American Indian Focus Group March 12 and March 28, 2019

Questions with answer summaries:

1. Ask the group to tell you about a recent success they’ve experienced and how it made them feel.

   **Answers**
   a. Housing is an issue, has to move by Sunday, but does have a place lined up
   b. Working under the table, trying to go legit and enrolled in therapy
   c. FAST is very energizing and the staff are very resourceful
   d. Success in helping mother with her disability
   e. Going to school and recently had a job...looking now

2. How would you describe your experience so far with employment services in general?

   **Answers**
   a. Really good, FAST counselor came to my house to assist with needs
   b. Just met counselor a few months ago, need to update plan
   c. Changed a lot over ten years...much better now and appreciate resources available

3. What does success look like to you?

   **Answers**
   a. Always had hopes and dreams, now more like a blurred vision
   b. Focus on children
   c. Want to show kids success...want to be successful
   d. Worry about kids...need to help my daughter
   e. Working with the Indian Parent Committee
   f. Sharing culture and mentoring youth
   g. Go to school to show children it can be done

4. What MFIP services or requirements are standing in your way of that success?

   **Answers**
   a. Worrying. Me worrying about my kids
   b. Mental Health gets in the way.
   c. Daily things needed that I don’t have
   d. Diabetes is having an effect on depression
   e. Trouble connecting...poor communication
   f. Need more lead time to meet with staff
5. How, if at all, has your connection to MFIP services strengthened your family?

   **Answers**
   a. It hasn’t
   b. Must help self before I can help others
   c. Good if services are equal to everyone
   d. Mental health services are really helpful

6. What employment retention skills do participants need/learn and what services are currently offered or should be offered to help with employment retention?

   **Answers**
   a. Financial Literacy
   b. Mock interviews
   c. Career assessment

7. What are reasons (individual and societal) for, or for not, obtaining employment?

   **Answers**
   a. Lack of education
   b. Lack of self-confidence
   c. Tough to get consistent employment with benefits. We’re used and abused
   d. Been through things in family
   e. Family issues taking time away from employment goals

8. What are reasons (individual and societal) for, or for not, keeping employment?

   **Answers**
   a. Treated unfairly
   b. Employer needs to learn who she is
   c. Employers don’t care.

9. Have you experienced cohort (group) activities in workshops and other programs that meet as a group over several days, weeks or months? If so, please describe your experience.

   **Answers**
   a. Yes, a good thing
   b. Really enjoy and good for keeping on track
   c. Others hadn’t experienced cohort activities
10. Are the employment-related services you are receiving meeting you and your children’s expectations? Tell me how.

   **Answers**
   a. Yes, ask good questions
   b. Push forward
   c. Need to meet more often or at least meet

11. What have been the most impactful aspects of the MFIP employment services?

   **Answers**
   a. Communication is good about all the FAST resources
   b. Difficulty connecting so not sure

12. Imagine you run all of Ramsey County Workforce and Social Services programs. What would be the first thing you would change about MFIP?

   **Answers**
   a. Get people services they need
   b. Make sure the one’s trying to improve are prioritized
   c. Make things visual...we’re visual people
   d. Do not automate...need relationship