



COOK
INLET
TRIBAL
COUNCIL

People. Partnership. Potential.



COOK INLET TRIBAL COUNCIL

Employment Virtual Learning Cohort – It Starts with a Handshake

The Mission of CITC

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



Respect

Resiliency

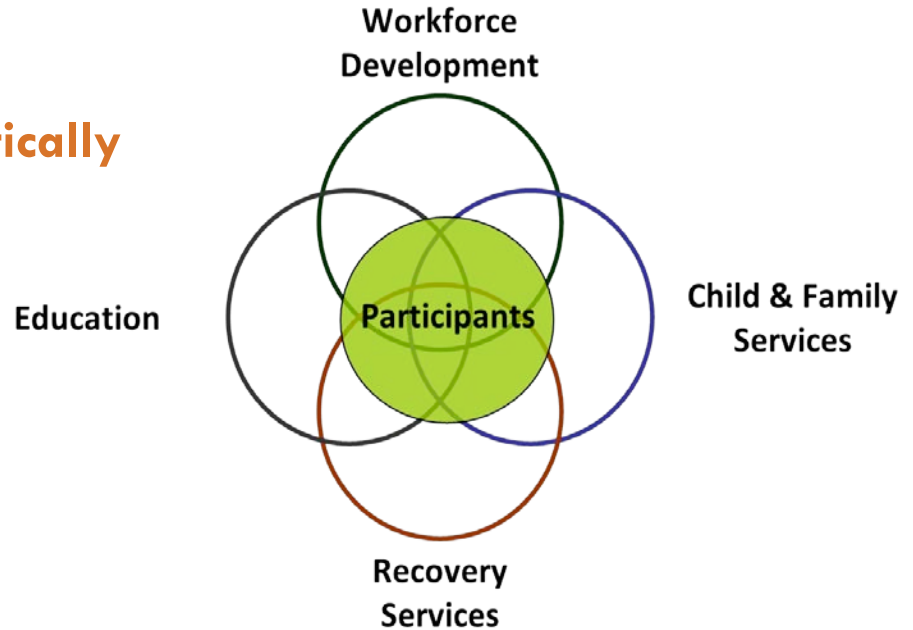
Accountability

Interdependency

Wraparound Services

Meeting Participant's Needs – Holistically

- Education
- Employment & Training
- Child & Family
- Recovery & Re-entry



CITC Program Brief

Program Challenges Identified

- Participant Employment Deficit
- Cumbersome Intake Process
- Lack of Program Retention
- Strained Third Party Relationships
- Lack of HPOG Knowledge - Internal & External

New Staff - February 2018

- HPOG Program Manager, DeAnna Roering
- HPOG Employment Developer, Jeff Rebitski



Employment Virtual Learning Cohort

Team Work Makes the Dream Work

- All Staff Participation – VLC Webinars
- Case Study Reviews
- Reached out to the Experts – OJT/Internships

Identified Key Employer Partner

- Employer Mapping Process
 - Alaska Native Tribal Health Consortium (ANTHC)
 - Alaska Native Medical Center (ANMC)



It Starts with a Handshake

Hit the Ground Running

- Introduction Call
- Meet with Key Hospital Staff
 - Accomplish more Face-to-Face
 - Re-establish & Cultivate Relationships

Laid Our Cards on the Table

- Multiple Program Managers & Staff
- Listened & Took Ownership of Concerns
- Left with a Game Plan



Go Right to the Source

The Game Plan

- Participant Completes Training
- Final Touches on Resume & Cover Letter
- Supportive Services & Interview Prep
- Participant Applies for Desired Position
- Bypass HR – Call Direct to Nurse Recruiter
- Nurse Recruiter Connects Participant w/Hiring Manager
- Application Pulled from HR
- Interview
- Hired!



Credibility = Risks = Success

Credibility

- A Little Less Talk & A Lot More Action
 - Dedicated Staff Person to Focus on Employment
 - Credibility Achieved by Follow Through

Risks

- Credibility & Trust Enables Partners to Venture Outside of Their Comfort Zone
 - ANTHC/ANMC Created a New CNA Employment Structure

Success

- Increased HPOG Participants Employment – It is a Win-Win
 - Need Filled for Both HPOG & ANTHC/ANMC

Testing Employment Structure

New CNA Pathway Created

- ANTHC/ANMC Created Two New Paid Positions

Nursing Assistant, Student

- Paid Shadowing Opportunity
Entering or Currently in CNA Training

Nursing Assistant, Graduate

- Participant has Completed CNA Training
Waiting to take Certification Exam



Thank You!

DeAnna Roering, HPOG Program Manager

Cook Inlet Tribal Council - HPOG
Anchorage, Alaska

droering@citci.org

Phone: 907-793-3371

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