

**Aleutian Pribilof Islands Association
Public Law 115-93
Indian Employment, Training, and
Related Services Consolidation Act of
2017
Integrated Program Plan
October 1, 2024 – September 30, 2029**

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The number one objective of the Aleutian Pribilof Islands Association, Inc. (APIA) Integrated Program Plan is to promote the self-sufficiency of the individuals, families and communities we serve.

ELIGIBILITY TO OPERATE A P.L. 115-93 PROGRAM

APIA is a consortium consisting of 13 federally recognized Tribes (Atka IRA Council, Akutan Traditional Council, Agdaagux Tribal Council, Belkofski Village Council, False Pass Tribal Council, Nelson Lagoon Tribal Council, Nikolski IRA Council, Pauloff Harbor Tribe, Qagan Tayagungin Tribe, Qawalangin Tribal Council, St. George Traditional Council, Tribal Government of St. Paul Island and Unga Tribal Council), whose Tribal members primarily reside in 10 communities (Akutan, Atka, Nikolski, Unalaska, False Pass, Sand Point, Nelson Lagoon, King Cove, St. George Island, and St. Paul Island) which are located on the Aleutian and Pribilof Islands in the treacherous Bering Sea. All tribes in the APIA consortium continue to be recognized and eligible to receive federal program services, and receive funding directly from the Department of the Interior for Bureau of Indian Affairs. The tribes have designated APIA to be the recipient of their funds, and have signed a Resolution authorizing APIA to administer these funds under the continued consolidation of employment, training, and related services.

APIA employs 163 staff members of whom 61% are Alaska Native or American Indian. APIA operates over 70 State and Federal Awards with an annual budget of over \$26 million dollars. APIA has achieved fiscal stability in program operations, and the APIA Accounting Department assists in ensuring accuracy of fiscal management. Our Integrated Program Plan is administered under the Employment, Training and Related Services Division (ETR), Head Start Division, and Tribal Child Support Division which are in the Department of Family and Community Development (DFCD).

CONSISTENCY TO THE ACT

APIA's Integrated Program Plan is consistent with the Indian Employment, Training, and Related Services Consolidation Act of 2017 – P.L. 115-93. Our services are consolidated into one plan, one budget and one reporting system. While this consolidation does not result in new or additional funds, it allows for a single comprehensive program, which reduces the administrative burden and improves participant services for economic self-sufficiency.

Our Integrated Program Plan is part of our Self-Governance Compact, and was one of the first P.L. 102-477 Plans in the nation to be approved. The objective of our consolidated program is to provide participants with job training, work and education-related opportunities, and necessary support services that lead to employment and self-sufficiency. Integrating employment, training and related services allows us to improve the efficiency and effectiveness of our services, while reducing joblessness and low-income households within our communities. The added benefits of our participants achieving self-sufficiency through employment include a stable income, ability to provide for one's family, improved self-esteem, and motivation to make further positive personal changes such as quitting smoking, reducing the use of alcohol, and making healthier life choices overall. This comprehensive, consolidated approach empowers participants to overcome systemic barriers, succeed in employment, and improve social behaviors.

We take innovative approaches to provide quality, cost-effective services to the people of our remote region. Service delivery is coordinated with other internal programs and external agencies to maximize available resources. All program resources are utilized to assist participants in becoming self-sufficient, including but not limited to, obtaining/maintaining gainful employment, economic stability, education and training, and reducing dependence on welfare. For each of the communities served through the Integrated Program Plan, efforts are made to develop and enhance economic opportunities.

PROGRAMS AND SERVICES TO BE INTEGRATED INTO OUR INTEGRATED PROGRAM PLAN

The programs and services to be integrated are consistent with the purpose of the Act.

Contingent upon receipt of awarded funds, we will integrate the following:

- Job Placement and Training, Higher Education, General Assistance, and Emergency Assistance (Department of the Interior, Bureau of Indian Affairs)
- Workforce Innovation and Opportunity Act (Department of Labor)
- Native Employment Works (NEW) (Department of Health and Human Services)
- Child Care Development Fund (CCDF) (Department of Health and Human Services)
- American Indian Vocational Rehabilitation Services (AIVRS) (Department of Education)
- Low Income Home Energy Assistance Program (LIHEAP) (Department of Health and Human Services)
- Head Start (Department of Health and Human Services)
- Early Head Start (Department of Health and Human Services)
- Child Support (Department of Health and Human Services)

This plan integrates these programs into one financial program budget and reporting format.

The Program Services section will describe the intended performance per the Act and will be consistent with all identified regulatory requirements not otherwise waived. The plan period for funding within this five-year plan will be subject to each granting agency. APIA will also consider future amendments to the Integrated Program Plan to integrate other related programs.

COMPREHENSIVE STRATEGY

Geographic Region

This chain of 300 small volcanic islands are some of the most remote locations in the United States, and lie along the notorious *Pacific Ring of Fire*, an area where frequent earthquakes and volcanic eruptions occur. This archipelago is a treeless and windswept land of steep cliffs, alpine meadows and wide beaches which are home to sea lions, seals and seabird colonies.

Our region is immense, and consists of an area over 100,000 square miles. There is no road access linking any of our communities, and travel to (and within) the region is only possible by air or sea. No public transportation systems exist in the Aleutian or Pribilof Islands. Cellular phone service and internet service in the region is limited. Utilities are unreliable, and antiquated by today's standards. As such, it is not uncommon for our communities to be isolated from outside contact for three or four days at a time.

Our region is also known for its volatile weather conditions and violent storms characterized by hurricane-like winds, driving rain, sleet, snow and heavy seas. Our region is called 'the birthplace of the winds'. Winds are consistently 15 – 20 miles per hour, and storms coming off of the Bering Sea and the Pacific Ocean often batter the region with winds in excess of 75 miles per hour. When the wind is not blowing, heavy fog blankets the area. Consequently, access to and from the communities is hindered due to the extreme weather conditions. Our region's extreme weather conditions is most prominently displayed on Discovery Channel's reality show the *"Deadliest Catch"*. Dutch Harbor, Alaska on the Aleutian Chain, is the base of operations for the fishing fleet. According to a Centers for Disease Control and Prevention's, Fatalities in the Commercial Fishing Industry in Alaska report, the death rate during the main crab seasons averages out to nearly one fisherman per week, while the injury rate for crews on most crab boats is nearly 100% due to the

severe weather conditions (frigid gales, rogue waves, ice formations on and around the boat) and the danger of working with such heavy machinery on a constantly rolling boat deck.

Need and Employment Barriers

The cost of living is extraordinary. In some communities, a gallon of orange juice costs \$18.00, and fuel costs can be over \$7.00 per gallon. Heating bills in the winter can average \$600.00 per month. One week's worth of groceries for a small family costs \$233.00 in Unalaska (the largest community in the region), while the same food costs \$140.00 in Anchorage. Generally, the cost of living in the Aleutian and Pribilof Islands is an average 40 to 60% higher than in Anchorage. The Anchorage Museum did an installment on price differences between Seattle, Anchorage, an Alaskan village called Utqiagvik, and our own Unalaska in spring 2019. Unalaska is the largest island community in our region and thus, in general, the community with the most reasonable prices. For a depiction of cost analyses, the installment noted that a bag of Doritos costs \$2.99 in Seattle, \$3.79 in Anchorage and \$6.99 in Unalaska. Five pounds of flour is \$1.99 in Seattle, \$1.99 in Anchorage and \$5.29 in Unalaska. Thirty ounces of Similac baby formula runs \$32.99 in Seattle, \$32.99 in Anchorage and \$45.99 in Unalaska. A package of 30-06 ammunition costs \$29.99 in Seattle, \$22.49 in Anchorage and \$137.49 in Unalaska. This last statistic is particularly poignant due to the large number of people in the region who rely on subsistence hunting, gathering and fishing.

Poverty data does not consider Alaska income and poverty rates in context with Alaska's unique geographical considerations. For example, Atka is an expensive place to live, largely due to the high transportation and fuel costs. Atka's fuel costs are 31% above the statewide average and about 52% above the national average. Atka has a strong Native culture and the desire to maintain a way of life that revolves around hunting, fishing, and other subsistence activities. These activities are time consuming, and they can often be in conflict with the cash economy (Atka Comprehensive Plan. December 2014). In Nikolski the percentage of individuals below the poverty level is 25.6%.

The percentage of individuals below poverty level in St. George is 14.5%. Unalaska Individuals below poverty level is 8.6%. (Department of Community and Regional Affairs, Community Database and Alaska Department of Labor and Workforce Development, Research and Analysis Section. Last updated on August 26, 2014). Additionally, the unemployment rate in our region is higher in the winter due to seasonal jobs in fields such as fishing, crabbing, construction, and tourism.

Labor-intensive jobs are available, but often the pay is low. In the larger communities, some skilled jobs are available, but most residents lack the level of education, skills, or experience needed to qualify for these jobs. Many technical and professional positions are held by individuals recruited from outside the region due to the limited opportunities for the region's people to obtain these advanced skill sets. Through the ETR Program, we can provide services to assist tribal members in obtaining the education, skills and knowledge needed in order to access those employment opportunities.

There is also a lack of training opportunities in the region. By providing these opportunities through our program, we can assist people with the qualifications needed for employment. Best practices tell us the most cost-effective and culturally appropriate approach whenever possible is to provide community identified training needs, provide a qualified instructor(s) to the region and provide transportation assistance for a group of individuals to travel to that location to participate, rather than bringing participants all the way to Anchorage. Level and qualifications of instructors will be determined based on the type of training need the community identifies.

Our program is designed to address the unemployment issues within the region, and to enhance the skill levels and increase employment opportunities for local residents. Employment barriers are being addressed as we work with tribal members on the importance of self-sufficiency, financial management and other supportive skills.

APIA assists eligible applicants in becoming self-sufficient, which in turn reduces welfare dependency. We assist our people with obtaining the skills, education, and training needed to secure full-time employment at a livable wage and will offer related supportive services to assist participants in their selection of employment options. We determine workforce needs and training priorities given the current labor market and seasonal industry demands; to encourage applicants who are pursuing education or training in needed fields, or with unique situations, we may allow for special funding considerations when applicable. Within the Integrated Program Plan is a wide variety of services with the collaborative purpose of promoting the self-sufficiency of the individuals, families, and communities that we serve. Utilizing a One-Stop model allows us to serve individuals in an integrated and time efficient manner. Consolidating and implementing service delivery under our Integrated Program Plan reduces the administrative and reporting barriers and burdens that would be present if they were operated individually, outside of the 477 program.

Population

APIA promotes the overall economic, social, and cultural development of its beneficiaries, and provides the best health care and social services possible for the Aleut People and all Native residents of the Aleutian Pribilof Islands region. The US Department of the Interior, Bureau of Indian Affairs, Office of Indian Services reports in the 2013 *American Indian Population and Labor Force Report* (a newer report has not yet been released) that there is a total of 3,531 tribal members enrolled in the 13 tribes of the region. It is reported in the 2020 *DEC Demographic and Housing Characteristics* that there are 1,857 American Indian/Alaska Native (AI/AN)

The Russians called our tribal members “Aleut”, however, our people call themselves *Unangax*^ (singular, both dialects), *Unangan* (plural, Eastern dialect speakers) or *Unangas* (plural, Atka/Western dialect speakers). The *Unangax*^ language is *Unangam Tunuu*. Our people have lived a maritime lifestyle for thousands of years. In the 20th century, they made the transition from

subsistence hunting, fishing and gathering in the Bering Sea and Pacific Ocean to commercial fishing, small business operation, tribal management, health care, education and many other jobs. Our cultural traditions remain tied to the sea and the land for traditional food, practices and inspiration. Our people still struggle with the tumultuous changes that swept through our society, culture and language as Russian governors and later the American government imposed new ways of living upon us, contradicting a lifestyle that had been established for thousands of years.

BASE ELIGIBILITY REQUIREMENTS

To receive services or assistance, an applicant shall meet the following documentation:

- Be a member of a federally recognized American Indian/Alaska Native (AI/AN) tribe, and provide a tribal card or other official tribal documentation of membership at time of applying for assistance. Non-native individuals or households may receive services should APIA be the sole provider of a service type in a community and receive funding to serve all households.
- Reside in Akutan, Atka, Nikolski, Unalaska, False Pass, Sand Point, Nelson Lagoon, King Cove, St. George Island, and St. Paul Island (termed as “the region”), Anchorage (the nearest urban center), or other Alaskan communities and US cities where APIA tribal members live and may require assistance (§20.300(c) and §20.100).
- Demonstrate a need for assistance as documented at time of filing an application.
- The following are other optional requirements that may be needed, but are not limited to:
 - Be unemployed, underemployed, or underpaid.

- Be at least 18 years of age with the exception of youth applicants, who must be between the ages of 14 - 19 for in-school youth and 16 - 24 for out-of-school youth and are eligible to be enrolled in a tribe.
- Per 25 CFR Subpart C 20.300, each applicant for General Assistance must meet the regulated eligibility requirements.

Employability is considered, as well as whether or not with the appropriate training, education, supportive services, and employment activities, an individual will be likely to achieve self-sufficiency by obtaining and retaining employment. Veterans who otherwise meet the eligibility requirements will be given priority for services as mandated by the Jobs for Veterans Act. Individuals with disabilities will have the next highest priority followed by individuals who are unemployed and receiving TANF or General Assistance.

BASE APPLICATION FOR SERVICES

Completed applications are reviewed by our Program Assistant who will gather all the necessary supporting documents. Due to geographic constraints and distance delivery of services to most of the communities we serve, we will strengthen relationships with individuals who can become contracted or employed in their own community to assist with outreach and communication. These individuals will reside in the community they are serving and will perform outreach, assist with filling out paperwork, submitting paperwork, and will facilitate communication, case management, and service delivery as needed.

Once the Program Assistant has verified tribal affiliation, residence and demonstrated need, a comprehensive intake process will follow to assist the participant in creating a roadmap towards self-sufficiency.

Other documentation may include, but is not limited to:

- Proof of income- as appropriate
- W-9- as appropriate
- Release of Information-as appropriate
- Rights and Responsibilities- as appropriate

PROGRAM SERVICES

In order to provide participants with effective and appropriate employment and educational assistance leading to self-sufficiency, we will utilize alternative benefits to the highest extent, and maximize flexibility in program design. The program staff will provide the following services, based on an individual's reasonable unmet need, and availability of funds:

Employment services include assistance with job searches, resume development, interview preparation, referrals to employers, job development, group training, work experience and community service, counseling and referrals, relocation funds for training, education, and/or employment, child care assistance, transportation (as reasonable, necessary and affordable), and work clothing/tools/uniforms/supplies.

Youth employment activities include assisting youth between the ages of 14 and 24 with training, employment, cultural and leadership development opportunities, and work exposure such as internships. Our youth programs have a mission of encouraging safety and success by providing culturally appropriate services, projects, and activities focusing on cultural revitalization, immersion, mentoring and leadership development, including cultural and/or leadership mentorship and traditional healing practices. Activities and services will be individually and tribally driven to meet the overall wellness of our tribal youth with an end outcome of reduced high-risk behaviors and increased empowerment and self-sufficiency.

Higher education and vocational training assistance includes leadership opportunities, On-the-Job-Placement (OJP), internships and vocational training up to a total of 24 months (not concurrent) can be eligible for some stipend and/or training funding. Students residing in the APIA region who are receiving training assistance can also receive transportation assistance to and from the training location. Higher Education students in good standing with their accredited institution that they plan to attend or are enrolled in can be eligible for scholarships. This funding may be prorated based on credit load or part-time status. Recognizing the impact of being removed from a home community and culture in order to pursue post-secondary education, Higher Education recipients residing in the APIA region can also receive round trip transportation assistance between their home and place of education.

Direct employment service provides direct payment to newly hired participants concurrently or previously enrolled in services.

Shelter assistance provides homeless, unemployed participants with severe or most severe disability who are otherwise ready to work with up to first month, last month and two additional months of rent in order to provide the stability needed to engage in employment activities.

Support services are based on the needs of each individual participant, as well as their financial situation and available funding. This includes services and items needed to prepare participants for training and employment, such as work clothing, interview clothing, personal hygiene items, tools, equipment, licenses, testing and registration fees, union dues, transportation assistance, cash assistance, counseling and referrals, and relocation for training, education, or employment. Other support services may be provided if needed to achieve the goals in a participant's ISP.

Energy Assistance services provide heat and electric awards for households in the Aleutian and Pribilof Island communities that are income eligible (within 150% of the Alaska Poverty Guidelines or 60% of the State Median Income). Awards will be provided to all eligible households between the months of November and April.

LIHEAP is consistent with the purpose of the Act to be integrated as an Energy Assistance service within our ETR Integrated Program Plan. There are barriers to engaging in employment, training and educational activities for low-income households in the region caused by the exorbitant cost of fuel and electric, creating a health and safety risk during the cold winter months. There is clear and established research that demonstrates, through Maslow's hierarchy of needs, that individuals whose basic human needs for safe and sufficient shelter are unmet are unable to turn their attention to tasks such as self-sufficiency and job-attainment. While providing workforce development services concurrently with energy assistance services, we meet this hierarchy of need, thus increasing the likelihood that participants will obtain and maintain self-sufficiency. LIHEAP is already integrated into our “One-Stop Shop” application, intake and service delivery model that has historically been, and continues to be successfully operated by the ETR Division. The same ETR staff assists the same individuals and families across a variety of holistic employment, training and related services—this is a crucial component and a well-established best practice that makes the Act successful.

Energy Assistance services are operated and provided in compliance with 45 CFR 96.42(a) and meets all of the applicable 16 Assurances as listed in Section 2605 of the LIHEAP statute.

Child care assistance provides payment for a percentage of child care costs for parents who are actively seeking employment, working or who are in training for a minimum of 25 hours a

week, and who meet income eligibility requirements. Training, education, and safety equipment is also offered to child care providers.

APIA will adhere to the provisions as established under the Child Care and Development Block Grant Act of 2014, as amended, Section 418 of the Social Security Act, and all other applicable Federal Laws and Regulations including the Indian Employment, Training, and Related Services Consolidation Act of P.L. 115-93, 45 CFR 98.15(a)(1)). Funds will not be used for construction or major renovation projects(s) exclusively to provide child care without the submission of a separate application in order to request and obtain approval through CCDF. Please see attached Child Care Assistance Plan for further detail.

General assistance may be provided to participants who are unable to meet their essential needs of food, clothing and shelter. A computation worksheet based on TANF need standards is utilized for each applicant, applying family size, ratable deductions, earned/unearned income, and shelter costs. This worksheet is retained in the participant file. All income is calculated in the month that it was received or prorated in the case of seasonal income, in accordance with 25 CFR 20.307 through 20.313.

1. Participants must meet the general eligibility requirements listed under General Eligibility of this plan.
2. Participants must not have sufficient resources to meet the essential need items of food, clothing, shelter, and/or utilities ((§20.300 (b), 20.100)); determination of need considers all income and resources. All income (earned and unearned) is calculated in the month it is received, and as a resource thereafter if converted into cash.
3. Administrative procedures will be followed in regards to the application for services. All applications will be approved or denied based on eligibility information within 30 days from the date of application. Written notice will be provided to the applicant within 15

days of the eligibility determination date, and will provide a reason for the decision as well as instructions on how to appeal the decision.

4. If there is a change in participant benefits or services, the program will notify the participant in writing as well as his/her right to appeal the decision.
5. Incorrect payments will be adjusted/recovered based on established criteria, and written notice will be provided to the participant.
6. Participants will be made aware that if they knowingly and willfully provide false or fraudulent information, they are subject to prosecution under 18 U.S.C Section §1001.
7. Participants must apply concurrently for financial assistance from other state, tribal, county, local, or other federal agency programs for which he/she is eligible and not receive any other comparable public assistance (25 CFR Part 20.303 (b) (c)); including ATAP.
8. Participants must develop and sign an Individual Self-Sufficiency Plan (ISP) with a Counselor to meet the goal of employment through specific action steps including job readiness and job search activities and make satisfactory progress in an ISP

(§20.314(a)(2))(§20.316(a)):

- a) actively seek employment including the use of available state, tribal, county, local or Bureau funded employment services (§20.314(a)(1)), unless otherwise exempt under the authority of (§20.315) and provide evidence of monthly efforts to obtain employment;
- b) accept local and seasonable employment;
- c) find reliable child care if needed;
- d) attend available training to enhance employability;

- e) follow all other service plans - parole, Vocational Rehabilitation, Mental Health Treatment etc.;
 - f) participate in available job clubs, work experiences, On-the-Job Training (OJT) that could lead to full-time work to enhance employability;
 - g) participate in case review every 3 months for individuals not exempt from seeking employment in accordance with 25 CFR Part 20.315, every 6 months for all recipients, or whenever a change in status that can affect eligibility occurs (25 CFR Part §20.304);
 - h) redetermination for cash assistance includes an estimate of income, living circumstances and household composition, as well as a plan to meet the participant's needs;
 - i) penalty for noncompliance – A head of household who does not comply with this section will not be eligible for Cash Assistance for a period of at least 60 days but not more than 90 days (§20.314(b)); suspension will be reduced to 30 days if evidence is presented to show that a participant sought local and seasonal employment and will only affect the participant, not other eligible members of a household (§20.317(b)(c));
9. The employment policy does not apply to the following per 20.315:
- a) anyone younger than 16;
 - b) a fulltime student under the age of 19 if he/she is attending an elementary or secondary school or a vocational or technical school equivalent to a secondary school and he/she is making satisfactory progress;

- c) a person enrolled at least halftime in a program of study under Section 5404 of P.L. 100-297 if he/she is making satisfactory progress and he/she was an active Cash Assistance recipient for a minimum of 3 months before re/determination;
- d) a person suffering from a temporary medically injury or illness if it is documented in the case plan that the illness or injury is serious enough to temporarily prevent employment. He/she must be referred to Social Security Disability (SSD) if the disability status exceeds 3 months.
- e) an incapacitated person who has not yet received Social Security Disability (SSDI) assistance. A physician, psychologist, or social services worker certifies that a physical or mental impairment (either by itself, or in conjunction with age) prevents the individual from being employed and assessment is documented in the case plan.
- f) a caretaker who is responsible for a person in the home who has a physical or mental impairment if a physician or certified psychologist verifies the condition and the case plan documents that: the condition requires the caretaker to be home on a virtually continuous basis; and there is no other appropriate household member available to provide this care.
- g) a parent or other individual who does not have access to child care if he/she personally provides full-time care to a child under the age of 6.
- h) a person for whom employment is not accessible if there is a minimum commuting of one hour each way.

Aleuts Achieving, Nurturing and Growing (AANG) services may be provided to participants who meet the general eligibility criteria who also experience disability that creates functional limitation(s) impacting the ability to gain, maintain, or move up within an employment

goal (which may include full-time employment, part-time employment, self-employment, and/or subsistence-based employment) that is consistent with the participant's strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice. AANG services are intended to be high-quality and culturally responsive in nature. Participants receiving AANG services will be given priority in terms of:

- the processing of application, intake, plan creation, and service delivery;
- the level of case management, counseling, and guidance provided;
- the funding of services;
- the duration of services;
- and order of selection (should funding fall below a threshold).

Eligibility:

In addition to the general eligibility requirements, participants must meet the additional eligibility criteria:

- Experience at least one disability that creates functional limitation impeding employment
- Expected to benefit from AANG services and actively progress towards the employment outcome(s) while receiving AANG services

Rights and Responsibilities:

All participants receiving AANG services will be informed of their rights and responsibilities, including their rights to appeal program or service-related decisions according to the requirements of the Rehabilitation Act of 1973 and ETR's participant grievance policy.

Consistency to the Act and Integration:

American Indian Vocational Rehabilitation Services (AIVRS) is consistent with the purpose of the Act as services are directly related to the employment and training of American Indian and Alaska Native individuals experiencing disability. The Act allows for the consolidation of funding

once a federal grant award is made, but does not remove the underlying requirements of that funding. Therefore, the obligations, responsibilities, and assurances inherent in the award of a competitive grant will continue, regardless of whether the funding is consolidated under the Integrated Program Plan. Since inception of APIA's AIVRS Tribal Vocational Rehabilitation (TVR) Program, services have been integrated with other employment, training, and related services. Despite the administrative burden of maintaining separate client notes, case files, employment plans, expenditures, budgets, staff time allocation, program supplies, and reporting requirements, we consistently see the benefits to our participants in delivering services holistically. This means that our participants can expect one application and one intake, and to work directly with just one Counselor across all the services they may receive. Our participants are not required to go door-to-door filling out similar applications for similar programs. Our participants do not need to share their personal story over and over for each related service they receive. APIA has seen this benefit for our participants and have accepted the additional administrative burdens that have been required of us to run employment, training and related services in an integrated approach. With the clarifications and consistency to the spirit of the 477 that accompanied the new MOA signed by all 12 participating federal partners, we seek to remove administrative burdens to the maximum extent and operate a truly integrated program.

Child Support services includes the establishment of paternity, parent locate, establishment and modification of child support orders, and enforcement of child support orders. With a dedication to assuring our children are cared for emotionally, socially, and economically, staff work together with families to ensure children's essential needs are being met by their parents. Staff carefully consider non-custodial parent's seasonal work and/or subsistence lifestyle in creating alternative ways to provide support in the absence of a steady income. Staff will make appropriate family referrals through

integrated case management and foster an environment to build on the strengths of the families and provide for our Tribal children.

Because of the close ties between employment and child support, Tribal Child Support is a natural ally with 477. Workforce development activities often overlap, with regular interagency referrals and outreach to many of the same participants. In child support, a healthy, economically stable workforce produces reliable payments.

APIA's Tribal Child Support will continue to comply with the requirements in 45 CFR Parts 309 & 310. IV-D activities are administered in accordance with title IV-D of the Social Security Act. The text of applicable Federal laws, regulations and official issuances are acknowledged as well as the responsibility to adhere to them.

Head Start provides high quality early learning services that are age and culturally appropriate to children ages three to five years old in our communities. Additionally, upon award of Early Head Start Infant and Toddler funding, we will provide Early Head Start services for children ages six weeks to three years old, and also serve pregnant women.

Head Start is consistent with the Act as it provides the following employment opportunities in our tribal service communities: teachers, teacher assistants, cooks, janitors, administrative assistants, bus drivers, and substitute staff. Head Start also partners with parents to support the development and well-being of young children for success once enrolled in school, setting the stage for self-sufficiency once becoming an adult. Furthermore, Head Start helps parents learn ways to lead parent meetings and assist in the decision-making process for services for young children. One of Head Start's main goals is to work with our tribal communities for culture and language revitalization in lesson planning and in classroom and parent activities.

Head Start will continue to be compliant with Head Start Program Performance Standards 45 CFR 1301-1305, and Public Law 110-134 "Improving Head Start for School Readiness Act of

2007". Our program will submit certifications, assurances, and standard forms that are used for applying Head Start funding.

Emergency assistance services provides payment for essential needs or essential home repairs for a tribal member's household that has suffered from fire, flood or other destruction of their home that resulted in loss or damage to the home or personal possessions.

INDIVIDUAL SELF-SUFFICIENCY PLAN

When applicable, once determined eligible for assistance, an Individual Self-Sufficiency Plan (ISP) is developed by the participant and the Counselor. The ISP is optional and is not required to be developed for all services or assistance. The determination for an ISP will be by regulations or Division Administrator determination. It outlines the responsibilities of each party, necessary action steps, and long- and short-term goals. This serves as a guide to the successful achievement of a participant's goals and is used to measure progression towards self-sufficiency.

FOLLOW-UP SERVICES

ETR provides follow-up services to ensure that our participants are becoming and remaining self-sufficient. If additional needs arise, referrals will be made to in-house staff or to agencies outside of APIA.

ECONOMIC DEVELOPMENT

As these opportunities present themselves, the assistance for special services may be provided to include, but are not limited to:

- Potential projects: upon selection of a project, we will request prior written approval and will modify our plan and budget.

- Specific regional community development to promote the market enhancement of communities which are economically disenfranchised.
- Trips to expose High School students who are Tribal members to various occupational fields and educational opportunities, including but not limited to health and behavioral health opportunities, traditional healing, cultural mentorship and leadership development.
- Pre-employment job training for new or expanding jobs, including soft skill development, cultural immersion camps, mindfulness exercises, and Native language development opportunities, all of which have been shown to promote a framework of self-capacity development leading to increased job performance.
- Small business development grants.

Funds used for Economic Development will be limited to 10% or should the unemployment rate be higher than 10% a percentage equal to the unemployment rate of the service area not to exceed 25% in accordance with Title XI of Public Law 106-568 which amended Public Law 102-477 and may include capital expenses.

SPECIFIC PROGRAM PERFORMANCE MEASUREMENTS

Goals per year (as funding permits):

- A minimum of 8 individuals will be provided with education services. At least 50% will successfully complete their training within a six-year time period..
- A minimum of 6 individuals will be enrolled in a vocational or classroom training each year. At least 60% will successfully complete their training.

- A minimum of 20 people will receive employment related services, supportive services, general assistance and job retention services. At least 20% will obtain unsubsidized employment.
- A minimum of 5 youth between the ages of 14 and 24 will be assisted with training, employment, work exposure, cultural or leadership training opportunities.
- Outreach will be performed on an ongoing basis and may be provided on-site by contracted or employed individuals (as funding permits) who reside in the community they are serving as needed for outreach, paperwork completion, facilitation of communication, case management, and service delivery.

INFORMATION COLLECTION AND REPORTING

Statistical information will be collected on an ongoing basis to ensure program effectiveness. APIA will submit a single annual narrative, statistical, and financial report in compliance with reporting guidelines.

PROGRAM BUDGET AND EXPENDITURES

APIA uses an Indirect Cost Rate negotiated with the US Health and Human Services. A copy of the Indirect Cost Rate Agreement is attached.

GRIEVANCE AND APPEALS PROCEDURE

APIA will follow the grievance and appeals procedure outlined in the Assurances. All applicants and recipients can appeal decisions following procedures and timelines and may also continue to receive financial assistance while an appeal is pending, per 25 CFR 20.700 - 25 CFR §20.705.

TRIBAL RESOLUTIONS

The Aleutian Pribilof Islands Association, Inc. is a governing body legally established to contract and administer federal, state and private grants and contracts for the 13 Tribes of the APIA consortium.

On December 7, 2018, the Aleutian Pribilof Islands Association, Inc. Board of Directors passed Resolution #19-002, authorizing continued consolidations of employment, training, and related services. The resolution is perpetual until changed by further action by the Board of Directors. Resolutions for all participating Tribes included and provide authorization for APIA to contract on their behalf for employment, training, and related services.

WAIVERS

APIA requests to waive the following:

2 CFR 200.308 Revision of budget and program plans. Under our Integrated Program Plan, APIA understands that requirements and restrictions under 2 CFR 200.308 are no longer applicable, but requests specifically to waive the requirement of prior approval needed for changes in a key person under (c)(2).

45 CFR 1302.91 – APIA requests a waiver for the two-year timeline only for Head Start staff qualifications and competency requirements, as there are regularly no existing community members with bachelor degrees in early childhood education in our small and remote tribal service communities. It takes between four and eight years to earn a bachelor degree while working full time. We will assure 100% of our staff are participating in a current Professional Development Plan (PDP) and that they make adequate annual progress towards their plan goals.

APIA INTEGRATED PROGRAM PLAN ESTIMATED FUNDING

RECEIVED

Job Placement and Training, Higher Education (Department of the Interior, Bureau of Indian Affairs)	\$80,000
General Assistance, Emergency Assistance (Department of the Interior, Bureau of Indian Affairs)	\$90,723
Workforce Innovation and Opportunity Act (Department of Labor)	\$42,949
Native Employment Works (NEW) (Department of Health and Human Services)	\$7,600
Child Care Development Fund (CCDF) (Department of Health and Human Services)	\$210,011
American Indian Vocational Rehabilitation Services (AIVRS) (Department of Education)	\$683,390
Low Income Home Energy Assistance Program (LIHEAP) (Department of Health and Human Services)	\$220,086
Head Start (Department of Health and Human Services)	\$1,666,833
Tribal Child Support Program (Department of Health and Human Services)	\$337,380
Total	\$3,338,972
Estimated based on FY2023	
Note: All expenditures will meet all appropriate OMB Circulars and all regulatory requirements.	

**APIA INTEGRATED PROGRAM PLAN ESTIMATED ANNUAL
OPERATING BUDGET**

Direct Costs	\$2,854,020
Indirect Costs	\$484,952
Total	\$3,338,972
Estimated based on FY2023	
Note: All expenditures will meet all appropriate OMB Circulars and all regulatory requirements.	

ATTACHMENTS

A1 Child Care Assistance Plan (Revised September 5, 2024)

A1-1 Child Care Assistance Rates and Co-Pay (Revised August 21, 2024)

A1-2 State of Alaska Child Care Assistance Program Rate Schedule (Revised
December 1, 2021)

A1-3 Health and Safety Table (Revised September 5, 2024)

Aleutian Pribilof Islands Association, Inc.

A1

Child Care Assistance Plan

(within the Integrated Program Plan)

ALEUTIAN PRIBILOF ISLAND ASSOCIATION, INC.

Child Care Assistance Plan (within the Integrated Program Plan)

October 1, 2024 through September 30, 2029

APIA will administer CCDF under the Integrated Program Plan (also known as P.L. 102-477 as amended, or 477). Our allocation size is categorized as “small”. With our full allotment of Fiscal years 2024-2029 Mandatory and Discretionary Child Care and Development funds integrated with other child care funding sources, The Integrated Program Plan incorporates the following description of child care assistance. The plan period will begin on October 1 each year.

LEAD AGENCY RESPONSIBILITIES

The lead agency will directly administer and implement all programs funded through the CCDF under our current Tribal Plan. The plan and program are administered within the Employment, Training and Related Services Division (ETR) housed under the Department of Family and Community Development (DFCD).

CONSULTATION

Tribes, child care providers, participants, and other community members of the region have been contacted through visits to the communities, phone and written inquiries, and via Outreach Child Care Ambassadors, hired for this purpose, for input concerning child care in the communities, their needs, and other pertinent issues relating to child care assistance.

COORDINATION OF SERVICES

APIA will maintain contact and coordination in regards to the development of issues affecting child care services with other regional nonprofit Tribal Grantees, the State of Alaska, and the Administration for Children and Families (ACF). The contact and coordination will be through

participation in telephonic conferences, as well as in personal meetings with the above entities at various state and regional conferences held each year.

APIA ETR Division also coordinates with the APIA Head Start Program and the APIA Health Department to provide training in child development, First Aid & CPR, and annual health and safety training to all Child Care Providers. Coordination also occurs with local clinics (administered by APIA or Eastern Aleutian Tribes), local schools, and local Head Start sites to assure that children enrolled in Child Care Assistance are also receiving important services for immunizations, health, and programs for children with special needs. The expected results of this coordination are better, quicker, and more streamlined referrals to health and other services. This results in overall improved quality of health and life for our Tribal members, particularly our children. The Head Start Coordinator and the ETR Division Administrator work together to create interoperability processes between ETR Division's child care services and APIA Head Start that will better meet the needs of families and children. This will ensure higher standards and quality child care services through availability of an extended day and/or extended year in the Head Start program as well as capturing potential need in families who might otherwise not know about our child care services.

The ETR Division is a one-stop operation which effectively serves our participants with a number of services in a simultaneous manner. The ETR Division staff are all trained and responsible for not only child care services, but also education services, employment services and workforce development. We coordinate with schools, colleges, employers, and various vendors to ensure entry into our respective services, ongoing case management, and integration into the community. Our application allows entry into any of these services. As a result, all coordination is immediate,

providing access to individualized services the participant most needs at the moment and allowing ongoing coordination and entry into other programs as appropriate.

The major barrier to families and providers accessing State CCDF funding is the distance from a State office. In order to address this, APIA's ETR staff will provide the in-person contact needed to ensure timely and accurate applications and billings.

ETR serves as a one-stop shop within our Department of Family and Community Development (DFCD). Head Start and Family Services Division which houses the Indian Child Welfare Act (ICWA) are also under the same Department which allows for continual collaboration, streamlined communication, and regular meetings. ETR works closely with both programs to ensure timely and effective services for all families and children.

APIA is unable to coordinate services with the State of Alaska's Temporary Assistance for Needy Families (TANF) as it is not readily available in the communities we serve. This is due to the State's limited capacity to reach our extremely rural service area, as well as the backlog of applications housed in the State's Division of Public Assistance. Furthermore, no changes in the way we provide services to families would occur if we did coordinate with TANF. If there are instances in which it would be beneficial for families to coordinate with TANF, we will do so. All of the APIA team members working with Child Care services also provide comprehensive workforce development services throughout the service area.

The expected results of this coordination is a seamless one-stop-shop that reduces barriers and eases the burden of multi-agency involvement for our participants. This will streamline the various services for families and children who can concurrently access multiple needs through one

care coordinator (staff member). This in turn will result in increased success rate, self-sufficiency of families, and healthier children.

PUBLIC HEARING PROCESS

Tribes have been contacted throughout the year and on an ongoing basis for comments regarding CCDF. Annually, APIA will make the Integrated Program Plan along with the detailed Child Care Assistance plan available for review through the Tribal governments and our website so comments may be obtained. The initial plan will be published for public comment including the date, time, and call-in link/toll-free number for a public hearing. This information will be distributed to the participating 11 Tribal offices through APIA's website, and email. Comments will be considered and if appropriate, and a plan revision will be submitted. APIA will inform ACF of the progress of the initial public hearing for the Integrated Program Plan. A public hearing was held on September 3, 2024 with notice given at least 20 days in advance. No comments were given.

PUBLIC-PRIVATE PARTNERSHIPS

APIA works closely with our Head Start program, local businesses, and non-profit organizations that express the need and desire for a child care center. We are currently working with Head Start to develop extended day and extended year programs for which families can apply their Child Care Certificate. If private businesses or public entities are interested in a partnership to provide child care, APIA will work with the business/agency.

CHILD CARE SERVICES

(A) Description of Services

ETR will issue Child Care Payment Certificates directly to the parent/guardian upon completion and review of a child care application to determine eligibility and benefit level.

The certificate will be of value commensurate with the subsidy value of child care services provided under the state child care grant. The parent will have the option of providing the certificate to any individually licensed child care provider, family child care provider, or child care facility that has met health and safety standards as approved by the ETR Division staff.

Once a complete application is received from the parent or guardian, the processing time for that application will not exceed 45 days. During this application period APIA may provide a certificate and payment for interim child care services with a provider as long as the provider expresses, in writing, their intent to satisfy all provider standards. A parent's file will be closed after 45 days from the date of the application if APIA has not received all information and documentation required from the parent(s) and the provider. APIA will not be responsible for child care costs once a parent's file has been closed. A parent may reapply at any time. However, the 45-day grace period will not be granted a second time to the same provider.

Eligible families will be allowed the parental choice in selecting their child care providers, per 45 CFR 98.30. Parents' selection of child care providers will have no bearing on their program eligibility. Providers must meet APIA's health, safety, and program requirements to receive payments under the CCDF. The child care subsidy rates are sufficient to ensure equal access to comparable child care services provided to children whose parents are not eligible to receive child care assistance under the CCDF as established by the State's market rate survey completed in 2017. Currently there are no Child Care Centers in the APIA region and all child care is provided in family or group home settings with the exception of our Head Start programs. We are working closely with our Head Start programs to identify ways of collaborating to meet the needs of children and families in the

region. We have not received any feedback from any source to indicate that these rates, currently paid, are not adequate, thus we believe them to be so.

Child Care Payment Certificates may be utilized in a variety of child care categories, including: center-based child care; family child care; and in-home child care. A family's choice of provider type may not be used as a basis to limit or exclude from Child Care Assistance.

Child care services will be provided to children before and after school care and all-day care including non-traditional hours if the parent/guardian qualifies, or if the child qualifies under the child protection or special needs clause.

(B) Process to Receive Such Services

The Aleutian Pribilof Islands Association, Inc. will provide child care services to eligible families in our service area by providing Child Care Payment Certificates.

Services will be offered to eligible children as described in 45 CFR 98.20.

Services will be offered on a sliding scale, which considers income and family size, as described in 45 CFR 98.42. Due to the high cost of living, all families in our regional communities are considered financially eligible for services, regardless of income.

Absolute priority for child care services will be given to children of families with low-income based on LIHEAP standards, taking family size into account, and children with special needs, children with Indian Child Welfare cases, those families who are homeless, and those communities in which the school is closed or in danger of closing.

1. Posters will be placed in Post Offices, Tribal Offices, and stores in each community informing potential applicants where to apply for the Child Care Program. Each community will have ETR staff or other APIA representatives, who will assist potential applicants in completing applications and answering questions related to the Child Care Program.
2. A family may apply for child care services through the ETR Divisions or other Divisions within the Integrated Program Plan. Applicants will be given a supplemental application for child care services at that time or upon request. The information provided by the parents and the provider will be verified by local ETR staff or an APIA approved third party, and the Anchorage office ETR staff. APIA reserves the right to amend this policy in the future, should it become necessary. Income information must be verified by, but not limited to, payroll status, annual tax information, or other reliable sources. This income verification will be used solely for the purpose of determining co-pay amounts as every child in the region will be considered income eligible due to the high cost of living and low employment rates.
3. At the time of application, the applicant will be provided with educational information regarding the offered child care services, program/parent responsibilities, and a general list of child care providers that have voluntarily submitted to a review by an ETR staff member. Parents will be advised they are free to choose providers not on this list provided by APIA. Eligible families will be allowed the parental choice of selecting their child care providers, per 45 CFR 98.30. Parents' selection of child care providers will have no bearing on their program eligibility as long as the provider meets the APIA health, safety, and program requirements.

4. When the application is completed, including income verification, the ETR staff will determine eligibility and the amount of assistance to be granted. Payment rates will ensure equal access to families receiving Child Care Assistance. The ETR Division will issue Child Care Payment Certificates directly to the parent/guardian upon completion of eligibility and benefits determination. These certificates will be of a value corresponding to the subsidy value of child care services provided as determined by APIA's pre-approved payment rate (please see attached).
5. The Child Care Payment Certificate will be issued to the parent(s). A Child Care Provider Certificate will be issued to the provider. The parent's certificate will be good for 12 months. Should a new child be added to the case of a family who is currently utilizing a certificate, the 12 months of eligibility will be renewed. If a family has more than one child in care, they will only be responsible to cover a single co-pay. APIA will cover the full payment rate for the additional children on their certificate. A provider's certificate will be good for 2 years. All information will be verified prior to issuance of a new certificate. Parents and providers will be notified in writing 30 days prior to the expiration of their certificate. They will be given a list of necessary information needed for recertification.

(C) Policy and Procedures

Policy and Procedures are maintained in order to provide high quality and consistent services, including but not limited to household composition and income calculation.

Child care services, described above, are available in all communities in the Region served by APIA. Parents must apply to all other funding sources, if available, and provide a denial letter, if appropriate, to be considered for APIA child care services. Parents must reapply to the other funding source at the time of recertification with APIA.

ELIGIBILITY CRITERIA AND PRIORITY RULES FOR CHILDREN

- (A) By statute, all eligible children must be under the age of 13 and whose parent(s) are working, attending an approved job training or educational program, or who received or needs to receive protective services.
- (B) In determining eligibility, APIA elects to classify all families who reside in the regional communities served by APIA as income eligible due to the high cost of living and low employment rates in the region.
- (C) APIA elects to waive, on a case-by-case basis, the family co-pay for children with special needs and cases in which children receive, or need to receive, protective services, or who are otherwise determined to be vulnerable as defined in section 45 CFR 98.20. In such situations, a provider reimbursement fee will be negotiated on a case-by-case basis by the ETR Division Administrator.
- (D) APIA allows child care for children age 18 and under who are physically and/or mentally incapable of self-care and/or under court supervision, as defined in section 45 CFR 98.20. Physical and mental incapacity must be verified by a licensed physician or psychologist.

CRITERIA FOR AWARDING GRANTS AND CONTRACTS

Section 658F(a)(2) of the Act allows grantees to impose additional limitations or conditions on contracts and grants, beyond those in the statute and regulation. APIA reserves the right to exercise this in the future if deemed necessary to ensure the safety of families and children or to carry out the purpose and intent of CCDF.

ELIGIBILITY AND PRIORITY TERMINOLOGY

(A) Special Needs Child

1. Developmentally disabled. Physically or mentally incapacitated.

2. Receiving, or in need of receiving, protective services.

(B) Physical or Mental Capacity

Developmentally disabled minor child under the age of 19 who is physically or mentally incapable of caring for himself/herself as verified in writing by a licensed physician or psychologist.

(C) Attending a Job Training or Educational Program

Enrolled in and regularly attending an accredited college, vocational training course, or other State or Federal education programs at least 25 hours per week or full time (according to the institution's definition of full-time) and maintaining satisfactory progress towards their chosen degree or certificate as verified by the school or training facility. Travel time and time spent on homework or other assignments may be included in the 25 hour requirement.

Other programs that lead to or enhance employment will be assessed for eligibility on a case-by-case basis, such as: Job Search, WIOA, BIA funded Higher Education, Direct Employment, State and Federal programs, pursuing a GED, and participation in an outpatient substance abuse treatment program.

(D) Residing with

To dwell permanently or continuously with, for the preponderance of the time, occupying a place as one's legal domicile.

(E) Working

Performing tasks full-time for which a wage, salary, commission, or payment for services is received. Engaging in subsistence hunting and gathering twice each year, two weeks per

occurrence (usually once in spring and once in fall) may be considered 'work' with prior approval from the ETR Division Administrator.

(F) Protective Services

Families actively involved in official actions in which the well-being of the family's children is in question or being considered. Children determined in need of emergency care or assistance when the parent or guardian is unable to care for them is determined on a case-by-case basis by the ETR Division Administrator and/or ICWA or the State of Alaska Office of Children's Services (OCS) staff.

(G) In loco Parents

1. Single parent: A parent of one or more dependent child who is separated, divorced, never married, unmarried, or abandoned by their spouse.
2. A person acting as a parent: When the child resides with the guardian/custodian and the guardian/custodian has control of the child. This can be formal through appointment of the court or may be an informal arrangement. APIA ETR staff will assess each situation on a case-by-case basis to determine if an individual qualifies as a "stand in" parent in place of the parent.

(H) Service area

Applicants must be Alaska Native or American Indian residents enrolled in or eligible to be enrolled in a Federally recognized Alaska Native or American Indian Tribe and living in one of the following Tribal communities: Adak, Akutan, Atka, Cold Bay, False Pass, King Cove, Nelson Lagoon, Nikolski, Sand Point, St. George, St. Paul, or Unalaska.

(E) Indian Child

Any unmarried child age 18 and under and is a member of an Alaska Native or American Indian Tribe, or is eligible for membership in the Tribe.

(F) Family of One

Child Protective Services and Special Needs cases may be considered a family of one to determine eligibility criteria. The income of the parent(s) or guardian may be waived in considering eligibility of the child.

(G) Licensed Exempt Provider

Non-State licensed, non-relative provider who is caring for four or fewer children in their own home, including their own children.

(H) Relative Provider

A provider who is a grandparent, great-grandparent, aunt, uncle, or adult sibling of an eligible child who does not live in and does not provide care in the child's home.

(I) Licensed Home Provider

Child care provider licensed by the State of Alaska who provides care in their own home.

(J) Licensed Center

Child care center licensed by the State of Alaska.

(K) Vulnerable Children

Children who are at a higher risk of experiencing emotional or physical harm or who may experience poor outcomes due to factors in their lives. These factors can include:

Physical, emotional, health, and educational needs; risk or experience of harm; experience disabilities, medical or health issues; familial mental health, drug or alcohol issues; living within the care system or a history of abuse; or residing in a community without a school or where the school is at risk of closing.

DESCRIPTION OF ACTIVITIES

APIA learns about the quality of care currently offered by information gained directly from parents, individual Tribal governments, or other community representatives/agencies. The training and technical assistance needs of providers and activities to improve the quality of child care are learned in this same manner as well as from the requests of the providers themselves. In some cases, the monitoring of providers may also result in information leading to the need for training or technical assistance.

APIA will provide quality services to providers on an as-needed basis as we learn about the need. Overall, we anticipate that quality dollars may go toward goals established at this time which could include but are not limited to: outreach activities to inform and engage new providers into our services, training and technical assistance activities for providers, possibly coordinated with our ICWA and/or Head Start Divisions, and the training of our ETR staff in learning modules such as CPR and First Aid Instruction to reduce the cost of outside trainers and travel to communities. Additionally, quality dollars may be used for cultural activities, to monitor and assist providers in meeting health and safety standards, to improve reading or educational activities, to train providers with education on how to meet children's needs, to inform and educate providers about the social and emotional needs of children, or to inform providers about how to provide for the needs of vulnerable children or children with special needs.

APIA will promote families' access to high quality child care in our communities. In cases where high quality child care is not available in a community, APIA will promote the creation and/or startup of such. Consistent with 477, these activities would in tandem create jobs within our communities. This may include, but is not limited to: equipment and plans for the health and safety of a child care location, equipment for child development made available to child care providers

such as playground equipment, home or center minor renovations where child care will take place, and construction or major renovation of child care facilities (in accordance with Procedures for Requests from Tribal Lead Agencies to Use Child Care and Development Fund (CCDF) Funds for Construction or Major Renovation of Child Care Facilities, issuance date 5/6/2020).

APIA will use the total CCDF allotment to fund child care services consistent with the purpose and requirement of the CCDF under CFR 45 98 Subpart F. APIA will not use CCDF funds for any activities expressly prohibited by statute or regulation. Funds, as required in Sections 98.83 (g) in the CCDF Final Rule, 45 C.F.R., 2016 will be spent to ensure quality child care on a case-by-case voluntary basis to achieve the most culturally appropriate, safe, and high caliber of care as requested by parents or providers or when noted as a need by the ETR Division staff. The Tribal Lead Agency will spend quality funds in percentages as required to increase parental options for, and access to, high-quality child care, at no less than nine percent of the mandatory and discretionary funds received, minus the discretionary base, pursuant to 45 C.F.R. § 98.83 (g) (2016). Formal goals to improve the quality of child care are assessed annually with input from all types of providers using a training and technical assistance tracking form.

LOCALITIES

Activities to establish, expand, and conduct early childhood development programs, including but not limited to: Head Start, before and after school care services, home-based services, and improvement in quality of child care are available in the following communities: Akutan, Atka, False Pass, Nelson Lagoon, Nikolski, Sand Point, St. George, Unalaska, Adak, Cold Bay, and the entire Region served by APIA. The Agdaagux Tribe in King Cove and St. Paul Tribe in St. Paul Island have their own CCDF discretionary allocations. APIA will service their mandatory funds if

allotted. We may be able to serve those individuals that St. Paul and King Cove do not serve under their policies with written verification of denial from St. Paul/King Cove.

HEALTH AND SAFETY REQUIREMENTS

APIA will follow the State of Alaska's general requirements for health and safety in all categories where applicable to those required to be licensed: prevention of infectious diseases, health and safety, building and physical premises, and health and safety training. APIA does not currently license any type of Child Care Facility. When a parent chooses a licensed child care provider, APIA will require a copy of the provider's State or Municipal Child Care License and a copy of the provider's Alaska Business License. APIA will not monitor licensed providers regarding health and safety compliance. APIA will report to the licensing agency all reports of noncompliance that are received. APIA ETR staff will assist in monitoring the non-licensed provider's home to ensure standards are met. If there is no ETR office in the community, an APIA-approved individual will be responsible for monitoring the provider's home. Child Care Providers must meet the State of Alaska's Child Care Federal Health and Safety Standards to become licensed. The State of Alaska is requiring licensing for all non-relative providers regardless of the number of children in their care and for all providers caring for more than 5 children. APIA will not license centers or providers.

Family Home and In-Home Providers

(A) Prevention and Control of Infectious Disease

1. Provider has no contagious disease other than a cold and/or flu.
2. Provider has negative TB test
3. Provider will not admit a child who shows signs of serious illness of a highly communicable disease. A provider may admit or retain a mildly ill child if the child can comfortably participate and not compromise the care of other children.

4. Provider will notify a child's parents if a child becomes ill. Medicine will be given only with written instructions from the parents.
5. All children must have on file an immunization and emergency information record, including provider's own child(ren). (Verified by APIA staff)
6. Providers will wash hands before handling or preparing food for a child, and after handling food, diapers, and using the bathroom.
7. Safe drinking water and proper sewage/garbage disposal.
8. Children are prevented from exposure to animal waste.

(B) Minimum Standards for Health and Safety

1. Provider must show proof of being at least 18 years old.
2. The provider and those 16 or older who might have contact with the child(ren) must meet State regulations 4 AAC 62.210 (b). Provider must submit a copy of criminal justice record for self and everyone 16 or older who might have contact with the children. All must be free of crimes involving assault, sexual assault/abuse or a minor, incest, unlawful exploitation of a minor, or indecent exposure. Provider has no substantial incident of child abuse or neglect and no felony conviction in past 10 years.
3. Provider has not been refused a Community Care License or had a Community Care license revoked in the past 10 years.
4. Provider will never leave children alone.
5. Children will never be around a person/animal known to be dangerous.
6. Children will never be left alone with a known or convicted sex offender, or a person who has been convicted of a crime of violence.
7. Smoking is prohibited in the area with the children.
8. Provider will maintain an alcohol/drug free environment.

9. Children will never be punished physically.
10. Providers will allow parents' access to children at all times.
11. Provider does not care for more than four unrelated children with no more than five children at any one time regardless of the provider's relationship to the child(ren) in care.
12. Provider may only have a total of 5 children in care under 13 years of age, including their own children under 12 years of age (whether or not they are in school). Of those 5 children, no more than 4 may be unrelated to the provider and no more than 2 may be under the age of 30 months.)
13. Provider will store, refrigerate, and prepare food carefully.
14. Medicines, cleaners, and dangerous materials will be stored out of children's reach.
15. Guns are unloaded and stored out of children's reach. Ammunition will be stored separately.

(C) Building and Physical Premises Safety

1. Child care area will be kept free of hazards, both inside and out.
2. Provider will have an evacuation plan posted in a prominent place.
3. Child care area will have two separate exits large enough for one adult (one may be a window).
4. One exit must lead directly to the outside if children are in a basement.
5. Provider has a working smoke alarm, fire extinguisher, and a first aid kit.
6. Stoves and heating appliances:
 - a) are not in exit way or corridors at any time
 - b) are equipped with a protective device so small children do not have access
 - c) are maintained in a safe and serviceable manner
 - d) are fuel burning

7. No combustible waste materials are accumulated in or around the premises and flammable liquids are stored in metal containers out of the reach of children.

(D) Health and Safety Training

1. Providers will take First Aid and Infant/Child CPR when it is available in their community.
2. APIA staff will continue to organize and coordinate educational workshops during the year for providers and parents. One of the major focuses of the workshops will be issues dealing with regulatory health and safety requirements and the reason for these requirements. Providers will attend the trainings that APIA holds in their communities as a requirement for continued certification.
3. Training will be provided at no cost to the providers.
4. Child care will be provided for the providers if necessary.

(E) APIA permits providers to provide child care services pending completion of the process for meeting established health and safety requirements. A provider who does not meet required local and state health and safety requirements will be given 45 days in order to come into compliance. As long as the provider expresses, in writing, that he/she will meet the requirements, the child care services will not be delayed unless there are serious health or safety concerns. These will be determined on a case-by-case basis by the ETR Division Administrator. A provider's file will be closed after 45 days if APIA has not received proof that the provider has come into compliance. The parent(s) or guardian(s) will be responsible for any child care costs after the 45-day grace period. APIA will not pay for child care costs billed by a provider after the 45-day grace period that does not meet our health, safety and program requirements. A provider may reapply at any time, however, the 45-day grace period will not be allowed a second time. Those Providers that request dual certification with

the State must meet all requirements and be certified with APIA prior to APIA submitting their application to the State. On a case-by-case basis and in extraordinary situations, the ETR Division Administrator may grant extensions. This will be assessed on a case-by-case basis and will only be approved by the ETR Division Administrator.

(F) Providers-that are required to be State or locally licensed will have a copy of their license and/or certificate in their file at the time of approval.

(G) Providers that are not subject to licensing or regulatory requirements under State or local law and providers who certify to APIA that they provide legally exempt child care must supply the following to APIA:

1. Complete Provider Packet which includes:

- a) Name
- b) Address
- c) Social Security Number
- d) Alaska Business License (if required)
- e) Background Check (see Attachment A1-3 Alaska State and APIA Health and Safety Plan)
- f) Negative TB test record, or clearance documentation from a medical provider
- g) Proof of age
- h) Immunization records for Provider and all minors in the household
- i) Health and safety home inspection by APIA approved person
- j) Emergency evacuation plan
- k) Medical consent form for each child in care
- l) Emergency contact form for each child in care

If financial hardship is an issue for the provider, APIA will supply the fire extinguisher, smoke alarm, first aid kit, and the fees for the criminal records check and the business license application. Each ETR field site will have at least one fire extinguisher, smoke alarm, carbon monoxide alarm, infectious disease kit, emergency preparedness kit, and first aid kit which can be given to the child care provider in order to expedite the compliance process.

(H) Due to the unique geography of each community within the service area, APIA keeps separate emergency or major disaster plans for each community. APIA defers to the local tribal or city government for these plans.

CERTIFICATE PAYMENT SYSTEM

A Child Care Payment Certificate is an authorization issued by APIA to a parent who may use it to pay for child care services from a variety of providers, including center-based, family, and in-home care.

The Child Care Payment Certificate is in the form of an Authorization Agreement. The certificate states the approval and expiration date, the parent/guardian who is being given the certificate, the children's names, age category (infant, toddler, preschool, or school age), rate category (part time or full time, monthly, or daily) authorized, APIA maximum rate of payment, and parent's monthly share. The certificate also lists the name of the provider chosen by the parent and the expected share of the child care costs the parent is obligated to pay directly to the provider. The certificate gives a contact name for notification of any changes in the family that would affect eligibility for child care services. Parent's payment certificate will be reissued every twelve months providing the parents continue to meet all requirements of APIA Child Care Assistance including

paying their portion of the child care costs. Submission of income documentation will be required prior to recertification for further payment for child care services.

The Child Care Provider Certificate is in the form of an Authorization Agreement. The certificate states the approval and expiration date, name and address of provider, type of child care facility, number of children authorized to care for, date to be State licensed if applicable, State business license number and expiration date, if applicable, date of criminal background check, date of home inspection, and date of TB test. Provider certificates will be good for two years providing the provider passes a home inspection every six months, meets the requirements for communicable disease every twelve months, and maintains a current Alaska State business license and/or State Child Care license if applicable. Instruction is given to the provider to complete the Attendance form at the end of each month. Providers are also instructed on the Invoice form, which can be submitted as early as the 20th of the month prior to care.

Parents will be informed of choices and given a list of registered and approved providers in each category as available. Parents will also be informed they may choose other providers not on the list.

Funding will be obligated on a case-by-case basis until funding dictates closure of the program. A waiting list will be utilized, with very low income and special needs families given priority. Funds may be obligated on a Purchase Order for a twelve-month period for each parent based on the expected need at the time of certification.

Certificates will be issued to the parents within ten (10) working days of approval. Payments may be made to providers at the beginning of the delivery of services based on enrollment of approved children. Providers may invoice APIA based on approved enrollment as early as the 20th

of the month for the following month's services. Payments will be made by check or electronic funds transfer (EFT) within 10 business days from receipt of a provider's invoice.

This certificate payment system has been virtual in nature since its inception due to the unique needs of our remote communities. This system is robust and allows us to continue to provide payments to child care providers despite natural disaster, pandemic, or other unforeseen crisis.

PAYMENT RATES FOR PROVISION OF CHILD CARE

APIA will utilize the APIA Child Care Assistance Rates and Co-pay Schedule (see attached).

COMPLAINTS

APIA will maintain a complaint file on child care providers and make the substantiated complaints file available to parents.

ADDENDA

A1-1 APIA Child Care Assistance Rates and Co-pay (Revised May June 13, 2024)

A1-2 State of Alaska Child Care Assistance Program Rate Schedule (Revised December 1, 2021)

Aleutian Pribilof Islands Association, Inc.

A1-1

Child Care Assistance Rates and Co-Pay

(within the Integrated Program Plan)

APIA Child Care Assistance

Payment Rates

Region Standard

The base payment rate is set at 160% of State of Alaska, Anchorage rates for F/T and P/T Licensed Home/Approved Related or In-Home Care. This takes into consideration the difference in cost of living between Anchorage and the more accessible communities in the region.

Community Standard

The payment rate is increased for certain communities by a specific multiplier that takes into consideration the even greater increase in cost of living for our smaller and even more remote communities, based on LIHEAP community points.

- Adak (7/7)
- Akutan (7/7)
- Atka (8/7)
- Cold Bay (7/7)
- False Pass (7/7)
- King Cove (7/7)
- Nelson Lagoon (8/7)
- Nikolski (9/7)
- Sand Point (8/7)
- St. George (9/7)
- St. Paul (7/7)
- Unalaska (7/7)

Non-Traditional Hour Standard

The payment rate is increased by 50% for care during non-traditional hours.

Co-Pay

Co-pay is a percentage of NET countable household income, compared to State Median Income. Household income will be counted in alignment with APIA's Energy Assistance services.

- 0-60% = 0% co-pay
- 61-70% = 2% co-pay
- 71-80% = 4% co-pay
- 81-90% = 6% co-pay
- 91%+ = 7% co-pay

Aleutian Pribilof Islands Association, Inc.

A1-2

State of Alaska Child Care Assistance

Payment Rate Schedule

(within the Integrated Program Plan)

State of Alaska
Department of Health
Division of Public Assistance - Child Care Program Office

Child Care Assistance Program Rate Schedule (Revised December 1, 2021)

Rate Region	Age Group	Licensed or Military Center				Licensed Group Home				Licensed or Military Home				Approved Relative or In-Home Care			
		F/T Month	P/T Month	F/T Day	P/T Day	F/T Month	P/T Month	F/T Day	P/T Day	F/T Month	P/T Month	F/T Day	P/T Day	F/T Month	P/T Month	F/T Day	P/T Day
Aleutians East Borough	Infant	\$1208	\$591	\$73	\$36	\$1208	\$591	\$73	\$36	\$900	\$482	\$55	\$29	\$673	\$392	\$40	\$23
	Toddler	\$1107	\$551	\$67	\$33	\$1107	\$551	\$67	\$33	\$800	\$516	\$48	\$31	\$608	\$439	\$36	\$26
	Preschool	\$886	\$537	\$54	\$33	\$886	\$537	\$54	\$33	\$776	\$466	\$47	\$28	\$575	\$334	\$35	\$20
	School Age	\$914	\$450	\$55	\$27	\$914	\$450	\$55	\$27	\$776	\$432	\$47	\$26	\$575	\$334	\$35	\$20
Aleutians West Census Area	Infant	\$1208	\$591	\$73	\$36	\$1208	\$591	\$72	\$36	\$900	\$482	\$55	\$29	\$673	\$392	\$40	\$23
	Toddler	\$1107	\$551	\$67	\$33	\$1107	\$551	\$67	\$33	\$800	\$516	\$48	\$31	\$608	\$439	\$36	\$26
	Preschool	\$886	\$537	\$54	\$33	\$886	\$537	\$54	\$33	\$776	\$466	\$47	\$28	\$575	\$334	\$35	\$20
	School Age	\$914	\$450	\$55	\$27	\$914	\$450	\$55	\$27	\$776	\$432	\$47	\$26	\$575	\$334	\$35	\$20
Municipality of Anchorage	Infant	\$1135	\$660	\$69	\$40	The Municipality of Anchorage does not have licensed group homes as a provider type.				\$900	\$575	\$55	\$35	\$521	\$322	\$31	\$19
	Toddler	\$1148	\$717	\$70	\$43					\$800	\$550	\$48	\$33	\$492	\$359	\$30	\$22
	Preschool	\$1019	\$574	\$62	\$35					\$700	\$441	\$42	\$27	\$440	\$264	\$26	\$16
	School Age	\$884	\$450	\$54	\$27					\$650	\$406	\$39	\$25	\$430	\$258	\$26	\$15
Bethel Census Area	Infant	\$1208	\$591	\$73	\$36	\$1208	\$591	\$73	\$36	\$900	\$482	\$55	\$29	\$673	\$392	\$40	\$23
	Toddler	\$1107	\$551	\$67	\$33	\$1107	\$551	\$67	\$33	\$800	\$516	\$48	\$31	\$608	\$439	\$36	\$26
	Preschool	\$886	\$537	\$54	\$33	\$886	\$537	\$54	\$33	\$776	\$466	\$47	\$28	\$575	\$334	\$35	\$20
	School Age	\$914	\$450	\$55	\$27	\$914	\$450	\$55	\$27	\$776	\$432	\$47	\$26	\$575	\$334	\$35	\$20
Bristol Bay Borough	Infant	\$1208	\$591	\$73	\$36	\$1208	\$591	\$73	\$36	\$900	\$482	\$55	\$29	\$673	\$392	\$40	\$23
	Toddler	\$1107	\$551	\$67	\$33	\$1107	\$551	\$67	\$33	\$800	\$516	\$48	\$31	\$608	\$439	\$36	\$26
	Preschool	\$886	\$537	\$54	\$33	\$886	\$537	\$54	\$33	\$776	\$466	\$47	\$28	\$575	\$334	\$35	\$20
	School Age	\$914	\$450	\$55	\$27	\$914	\$450	\$55	\$27	\$776	\$432	\$47	\$26	\$575	\$334	\$35	\$20
Denali Borough	Infant	\$1095	\$650	\$66	\$39	\$1095	\$650	\$66	\$39	\$900	\$475	\$55	\$29	\$521	\$322	\$31	\$19
	Toddler	\$976	\$625	\$59	\$38	\$976	\$625	\$59	\$38	\$918	\$550	\$56	\$33	\$492	\$359	\$30	\$22
	Preschool	\$900	\$676	\$55	\$41	\$900	\$676	\$55	\$41	\$770	\$462	\$47	\$28	\$440	\$264	\$26	\$16
	School Age	\$750	\$488	\$45	\$30	\$750	\$488	\$45	\$30	\$600	\$353	\$36	\$21	\$430	\$258	\$26	\$15
Dillingham Census Area	Infant	\$1208	\$591	\$73	\$36	\$1208	\$591	\$73	\$36	\$900	\$482	\$55	\$29	\$673	\$392	\$40	\$23
	Toddler	\$1107	\$551	\$67	\$33	\$1107	\$551	\$67	\$33	\$800	\$516	\$48	\$31	\$608	\$439	\$36	\$26
	Preschool	\$975	\$537	\$59	\$33	\$975	\$537	\$59	\$33	\$776	\$466	\$47	\$28	\$575	\$334	\$35	\$20
	School Age	\$914	\$450	\$55	\$27	\$914	\$450	\$55	\$27	\$776	\$432	\$47	\$26	\$575	\$334	\$35	\$20
Fairbanks North Star Borough	Infant	\$1342	\$650	\$81	\$39	\$1342	\$650	\$81	\$39	\$976	\$475	\$59	\$29	\$521	\$322	\$31	\$19
	Toddler	\$1100	\$600	\$67	\$36	\$1100	\$600	\$67	\$36	\$918	\$550	\$56	\$33	\$492	\$359	\$30	\$22
	Preschool	\$900	\$702	\$55	\$43	\$900	\$702	\$55	\$43	\$770	\$462	\$47	\$28	\$440	\$264	\$26	\$16
	School Age	\$750	\$425	\$45	\$26	\$750	\$425	\$45	\$26	\$728	\$328	\$44	\$20	\$430	\$258	\$26	\$15
Haines Borough	Infant	\$1162	\$641	\$70	\$39	\$1162	\$641	\$70	\$39	\$900	\$482	\$55	\$29	\$523	\$322	\$31	\$19
	Toddler	\$1004	\$616	\$61	\$37	\$1004	\$616	\$61	\$37	\$900	\$530	\$55	\$32	\$492	\$365	\$30	\$22
	Preschool	\$884	\$536	\$54	\$32	\$884	\$536	\$54	\$32	\$905	\$446	\$55	\$27	\$450	\$275	\$27	\$17
	School Age	\$1002	\$375	\$61	\$23	\$1002	\$375	\$61	\$23	\$652	\$473	\$40	\$29	\$450	\$275	\$27	\$17

Infant: Birth through 12 months **Toddler:** 13 months through 35 months **Preschool Age:** 36 months through 59 months **School Age:** 5 years through 13 years*

F/T month (Full month) = 17 through 23 days of care, that includes at least one full day, during a calendar month;

P/T month (Part month) = fewer than 17 days of care in any combination of part or full days in a month, or 17 through 23 part days of care during a calendar month;

F/T day (Full day) = 5 hours and 1 minute of care and up to and including 10 hours of care in a day;

P/T day (Part day) = up to and including 5 hours of care in a day.

Rate Regions: <http://live.laborstats.alaska.gov/cen/maps/state/current/AlaskaBorCA.pdf>

* For information on Child Care Assistance Program eligibility, please see 7 AAC 41.350 of the Alaska Administrative Code.

State of Alaska
Department of Health
Division of Public Assistance - Child Care Program Office
Child Care Assistance Program Rate Schedule (Revised December 2021)

Rate Region	Age Group	Licensed or Military Center				Licensed Group Home				Licensed or Military Home				Approved Relative or In-Home Care			
		F/T Month	P/T Month	F/T Day	P/T Day	F/T Month	P/T Month	F/T Day	P/T Day	F/T Month	P/T Month	F/T Day	P/T Day	F/T Month	P/T Month	F/T Day	P/T Day
Hoonah-Angoon Census Area	Infant	\$1162	\$750	\$70	\$45	\$1162	\$750	\$70	\$45	\$900	\$482	\$55	\$29	\$523	\$322	\$31	\$19
	Toddler	\$1004	\$750	\$61	\$45	\$1004	\$750	\$61	\$45	\$900	\$530	\$55	\$32	\$492	\$365	\$30	\$22
	Preschool	\$884	\$545	\$54	\$33	\$884	\$545	\$54	\$33	\$743	\$446	\$45	\$27	\$450	\$275	\$27	\$17
	School Age	\$1002	\$468	\$61	\$28	\$1002	\$468	\$61	\$28	\$652	\$392	\$40	\$24	\$450	\$275	\$27	\$17
City and Borough of Juneau	Infant	\$1205	\$752	\$73	\$46	\$1205	\$752	\$73	\$46	\$900	\$482	\$55	\$29	\$523	\$322	\$31	\$19
	Toddler	\$1114	\$666	\$68	\$40	\$1114	\$666	\$68	\$40	\$900	\$493	\$55	\$30	\$492	\$365	\$30	\$22
	Preschool	\$1071	\$536	\$65	\$32	\$1071	\$536	\$65	\$32	\$1000	\$513	\$61	\$31	\$450	\$275	\$27	\$17
	School Age	\$1002	\$475	\$61	\$29	\$1002	\$475	\$61	\$29	\$652	\$392	\$40	\$24	\$450	\$275	\$27	\$17
Kenai Peninsula Borough	Infant	\$993	\$649	\$60	\$39	\$993	\$649	\$60	\$39	\$834	\$552	\$51	\$33	\$503	\$314	\$30	\$19
	Toddler	\$900	\$707	\$55	\$43	\$900	\$707	\$55	\$43	\$800	\$550	\$48	\$33	\$500	\$365	\$30	\$22
	Preschool	\$750	\$550	\$45	\$33	\$750	\$550	\$45	\$33	\$690	\$545	\$42	\$33	\$500	\$293	\$30	\$18
	School Age	\$758	\$542	\$46	\$33	\$758	\$542	\$46	\$33	\$624	\$400	\$38	\$24	\$500	\$293	\$30	\$18
Ketchikan Gateway Borough	Infant	\$840	\$494	\$51	\$30	\$840	\$494	\$51	\$30	\$900	\$482	\$55	\$29	\$523	\$322	\$31	\$19
	Toddler	\$750	\$616	\$45	\$37	\$750	\$616	\$45	\$37	\$900	\$530	\$55	\$32	\$492	\$365	\$30	\$22
	Preschool	\$650	\$379	\$39	\$23	\$650	\$379	\$39	\$23	\$819	\$446	\$50	\$27	\$450	\$275	\$27	\$17
	School Age	\$575	\$350	\$35	\$21	\$575	\$350	\$35	\$21	\$743	\$392	\$45	\$24	\$450	\$275	\$27	\$17
Kodiak Island Borough	Infant	\$1000	\$600	\$61	\$36	\$1000	\$600	\$61	\$36	\$900	\$501	\$55	\$30	\$503	\$314	\$30	\$19
	Toddler	\$975	\$437	\$59	\$26	\$975	\$437	\$59	\$26	\$744	\$480	\$45	\$29	\$500	\$365	\$30	\$22
	Preschool	\$725	\$589	\$44	\$36	\$725	\$589	\$44	\$36	\$697	\$448	\$42	\$27	\$500	\$293	\$30	\$18
	School Age	\$674	\$450	\$41	\$27	\$674	\$450	\$41	\$27	\$611	\$387	\$37	\$23	\$500	\$293	\$30	\$18
Lake and Peninsula Borough	Infant	\$1208	\$591	\$73	\$36	\$1208	\$591	\$73	\$36	\$900	\$482	\$55	\$29	\$673	\$392	\$40	\$23
	Toddler	\$1107	\$551	\$67	\$33	\$1107	\$551	\$67	\$33	\$800	\$516	\$48	\$31	\$608	\$439	\$36	\$26
	Preschool	\$886	\$537	\$54	\$33	\$886	\$537	\$54	\$33	\$776	\$466	\$47	\$28	\$575	\$334	\$35	\$20
	School Age	\$914	\$450	\$55	\$27	\$914	\$450	\$55	\$27	\$776	\$432	\$47	\$26	\$575	\$334	\$35	\$20
Matanuska-Susitna Borough	Infant	\$805	\$500	\$49	\$30	\$805	\$500	\$49	\$30	\$873	\$524	\$53	\$32	\$521	\$322	\$31	\$19
	Toddler	\$760	\$477	\$46	\$29	\$760	\$477	\$46	\$29	\$744	\$402	\$45	\$24	\$492	\$359	\$30	\$22
	Preschool	\$706	\$445	\$43	\$27	\$706	\$445	\$43	\$27	\$693	\$426	\$42	\$26	\$440	\$264	\$26	\$16
	School Age	\$702	\$438	\$43	\$27	\$702	\$438	\$43	\$27	\$652	\$400	\$40	\$24	\$430	\$258	\$26	\$15
Nome Census Area	Infant	\$1073	\$591	\$65	\$36	\$1073	\$591	\$65	\$36	\$900	\$482	\$55	\$29	\$654	\$363	\$39	\$22
	Toddler	\$995	\$562	\$60	\$34	\$995	\$562	\$60	\$34	\$800	\$516	\$48	\$31	\$650	\$405	\$39	\$24
	Preschool	\$905	\$545	\$55	\$33	\$905	\$545	\$55	\$33	\$838	\$452	\$51	\$27	\$500	\$300	\$30	\$18
	School Age	\$1202	\$519	\$73	\$31	\$1202	\$519	\$73	\$31	\$736	\$432	\$45	\$26	\$500	\$300	\$30	\$18
North Slope Borough	Infant	\$1331	\$799	\$81	\$48	\$1331	\$799	\$81	\$48	\$900	\$482	\$55	\$29	\$654	\$363	\$39	\$22
	Toddler	\$1331	\$799	\$81	\$48	\$1331	\$799	\$81	\$48	\$800	\$516	\$48	\$31	\$650	\$405	\$39	\$24
	Preschool	\$905	\$545	\$55	\$33	\$905	\$545	\$55	\$33	\$838	\$452	\$51	\$27	\$500	\$300	\$30	\$18
	School Age	\$1202	\$519	\$73	\$31	\$1202	\$519	\$73	\$31	\$736	\$432	\$45	\$26	\$500	\$300	\$30	\$18

Infant: Birth through 12 months **Toddler:** 13 months through 35 months **Preschool Age:** 36 months through 59 months **School Age:** 5 years through 13 years*

F/T month (Full month) = 17 through 23 days of care, that includes at least one full day, during a calendar month;

P/T month (Part month) = fewer than 17 days of care in any combination of part or full days in a month, or 17 through 23 part days of care during a calendar month;

F/T day (Full day) = 5 hours and 1 minute of care and up to and including 10 hours of care in a day;

P/T day (Part day) = up to and including 5 hours of care in a day.

Rate Regions: <http://live.laborstats.alaska.gov/cen/maps/state/current/AlaskaBorCA.pdf>

* For information on Child Care Assistance Program eligibility, please see 7 AAC 41.350 of the Alaska Administrative Code.

State of Alaska
Department of Health
Division of Public Assistance - Child Care Program Office
Child Care Assistance Program Rate Schedule (Revised December 2021)

Rate Region	Age Group	Licensed or Military Center				Licensed Group Home				Licensed or Military Home				Approved Relative or In-Home Care			
		F/T Month	P/T Month	F/T Day	P/T Day	F/T Month	P/T Month	F/T Day	P/T Day	F/T Month	P/T Month	F/T Day	P/T Day	F/T Month	P/T Month	F/T Day	P/T Day
Northwest Arctic Borough	Infant	\$1073	\$591	\$65	\$36	\$1073	\$591	\$65	\$36	\$900	\$482	\$55	\$29	\$654	\$363	\$39	\$22
	Toddler	\$995	\$562	\$60	\$34	\$995	\$562	\$60	\$34	\$800	\$516	\$48	\$31	\$650	\$405	\$39	\$24
	Preschool	\$905	\$545	\$55	\$33	\$905	\$545	\$55	\$33	\$838	\$452	\$51	\$27	\$500	\$300	\$30	\$18
	School Age	\$1202	\$519	\$73	\$31	\$1202	\$519	\$73	\$31	\$736	\$432	\$45	\$26	\$500	\$300	\$30	\$18
Petersburg Borough	Infant	\$1162	\$641	\$70	\$39	\$1162	\$641	\$70	\$39	\$900	\$482	\$55	\$29	\$523	\$322	\$31	\$19
	Toddler	\$1100	\$750	\$67	\$45	\$1100	\$750	\$67	\$45	\$900	\$530	\$55	\$32	\$492	\$365	\$30	\$22
	Preschool	\$980	\$545	\$59	\$33	\$980	\$545	\$59	\$33	\$743	\$446	\$45	\$27	\$450	\$275	\$27	\$17
	School Age	\$1002	\$457	\$61	\$28	\$1002	\$457	\$61	\$28	\$652	\$392	\$40	\$24	\$450	\$275	\$27	\$17
Prince of Wales-Hyder Census Area	Infant	\$1210	\$641	\$73	\$39	\$1210	\$641	\$73	\$39	\$900	\$482	\$55	\$29	\$523	\$322	\$31	\$19
	Toddler	\$1100	\$750	\$67	\$45	\$1100	\$750	\$67	\$45	\$900	\$530	\$55	\$32	\$492	\$365	\$30	\$22
	Preschool	\$980	\$545	\$59	\$33	\$980	\$545	\$59	\$33	\$743	\$446	\$45	\$27	\$450	\$275	\$27	\$17
	School Age	\$1002	\$483	\$61	\$29	\$1002	\$483	\$61	\$29	\$652	\$392	\$40	\$24	\$450	\$275	\$27	\$17
City and Borough of Sitka	Infant	\$1320	\$750	\$80	\$45	\$1320	\$750	\$80	\$45	\$900	\$482	\$55	\$29	\$523	\$322	\$31	\$19
	Toddler	\$1182	\$820	\$72	\$50	\$1182	\$820	\$72	\$50	\$1118	\$681	\$68	\$41	\$492	\$365	\$30	\$22
	Preschool	\$945	\$375	\$57	\$23	\$945	\$375	\$57	\$23	\$743	\$750	\$45	\$45	\$450	\$275	\$27	\$17
	School Age	\$650	\$375	\$39	\$23	\$650	\$375	\$39	\$23	\$652	\$590	\$40	\$36	\$450	\$275	\$27	\$17
Municipality of Skagway	Infant	\$1162	\$641	\$70	\$39	\$1162	\$641	\$70	\$39	\$900	\$482	\$55	\$29	\$523	\$322	\$31	\$19
	Toddler	\$1004	\$616	\$61	\$37	\$1004	\$616	\$61	\$37	\$900	\$530	\$55	\$32	\$492	\$365	\$30	\$22
	Preschool	\$884	\$536	\$54	\$32	\$884	\$536	\$54	\$32	\$743	\$446	\$45	\$27	\$450	\$275	\$27	\$17
	School Age	\$1002	\$375	\$61	\$23	\$1002	\$375	\$61	\$23	\$652	\$392	\$40	\$24	\$450	\$275	\$27	\$17
Southeast Fairbanks Census Area	Infant	\$1095	\$650	\$66	\$39	\$1095	\$650	\$66	\$39	\$900	\$475	\$55	\$29	\$521	\$322	\$31	\$19
	Toddler	\$976	\$625	\$59	\$38	\$976	\$625	\$59	\$38	\$918	\$550	\$56	\$33	\$492	\$359	\$30	\$22
	Preschool	\$900	\$676	\$55	\$41	\$900	\$676	\$55	\$41	\$770	\$462	\$47	\$28	\$440	\$264	\$26	\$16
	School Age	\$750	\$488	\$45	\$30	\$750	\$488	\$45	\$30	\$600	\$353	\$36	\$21	\$430	\$258	\$26	\$15
Valdez-Cordova Census Area	Infant	\$1000	\$600	\$61	\$36	\$1000	\$600	\$61	\$36	\$886	\$501	\$54	\$30	\$503	\$314	\$30	\$19
	Toddler	\$ 975	\$567	\$59	\$34	\$975	\$567	\$59	\$34	\$744	\$480	\$45	\$29	\$500	\$365	\$30	\$22
	Preschool	\$750	\$550	\$45	\$33	\$750	\$550	\$45	\$33	\$697	\$460	\$42	\$28	\$500	\$293	\$30	\$18
	School Age	\$827	\$522	\$50	\$32	\$827	\$522	\$50	\$32	\$600	\$400	\$36	\$24	\$500	\$293	\$30	\$18
Kusilvak Census Area	Infant	\$ 1208	\$591	\$73	\$36	\$1208	\$591	\$73	\$36	\$900	\$482	\$55	\$29	\$673	\$392	\$40	\$23
	Toddler	\$1107	\$551	\$67	\$33	\$1107	\$551	\$67	\$33	\$800	\$516	\$48	\$31	\$608	\$439	\$36	\$26
	Preschool	\$886	\$537	\$54	\$33	\$886	\$537	\$54	\$33	\$776	\$466	\$47	\$28	\$575	\$334	\$35	\$20
	School Age	\$914	\$450	\$55	\$27	\$914	\$450	\$55	\$27	\$776	\$432	\$47	\$26	\$575	\$334	\$35	\$20
City and Borough of Wrangell	Infant	\$1162	\$641	\$70	\$39	\$1162	\$641	\$70	\$39	\$900	\$482	\$55	\$29	\$523	\$322	\$31	\$19
	Toddler	\$1004	\$616	\$61	\$37	\$1004	\$616	\$61	\$37	\$900	\$530	\$55	\$32	\$492	\$365	\$30	\$22
	Preschool	\$884	\$536	\$54	\$32	\$884	\$536	\$54	\$32	\$743	\$446	\$45	\$27	\$450	\$275	\$27	\$17
	School Age	\$1002	\$375	\$61	\$23	\$1002	\$375	\$61	\$23	\$652	\$392	\$40	\$24	\$450	\$275	\$27	\$17

Infant: Birth through 12 months **Toddler:** 13 months through 35 months **Preschool Age:** 36 months through 59 months **School Age:** 5 years through 13 years*

F/T month (Full month) = 17 through 23 days of care, that includes at least one full day, during a calendar month;

P/T month (Part month) = fewer than 17 days of care in any combination of part or full days in a month, or 17 through 23 part days of care during a calendar month;

F/T day (Full day) = 5 hours and 1 minute of care and up to and including 10 hours of care in a day;

P/T day (Part day) = up to and including 5 hours of care in a day.

Rate Regions: <http://live.laborstats.alaska.gov/cen/maps/state/current/AlaskaBorCA.pdf>

* For information on Child Care Assistance Program eligibility, please see 7 AAC 41.350 of the Alaska Administrative Code.

State of Alaska
Department of Health
Division of Public Assistance - Child Care Program Office
Child Care Assistance Program Rate Schedule (Revised December 2021)

Rate Region	Age Group	Licensed or Military Center				Licensed Group Home				Licensed or Military Home				Approved Relative or In-Home Care			
		F/T Month	P/T Month	F/T Day	P/T Day	F/T Month	P/T Month	F/T Day	P/T Day	F/T Month	P/T Month	F/T Day	P/T Day	F/T Month	P/T Month	F/T Day	P/T Day
Yakutat Borough	Infant	\$1162	\$641	\$70	\$39	\$1162	\$641	\$70	\$39	\$900	\$482	\$55	\$29	\$523	\$322	\$31	\$19
	Toddler	\$1004	\$616	\$61	\$37	\$1004	\$616	\$61	\$37	\$900	\$530	\$55	\$32	\$492	\$365	\$30	\$22
	Preschool	\$884	\$536	\$54	\$32	\$884	\$536	\$54	\$32	\$743	\$446	\$45	\$27	\$450	\$275	\$27	\$17
	School Age	\$1002	\$375	\$61	\$23	\$1002	\$375	\$61	\$23	\$652	\$392	\$40	\$24	\$450	\$275	\$27	\$17
Yukon-Koyukuk Census Area	Infant	\$1095	\$650	\$66	\$39	\$1095	\$650	\$66	\$39	\$900	\$475	\$55	\$29	\$521	\$322	\$31	\$19
	Toddler	\$976	\$625	\$59	\$38	\$976	\$625	\$59	\$38	\$918	\$550	\$56	\$33	\$492	\$359	\$30	\$22
	Preschool	\$900	\$676	\$55	\$41	\$900	\$676	\$55	\$41	\$770	\$462	\$47	\$28	\$440	\$264	\$26	\$16
	School Age	\$750	\$488	\$45	\$30	\$750	\$488	\$45	\$30	\$600	\$353	\$36	\$21	\$430	\$258	\$26	\$15

Infant: Birth through 12 months **Toddler:** 13 months through 35 months **Preschool Age:** 36 months through 59 months **School Age:** 5 years through 13 years*

F/T month (Full month) = 17 through 23 days of care, that includes at least one full day, during a calendar month;

P/T month (Part month) = fewer than 17 days of care in any combination of part or full days in a month, or 17 through 23 part days of care during a calendar month;

F/T day (Full day) = 5 hours and 1 minute of care and up to and including 10 hours of care in a day;

P/T day (Part day) = up to and including 5 hours of care in a day.

Rate Regions: <http://live.laborstats.alaska.gov/cen/maps/state/current/AlaskaBorCA.pdf>

* For information on Child Care Assistance Program eligibility, please see 7 AAC 41.350 of the Alaska Administrative Code.

Aleutian Pribilof Islands Association Health and Safety Table

HEALTH AND SAFETY STANDARDS

Standard	State of Alaska Standards for Licensed Family Child Care, Group Home Care, and Center Care	APIA Standards for Licensed Exempt Family Child Care, and In-Home Care	APIA Standards for Relative Providers
a. Prevention (including immunizations) and control of infectious diseases	•Immunization; •Hand hygiene; •Cleaning, sanitizing, and disinfecting; •Policy for inclusion/exclusion of children and staff due to communicable diseases and outbreak control; •Prevention of exposure to blood or bodily fluids.	•Immunization; •Hand hygiene; •Cleaning, sanitizing, and disinfecting; •Policy for inclusion/exclusion of children and staff due to communicable diseases and outbreak control; •Prevention of exposure to blood or bodily fluids.	•Hand hygiene; •Cleaning, sanitizing, and disinfecting; •Prevention of exposure to blood or bodily fluids.
b. Prevention of sudden infant death syndrome and the use of safe sleep practices	•Safe sleep environment and equipment; •Safe sleep practices; •Supervision; and •SIDS risk reduction.	•Safe sleep environment and equipment; •Safe sleep practices; •Supervision; and •SIDS risk reduction.	•Safe sleep environment and equipment; •Safe sleep practices; •Supervision; and •SIDS risk reduction.
c. Administration of medication, consistent with standards for parental control	•Procedure for permission of administration of medication to include prescription and nonprescription medication; •Storage of medication; •Administration of medication; •Documentation of administration of medication; and •Unused medication.	•Procedure for permission of administration of medication to include prescription and nonprescription medication; •Storage of medication; •Administration of medication; •Documentation of administration of medication; and •Unused medication.	•Procedure for permission of administration of medication to include prescription and nonprescription medication; •Storage of medication; •Administration of medication; •Documentation of administration of medication; and •Unused medication.

d. Prevention of and response to emergencies due to food and allergic reactions	•Identifying between food allergy and food sensitivity; •Plan of care for children with food allergies to include minimization of exposure, feeding plans, and dietary modification; •Response to allergic reaction due to food; •Emergency intervention; and •Documentation of allergic reaction occurrences.	•Identifying between food allergy and food sensitivity; •Plan of care for children with food allergies to include minimization of exposure, feeding plans, and dietary modification; •Response to allergic reaction due to food; •Emergency intervention; and •Documentation of allergic reaction occurrences.	•Identifying between food allergy and food sensitivity; •Plan of care for children with food allergies to include minimization of exposure, feeding plans, and dietary modification; •Response to allergic reaction due to food; •Emergency intervention; and •Documentation of allergic reaction occurrences.
e. Safety of Building and physical premises, including the identification of and protection from hazards that can cause bodily injury, such as electrical hazards, bodies of water, and vehicular traffic	•Identification of and protection from hazards, bodies of water, and vehicular traffic; •Active supervision; •Safe indoor and outdoor environments; and •Safety of equipment, materials, and furnishing.	•Identification of and protection from hazards, bodies of water, and vehicular traffic; •Active supervision; •Safe indoor and outdoor environments; and •Safety of equipment, materials, and furnishing.	•Identification of and protection from hazards, bodies of water, and vehicular traffic; •Active supervision; •Safe indoor and outdoor environments; and
f. Prevention of shaken baby syndrome, abusive head trauma, and child maltreatment	•Infant and toddler appropriate developmental practices, to include how to cope with a crying/fussy infant; •Knowledge of shaken baby syndrome and abusive head trauma prevention and identification; and •Recognition of signs of abusive head trauma. •Behavior guidance policies at the provider level that address appropriate discipline to prevent child maltreatment.	•Infant and toddler appropriate developmental practices, to include how to cope with a crying/fussy infant; •Knowledge of shaken baby syndrome and abusive head trauma prevention and identification; and •Recognition of signs of abusive head trauma.	•Infant and toddler appropriate developmental practices, to include how to cope with a crying/fussy infant; •Knowledge of shaken baby syndrome and abusive head trauma prevention and identification; and •Recognition of signs of abusive head trauma.

g. Emergency preparedness and response planning resulting from a natural disaster or a human-caused event (such as violence at a child care facility), within the meaning of those terms under section 602(a)(1-2) of the Robert T. Stafford Disaster Relief and Emergency Assistance Act (42 U.S.C. 5195a(a)(1-2)).	•Written plan and training for handling urgent medical care, threatening incidents, shelter in place, lock down, and natural disasters; •Evacuation and emergency drills, to include policy and documentation; •First aid, food, and water supplies; and •Continuity of Operations Plan (COOP).	•Written plan and training for handling urgent medical care, threatening incidents, shelter in place, lock down, and natural disasters; •Evacuation and emergency drills, to include policy and documentation; •First aid, food, and water supplies; and	•Written plan and training for handling urgent medical care, threatening incidents, shelter in place, lock down, and natural disasters; •First aid, food, and water supplies; and
h. Handling and storage of hazardous materials and the appropriate disposal of biocontaminants	•Use and safe storage of hazardous materials; and •Universal precautions, to include prevention and exposure to blood and bodily fluids.	•Use and safe storage of hazardous materials; and •Universal precautions, to include prevention and exposure to blood and bodily fluids.	•Use and safe storage of hazardous materials; and •Universal precautions, to include prevention and exposure to blood and bodily fluids.
i. Precautions in transporting children (if applicable)	•Qualifications of drivers; •Child passenger safety; •Procedures for supervision and accountability of children; •First aid and emergency road side supplies, to include emergency contact information; and •Knowledge of environmental hazards, to include indoor and outdoor temperatures of vehicle.	Not applicable	Not applicable

j. Pediatric first aid and cardiopulmonary (CPR) certification	The standard is defined as valid current Pediatric first aid and cardiopulmonary resuscitation (CPR) and the following minimum standards are checked during on-site monitoring and inspections: pediatric first aid and CPR certification	The standard is defined as valid current Pediatric first aid and cardiopulmonary resuscitation (CPR) and the following minimum standards are checked during on-site monitoring and inspections: pediatric first aid and CPR certification	The standard is defined as valid current Pediatric first aid and cardiopulmonary resuscitation (CPR) and the following minimum standards are checked during on-site monitoring and inspections: pediatric first aid and CPR certification
k. Recognition and reporting of child abuse and neglect	•Recognition of signs of child abuse, neglect, and maltreatment; •Importance of reporting; and •Mandated reporting.	•Recognition of signs of child abuse, neglect, and maltreatment; •Importance of reporting; and •Mandated reporting.	•Recognition of signs of child abuse, neglect, and maltreatment; •Importance of reporting; and •Mandated reporting.

HEALTH AND SAFETY TRAINING

Preservice Training:

State Licensed Providers: Preservice training (which takes between 6-20 hours to complete) in prevention and control of infectious diseases; prevention of SIDS and use of safe sleep practices; administration of medication; prevention of and response to emergencies due to food and allergic reactions; building and physical premises safety; prevention of shaken baby syndrome, abusive head trauma and child maltreatment; emergency preparedness and response; handling and storage of hazardous materials and disposal of biocontaminants; precautions in transporting children; pediatric first aid and CPR; and recognition and reporting of child abuse and neglect.

Tribe's Licensed Exempt Family Child Care, and In-Home Care:

Training in prevention and control of infectious diseases; prevention of SIDS and use of safe sleep practices; administration of medication; prevention of and response to emergencies due to food and allergic reactions; building and physical premises safety; prevention of shaken baby syndrome, abusive head trauma and child maltreatment; emergency preparedness and response; handling and storage of hazardous materials and disposal of biocontaminants; precautions in transporting children; pediatric first aid and CPR; and recognition and reporting of child abuse and neglect. A minimum of 6 hours of online training is required during the first 45 days. Annual 3-hour or bi-annual 6-hour training is required specific to areas of individual provider need, as identified in monitoring visits, or as requested by provider. At least one (1) hour of this training must be health and safety related. All or none of this training can be completed online. All providers are encouraged to attend the annual pre-service training in coordination with APIA Head Start.

Relative Providers: Training in prevention and control of infectious diseases; prevention of SIDS and use of safe sleep practices; administration of medication; prevention of and response to emergencies due to food and allergic reactions; building and physical premises safety; prevention of shaken baby syndrome, abusive head trauma and child maltreatment; emergency preparedness and response; handling and storage of hazardous materials and disposal of biocontaminants; precautions in transporting children; pediatric first aid and CPR; and recognition and reporting of child abuse and neglect. A minimum of 6 hours of online training is required during the first 45 days. Annual 3-hour or bi-annual 6-hour training is required specific to areas of individual provider need, as identified in monitoring visits, or as requested by provider. At least one (1) hour of this training must be health and safety related. All or none of this training can be completed online. All providers are encouraged to attend the annual pre-service training in coordination with APIA Head Start.

Ongoing Training:

State Licensed Providers: Annually 24 hours of training is required, of which at least one hour must be in a health and safety specific training on Alaska's approved health and safety training list.

Tribe's Licensed Exempt Family Child Care, and In-Home Care:

Annually, providers will attend the trainings that APIA holds in their communities as a requirement for continued certification, review documents with Better Kid Care initial certification, and/or attend conferences. Annual 3-hour or bi-annual 6-hour training is required specific to areas of individual provider need, as identified in monitoring visits, or as requested by provider. At least one (1) hour of this training must be health and safety related. All or none of this training can be completed online. All providers are encouraged to attend the annual pre-service training in coordination with APIA Head Start.

Relative Providers: Annually, providers will attend the trainings that APIA holds in their communities as a requirement for continued certification, review documents with Better Kid Care initial certification, and/or attend conferences. Annual 3-hour or bi-annual 6-hour training is required specific to areas of individual provider need, as identified in monitoring visits, or as requested by provider. At least one (1) hour of this training must be health and safety related. All or none of this training can be completed online. All providers are encouraged to attend the annual pre-service training in coordination with APIA Head Start.

MONITORING AND ENFORCEMENT

Monitoring:

State: Municipality of Anchorage (MOA) and Child Care Program Office (CCPO) Licensing Specialists currently conduct pre-licensure inspections on all licensed child care childcare centers for compliance with health and safety and fire standards prior to issuing a Provisional License. A Provisional License is valid for a period not to exceed one year, except that the department may extend a provisional license for one additional period not to exceed one year. Child care licensing conducts at least one unannounced inspection during the Provisional Licensing year.

Municipality of Anchorage (MOA) and Child Care Program Office (CCPO) Licensing Specialists conduct at least one unannounced inspection annually. The Municipality of Anchorage (MOA) and Child Care Program Office (CCPO) Licensing Specialists use a checklist which contains all of the requirements of licensing including health, safety and fire standards during their on-site inspections. While on-site, the Licensing Specialists inspect the inside and outside of the facility to ensure compliance and document any areas of non-compliance, and discuss these areas with the administrator of the child care facility prior to leaving the inspection. A Report of Inspection is issued to the child care facility, within 10 days of the inspection date, listing any areas of non-compliance, and any enforcement actions taken, if applicable. The facility is required to address any areas of non-compliance.

Tribe's Monitoring Requirements: APIA ETR staff will monitor license-exempt family child care, in-home, and relative provider's home to ensure standards are met utilizing a monitoring checklist twice annually – one announced and one unannounced. If there is no ETR office in the community, a contractor or other APIA approved person will be responsible for monitoring the provider's home. APIA will obtain the results of licensed providers by pulling biannually from <https://dpaworks.dhss.alaska.gov/FindProviderVS8/zSearch.aspx>.

Inspector Qualifications

State: Licensing Specialists under the CCDF Lead Agency, the Child Care Program Office (CCPO) and Municipality of Anchorage (MOA), meet the job qualifications and classification for their position as Community Care Licensing Specialists: A bachelor's degree from an accredited college and two years of technical or professional experience in social services, education, health care, mental health, juvenile justice, or a closely related field. All Licensing Specialists are required to be trained for their first year of employment by their Supervisors in all aspects of their licensing positions including the statutory and regulatory requirements for licensing in AS 47.32, AS 47.05, 7 AAC 10, and 7 AAC 57; and continue to receive additional training throughout their time employed as a Licensing Specialist. The majority of the Licensing Specialists also have certifications in Council on Licensure, Enforcement and Regulation (CLEAR) National Certified Investigator/Inspector (NCIT) Training, and some have completed the National Association for Regulatory Administration licensing training modules. All current licensing staff will receive health and safety training appropriate to the age of children in care and type of provider setting before the end of FY19, and all new licensing staff will be required to obtain the health and safety training appropriate to the age of children in care and type of provider setting within their first year of employment. Licensing staff are not required to be certified in Pediatric First Aid and CPR.

Tribe's Requirements: Monitoring and inspections is currently being conducted by the APIA ETR Regional Counselor or the APIA ETR Education and Employment Coordinator. Inspector qualifications include initial 6-hour training in: prevention and control of infectious diseases; prevention of SIDS and use of safe sleep practices; administration of medication; prevention of and response to emergencies due to food and allergic reactions; building and physical premises safety; prevention of shaken baby syndrome, abusive head trauma and child maltreatment; emergency preparedness and response; handling and storage of hazardous materials and disposal of biocontaminants; precautions in transporting children; pediatric first aid and CPR; and recognition and reporting of child abuse and neglect. Additionally, initial inspector qualifications require a 3-hour

training on the inspection and monitoring checklist. Annual 6-hour training is required for inspector qualifications which may include coordinated training through APIA Head Start preservice. Expanded inspector qualifications are under development.

Ratio of Inspectors to Facilities

State: The CCDF Lead Agency, Child Care Program Office (CCPO) or Municipality of Anchorage Child Care Licensing has policies and procedures in place for ratio of licensing inspectors to child care providers. When assigning a new application to a Child Care Licensing Specialist (CCLS), the Licensing Supervisor will to the extent possible, not assign a caseload that exceeds a ratio of fifty (50) assigned child care facilities for each CCLS. The ratio may increase when caseload redistribution is necessary for coverage during a CCLS absence or vacancy, or in the event the CCPO Child Care Licensing Program has or projects shortfalls in state or federal funding.

Tribe's Requirements: Monitoring and inspections is currently being conducted by the APIA ETR Regional Counselor or the APIA ETR Education and Employment Coordinator. Monitoring/Inspection case load will, to the extent possible, not exceed twenty-five (25) providers per assigned staff.

STAFF: CHILD RATIOS AND QUALIFICATIONS

Licensed Centers

Ratios and Group Sizes

- Infant: birth through 18 months of age, 1:15, 10
- Toddler: 19 months through 36 months, 1:6, 12
- Preschool: 3 and 4 years of age, 1:10, 10
- School age: 1:14, 28 (kindergarten) and 1:18, 36

Teacher qualifications: Teacher/caregiver qualifications include being at least 18 years of age to count in the child-to-caregiver ratios, except in a child care center a caregiver who is at least 16 years old may be counted if they have completed a child care training course or have demonstrated competency in child care to the administrator's satisfaction, works under the supervision of an adult caregiver, works within sight and sound of an adult caregiver, and makes up no more than one-fourth of the total caregivers on duty. Teacher/caregiver qualifications also include an orientation of the facility's policies and procedures; where appropriate, satisfying the individual needs of children; emergency procedures and health and safety measures;

Director qualifications: The director (administrator) of a child care center must be at least 21 years of age, and must: have an understanding of the development of children; have the ability to care for children; have the skills to work with children, family members department staff,

community agencies; and, if applicable, staff of the child care facility; and have management and supervisory skills necessary to handle finances, plan and evaluate programs, and select and supervise personnel, including delegation of responsibility and motivation of staff. The administrator of a child care facility must have at least 12 semester hours of college credits in early childhood development, child development, child psychology, or the equivalent, or must hold either a current child development associate (CDA) credential from the Council for Early Childhood Professional Recognition or a Montessori certificate issued by a program accredited by the Montessori Accreditation Commission for Teacher Education. College credits in management may substitute for three of the 12 required credits. The administrator of a child care center for school age children may substitute relevant college courses, except that at least three semester hours of college credits in child development are required

Licensed Family Child Care

- Child Care Facilities Licensing regulation 7 AAC 57.505 (a) requires: a childcare home must have at least one caregiver and may provide care for no more than a total of 8 children under age 13 years. Of the total children in care, no more than 3 may be under the age of 30 months, and no more than 2 may be nonambulatory.
- Child Care Facilities Licensing regulation 7 AAC 57.505 (b) requires: a child care group home must have at least two caregivers and may provide care for no more than a total of 12 children under age 13 years. Of the total children in care, no more than five may be under the age of 30 months, and no more than four may be nonambulatory.
- Teacher/caregiver qualifications include being at least 18 years of age, and an orientation of the facility's policies and procedures; where appropriate, satisfying the individual needs of children; emergency procedures and health and safety measures.

Tribe's Requirements:

APIA does not license child care home or centers. For licence-exempt family child care, in-home child care, and relative providers:

Provider does not care for more than four unrelated children with no more than five children at any one time regardless of the provider's relationship to the child(ren) in care.

Provider may only have a total of 5 children in care under 13 years of age, including their own children under 12 years of age (whether or not they are in school). Of those 5 children, no more than 4 may be unrelated to the provider and no more than 2 may be under the age of 30 months.)

BACKGROUND CHECKS

Background Checks completed by Alaska State for state licensed providers (indicated by AK)

Criminal Background Check Requirements			
Required Components (Unless the Tribe Has an Approved Alternative Approach)	National	Current State of residence: Alaska	State(s) of residence last 5 years
FBI with fingerprint check	AK	n/a	n/a
National Crime Information Center (NCIC) National Sex Offender Registry (NSOR)		n/a	n/a
State criminal registry or repository	n/a	AK	
State sex offender registry or repository	n/a	AK	AK
State child abuse and neglect registry and database	n/a	AK	

Background Checks completed by APIA

Criminal Background Check Requirements (Licensed Exempt FCC, In-Home Care, and Relative Providers)			
APIA Alternative Approach	National	Current State of residence: Alaska	State(s) of residence last 5 years
FBI with fingerprint check	APIA	n/a	n/a
National Sex Offender Public Website (NSOPW) check	APIA	n/a	n/a
State sex offender registry or repository (https://sor.dps.alaska.gov/Registry/Search)	n/a	APIA	
State criminal registry or repository without fingerprints (https://courts.alaska.gov/main/search-cases.htm)	n/a	APIA	

Criminal Background Check Requirements (Licensed Exempt FCC, In-Home Care, and Relative Providers)			
Tribal Council approval that an applying Child Care Provider is fit to provide child care	n/a	APIA	n/a
In-State Child Abuse and Neglect Registry request Alaska State Child Abuse and Neglect (CAN) registry: Email: hss.ocsanccpchecks@alaska.gov Website: http://dhss.alaska.gov/ocs/Pages/childprotection/default.aspx	n/a	APIA	n/a
In-State criminal registry check: fingerprint based State of Alaska Background Check Unit (BCU)		APIA	

Provisional approval is permitted once a fingerprint-based background check is returned satisfactorily.