Berthold, ND
  - United Tribes Technical College in Bismarck, ND
- Our Target Population is American Indians enrolled in federally recognized Tribe, TANF, and Low Income. Individuals who experienced generations of poverty and socio-economic hardships.



# Population Served cont...

- Our objective is to break generational poverty cycles by providing them with the necessary support
  - To successfully complete an educational and training program in healthcare,
  - Secure gainful employment with a livable wage,
  - Break the generational poverty cycle and position them to provide a better life for themselves and their families.

# Program Model:

To achieve our objectives we have adopted a mentor model developed by the University of North Dakota, College of Nursing, RAIN Program (Recruitment and Retention of American Indians in Nursing)

- This model is a no excuses model and is founded on the basis of providing an individual mentor assigned to each and every student.
- The mentor works intensively with the student by developing a personal supportive relationship and assists the student with the following.
  - Navigating the educational process from start to finish by engaging with the student in planning, problem solving, and overcoming adversity, confronting barriers and obstacles
  - Providing necessary supportive services such as child care and transportation to help ensure there are indeed no excuses to completing and achieving personal goals.



# Program Model cont...

- Under this model the mentor is available 24-7 and guides the student through the educational process and coaches and mentors the skills necessary to succeed in education and in life.
- In our program the mentor has the following responsibilities
  - Recruitment and Retention
  - Objective assessment eligibility
  - Placement staff are provided to assist in securing employment for the participant upon education and training completion based on the relationship that had been developed in the mentoring process.
- This model proved to be very successful for us in Next Steps I and is being replicated in Next Steps II.

# Challenges:

- The majority of our participants are single mothers with anywhere from 1 to 4 children.
- The greatest challenge in moving these individuals from generational poverty, socio-economic hardship, poor/limited academic preparation is instilling in the individual the attitude and belief that they can do it, that they can overcome and rise above the poverty that has limited them and prevented them from achieving their dreams and goals for themselves and their families.
- The program provides the means, but they have to believe and be willing to put in the work and the effort to make it happen.



## Best Practices/Lessons Learned:

We learned early in our project that our target population was poorly prepared and lacking in the skills necessary to navigate the education process successfully, but were also deficit in the essential workplace skills necessary to find and retain employment.

# Employer Engagement

- To address this challenge our project developed an aggressive and ambitious employer engagement initiative that called for:
  - Engaging with employers in the state to bring them into our program make them aware of our program.
  - Developing trust with them that our program produces well qualified well prepared employees to help them meet their workforce needs.
  - This involved developing relationships with employers a network of employers who we partnered with in guiding and directing our program through an Employer Advisory Council.



# Employer Engagement

- Our employer engagement went beyond an advisory approach but included an assessment of workforce needs with employers through a series of Workforce Development Workshops we conducted to engage with employers directly on approaching workforce shortages, Apprenticeship and our program.
  - Networking and Active Engagement
    - Governor's WFDC (WIB)
    - ND Center for Nursing
    - ND Department of Human Services (TANF)
    - Community Options (JOBS)
  - Educational Providers
- AHEC  
JSND (WIOA)  
Tribal TANF

# Employer Engagement

- Developing relationships and partnerships with major healthcare providers
  - Altru Health Systems
  - Sanford Health
  - CHI St Alexius
  - Eventide Senior Living Communities
  - Dakota Travel Nurse



# Job Readiness Skill Development

- In addition to address the essential workplace skills for our graduating students we developed an employability skills workshop that worked to instill the necessary workplace skills including:
  - Skills in how to look for work, where to look for work, how to interview and finally how to retain employment.
- Participants work in groups and one-on-one developing skills with resumes, cover letters, interview process and job retention skills.

# Job Readiness Skill Development

- In Next Steps II we are building on these workshops and plan to work to develop essential leadership and life skills including:
  - Communications
  - Team building/group dynamics
  - Conflict management/problem solving
  - Leadership skills in the workplace and in life



# Job Readiness Skill Development

- Basic Skills – Skills Development Program (SDP)
  - Academic Skill Development
    - Math
    - Reading
    - GED Preparation
  - Job Readiness Skill Development
    - You in the Medicine Wheel
    - Effective Communication Skills
    - Resume & Cover Letters
    - Preparing for the Job Interview
    - Effective Teamwork in the Workplace

## Next Steps II

- *Building better lives for individual and their families*
- *Addressing critical workforce needs in our state:*
  - *Questions*