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Denali Training Fund Quarterly Progress Report

Funds for this project are provided by the USDOL and the Denali Commission and managed, in partnership, by the Alaska Department of Labor and Workforce Development.

Name of Organization: First Alaskans Institute
Name of Project: Summer Internship
Reporting Period: 1/1/2009 – 3/31/2009
Contact Person: Memry Dahl
Contact Number: 677-1700 Email Address: memry@firstalaskans.org
Expenditures to date:
Certification: I certify that the information in this report is current, correct and true and in accordance with the terms and conditions of the agreement.
Signed by: <u>Ma Dahl</u> Dated <u>5.17.09</u>

1. In a few sentences, please describe the scope of your project:

First Alaskans Institute's project provides 28 Alaska Native or rural Alaskan junior, senior, or graduate college students with a 10-week summer internship opportunity within a partner employer in the students field of study and interest. A central component of the internship is the leadership training seminars which the interns participate in during the internship. Additionally, the Institute tracks the long-term career/work placements for all interns.

2. Project Activities for this Reporting Period:

Describe the grant activities that happened during this report period. Include planning, advertisement and/or training performance that occurred this quarter? List any accomplishments achieved. (Attach advertisements if applicable)

This quarterly report covers how First Alaskans Institute is continuing in its efforts to assist Alaska Natives and other rural residents in acquiring the skills and training necessary to participate fully in private sector business and economic development opportunities. This is accomplished through internships, public service programs and other leadership development initiatives.

This quarterly report includes these components: 2009 Intern and Employer recruitment, selection of interns, internship and Leadership Friday Sessions planning, and recommended program changes for 2009.

Planning for Leadership Friday sessions content

Using the weekly evaluations from the 2008 program, the 10-week schedule for 2009 is being developed. The overall number of training sessions remains the same and includes: academic, social, networking, professional, and personal development training. Topics planned for 2009 include:

- etiquette and presentation of self in terms of dress, resume', and interviewing;
- historical events that have affected the State of Alaska, Alaska Natives, rural Alaskans, and Native Americans;
- qualities of leadership;
- review of the research and statistics of Alaskans;
- Myer's-Briggs personality type indicators;
- international economic development and prosperity;
- barriers to employability;
- Native spirituality and leadership

Once the schedule has been completed, a copy will be forwarded to the Commission and the employer partners. First Alaskans Institute makes available some of the leadership training opportunities to partner organization employees or interns.

All leadership training will be held at the BP Energy Center and housing has been secured for interns at the Residence Inn located near the center.

Recruitment Activities for 2009

Intern recruitment began in December 2009 via the website and e-mail announcements. The recruitment notice was e-mailed to over 500 recipients, which included the First Alaskans Institute listserv that provides scholarship, fellowship, and internship announcements to Alaska Native students and emerging leaders, and also includes the ANCSA Education Consortium and other higher education funders and other partners across the state.

In addition, site visits were made to UAA Native Student Services, Alaska Native Science and Engineering Program (ANSEP) and to UAF College of Rural and Community Development (CRCD) to discuss the program and application and selection processes.

Thirty (30) applications were received for the summer internship program. The intern applicant breakdown went as follows:

- 3 males, 27 females
- 18 Juniors, 8 Seniors, 2 Graduating Seniors and 2 Graduate Students
- Regional Affiliation
 - 3 Aleut
 - 2 ASRC
 - 3 Bering Straits
 - 1 Bristol Bay
 - 5 Calista
 - 3 CIRI

- 3 Doyon
- 2 Koniag
- 1 Koniag & Sealaska
- 1 Metlakatla
- 1 Native American
- 5 Sealaska
- School
 - 15 UAA
 - 4 UAF
 - 2 University of New Mexico, Law School
 - 1 UAS
 - 1 Brown University, Charter College, Franklin & Marshall College, Montgomery College, Pima Community College, Stanford, University of Denver, Washington St.

1. To date, we have received 21 partnership interest forms from:

- Alaska Manufacturing Extension Partnership - Anchorage
- Alaska Public Lands Info. Center - Fairbanks
- Alaska Geographic Association - Anchorage
- Alaska Native Arts Foundation - Anchorage
- Alaska State Library – Anchorage
- Alaska State Library - Juneau
- ANSEP – Anchorage
- Calista (7 positions) – Anchorage
- Chugach National Forest-Begich, Boggs Visitor Center - Girdwood
- CIRI - Anchorage
- Forest Service – Ketchikan
- Inuit Circumpolar Council – Anchorage
- KACN-TV – Anchorage
- NANA Worely Parsons - Anchorage
- Pebble Partnership – Anchorage
- Rasmuson Foundation – Anchorage
- RURAL-CAP – Anchorage
- State of Alaska, Division of Community and Regional Affairs – Juneau
- Tanana Chiefs Conference, Cultural Programs - Fairbanks
- USDA Forest Service – Seward
- Yukon River Drainage Fisheries Association – Anchorage

Twenty (20) students have been successfully selected. This represents 8 less interns than previously planned. This is due in part to fewer overall applicants, incomplete applications and applicants who did not meet the program requirements. Once we have confirmed the interns a list of those interns will be forwarded to the Commission. It is possible there will be room for one additional intern and those who were not placed are on a wait list in the event there are changes in intern plans for those who have been assigned a placement.

The recruitment notices were posted on the First Alaskans website, announced via e-mail to past partner companies, potential and interested employers, and a variety of organizations, colleges, and individuals that are in regular communication with students. Copies of the program announcement are attached which includes recruitment and selection timelines for the 2009 program year for interns and employers and the application process.

Web Based Tracking Database Update

Staff is in the process of completing the annual update of intern information which will be forwarded to the Denali Commission in our next quarterly report. This annual tracking is meant to provide long-term measureable results from this program. This info will come through extensive interviews and contact with each of the over 100 participants to date.

A review of the technical challenges of the web cast delivery for those in rural Alaska was completed, and recommendations to improve these included the change to more face to face sessions at the front and back ends of the 10 weeks. While the web cast method served our purposes, the quality wasn't sufficient to continue under the same contract. Inquiries will be made during the first quarter with rural-based organizations on their technology capacities to insure the web cast sessions during the middle of the summer program are of the highest quality.

3. Scheduled Project Activities/Important Dates for next quarter:

Describe your planned activities and training for next few months. Please include important dates like graduation, site visits, travel, job fairs, etc.

The next quarter's report will include:

- Additional recruitment activities for partner companies and interns, including site visits if necessary;
- Finalize the content for Leadership sessions and speakers using last year's evaluations;
- Technology options and fine tuning for the distance delivery sessions;
- Logistics for the two weeklong sessions in Anchorage will be explored for pricing and securing meeting and room and board space;
- Employer meeting will be held to provide an orientation about program requirements and participation.

4. a. How many are in your training program during this reporting period?

0

b. How many people have been trained and/or certified to date from this grant?

0 – training to begin June 8th and completion on August 14th

(Please complete form below.)

5. Please list complete the list by putting the community to which each individual trained is from, the type of training and certification, the graduation date and who will employ them upon completion of training.

Community where trainee lives	Type of Training/ Service	Type of Certification to be earned/earned	Dates of training	Graduation Date	Employment commitment after training is complete

Please copy and use another sheet if you need more spaces.

6. Please identify any problems or changes in your training project that will affect the budget, scope or timeline of the project. Is your training on schedule? What are the reasons for any difficulties or delays? Are you over budget/under budget? Have you had to change the initial scope?

Please provide an explanation to this change and your resolution to the variance.

None at this time

7. How are you or will you be evaluating the individuals being trained to ensure competency, skill level and understanding? (Testing, assessment, etc)

Individual employers require competencies for their employees. Interns are pre-screened and interviewed prior to participating in the internship program. Interns are also interviewed both midway and at the completion of the 10-weeks, as well as yearly after participation in the program.

8. Please identify areas that we can assist you in the future.

Assist in identifying partner employers and communities for intern placements. Assist with recruitment and program evaluation as appropriate. Participate in Leadership Friday discussions. As always our leadership training is open to Denali Interns also. Please feel free to contact Rick Mueller for a full agenda of training dates and topics.