THE MOTHER TOWN HEALING PROGRAM

YSG

1

What is the Mother Town?

Kituwah is considered the place of origin for all 3 federally recognized Cherokee tribes.

Archaeologists date the site back to nearly 10,000 years ago.

YSG

Kituwah mound was originally 15-20 feet tall and housed a 7-sided council house with a fire located in the center. The Keepers of the Medicine kept the fire always burning in the council house, which symbolized the presence of Unetlvna (Creator) and the life of the town.

Kituwah was a central township of the Cherokee people, with other Cherokee towns located around it. It was a place of peace; matters of conflict or war were never discussed there but in a different location.

It is believed that the true name of the Cherokee people is Anikituwagi- *the People of Kituwah*.

A 5-6 ft. tall remnant of Kituwah township, the mound itself, is still visible today. To this day, Kituwah is the most sacred site of the Cherokee people, the Mother Town of all Cherokees, known to be a place of healing and peace.

© Shan Goshorn

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Widadalenisgv (Nigada) Dvdesi

(Return to our roots, where we began.)

The Mother Town Healing Program supports individuals in recovery by providing the means to learn positive skills in a way that reinforces recovery. This approach helps individuals learn and maintain the healthy adaptive behaviors that help them reach their educational, employment, and other recovery goals.

Successful participants reintegrate into the workforce or college and find their places as stakeholders in the community.

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The Mother Town Healing Program is a workforce development program to benefit the livelihood of EBCI enrolled members and their families through:

➢ Skill Building & On-the-Job Training
➢ Education
➢ Personal Growth
➢ Reconnection to Community & Culture
➢ Healthy Life Skills
➢ Wellness & Recovery Support
➢ Employment Opportunities Through Partnership

4

A Community Reinforcement Approach

▶Chronic unemployment is common among populations with current and past histories of substance use disorder., such as AI/AN communities.

▶Nat Azrin designed the Community Reinforcement Approach in the 1970s. He believed a changed environment was necessary (for recovery) along with positive reinforcement for sober behavior from the community, family, friends, and employment. This approach includes helping individuals find new, enjoyable activities that do not involve substance use, and teaching them the skills needed to participate in such activities (Meyers et al., 2011).

▶By creating community support for those in recovery, TERO MTHP helps individuals who have limited access to social and employment opportunities.

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What Is Supported Employment?

▶ SE programs help consumers find jobs that pay competitive wages in integrated settings (i.e., with other people who don't necessarily have disabilities) in the community.

▶ *(Drug addiction, diagnosable in the DSM V, is considered a physical or mental impairment under the Americans with Disabilities Act.)*

▶ Strengths-based: Rather than trying to shape individuals into becoming "perfect workers" through extensive prevocational assessment and training, individuals are offered help finding and keeping jobs that capitalize on their personal strengths and motivation. Thus, the primary goal of SE is not to change individuals but to find a natural fit between their strengths and jobs in the community (SAMHSA, 2009).

▶ Between 40% and 60% of persons enrolled in supported employment services obtain competitive employment while less than 20% do so when not enrolled in supported employment (Bond et al., 2001).

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Among cognitive variables,

several forms of motivation have been

associated with good recovery

outcomes:

❖ Having "**something to lose**" (e.g., employment, friends, health, freedom) if substance use continues can motivate change and is associated with positive outcomes (Laudet et al., 2002).

❖ **Social support** from family, friends, and community has been consistently found to predict positive outcomes.

As early recovery progresses, one begins to regain health, social connections and self-respect.

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MTHP Participants Build Recovery Capital

Research has shifted from treatment methods to more focused attention to recovery: the combination of personal, interpersonal, and community resources that can be drawn upon to begin and sustain addiction recovery, according to Granfield & Cloud (2008). They termed these characteristics Recovery Capital, defined as "The breadth and depth of internal and external resources that can be drawn upon to initiate and sustain recovery from alcohol and other drug problems."

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Identifying and building an individual's personal and social assets can support treatment engagement and enhance motivation for ongoing recovery.

The MTHP uses a strengths-based approach with a focus on the eight domains of recovery capital identified by the Treatnet working group:

1) Physical and mental health;
2) Family, social supports, and leisure activities;
3) Safe housing and healthy environments;
4) Peer-based support;
5) Employment and resolution of legal issues;
6) Vocational skills and educational development;
7) Community integration and cultural support; and
8) (Re)discovering meaning and purpose in life.

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The Mother Town Approach to Workforce Development

Phase 1- Education Duration: Approximately 5-9 months
➢ MTHP Participants learn life skills, job skills, focus on education, learning and developing new behaviors, recovery support, goal setting & planning.

Phase 2- Work Experience Duration: Approximately 3 months
➢ MTHP Participants who have demonstrated progress and readiness through attendance & punctuality, dependability, and willingness to learn will begin an internship with a Tribal program or other local agency.
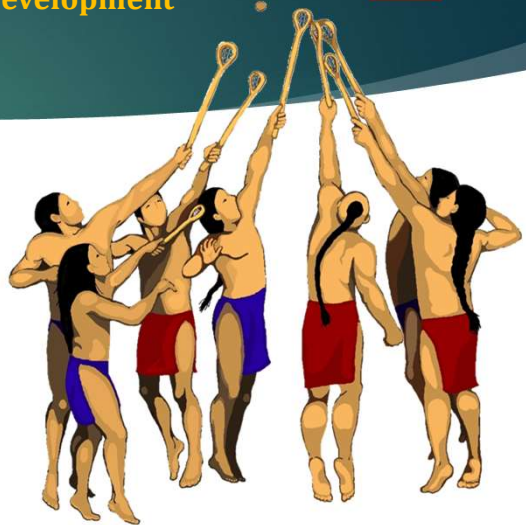
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MTHP Services

➢ MTHP Supervisors help navigate Participants through their recovery and employment journey

➢ Identify training and employment opportunities for Participants

➢ Regularly review current services to identify strengths, gaps, and opportunities to implement additional practices

➢ Provide access to multiple recovery supports and services for Participants

➢ Seek opportunities to build community connections

➢ Assist Participants in eliminating barriers to employment

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Community Partnerships:

➢ **Cherokee Indian Hospital Authority:** MAT, Recovery Education & Support Groups, Compliance with Recovery Care Plan

➢ **Southwestern Community College:** Working Smart (Soft Skills Training), High School Equivalency (GED), and Other Training

➢ **Tribal Programs & Other Local Agencies:** Intern Placement (On-the-Job Training), Volunteer Opportunities, and Partnership in Community Projects

➢ **Community Members- Elders and Artists:** Cultural Education & Guidance, Support, and Volunteerism
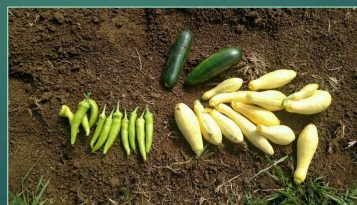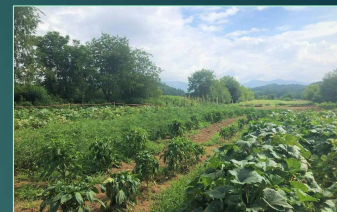

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Sgadugi Osda Han(a)dvneho
(Giving to the community)
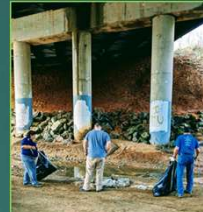
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Getting Back to Our Roots.

14

M.T.H.P.-
An Example of Recovery in Action!

Originally a pilot program started in the spring of 2017, the MTHP has celebrated many successes.

To date, a significant number of MTHP Participants who completed the program are now permanently employed or enrolled in college!
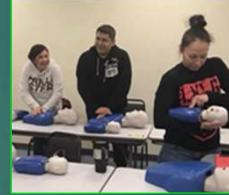
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The Mother Town Healing Program Numbers in May 2022

- Still Working, Still in Recovery
- Did Not Complete But Hired & Still Working
- Completed, Hired, Relapsed
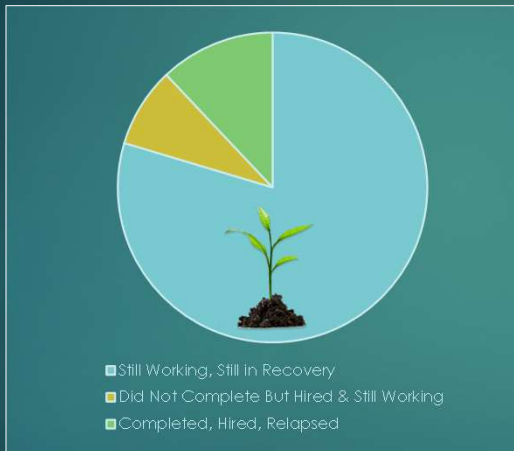
74% Program Completion Rate

Employed Post MTHP:

13% who completed were hired but lost job after relapse...

* 9% who did not complete were hired and are still working, still in recovery...

86% are still working, and still in recovery!

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Where Are They Working?

- Cherokee Indian Hospital Authority
  - Behavioral Health
  - NC Certified Peer Support Specialist
  - Crisis Stabilization Unit
  - Cherokee Women & Children Home
  - Patient Registration & Screening
  - Environmental Services
- Cherokee Central Schools
  - Administrative Services
- Oconaluftee Job Corps
  - Student Support Services
- Cherokee Boy's Club
  - Administrative Services

- EBCI Tribal Programs
  - Emergency Medical Services
  - I.T. /Help Desk
  - Public Health & Human Services
  - Hospitality & Tourism
  - Cherokee Bottled Water
  - Environmental Services
  - Facilities Management
  - Wastewater Treatment Plant
- Harrah's Cherokee Casino
- Tribal Employment Rights Office
  - Mother Town Healing Program Supervisors

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How Has MTHP Supportive Employment Made a Difference for Community Members in Recovery?

Financial & Legal

Financial literacy
- Restoring or establishing credit

Accountability
- Resolved legal issues, paid fines & court costs
- Completed probation
- Reinstated or obtained driver's license

Family & Quality of Life

Sense of purpose

Bought their first home

Got their first apartment

Regained custody of children

Bought their first car

Took their first family vacation with children

Sustained long-term recovery

Community

Volunteerism/giving back

Educating the community

Supporting others

Reconnection to culture & community

Accessing supports

Leadership through service

Community stakeholder

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Atse Nudale Hinahulv
(Change the narrative- tell a *new* story.)

For more information about Tribal Employment Rights Office or the Mother Town Healing Program, visit https://www.ebci-tero.com

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Shan Goshorn Kituwah Photo: http://www.shangoshorn.net/history
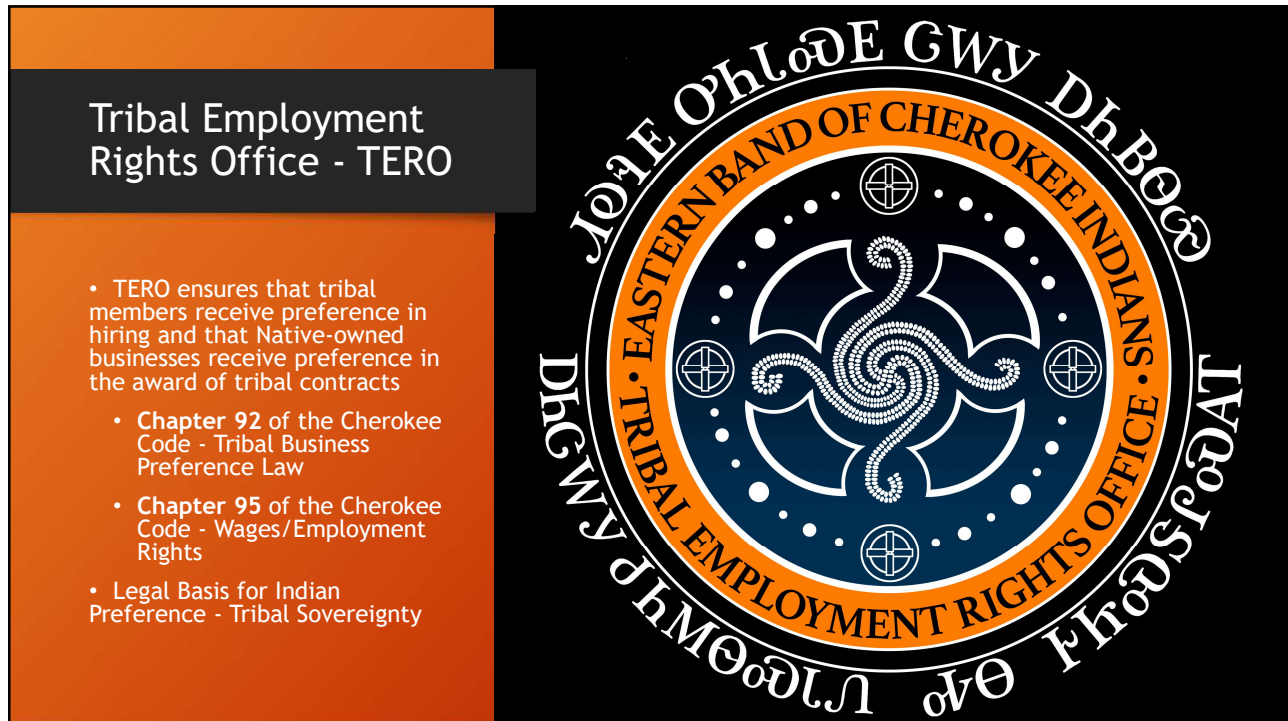
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Slide 1

EBCI Tribal Employment Rights Office
TERO's Job Bank

Hillary Norville, Job Bank Coordinator

1

Slide 2

Tribal Employment Rights Office - TERO

• TERO ensures that tribal members receive preference in hiring and that Native-owned businesses receive preference in the award of tribal contracts

  • **Chapter 92** of the Cherokee Code - Tribal Business Preference Law

  • **Chapter 95** of the Cherokee Code - Wages/Employment Rights

• Legal Basis for Indian Preference - Tribal Sovereignty

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Chapter 95 of the Cherokee Code
Section 95-12 – Definitions

(c) *Covered Employer* means the Tribe, all Tribal programs and entities, and all other employers who receive grant or contract funding from the Tribe, or who lease a parcel of tribally-owned land that is not assigned as a possessory interest to an individual Tribal member.

(h) *Local Indian* means any member of the Eastern Band of Cherokee Indians, or any member of another federally-recognized tribe who resides within the exterior boundaries of the Reservation.

3

Chapter 95 of the Cherokee Code
Section 95-13 - Indian Preference in Employment

- (a) All covered employers for all employment occurring within the Reservation shall give preference to qualified Indians with the first preference to local Indians in all initial hiring and training.
- (b) Preference shall be given to local Indians who meet the minimum qualifications for a particular job, regardless of any higher qualifications that non-Indians may have. Spouses of local Indians who meet the minimum qualifications for a particular job shall be entitled to a second preference.
- (c) No covered employer shall discriminate against any employee on the basis of gender, age, disability, or religion.
- (d) For purposes of hiring, a covered employer who:
  - (1) Utilizes the hiring hall or skills bank established by the Commission,
  - (2) Notifies at least three Indians of the opportunity to apply for the job (unless fewer are listed for the available job), and
  - (3) Complies with subsections (b) and (c) of this section, shall be considered in compliance with this preference law.

4

TERO's Job Bank

- Database of participants, Job Bank Participants, who receive preference in hiring and who are currently seeking employment opportunities
- Job Bank Coordinators connect Job Bank Participants to Covered Employers through referrals and monitor compliance relating to Indian Preference in hiring
- Referrals are based on information listed on a Job Bank Application
  - "Minimum Qualifications"
- Expanding Job Bank services:
  - Career Counseling
  - Working Smart: Soft Skills for Workplace Success
  - "Career Ready" Training

5

Eligibility for TERO's Job Bank

For employment with a Covered Employer, Indian Preference is given in the following order:

- 1) - Priority 1: Member of the EBCI or any member of another federally recognized tribe
- 2) - Priority 2: Spouse of member of the EBCI or spouse of any member of another federally recognized tribe

For employment with the EBCI, Indian Preference is given in the following order:

- 1) - Priority 1: EBCI enrolled member
- 2) - Priority 2: A spouse, parent, or child of an EBCI enrolled member
- 3) - Priority 3: Member of other federally recognized tribe

6

Resources

- EBCI TERO's Website – https://ebci-tero.com/ -

- EBCI Code of Ordinances - https://library.municode.com/tribes_and_tribal_nations/eastern_band_of_cherokee_indians/codes/code_of_ordinances -

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Workforce Experience Program 2023

EASTERN BAND OF THE CHEROKEE INDIANS TRIBAL EMPLOYMENT RIGHTS OFFICE

1

PY 2022-23 Statistics

July 1, 2022-January 14, 2023

PY 2022 (July 1)	Adult	Youth (14-24)
Current Interns	17	12
Exited with full Time Employment (13 total exits)	5	1
Obtaining GED	3	1
Total Served Since	21	17

2

Established Placement Sites

- Public Health and Human Services-Tribal Foods Distribution
- Cherokee Boys Club Administrative Office
- Cherokee Boys Club Facilities & Construction
- EBCI Communications
- Ernestine Walkingstick Women's Shelter
- Snowbird Child Development Center
- Snowbird Youth Center
- Snowbird Recreation Center
- Snowbird Facilities Management
- Snowbird Community Library
- Snowbird Help Program

- Qualla Library
- Graham County Library
- Tribal Council House
- Tsali Manor HELP Program
- Kituwah Equestrian Program
- Snowbird Seniors Center
- Kituwah LLC
- Qualla Enterprises Inc. (initiated)
- Tribal Justice Center
- Legal Aid (initiated)
- Sequoyah Fund (initiated)
- Tribal Police Department
- EBCI Motorpool

3

WORKFORCE DEVELOPMENT PROGRAM
Activities Overview

Creating a 21st Century Tribal Workforce: Utilizing a Trauma Informed Approach

- Drafted Policies & Procedures based upon Grant Funding Requirements, TERO, & Tribal Policies
- Created Program Flyers & Informational Material
- Attended Community Events to advertise & promote program activities
- Attended Related Conferences & Trainings to Network & Learn about other Workforce Development Grant Programs
- Instituted Individual Assessments & Individual Employment Plans
- Continued Paid OTJ Training & Internships
- Instituted TERO Career Path Training **
- Initiated Progress Monitoring Evaluation & Data Collection Process
- Continued 1:1 Career Counseling
- Continued Creating Community Partnerships & Expanding Pool of Placement Sites
- Planning Teen Week (June 2023)
- Planning Intergenerational Trauma's Impact on the Workforce Conference (March 2023)

4

Rethinking Workforce Experience
What is a Trauma Informed Approach

- ► Shifting the language from "WIA Worker" to "Intern"
  - ► Changing from "Temp Work" mentality to a "training" model.
  - ► Incorporating & discussing the scope of work and providing program informational packets to Placement Site Supervisors
  - ► Emphasizing/Encouraging Supervisor led trainings & intern learning/skill development outcomes
  - ► Encouraging Interns to use their "voice" and to learn self advocacy
- ► Positioning Placement Site Supervisors into Mentorship roles
  - ► Site Supervisors are educators of their career fields
- ► Pre-Assessments & IEP's drive internship placements & trainings
  - ► Goal Setting & Motivational Interviewing
- ► Proactive Communication through Evaluations & Check in's
  - ► Continuous Progress Monitoring & Program Evaluation
- ► Finding Opportunity for Flexibility, Adaptability, & Balance
- ► Expanding WNC & EBCI Community Partnerships

5

Current Progress Monitoring:
Program Evaluation Process & Plan

Program Assessment Goals

- ► Identify our intern skills, needs, barriers to employment and/or career development
- ► Assist with creating attainable goals & wraparound support
- ► Assess & Document their experiences within our program & placement sites
- ► Improve & Streamline Communication between all program participants and placement site/supervisors.
- ► Identify Opportunities for advocacy & improvement
- ► Track Skill Progression & Workforce Development Outcomes
- ► Increase Response Rates for Mid-Point & Final Evaluations

WEX Preassessment & IEP

WEX Follow Up Survey

WEX Mid Point Evaluation Survey

WEX Intern Exit Interview & Placement Evaluation

WEX Final Supervisor Evaluation
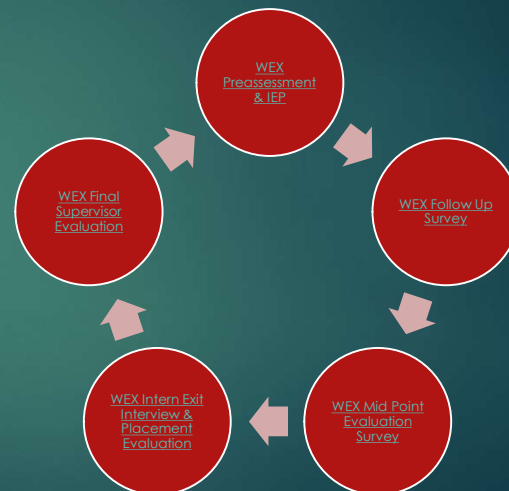
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Program Evaluations Snapshots

7

Barriers to Employment

Pre-Program Assessment Data Insights Part I

8

Pre-Program Assessment Data Insights Part II

7. I feel confident writing my own professional resume.

More Details   Insights

- Strongly disagree — 4
- Disagree — 9
- Agree — 4
- Strongly agree — 1

8. I feel confident writing my own professional cover letter.

More Details   Insights

- Strongly disagree — 4
- Disagree — 9
- Agree — 4
- Strongly agree — 1

9. I feel confident in choosing a career or job for myself.

More Details   Insights

- Strongly disagree — 0
- Disagree — 2
- Agree — 12
- Strongly agree — 4

10. I feel confident in my ability to successfully complete job applications.

More Details   Insights

- Strongly disagree — 0
- Disagree — 3
- Agree — 10
- Strongly agree — 5

11. I feel confident in taking the next steps to achieve my career goals

More Details   Insights

- Strongly Disagree — 0
- Disagree — 0
- Agree — 12
- Strongly agree — 6

9

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4. Have you received any new trainings or learned any new skills?

More Details   Insights

15
Responses

Latest Responses
"Yes, commutations, how to answer the phone in a professional manner. "
"Learned how to work the printer Organizes Movies Learned how to organize..
"Carpentry & Plumbing"

3 respondents (**20%**) answered **CPR** for this question.

office environment   toilet cleaner   communication skills
Electrical Skills **printer**   CPR Training   **New**   HVAC systems
hand sanitizer **Training**   **CPR skills** Path Training protective covering
Risk Management way to do CPR   **carpentry and plumbing** administrative aspects
professional manner   Conditioning Maintenance

Follow Up- Survey Insights

10

Follow Up- Survey Insights Part II

11

Mid Point Evaluation Part I

12

Intern Exit Interview- Insights

13. Overall how would you rate your experience with the WEX program. (1, Poor, 2, Fair, 3., Neutral., 4., Good, 5., Great)

More Details

5.00
Average Rating

14. Do you agree or disagree the WEX program assisted with your preparation in completing the internship?
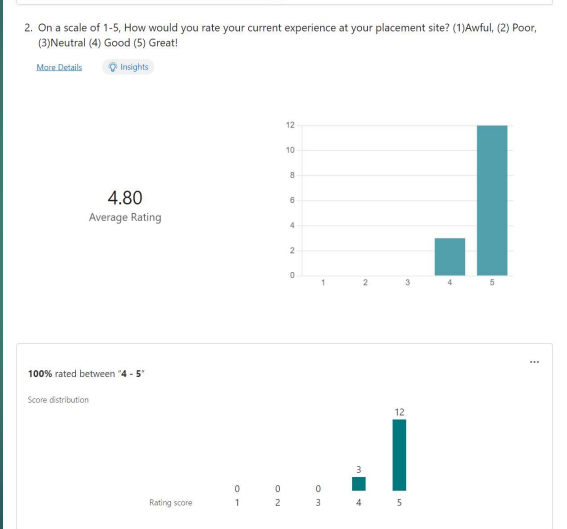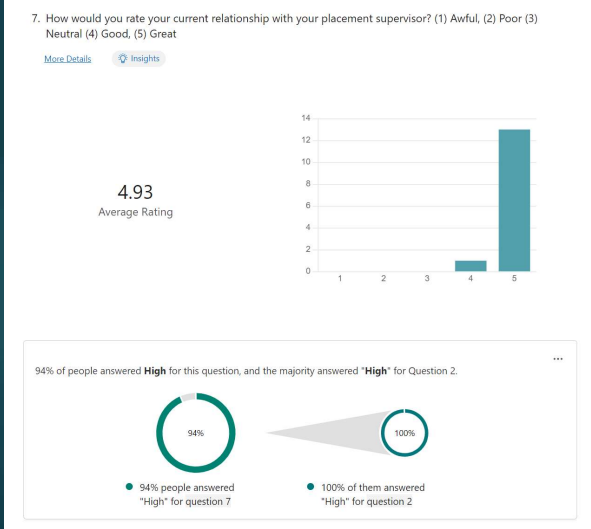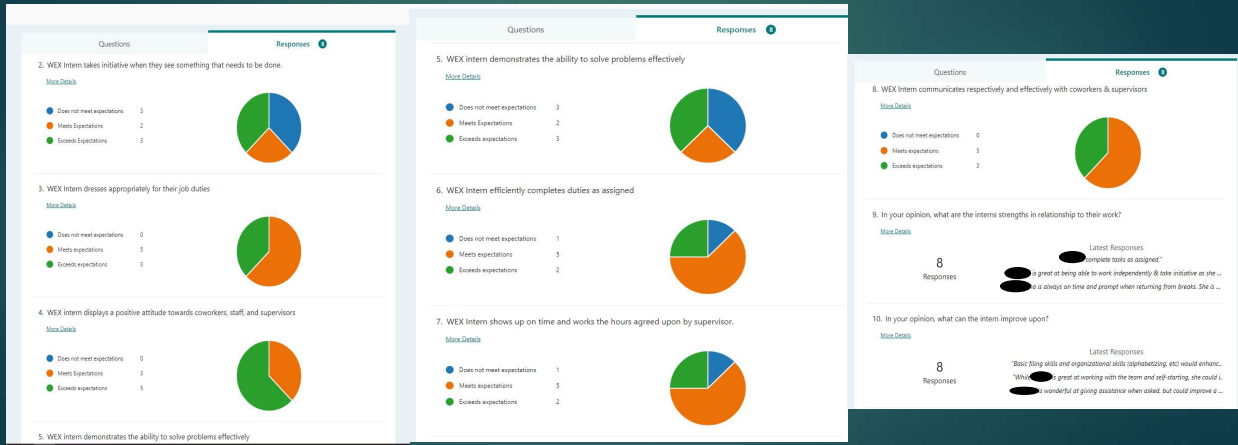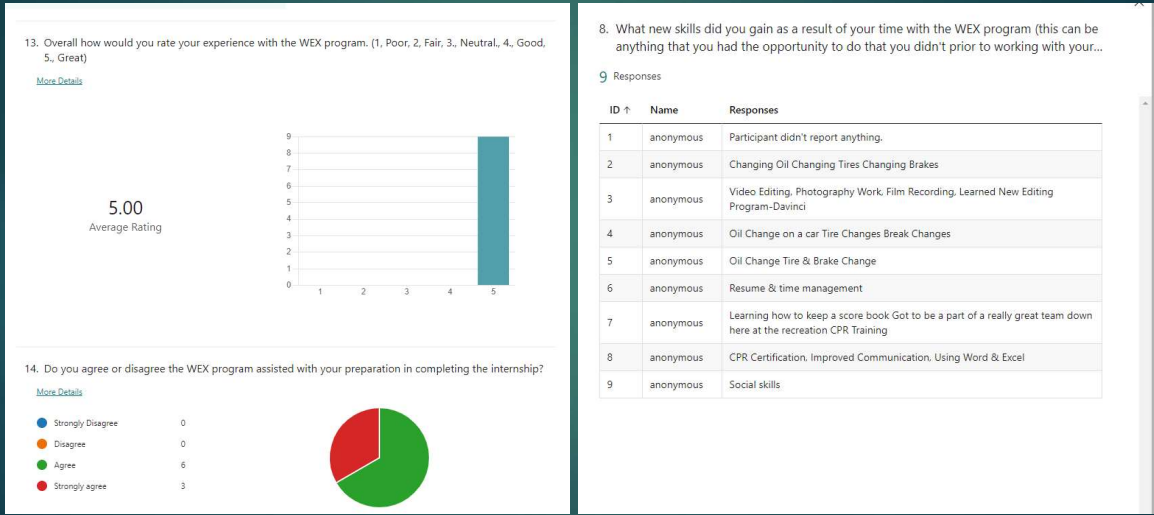
More Details

- Strongly Disagree — 0
- Disagree — 0
- Agree — 6
- Strongly agree — 3

8. What new skills did you gain as a result of your time with the WEX program (this can be anything that you had the opportunity to do that you didn't prior to working with your...

9 Responses

ID ↑	Name	Responses
1	anonymous	Participant didn't report anything.
2	anonymous	Changing Oil Changing Tires Changing Brakes
3	anonymous	Video Editing, Photography Work, Film Recording, Learned New Editing Program-Davinci
4	anonymous	Oil Change on a car Tire Changes Break Changes
5	anonymous	Oil Change Tire & Brake Change
6	anonymous	Resume & time management
7	anonymous	Learning how to keep a score book Got to be a part of a really great team down here at the recreation CPR Training
8	anonymous	CPR Certification, Improved Communication, Using Word & Excel
9	anonymous	Social skills

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Final Intern & Program Evaluation Insights- Part 1

3. WEX Intern takes initiative when they see something that needs to be done.

More Details

- Does not meet expectations — 1
- Meets expectations — 3
- Exceeds expectations — 0

4. WEX Intern dresses appropriately for their job duties

More Details

- Does not meet expectations — 0
- Meets expectations — 2
- Exceeds expectations — 2

5. WEX intern displays a positive attitude towards coworkers, staff, and supervisors.

More Details

- Does not meet expectations — 0
- Meets Expectations — 3
- Exceeds expectations — 1

6. WEX Intern demonstrates the ability to solve problems effectively.

More Details

- Does not meet expectations — 1
- Meets expectations — 3
- Exceeds expectations — 0

7. WEX intern efficiently completes duties as assigned.

More Details

- Does not meet expectations — 0
- Meets expectations — 4

Final Intern & Program Evaluation I...

8. WEX Intern shows up on time and works the hours agreed upon by the supervisor.

More Details

- Does not meet expectations — 0
- Meets expectations — 3
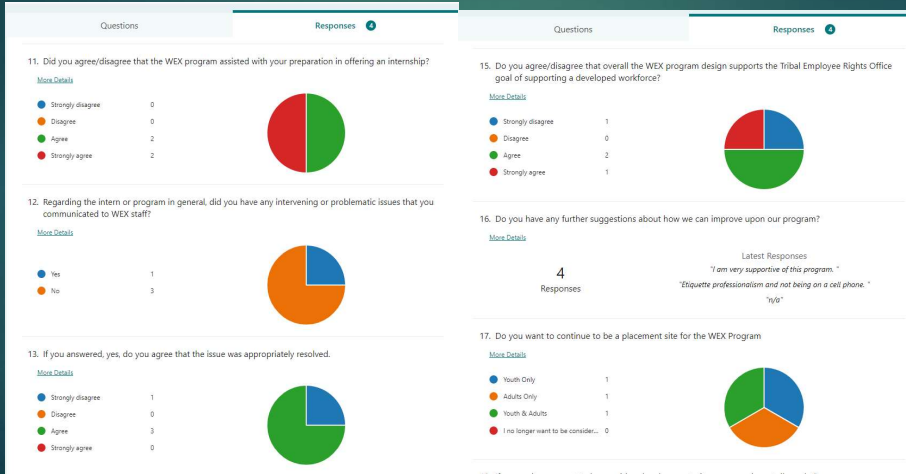- Exceeds expectations — 1

14

7

Final Intern & Program Evaluation Insights Part 2

15

Final Evaluation Qualitative Responses

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