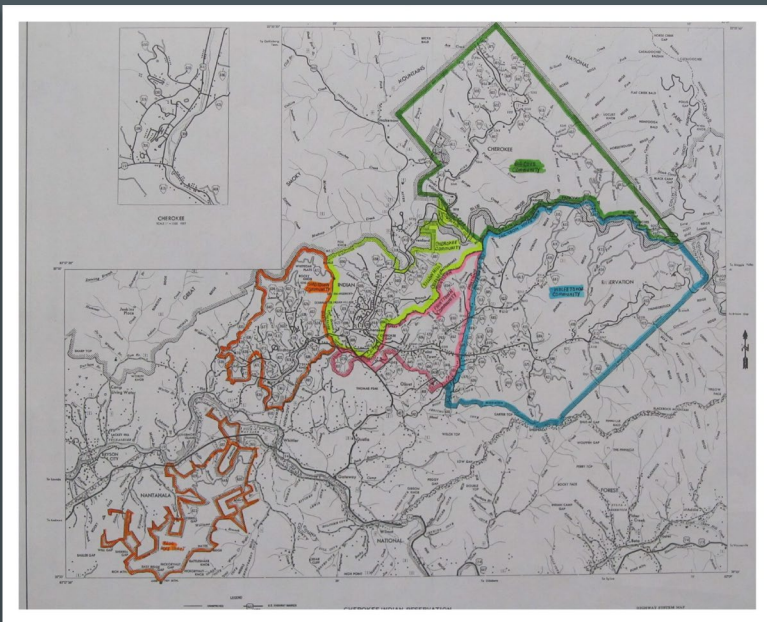




**EASTERN BAND OF CHEROKEE INDIANS
TRIBAL EMPLOYMENT RIGHTS OFFICE
MOTHER TOWN HEALING PROGRAM**

**CTER NATIONAL CONFERENCE
TULSA, OKLAHOMA
AUGUST 11, 2022**

EASTERN BAND OF CHEROKEE INDIANS - QUALLA INDIAN BOUNDARY



Tribal Demographics

Tribal Lands: 56,000+ acres

Located in 5 western North Carolina Counties:

- Jackson, Swain, Graham, Haywood, Cherokee

Tribal Member Citizens: 16,143 (May 2022)

Tribal Member Citizen Residents: approx. 54%

	Qualla Boundary	North Carolina
Population	9,613	9,886,033
Age (% under 25 years old)	39%	33%
Number of Household (3-persons or more)	3,326	3,815,392
Labor Force Participation / Unemployment Rate	53% / 5.2%	65% / 4.9%
Median Household Income / Poverty Level	\$27,813 / 27%	\$50,584 / 16.4%
Educational Attainment: High School Diploma / College Degree	83% / 12%	86% / 29%

* Source: US Census Bureau, 2011-2015 American Community Survey 5-Year Estimates

TRIBAL
ECONOMY
NATURAL, CULTURAL,
WORKFORCE
& ECONOMIC
RESOURCES

- ◆ Gaming & Tourism Industries
- ◆ Non-Gaming Businesses & Enterprises
- ◆ Tribal Governmental Operations (Public Sector)
- ◆ Negative Workforce
 - ◆ 47% adult population on the Boundary is not in the labor force.
- ◆ *Balsam-West Fiber Net (300-mile underground fiber optic cable connects 10 western NC counties, Georgia & Tennessee with high-speed internet access)*

SUBSTANCE MISUSE AND USE DISORDER: AN AMERICAN INDIAN/ALASKA NATIVE CRISIS

National Survey on Drug Use & Health Data for AI/AN: 14.9% rate of substance dependence or abuse for 12 and older in 2013, compared with 4.6 percent among Asians, 8.6 percent among Hispanics, 8.4 percent among whites, 7.4 percent among blacks, 11.3 percent among Native Hawaiians or other Pacific Islanders, and 10.9 percent among persons reporting two or more races.

*SAMHSA American Indian/Alaska Native Data, Washington, DC.
https://www.samhsa.gov/sites/default/files/topics/tribal_affairs/ai-an-data-handout.pdf*

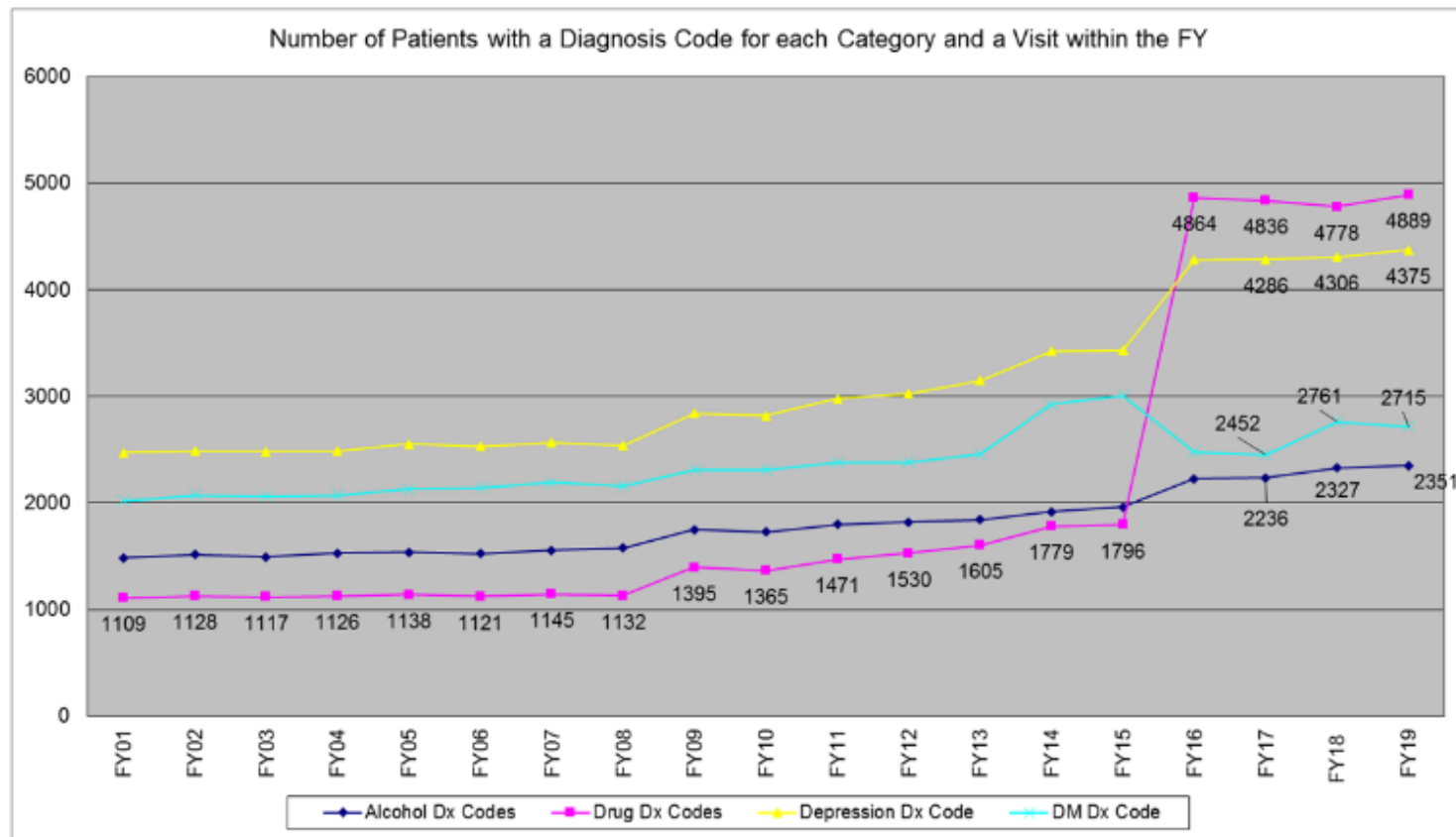
CHEROKEE INDIAN HOSPITAL AUTHORITY (CIHA): DATA COLLECTION AND ANALYSIS

In 2000, CIHA began tracking the increase in the number of patients with diagnosis code.

In 2009, CIHA introduced a suboxone clinic.

In 2015, CIHA began universal screening for depression & related alcohol and drug-related diagnoses codes to understand the rates of substance misuse in the community.

CHEROKEE INDIAN HOSPITAL AUTHORITY (CIHA): CHARTING THE SUBSTANCE USE/MISUSE DIAGNOSES



OVERDOSE DEATHS, 1999-2016

- In 2016, opioids accounted for 66% of Americans dying from opioid overdose.
- Western North Carolina and EBCI have been heavily impacted by substance misuse and overdose.
- Adjusting for age, **WNC/EBCI's unintentional poisoning mortality rate of 24.4%** far exceeded north Carolina's 13.7% rate from 2012-2016 reporting.

ORGANIZING LOCAL RESOURCES TO ADDRESS THE LOCAL EPIDEMIC

CIHA

- **Analenisgi.**

An integrated and expanded tribal behavioral health program and primary care clinics, and,

- **Kanvwotiyi.**

A residential substance abuse treatment center established in 2017.

Tribal PHHS

- Re-organized programs, developed integrated Family Safety and Family Support functions to help individuals and families.
- Coordinated program resources, improved services for people suffering with substance abuse disorders and depression.
- Published Eastern Band of Cherokee Indians Tribal Health Improvement Plan, 2015-2017.

TERO WORKFORCE DEVELOPMENT

Job Bank

Mother Town Healing Program
(MTHP)

Work Experience (WEX)

WORKFORCE DEVELOPMENT PROGRAM OVERVIEW

Creating a 21st Century Tribal Workforce:

- Individual Assessments
- TERO Career Path Training **
- Strengths Based Employee/Supervisor Evaluations
- Career Counseling
- Registered Apprenticeships
- Training
- Program Evaluation

TERO CAREER PATH TRAINING

A PARTNERSHIP BETWEEN EBCITERO AND SCC

Module 1. Career Ready/Pre-Employment



Module 2. Translating Work Experience to Next Employer



Module 3. “Working Smart: Soft Skills for Workplace Success”

(Developed by the Charlotte Mecklenburg Workforce Development Partners)

Working Smart: Soft Skills for Workplace Success

24-hour training

- Benefits of the Program
 - ☞ Learning Important soft skills
 - ☞ Strategies for job interviews
 - ☞ Interacting with others
 - ☞ A new perspective on life

Lesson 1:
Personal
Branding

Lesson 2:
Self-Change

Lesson 3:
Cognitive
Cycle

Lesson 4:
Dealing with
Stress

Lesson 5:
Warning Signs

Lesson 6:
Personal
Reactions

Lesson 7:
Staying Calm
and Clear

Lesson 8:
Employer
Expectations

Lesson 9:
Code-Switching

Lesson 10:
Active Listening

Lesson 11:
Four C's of
Communication

Lesson 12:
Expressing
Concerns

Lesson 13:
Handling
Feedback

Lesson 14:
Problems and
Goals

Lesson 15:
Facts vs.
Opinions

Lesson 16:
Options and
Outcomes

*“This training
has helped me
see the
connection to
my work
responsibilities
and benefits to
my
professional
development.”
~ WEX
Participant,
6/23/22*

THE MOTHER TOWN HEALING PROGRAM OVERVIEW



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Widadalenisgvv (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.



The **MOTHER TOWN HEALING PROGRAM** is a **multi-system approach** 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**



A Community Reinforcement Approach



- ▶ Chronic unemployment is common among populations with current and past histories of substance use disorder.
- ▶ “A community reinforcement approach” has been shown to be effective on a number of outcomes including :
 - ▶ duration of employment,
 - ▶ treatment retention,
 - ▶ decreased relapse,
 - ▶ less drinking to intoxication,
 - ▶ lower levels of depression,
 - ▶ fewer hospitalizations, and
 - ▶ resolution of prior legal problems.
- ▶ By creating structural supports for those in recovery, TERO MTHP helps sustain long-term abstinence for individuals who have limited access to other training and employment opportunities.

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.*
- ▶ **“Rather than trying to sculpt consumers into becoming “perfect workers” through extensive prevocational assessment and training, consumers 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 consumers, but to find a natural “fit” between consumers’ strengths and experiences and jobs in the community.”
- ▶ “Approximately 60 percent of consumers can be successful at working when using SE services (Bond et al., 2001).”



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. Also motivates change and is associated with positive outcomes.
- ❖ **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.



“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.

These characteristics have been termed “Recovery Capital” and are defined by Granfield and Cloud 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.”*



Essential Elements for Sustained Recovery

- Safe and affordable housing
- Steady employment and job readiness
- Education and vocational skills
- Life and recovery skills
- Health and wellness
- Recovery support networks
- Sense of belonging and purpose
- Community engagement

MTHP Service Progression

- **MTHP Coordinators and Peer Mentors 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 and higher-quality practices.**
- **Provide multiple education options and supports for Participants**
- **Provide access to multiple recovery supports for Participants**



A Unique Approach to Workforce Development

(EDUCATION)

Participants learn life skills, job skills, focus on education, learning and developing new behaviors, recovery support, goal setting & planning.

Duration: Approximately 5-9 months

(WORK EXPERIENCE)

Participants who have demonstrated progress and readiness through attendance & punctuality, dependability, willingness to learn will begin internship with Tribal program or other local agency.

Duration: Approximately 3 months





COMMUNITY PARTNERSHIPS:

- **Cherokee Indian Hospital Authority:** MAT, Recovery Education & Support Groups, and Intern Placement
- **Southwestern Community College:** Working Smart, High School Equivalency (GED), Soft Skills, 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

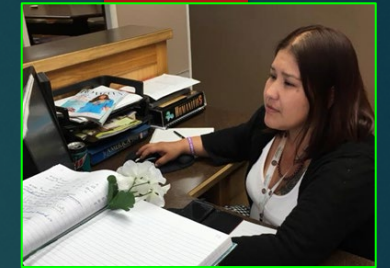
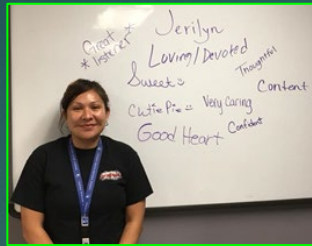
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Sgadugi Osd(a) Han(a)dvneho
(Giving to the community)



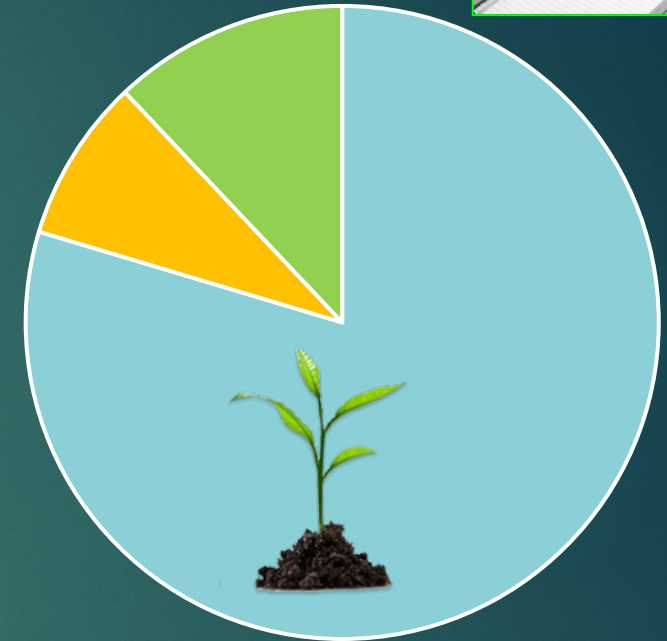
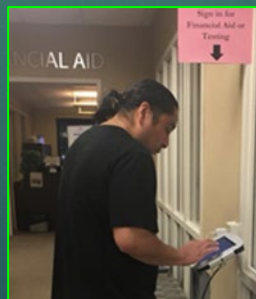
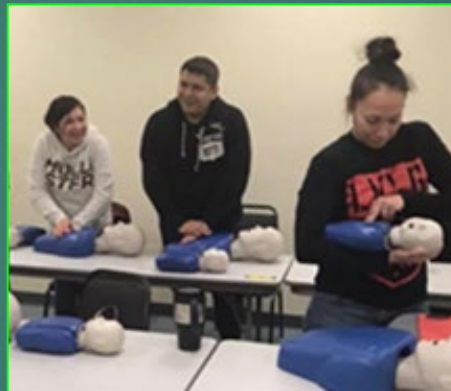
Getting Back to Our Roots. ... Literally





REPORTING THE NUMBERS

- ▶ 74% Program Completion Rate
- ▶ Employed Post MTHP:
- ▶ 13% who completed were hired but lost job after relapse...
- ▶ 86% are still working, and still in recovery!
- ▶ * 9% who did not complete were hired and are still working, still in recovery...



- Still Working, Still in Recovery
- Did Not Complete But Hired & Still Working
- Completed, Hired, Relapsed

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

Water Treatment

▶ Tribal Employment Rights Office

Mother Town Healing Program Coordinator

How Has Supportive Employment Made a Difference?

Financial & Legal

Financial literacy

- Restoring or establishing credit

Accountability

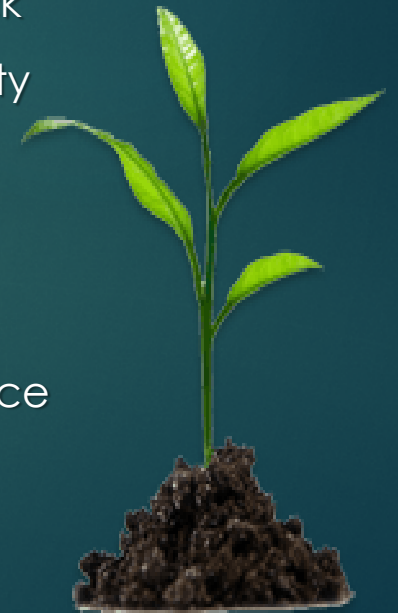
- Resolved legal issues, paid fines & court costs
- Completed probation
- Reinstated or obtained driver's license

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

- Community stakeholder
- Volunteerism/giving back
- Educating the community
- Supporting others
- Reconnection to culture
- Accessing supports
- Leadership through service





DTV ላይ ለጠና / DTV ግንዛቤ ለረገጥ

Atse Nudale Hinahuly
(Tell a *new* story)





Sources:

<https://www.samhsa.gov> (Supported Employment: Building Your Program)

<https://www.ada.gov>

<https://www.dol.gov/agencies/eta/wioa>

<https://www.ncdhhs.gov/divisions/vocational-rehabilitation-services/employment-services-people-disabilities>

For more information about Tribal Employment Rights Office or the Mother Town Healing Program, visit

<https://www.ebci-tero.com> or email: bjrich@ebci-nsn.gov



ADDRESSING BARRIERS TO WORK

PROJECT PHOENIX

- Project to remove tribal non-violent & drug related convictions to help tribal employment among recovering addicts.
- Give hope of a better future for tribal families.



Convictions Covered By The Phoenix Program

Expunction of records for first offenders under the age of 21 at the time of conviction of misdemeanor.

Expunction of records for first offenders not over 21 years of age at the time of the offense of certain drug offenses.

Expunction of records for first offenders who are under 18 years of age at the time of the commission of a nonviolent felony.

Expunction of certain misdemeanors and felonies; no age limitation.

Expunction of records for offenders under the age of 18 at the time of commission of certain misdemeanors and felonies upon completion of the sentence.





www.ebci-tero.com

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