



Karuk Tribe

PROPOSAL TO CONSOLIDATE VARIOUS
FEDERAL PROGRAMS
UNDER PUBLIC LAW 102-477
PROGRAM YEARS 2025-2035



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1. SERVICES OVERVIEW

1.1 The Karuk Tribe – Eligibility for Public Law 102-477

The Karuk Tribe is a federally recognized tribe with ancestral homelands along the middle part of the Klamath River - roughly between Weitchpec and Seiad, California. The Karuk Ancestral Territory spans over 1.1 million acres. The Tribe operates under a Tribal Constitution that was first adopted in 1985 and later amended in 2008. The Tribe is led by a nine-member Tribal Council and is driven by the Karuk Constitution and their Tribal membership.

The mission of the Karuk Tribe is “to promote the general welfare of all Karuk people, to establish equality and justice for our tribe, to restore and preserve their tribal traditions, customs, language, and ancestral rights, and to secure to ourselves and our descendants the power to exercise the inherent rights of self-governance.”

Public Law 102-477 (“P.L. 102-477”), the Indian Employment and Training and Related Program Act, permits Tribes to consolidate multiple formula funded grants relating to employment into a single grant with the Bureau of Indian Affairs (BIA). Consistent with its mission and the purpose of Public Law 102-477, the Karuk Tribe has developed the Karuk 477 Self-Sufficiency Plan (“477-SSP”). Under this plan, employment, training, and related services will be integrated to support the tribal community in attaining self-sufficiency.

1.2 Consistency with the Law

The Karuk 477 Service is consistent with the Indian Employment, Training and Related Program Act of 1992. Our goal is to provide education, employment and related services for Alaska Natives and American Indians that will allow them to achieve their full potential through integrated services and strong partnerships. By integrating the services and supports under a comprehensive program, we will promote self-sufficiency, education and wellness for enrolled members and their descendants, as well as foster sustainability, community connection and traditional practices within the Karuk Tribe.

We will encourage, assist, and require our recipients to engage meaningfully in their employment and training plans, as well as encourage them to take responsibility for supporting their children by preparing for, accepting, and retaining employment and engaging in those services that further decrease barriers and increase stability in the home. Our programs are consolidated into one plan with one reporting system that will optimize efficiency and reduce administrative burdens by consolidating administrative functions. We will work diligently to collaborate with state, public, private and human resource programs that will result in maximized resources and efficient services to our clients.

The programs that may be integrated pursuant to a plan approved under section 3407 of this title shall be only programs—



(A) implemented for the purpose of—

- (i) job training;
- (ii) welfare to work and tribal work experience;
- (iii) creating or enhancing employment opportunities;
- (iv) skill development;
- (v) assisting Indian youth and adults to succeed in the workforce;
- (vi) encouraging self-sufficiency;
- (vii) familiarizing individual participants with the world of work;
- (viii) facilitating the creation of job opportunities;
- (ix) economic development; or
- (x) any services related to the activities described in clauses (i) through (x); and

1.3 Services Period

This covers the operation of the Karuk 477 for the period of April 1, 2025 – September 30, 2035.

1.4 Programs to be Integrated

Under the authority of 102-477, the Karuk Tribe has elected to combine the following programs:

Bureau of Indian Affairs (BIA):

- Adult Education
- Burial Assistance
- Emergency Assistance
- General Assistance
- Higher Education
- Job Placement and Training
- Johnson O'Malley

Department of Health and Human Services (HHS):

- Child Care Development Fund (CCDF)
- Head Start
- Low Income Home Energy Assistance Program (LIHEAP)
- Native Employment Works (NEW)
- Temporary Assistance for Needy Families (TANF)

Department of Justice:

- Department of Justice Adult Re-Entry Program
- Department of Justice/The Office of Juvenile Justice and Delinquency Prevention Tribal Youth Program Coordinated Tribal Assistance Solicitation Purpose Area 3.

2. COMPREHENSIVE STRATEGY

The Karuk Tribe shall integrate all education, employment, training and related services to increase opportunities for Karuk Tribal Members, Descendants, and other eligible federally recognized Native Americans. This approach improves effectiveness, and efficiency of our



services while reducing joblessness within our communities. The mission of the Karuk Tribe is to promote the general welfare of all Karuk people, to establish equality and justice for our tribe, to restore and preserve Tribal traditions, customs, language and ancestral rights, and to secure to ourselves and our descendants the power to exercise the inherent rights of self-governance. Our tribal goals promote self-determination, strong tribal government and self-sufficiency. All program resources will be utilized to assist clients in becoming self-sufficient, including but not limited to: obtaining/maintaining/enhancing gainful employment, child care, economic stability, improved educational and welfare status, re-entry and justice for youth and adults and education of children in Head Start. For each of the communities served through this program, efforts will be made to develop, enhance and improve the economic opportunities. Our programs are consolidated into one plan with one reporting system that will optimize efficiency and reduce administrative costs by consolidating administrative functions, including staff training and development, transportation needs for staff and clients all while utilizing the latest technology. We will work diligently to collaborate with state, public, private and human resource programs that will result in maximized resources and efficient services to our clients.

Cultural Training and Other Educational Activities

We will promote and preserve our cultural and traditional heritage by providing emphasis on the importance of traditional tribal values and cultural practices. Therefore, this 477 Plan offers holistic approaches to address the need for family support, education, support services, and providing culturally sensitive services that encourage our Tribal relatives to be successful and to aid in their efforts towards self-sufficiency.

The following are cultural services that we will provide:

- Promotes tribes and Native American holistic healing and treatment services through utilization of sacred traditional ceremonies to promote healing for the emotional, physical, and psychological trauma by participating in traditional services.
- Include our Tribes language in service delivery whenever possible. Learning and preserving our Karuk language are vital. Healing through learning and incorporating our tribe's language is a form of prevention/treatment modality.
- Offer the opportunity to engage and utilize traditional services and cultural learning.
- Provide financial assistance for Karuk Traditional Services.
- Utilize culturally based curriculum and provide Prevention education sessions, wherein the
- Traditional Practitioner will provide services to restore the spiritual and holistic services to the family.
- Provide cultural resources to children placed in non-relative, non-Native American placements.
- Provide Parenting Training, traditional child-rearing practices and encourage positive Native American Traditional Cultural family values and life skills. Provide on-going cultural awareness education, supportive counseling, and training to foster parents, relative foster homes and adoptive families, and state/tribal representatives.

2.1 Service Administration

The Karuk Tribal Council has overall administrative authority for the Karuk Self-Sufficiency Program, or 477 Program. Service administration will be delegated to Tribal Administration through the Executive Director.



Intake and local administration will be managed by tribal 477 staff in each of the three Karuk communities of Happy Camp (known in the native Karuk language as Athithúfvuunupma), Orleans (also known as Panamnik), and Yreka (also known as Kahtishraam).

Karuk Tribe's Yav Pa Anav Wellness Forum, an intra-department committee formed to support wrap-around services for tribal members, will advise on implementation of the program. Coordination by the Yav Pa Anav Wellness Forum will ensure effective communication and collaboration across the tribal departments charged with delivering direct support to tribal members under the Program, which will maximize both efficiency and impact to members.

Listed below are the programs and entities that provide wrap-around activities and services and who participate in the Karuk Tribe's Yav Pa Anav committee:

- (TANF) Temporary Assistance for Needy Families: Jointly exchange/referral client information; provide training, job readiness activities, job retention activities, job placement activities, job supportive activities; and exchange information.
- (TERO) Tribal Employment Rights Office: Jointly exchange/refer client information; advertise information on available activities, services and job opportunities. Convene workforce development meetings to ensure coordination; provide trainings, job readiness activities, job supportive and job retention services and exchange information.
- (CCDF) Child Care Program: Jointly exchange/refer clients; provide childcare subsidy and exchange information.
- (HS) Karuk Tribe Head Start: Jointly exchange/refer clients; provide job placements, training; and exchange information.
- (LIAP) Low Income Assistance Program: Jointly exchange/refer clients; application assistance; energy assistance; health & safety, and exchange information.
- (KTHA) Karuk Tribal Housing Authority: Jointly exchange/refer clients, exchange information, and housing assistance.
- (CFS) Child & Family Services: Jointly exchange/refer clients, exchange information, provide social, substance abuse and mental health services.
- (KSUDP) Karuk Substance Use Disorder Program: Provides in- patient and out-patient services.
- (PIKYAV) Services (Domestic Violence): Jointly exchange/refer clients, exchange information for domestic violence services.

2.2. Geographic Description

The Karuk Tribe is located in an isolated rural area of Siskiyou and Humboldt counties. There are great distances between Karuk communities and surrounding towns. For example, Karuk headquarters is located in Happy Camp which is 72 miles from the nearest large town of Yreka. The road linking the service are winds through mountainous terrain and is often impacted by winter floods and land-slides. In addition, no public transportation is available.



The geographic isolation, wide disbursement of the population, severe weather conditions, limited public transportation and rural nature of the service area inhibit access to and from employment resources and sites. In these areas, chronic poverty, geographic isolation, high unemployment, lower levels of higher education and lack of basic life skills increase barriers to employment and self-sufficiency.

In addition to geographic considerations, the tribal service area includes three diverse communities. The tribe works with each community to identify and maximize employment opportunities based on the unique needs of the community, and is continuously working to establish relationships with nearby industries and businesses to enhance education and employment opportunities for tribal members. (See Appendix E for Service Area Map).

2.3. Karuk Population

In January 2023, the Karuk Tribe convened Tribal Council and department directors for a comprehensive strategic planning session. During this process, data was collected and evaluated to identify American Indian/Alaskan Native (AI/AN) population and trends in in Karuk communities and historic homelands. These trends are shown in Table 1.

The trends indicate an increase of AI/AN populations across all locations. Detailed data for Orleans community was unavailable. Total population decreased from 2010 to 2020 in Siskiyou County (-1.4%) and in Happy Camp (-23.9%). However, the population decrease in the community of Happy Camp was attributed to recent wildfires that temporarily displaced large numbers of residents. Education, training, and employment options are required for residents as they return to their tribal communities.

Table 1: Population Trends 2010-2020

Location	AI/AN			Total Population		
	2010	2020	% Change	2010	2020	% Change
Humboldt County	10,877	11,800	+8.5%	133,058	136,463	+2.6%
Siskiyou County	3,173	3,488	+9.9%	44,690	44,076	-1.4%
Karuk Trust Lands	286	503	+75.9%	506	578	+14.2%
Yreka	514	952	+85.2%	7,765	7,807	+0.5%
Happy Camp	276	292	+5.8%	1,190	905	-23.9%
Orleans					598	

Source: ACS Five-Year Estimates 2010 and 2020 used for all estimates except Orleans, CA. Data for Orleans provided by Karuk Tribe CEDS 2021, based on ACS 2019 data. "AI/AN" refers to American Indian and Alaska Native alone or in combination with one or more other races.



Given the geographic remoteness explained above, as well as the education, training, and employment needs outlined below, many tribal members have come to rely on supportive services.

2.4. Potential Employment Opportunities

Historically, the economy of California's remote mid-Klamath River region was largely timber-dependent. Jobs were abundant in the forests and local sawmills until the collapse of the timber industry in the mid-1990s, which severely reduced employment opportunities in the region.

After closure of Happy Camp's last lumber mill in 1994, the National Association of Counties declared it "one of the ten most economically endangered communities in the United States." In the extremely remote and mountainous mid-Klamath River region—where the timber industry once supported virtually every worker and local business—the most promising future opportunities remain natural resource related.

Potential employment opportunities for members of the Karuk Tribe in the Mid-Klamath River region could include:

- **Agriculture, Fisheries, and Forestry:** The Mid-Klamath region is known for its natural resources and forested areas. Jobs related to agriculture, fisheries, and forestry management, such as fishery and forestry technicians, loggers, and agricultural workers, could be available to individuals with appropriate education and training.
- **Tourism and Hospitality:** The Klamath National Forest's natural beauty and proximity to outdoor recreational activities such as hiking, fishing, and camping create opportunities in the tourism and hospitality industry, including jobs in local lodges, hotels, campgrounds, restaurants, guiding services, and outfitters.
- **Rain Rock Casino:** The Rain Rock Casino, located in Yreka, California and operated by the Karuk Tribe, provides various employment opportunities in customer service, food service, sales, marketing, gaming products and services, management, technology, and maintains hiring preferences for tribal members and Veterans.
- **Education:** Local schools, community colleges, or educational centers are potential employers for educators, administrators, and support staff.
- **Healthcare:** Healthcare facilities, clinics, or hospitals provide employment opportunities for medical professionals, administrative staff, and support staff.
- **Public Safety:** Fire service and law enforcement agencies recruit fire fighters, peace officers, emergency medical services technicians, dispatchers, and administrative professionals.
- **Retail:** Retail establishments and other consumer-oriented businesses in and around the Karuk territory are potential employers.



- Construction: To the extent that there is ongoing construction or infrastructure development in the region, employment opportunities may exist in construction trades.
- Karuk Tribe: The Karuk Tribe sometimes has positions available in various departments. Currently openings exist in Administration, Health, Department of Natural Resources, and People's Center Museum.
- Environmental and Conservation Organizations: Given the region's natural beauty and environmental significance, employment opportunities could exist with government or charitable organizations focused on conservation, environmental protection, and wildlife management (e.g. Klamath-Siskiyou Wildlands Center, Klamath Bird Observatory, and the U.S. Fish and Wildlife Service)
- Remote Work: With the rise of remote work, with the appropriate education and training, individuals may work for companies based elsewhere, particularly in fields like technology, customer service, writing, or design.

2.5. Necessary Education, Training, and Related Services

Following the collapse of the timber industry in the mid-1990s, two decades of pervasive poverty have left Karuk Tribal members in dire need of support in all aspects of life. The need for emergency cash aid, behavioral and mental health counseling, substance abuse intervention and treatment, basic academic and social skills development, work readiness and job placement assistance reflect the extraordinary challenges the Karuk Tribe faces while pursuing community and economic development goals.

To support workforce and economic development, the Karuk Tribe first must redevelop basic community infrastructure and retrain local workers. Through consolidated services, the Karuk Tribe aims to address the deficit of employable skills through vocational trainings, employment assessments, education, job placement, access to child-care, and basic needs to promote self-sufficiency in a way that exercises sovereignty and sustains traditional cultural practices, knowledge systems, and ways of being.

Specific barriers to employment faced by Karuk Tribal members include (but are not limited to):

- Geographic Isolation: The geographic isolation, wide disbursement of the population, severe weather conditions, limited public transportation, and rural nature of the service area inhibit access to and from employment resources and sites. Community members are more vulnerable to the impacts of disasters such as wildfires due to this isolation.
- Educational Disparities: Limited access to quality education and higher education opportunities has hindered skill development and job readiness.
- Limited Economic Opportunities: Economic opportunities are scarce in the rural and remote locations served by the Karuk Tribe, resulting in a lack of available jobs.



- Skill Mismatch: Limited opportunities to develop academic, vocational, and basic life and social skills have resulted in skill deficits amongst workers, leading to a mismatch between available jobs and job seekers.
- Child Care: Scarcity of appropriate, available and affordable child care – coupled with geographic and transportation challenges – is a significant barrier to employment and self-sufficiency for members who are parents or caregivers.
- Transportation Issues: Given the rural and remote location of the Karuk service area, and limited public transportation, transportation can make commuting to work or accessing job training programs difficult.
- Health and Wellness Challenges: Health disparities and limited access to healthcare and mental health services impacts individuals' ability to access education and vocational training necessary to attain jobs, as well as to maintain consistent employment. Recovery from the COVID-19 pandemic and devastating wildfires has exacerbated these challenges.
- Workforce Attrition: An aging workforce, coupled with educational and basic skill deficiencies has led to significant workforce attrition within the Karuk Tribe.
- Historical Trauma: The historical trauma and ongoing effects of colonization, forced relocation, and loss of land and culture can contribute to psychological and emotional challenges that impact employability.
- Housing Instability: Insecure housing situations, including overcrowding and lack of affordable housing, has made it difficult for members of the Karuk Tribe to maintain consistent employment. The loss of nearly 200 homes due to the Happy Camp fire of 2020 continues to impact education, culture, health, and economics.
- Discrimination and Bias: Native Americans have historically faced discrimination and bias in educational and employment settings, both overt and subtle, based on stereotypes and misconceptions about our culture and abilities.
- Lack of Professional Networks: Limited access to professional networks and mentors can hinder career advancement and opportunities for skill development.

2.6. Integration of Services

The programs identified in Section II and further detailed in Section IV will be integrated into a single, coordinated and comprehensive service featuring a streamlined application and centralized oversight that connects tribal members with a broad range of supports and resources to support families in all areas of life: economic, wellness, and parenting support. This streamlined wrap-around approach will improve accessibility for tribal members and reduce administrative costs.

An Intake Coordinator will be assigned for each Karuk geographic community (Happy Camp, Orleans and Yreka). Intake Coordinators will be responsible for helping tribal



members understand the range of supports available to them under this program, and for managing the application and intake process for tribal members in their region. By streamlining the application process and providing a local point of contact, we will minimize confusion and maximize impact for tribal members. Coordination by the Yav Pa Anav Forum will ensure a collaborative approach to service delivery that maximizes efficiency and minimize administrative costs.

Integrating programs under this service will strengthen our infrastructure for more efficient service delivery to benefit each tribal citizen today and for future generations. This holistic approach supports community members at each stage of life in culturally-responsive ways – through job placement and training to provide economic stability, general assistance to meet the unique needs of community members, child care to help working parents keep their jobs, temporary financial assistance to help during periods of hardship, and essential community services to support children, students, trainees, employees, and families. Accessing a full range of integrated services through the braiding of funds will accelerate and sustain positive impacts on the lives of our citizens in measurable and holistic ways.

2.7. Expected Outcomes

The overarching objective of this plan is to enhance economic self-sufficiency and employment opportunities for the Karuk tribal membership. The plan aims to achieve this by integrating and coordinating comprehensive employment, training, and related support services. Specific anticipated outcomes include:

- Increased Employment: The primary goal of this service is to increase the number of individuals in the Karuk Tribe who secure stable and meaningful employment. This will be accomplished by increasing pathways for academic and vocational training, skill development, and job placement. By providing targeted services that help individuals overcome barriers to finding and maintaining employment, we will reduce unemployment rates within the Karuk Tribal membership and ancestral territory.
- Increased Education and Training: Participants may access education and training programs that improve their qualifications and open doors to a broader range of job opportunities.
- Higher Earnings: By providing participants with relevant job skills and training, the Karuk Tribe will help individuals access higher wages and improved earning potential, thereby contributing to economic self-sufficiency.
- Career Advancement: Through this program, Karuk will provide opportunities for career advancement through skills development, education, and training. These opportunities will assist participants moving into higher-paying positions and more fulfilling careers.
- Strong Local Economy: By increasing the overall participation of tribal members in the workforce, we will build a stronger and more diverse economy within the Karuk Tribal membership and ancestral territory.



- **Self-Sufficiency:** The integrated services provided through this plan will ultimately help Karuk tribal membership become more self-sufficient by improving their ability to support themselves and their families through gainful employment.
- **Child Care and Family Support:** Addressing childcare and basic support needs will lead to increased participation in the workforce, which will foster self-sufficiency and wellness for enrolled members and descendants.
- **Cultural and Community Impact:** By integrating necessary supports and services in a way that aligns with Karuk traditions and community practices, these services will promote traditional practices, sustainability, and connection between communities.
- **Strengthened Partnerships:** Implementation of these services will promote strong partnerships with federal agencies, local government, and community organizations, which will contribute to a more comprehensive and impactful approach to service delivery. Outcomes of strengthened partnerships includes a comprehensive, whole family approach to early education for head start children and their parents. By incorporating Adult Re-Entry and Youth Justice grants through DOJ, a broader range of support will be available to remove barriers individuals face.

2.8 Confidentiality

It is the policy of the Karuk Tribe that any information of a personal nature revealed to the Tribe is considered confidential and shall not be disclosed to any unauthorized individual(s). Such personal and confidential information shall be used only for Tribe-related purposes and not for any other purpose. Failure to abide by this policy will subject the employee to disciplinary action up to and including termination of employment. This includes any communication during the course of application for participation in any tribal employment program, services, special events, and meetings of the governing board or committees and/or staff. The Karuk Tribe shall require all individuals working within any Karuk Tribal program, to read the policy on confidentiality, sign a confidentiality statement, and abide by all procedures ensuring the confidentiality and privacy of staff, members, patients and other individuals. This includes board members, employees, students, and volunteers, community service workers or employment agency interns.

3. ELIGIBILITY

The fundamental purpose of these services is to assist individuals and families by providing integrated employment, training, and related services to improve economic self-sufficiency. Reducing the amount of paperwork required from families goes a long way to help achieve the vision of a “one stop shop” to access multiple assistance programs. Consistent with this purpose, applicants must demonstrate:

Karuk Tribal Membership: Applicants must provide documentation of current Karuk Tribal membership or eligibility for Karuk Tribal membership. For certain programs, applicants may qualify based on enrollment as a Karuk lineal descendant and lineal descendants of the California Judgement Roll as regulations allow, or member of another federally recognized tribe.



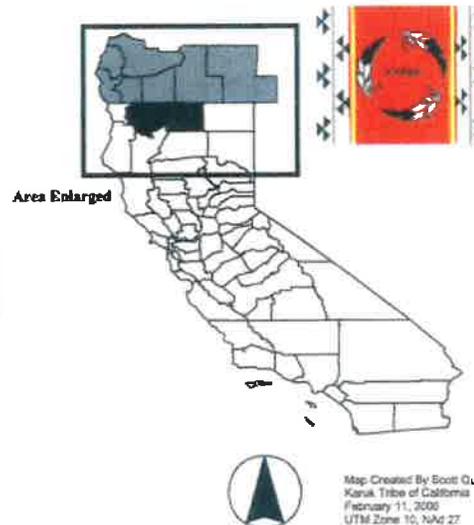
Residency in Karuk Service Area: Except with respect to TANF, applicants must reside in the Karuk Service area, which includes Siskiyou County (excluding the Quartz Valley Indian reservation) and northeastern Humboldt County. Alternative residency criteria apply to applicants seeking TANF assistance.

Karuk Tribe of California's "Near Reservation" Service Area



Total Service Area - 4,264,880 Acres

Designated by the Bureau of Indian Affairs
Federal Register, Vol. 65, No. 85
Tuesday, May 16, 2000
Tribe: Karuk Tribe of California
"Near Reservation" locations:
"The counties of Siskiyou, northeastern
Humboldt from State Highway 96
milepost HUM 28.51 north to the
Siskiyou County Line in the State
of California."



Map Created By Scott Quinn
Karuk Tribe of California
February 11, 2000
UTM Zone 10, NAD 27

Demonstration of Need: In addition to the threshold eligibility requirements outlined above, applicants should also demonstrate need for assistance, such as:

- Unemployed (not currently working)



- Underemployed (employed less than full-time and in need of additional employment/training or in need of specialized credential to retain employment).
- Lack of or limited education for adults and youth
- Lack of or limited work history
- Lack of or limited skills
- Lack of money for daily necessities (e.g. food, clothing, shelter, heat/electricity)
- Health or physical limitations
- Mental health
- Substance abuse
- Lack of resources for adults re-entering society and the workforce
- Disability status
- Inadequate childcare
- Inadequate housing
- Other needs as identified through application and intake process

Signed and dated application: All applicants must sign and complete the application process including providing all necessary documentation.

Individual or Family Self-Sufficiency Plan: Applicants must have an individual or family self-sufficiency plan that includes goals and measurable outcomes for assistance that requires it. Individuals must develop and sign an employment strategy in the ISP with the social services worker to meet the goal of employment through specific action steps, including job readiness and job search activities. In addition to the creation of an ISP, if a client is deemed employable, the individual must:

- Actively seek employment including the use of available state, tribal, county, local, or Bureau funded employment services, unless otherwise exempt.
- Make satisfactory progress on their ISP.
- Accept local and seasonable employment when it's available. Suspension will occur if client does not comply with this section, or refuses or quits a job.
- Undergo a case review for General Assistance eligibility, which must be completed every 3 months for all employable GA clients, and 6 months for all recipients, and whenever there is a change in status that affects a client's eligibility or amount of assistance.
- Redeterminations for GA must include: (1) a home visit, (2) an estimate of income, living circumstances, and household composition; and (3) appropriate revisions to the client's case plan and ISP.

Additional Program-Specific Eligibility Requirements: Specific eligibility criteria, including specific income thresholds or factors related to minor children, may apply based on the specific support sought.



4. APPLICATION AND INTAKE PROCESS

Application and Intake Meeting: Applicants seeking assistance through these services may apply online or at one of three community-based centers. Within 10 days of receipt of the application, service staff will review the application and schedule an intake meeting to gather essential information, assess needs, determine eligibility, develop an Individual Self Sufficiency Plan, and initiate the process of provided services. A detailed description of the application and intake process is provided in the Karuk Tribe 477 Plan.

Self-Sufficiency Plan and Assessment

The Self-Sufficiency Plan (ISP/FSSP) is a critical tool for guiding families towards self-sufficiency and outlines the responsibilities and goals of both the family and the program.

- **Creation and Timeline:**
 - The ISP/FSSP is developed.
 - It is created in partnership between the staff and the client, helping to identify the family's strengths, barriers, and goals.
- **Required for Certain Cases:**
 - An ISP/FSSP is required for all clients, non-needy caretakers, diversion applicants.
 - In EA cases, the ISP/FSSP documents the barrier, strategies for intervention, and identifies referrals to prevent recurrence of the same issue.
- **Assessments:**
 - Basic skills, family needs, and career assessments may be conducted for participants or refer them to appropriate agencies.
 - The results, combined with client input, will inform the development of services to help the client reach employment and educational goals.
 - Assessments from external programs (e.g., Adult Schools, Community Colleges) may be accepted if completed within the last year.

Denial of Services: If an applicant is found to be ineligible for services because they did not meet the eligibility criteria or service guidelines, a Letter of Notification (LON) will be sent to the applicant explaining the service requirement that the applicant failed to meet, as more fully described in the Karuk Tribe 477 Plan.

Appeal: All applicants or clients have the right to make a written request to appeal decisions or actions regarding denial, decrease, suspension or termination of services. A detailed description of the application and intake process is provided in the Karuk Tribe 477 Plan (see Appendix M).

Confidentiality: Pursuant to the Karuk Tribe's Confidentiality Policy located within the Karuk Tribe Personnel Policy provides the public with a means to access records and information relating to the operation of the Karuk Tribe while preserving the privacy interests of the individuals and entities. The Karuk Tribe will adhere to any federal and tribal laws surrounding the confidentiality of client information including the sharing and/or release of client information.



5. EMPLOYMENT, EDUCATION AND TRAINING

5.1 Employment Services

The goal of employment services is to support the economic self-sufficiency of Karuk Tribal Membership. Our wrap-around approach is designed to provide tailored job-readiness and employment services, in conjunction with other supports, to help participants achieve self-sufficiency. Participants will develop an ISP in conjunction with the process described in Section 4, which will identify the individual's specific barriers to employment, goals, and the supports and services necessary to secure and maintain employment. The range of available supports includes the following:

- **Job Preparation and Placement**
Through coordination of internal tribal programs, and external partners, participants will receive assistance with education and vocational training. Staff will utilize the wrap-around strategy and leverage partnerships with educational institutions, employment agencies and recruiters to help participants develop job skills and find work. Activities may include, but are not limited to job readiness training, on-the-job training, skill development, job placement, job shadowing, and training and resource referral assistance to clients for small business development.
- **Education and Training for Parents**
Supports provided for access to education and training for "other eligible" clients and non-custodial parents of an eligible family, for the purposes of improving the individual's ability to become self-sufficient or to enhance child support payments to a custodial parent of an eligible family.
- **TERO**
The Karuk Tribe maintains a Tribal Employment Rights Ordinance (TERO) to promote economic self-sufficiency and employment opportunities for Tribal members. The TERO establishes hiring preferences for enrolled members, descendants, spouses and children of enrolled members of the Karuk Tribe. The TERO also assesses a fee on employers and contractors doing business with the Karuk Tribe. Fees are used to support workforce training development and work readiness programs on behalf tribal members.

5.2 Education and Training Services

In addition to employment services, the Karuk Tribe provides education and vocational training opportunities to increase the short-term employability and long-term career options for Tribal Members. Our wrap-around approach includes the following supports:

- **Adult Education, GED, and Vocational Training**
Through coordination between internal tribal programs, and external educational/training/employment programs, participants receive



assistance with education and vocational training. Participants may access remedial education, GED testing and completion, alternative education, vocational training, post-secondary education, and job skills training.

- Training
Funded by TERO funds, the Karuk Tribe administers the vocational training services for the tribal membership.
- Higher Education Scholarships
The Karuk Tribal Education Department facilitates educational support services to assist students in their endeavors to achieve self-sufficiency while also promoting tribal and cultural traditions. The Department administers Higher Education Grants for members of the Karuk Tribe, which assist with tuition at a two-year or four-year college. The Department also assists members and descendants with accessing external scholarships and opportunities, such as those provided by McConnell Foundation, Gates Foundation, Ford Family Foundation, the California Promise Program, and the University of California Native American Opportunity Plan.

5.3 TRIBAL PROGRAMS FOR YOUTH AND CHILDREN

- Head Start:
The Karuk Tribe proposes to integrate Head Start into its 477 Program, as an integral part of the wrap-around approach to promoting self-sufficiency for tribal members. Access to childcare and early learning are proven barriers to economic self-sufficiency, both for parents and children. Therefore, access to quality early education and childcare is a critical component of workforce development. Providing increased access to these services through a coordinated wrap-around approach will result in an increased number of families achieving self-sufficiency and lead to improved outcomes for Head Start and childcare program clients.

The Karuk Tribe's Head Start program is funded to serve 54 children in two communities: Yreka and Happy Camp. Head Start is a comprehensive early childhood program which includes not only educational services but health requirements, family and community engagement activities, and parent education opportunities. Head Start views the child not only as a single entity but as a part of their community. Providing multifaceted support based on the individual needs of the children and their families is paramount in creating plans to overcome barriers not only to employment, but also to other challenges that families may face. The Head Start program works closely with Child Care and other tribal programs to provide comprehensive services to children and families, including full day care for children.



The Karuk Tribe would commit to following the Head Start Performance Standards to include staff training, monitoring and third-party review as we have done in the past and are requesting no exemptions from those standards nor the reporting requirement.

Karuk Tribe has requested a waiver for in-kind, see Appendix

- Johnson O'Malley (JOM):
In general, youth services are intended for youth birth through age 24. Johnson O'Malley provides services for youth age 3 years through grade 12. However, older youth or youth who are working on their GED/HISET will also be eligible for services. Youth participants do not need to fall into an income criteria category. Specific requirements may vary depending on the type of services requested. The Karuk Tribe will take into consideration comments and suggestions made from Indian education committee.
- Youth Employment Services
Through the Karuk Tribe's TERO Department, the Karuk Tribe offers annual summer youth employment. This gives tribal youth the opportunity to learn new skills, have summer employment and gain life skills. The Tribe employs about 30 tribal youth annually.
- Youth Leadership and Educational Development Programs
As part of our wrap-around approach to promoting self-sufficiency of Tribal Families, the Karuk Tribe has spearheaded several innovative and community-based youth development activities, including the following:
 - The Karuk Youth Leadership Council identifies and works on projects that address a specific need in their local community, and volunteers at community events. These experiences provide Tribal Youth with leadership and skill training, while also serving the needs of the community.
 - The Karuk Tribe's Education Department organizes college campus tours, facilitates the application process and provides information about grant and scholarship opportunities that may be available to Tribal youth, as a means of promoting higher education.
 - The Youth Activities Coordinator provides sports and activities for school-age Tribal members to offer social connections, physical fitness and provide a connection to their Tribe/community.
 - The Kahtishraam Wellness Center provides Tribal youth with access to afterschool/summer enrichment and sports activities, promoting education and wellness amongst youth and providing a place to participate in healthy activities.



- A youth camp is offered for high school students, which includes activities such as cultural classes, rafting, financial training and youth development.

5.4 **SUPPORT SERVICES**

5.4.1 **Child Care Services**

The Karuk Tribe has been designated as a “small allocation Tribe” based upon 2016 CCDF funding allocation. The Karuk Tribe receives direct technical support from ACF staff through the Office of Child Care’s Tribal Childcare Capacity Building Center (TCCBC). Tribal Lead Agency coordinates the delivery of CCDF services with the following Tribal agencies, state entities and external partners as follows:

- **Health:** Coordination with public health for immunization requirements (flu season) TB tests, and referrals for health and safety issues as needed. Results include more immunized children and providers. Support system for health and safety issues production of educational materials and promotional items.
- **Employment Services:** The childcare service is administered through the Tribal Employment Rights Office ensuring coordination with employment services, trainings and workforce development initiatives resulting in ease of access to child care services.
- **Education:** The childcare services realizes the drastic inequities for tribal children in the public-school system making coordination an important way to support tribal children and families through after school support, math and science camps, summer food services when possible and other opportunities as they manifest. The results are stronger supports for children and families and stronger relationships with school personnel. Other entities the childcare services coordinate with include the CA Dept of Education, Early Learning and Care Division and the CA Department of Social Services through quarterly meetings facilitated by the Tribal Child Care Association of California.
- **TANF:** Child care services are provided to tribal families (clients) accessing TANF benefits. Resulting coordination increases smoother transitions to the CCDF childcare program. Goals for deeper coordination are providing additional training opportunities, home visits, health and safety initiatives and promotional items.
- **State Advisory Body:** The childcare services participate in the Tribal Child Care Association of California, who coordinates on behalf of Tribes with the State of California and the California Department of Social Services and other state agencies and partners.



Medium Income Matrix

Not applicable. The Tribal Lead Agency does not establish eligibility based on family income.

Definitions:

- **Indian child:** “Indian child” means child enrolled in a federally recognized tribe or eligible for enrollment in a federally recognized tribe or a lineal descendant of the California Judgement rolls. A descendant child of an enrolled tribal member, a child involved in an Indian Child Welfare (ICW) case, Tribal Child and Family Services case or a foster child under the care of adoptive parents.
- **Indian Reservation or Tribal Service Area:** Reservation/Service Area means all of Siskiyou County (excluding the Quartz Valley Indian reservation) and northeastern Humboldt County.

Quality Efforts:

Child care services employs various strategies for improving the quality of care provided through the program, including the following:

- Implementing childcare workforce training and professional development activities, such as those focused on developmentally appropriate and culturally and linguistically responsive instruction, Indigenous early learners, epistemologies and communities.
- Developing and implementing early learning and developmental guidelines, including both state and tribally-specific guidelines.
- Improving the supply and quality of childcare services for infants and toddlers. These efforts include: providing training and professional development to enhance child care providers’ abilities to provide developmentally appropriate and culturally responsive practices for Indigenous infants and toddlers; improving the ability of families to access transparent and easy-to-understand consumer information about high-quality infant-toddler care, offering non-traditional hours; supporting the childcare provider workforce through stabilization subgrants; and coordinating with home visiting activities.
- Establishing or expanding a system of childcare resource and referral (CCR&R) services by assisting families in finding and choosing a child care provider, collecting and analyzing childcare provider supply-and-demand data, and providing training and support to providers. These efforts also include partnering with other Tribes to offer CCR&R services.
- Supporting compliance with requirements for licensing, inspection, monitoring, training, and health and safety by providing health and safety materials/equipment (e.g., carbon monoxide detectors, fencing, personal



protective equipment), grants for health and safety materials/equipment, classroom materials and resources, and financial assistance in meeting licensing requirements

- Evaluating the quality of child care programs, including how programs positively impact children. Strategies include purchasing quality assessment tools, implementing surveys to collect stakeholder input, and conducting internal training on the use of quality evaluations.
- Supporting providers in the voluntary pursuit of accreditation by promoting use of accreditation guidelines as a quality measures and paying accreditation fees.
- Supporting the development or adoption of high-quality program standards related to health, mental health, nutrition, physical activity, and physical development.
- Promoting the use of culturally relevant childcare practices. These efforts include incorporating Tribal language into child care settings; providing teacher training related to implementing language and culture in the classroom; partnering with language and culture departments to build or modify curricula to reflect Tribal culture; providing information and training to non-Native providers about working with Native children and families; and serving traditional Native foods in child care programs.
- The Tribal Lead Agency uses the following methods to identify the goals and activities to improve quality outlined above:
 - Site visits and/or monitoring inspection visits
 - Surveys to families, providers, and Tribal leadership
 - Parent, family, community, or Tribal meetings
- The Tribal Lead Agency uses the following methods to evaluate progress toward meeting the overall childcare quality improvement goals and activities described above:
 - Site visits and/or monitoring inspection visits
 - Follow up surveys to families, providers, and Tribal leaders
 - Self-assessments and plan evaluations
 - Feedback from Tribal leaders and parents and providers
 - Monthly reporting.

Health and Safety Requirements: Table 2, below, describes the health and safety requirements for all categories of care offered by the Tribe in the areas of prevention and control of infectious disease, including immunizations building and physical premises safety, and health and safety training.



Table 2: Health and Safety Requirements

	Center-Based Childcare	Family Childcare	In-Home Childcare
Prevention and control of infectious diseases, including immunizations:	<ul style="list-style-type: none"> • State standards will be used for state licensed care. • Tribal standards will be used for tribally regulated care. • Standards include universal precautions and policies and procedures for suspected or confirmed diseases or outbreaks. • Providers must understand: <ul style="list-style-type: none"> – Isolation precautions in the event of disease exposure or suspected outbreak – Handwashing and hygiene – Cleaning, sanitizing, and disinfecting; – Handling of personal items. 	<ul style="list-style-type: none"> • State standards will be used for state licensed care. • Tribal standards will be used for tribally regulated care. • Standards include universal precautions and policies and procedures for suspected or confirmed diseases or outbreaks. • Providers must understand: <ul style="list-style-type: none"> – Isolation precautions in the event of disease exposure or suspected outbreak – Handwashing and hygiene – Cleaning, sanitizing, and disinfecting; – Handling of personal items. 	<ul style="list-style-type: none"> • Tribal standards will be used for tribally regulated care. • Standards include universal precautions and policies and procedures for suspected or confirmed diseases or outbreaks. • Providers must understand: <ul style="list-style-type: none"> – Isolation precautions in the event of disease exposure or suspected outbreak – Handwashing and hygiene – Cleaning, sanitizing, and disinfecting; – Handling of personal items.
Safety of building and physical premises:	<ul style="list-style-type: none"> • Standards include policies and procedures for <ul style="list-style-type: none"> – Identifying and protecting against potential hazards that can cause bodily injury (both indoors and outdoors) such as electrical hazards, bodies of water and vehicular traffic. – Inspecting common play areas and equipment (both 	<ul style="list-style-type: none"> • Standards include policies and procedures for <ul style="list-style-type: none"> – Identifying and protecting against potential hazards that can cause bodily injury (both indoors and outdoors) such as electrical hazards, bodies of water and vehicular traffic. – Inspecting common play areas and equipment (both 	<ul style="list-style-type: none"> • Tribal standards will be used for tribally regulated care. • Standards include policies and procedures for <ul style="list-style-type: none"> – Identifying and protecting against potential hazards that can cause bodily injury (both indoors and outdoors) such as electrical hazards, bodies



	<p>indoors and outdoors) on a regular basis.</p> <ul style="list-style-type: none"> - Supervision of children outdoors. - Proper smoke detectors, fire extinguishers, and first aid kits. - Indoor areas should have adequate cooling/heating, light and ventilation. 	<p>indoors and outdoors) on a regular basis.</p> <ul style="list-style-type: none"> - Supervision of children outdoors. - Proper smoke detectors, fire extinguishers, and first aid kits. - Indoor areas should have adequate cooling/heating, light and ventilation. 	<p>of water and vehicular traffic.</p> <ul style="list-style-type: none"> - Maintaining safe indoor and outdoor play areas and equipment - Supervision of children outdoors. - Proper smoke detectors, fire extinguishers, and first aid kits.
<p>Health and safety training:</p>	<ul style="list-style-type: none"> • Pre-service training • 16 hours of training annually 	<ul style="list-style-type: none"> • Pre-service training • 6 of training annually 	<ul style="list-style-type: none"> • Pre-service training • 6 of training annually

Exemptions for Relative Providers: Relatives over age 18 (defined in CCDF regulations as grandparents, great-grandparents, siblings if living in a separate residence, aunts, and uncles) are exempt from health and safety standards, training and some monitoring and enforcement requirements when the individual is caring only for relative children. Relative providers are required to obtain First Aid/CPR certification and must permit at least one home visit by CCSF staff per year.

Construction

The Karuk Tribe may consider using CCDF funds for construction or major renovation project(s). CCDF funds may be used for planning cost in the development of application for construction or major renovation of a child care center to include child-focused and culturally appropriate elements into the construction or renovation design. The Karuk Tribe will submit an application for major construction and renovation and receive approval prior to using CCDF funds on construction and renovation projects. The Karuk Tribe Child Care Program has successfully set aside two grant awards for construction.

5.4.2 Cash Assistance for Families (TANF)

The Karuk Tribal TANF Program mission statement is: To preserve and strengthen the children and families of the Karuk Tribe and other Native American tribes through an effective social welfare system that empowers individuals and families to work toward and achieve self-sufficiency, sobriety and to become loving responsible parents in a culturally relevant way. Services and activities will be provided to fulfill the purposes of TANF, in the context of the Tribe’s guiding values:

1. To aid needy families so that children may be cared for in their own homes or in the home of relatives



2. To end the dependence of needy parents on government assistance by promoting job preparation, work and marriage
3. To prevent and reduce out-of-wedlock pregnancy
4. To encourage the formation and maintenance of two parent families

Population served

TANF will assist and support services to eligible, needy Indian families in the following areas:

Siskiyou County:

Off-reservation areas and on the Karuk and Quartz Valley reservations.

- Population served includes:
 - Karuk Tribe members and their lineal descendants.
 - Indians listed on the federally recognized California Judgement Roll and their descendants.
 - Indians enrolled in any Federally Recognized Tribal Entity.
 - Quartz Valley tribal members, whether residing on or off the Quartz Valley Indian Reservation.

Humboldt County:

Northeastern corner of Humboldt County, within the Karuk Tribe's defined BIA service area.

- Population served includes:
 - Karuk Tribe members and their lineal descendants.

Household Definition

An eligible needy Indian family is defined as a household consisting of all biological children, stepchildren, adopted or relative children (including non-Indians), and siblings under the age of 18, or up to age 19 if attending high school, living with an eligible Indian adult.

In addition, eligible Indian families must meet one of the following criteria:

- Needy single Indian/non-Indian parent families with eligible Indian children.
- Needy pregnant Indian woman (eligibility starts in the third trimester of pregnancy).
- Needy two-parent families (Indian/non-Indian) with eligible Indian children.
- Eligible needy Indian children living with a "timed-out" parent (related by blood).
- Needy caretakers with eligible children (must be related by blood, tribal culture or tradition, or legal guardianship from a court).
- Non-needy caretaker with eligible children (must show own income, related by blood, tribal culture, tradition, or legal guardianship).

Eligibility as related to the purposes of TANF



The Karuk Tribe provides TANF assistance and services to eligible enrolled Karuk Tribal members and their families who reside outside the approved Tribal TANF service area, extending to neighboring counties such as Del Norte, Modoc, Trinity, Shasta, Jackson, Klamath, and Josephine.

Eligibility for TANF assistance and services is based on the Karuk Tribal TANF Family Assistance Plan (TFAP). Only "needy" families—defined as financially deprived according to income and resource criteria—can receive:

1. Federally or State Maintenance-of-Effort (MOE) funded assistance, or
2. Benefits and services that align with TANF purposes 1 or 2.

Segregated Federal TANF or state MOE funds may also be used to offer services (not considered "assistance" under TANF guidelines) for individuals and families who are not financially deprived but require services meeting TANF purposes 3 or 4. Participation in these services will be based on objective criteria.

Income eligibility determination

Needy families are defined as those with total family income equal to or less than 250% of the Federal Poverty Guideline (FPG), and who meet the resource and asset limits for receiving cash assistance or TANF-funded support services under TANF purposes 1 and 2. The income eligibility for monthly cash assistance is determined by evaluating both earned and unearned income, with specific disregards applied.

Income Eligibility & Earnings:

- **Eligibility Calculation:** The total family gross earned income is calculated, with a \$500 disregard applied. Then, 50% of each additional dollar earned is excluded in grant determination.
- **Child Support:** Up to \$600 per child per month in child support is disregarded for eligibility and income purposes.
- **Childcare Costs:** Childcare costs are not considered in eligibility determination.
- **Social Security-Based Income:** Disability income (excluding SSI) is counted after a \$500 disregard.
- **Unearned Income:** All unearned income is counted dollar-for-dollar.
- **Temporary Employment:** Income from temporary work with the U.S. Census Bureau is disregarded for eligibility.
- **Subsidized Employment:** Income from subsidized employment or Workforce Innovation and Opportunity Act (WIOA) funds is disregarded.
- **Indian Judgment Funds:** Indian judgment funds or other disbursements excluded by federal law are not counted as income.



Non-Needy Caretaker Families (Child Only):

- Child's Income: Only the child's income is considered for determining monthly eligibility.
- Social Security-Based Income for Children: Disability income for the child is calculated with a \$500 disregard, then counted dollar-for-dollar.

Cooperation with Child Support Enforcement

Participants are not required to cooperate with child support enforcement agencies as a condition of eligibility for TANF assistance. Participants will be provided with the option to cooperate with child support enforcement in order to obtain additional financial assistance for eligible children.

250% Eligibility test

Needy families are defined as those families with total family income equal to or less than 250% of the Federal Poverty Guideline (FPG) and meets the resource and assets limit requirements, for receipt of cash assistance or TANF funded support services and activities under TANF purposes 1 and 2.

Non-Duplication of Benefits

All applicants will be required to sign an application and provide documentation certifying that neither they nor their family members are receiving assistance from another Tribal or state TANF program. Information will be shared with other Tribal and state TANF programs to verify that there is no duplication of TANF assistance or services. Additionally, the Social Security numbers of all applicants will be cross-referenced with Tribal and county welfare records to ensure there is no overlap. Applicants must verify their information monthly to maintain continued eligibility.

Time Limit for Assistance

When an eligible family member reaches the 60-month federal TANF time limit, federal TANF cash assistance to the family will end. However, the Karuk Tribal TANF Program may continue to provide child-only assistance using State Maintenance-of-Effort (MOE) funds, provided these funds are available. Families receiving State MOE-funded assistance must meet the same income eligibility and resource standards as other Tribal TANF families, in accordance with State policy for timed-out families.

All months of assistance will be counted from other Tribal or state TANF programs toward the 60-month limit, excluding months that were exempted or disregarded by statute, regulations, or special projects (e.g., Section 115 experimental programs). Months of assistance from another Tribal/State TANF program will not be counted toward the 60-month limit if the applicant lived on an Indian Reservation with an unemployment rate of at least 50%.