

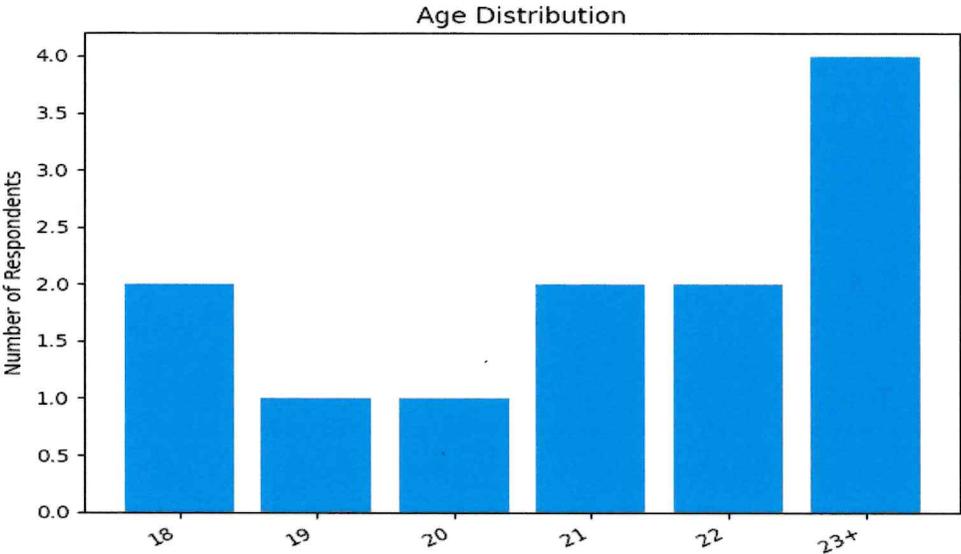


Ft. Belknap TANF Young Adult Think Tank Survey

Workforce Barriers, Career Interests, and Support Needs

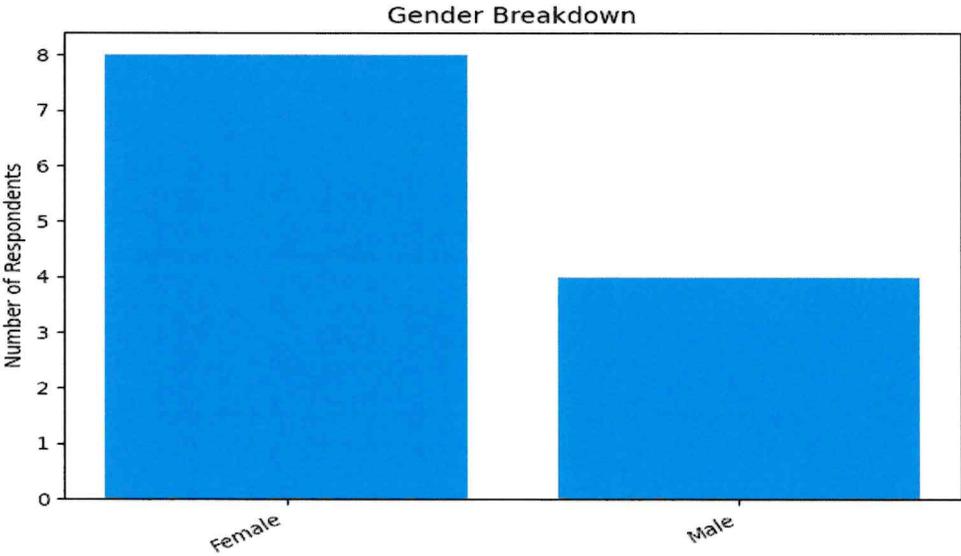
Survey conducted - Oct. 15, 2025

Age Distribution



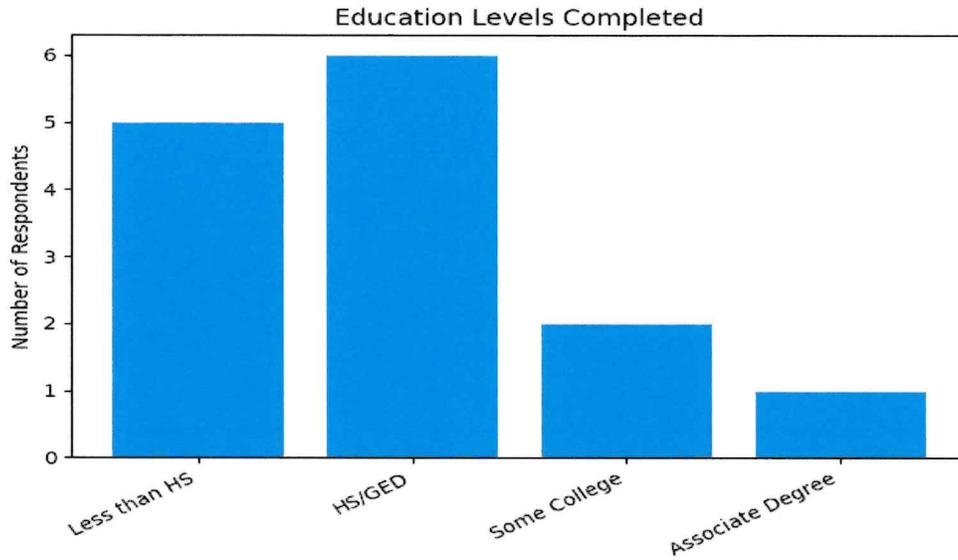
Most respondents were age 23 or older, with consistent participation across ages 18–22.

Gender Breakdown



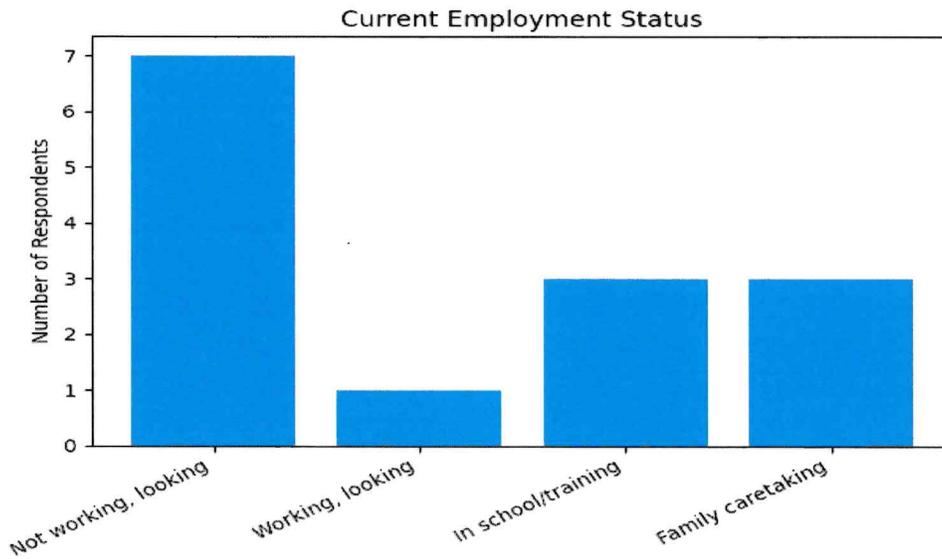
Respondents were primarily female, highlighting the need for family-supportive employment options.

Education Levels Completed



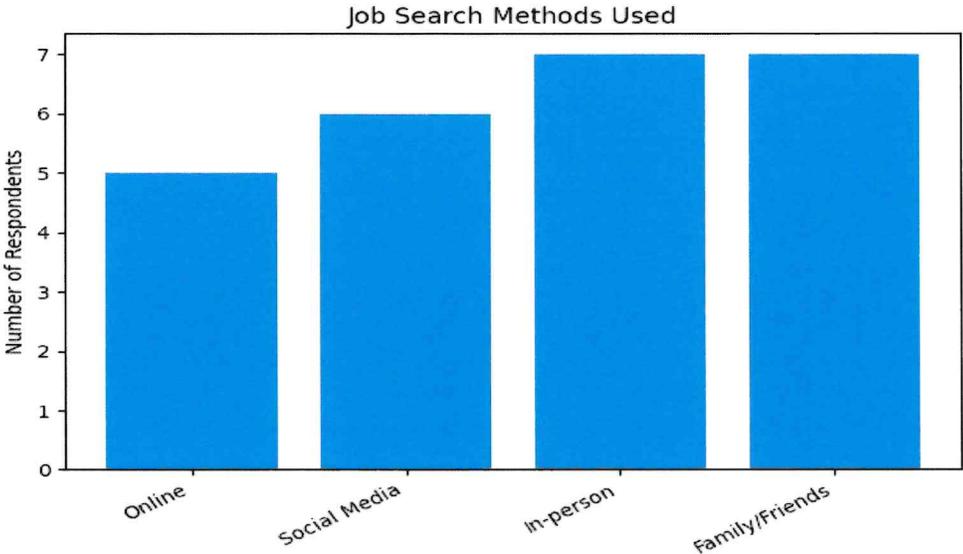
Most participants reported a high school diploma or less, indicating strong demand for training and credentials.

Current Employment Status



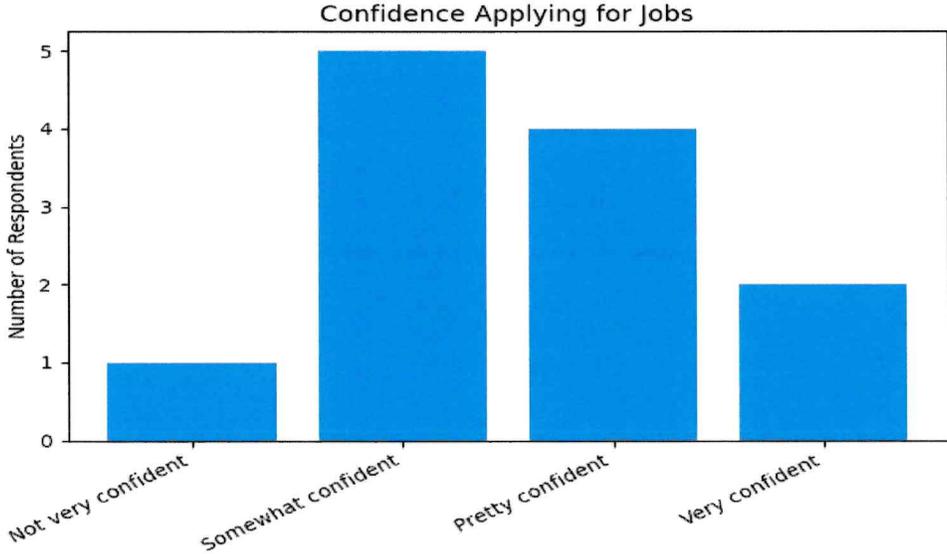
Many respondents are actively seeking work while balancing education and caregiving responsibilities.

Job Search Methods Used



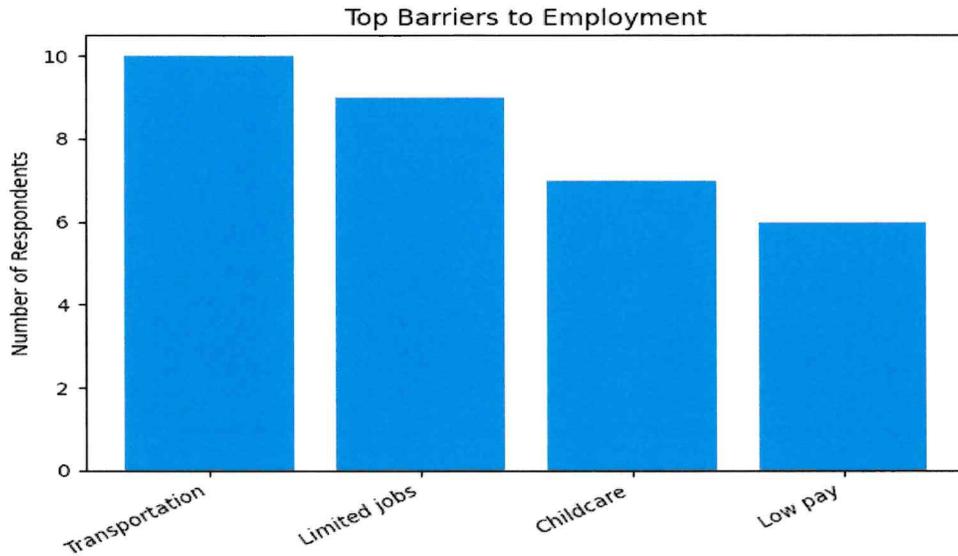
Participants rely heavily on in-person searches and personal networks to find work.

Confidence Applying for Jobs



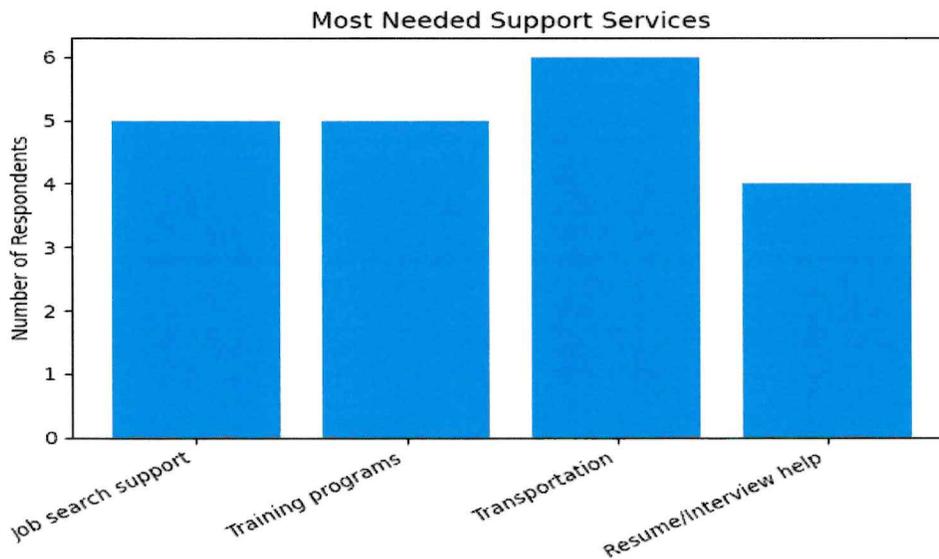
Most respondents feel somewhat to very confident applying for jobs but report limited opportunities.

Top Barriers to Employment



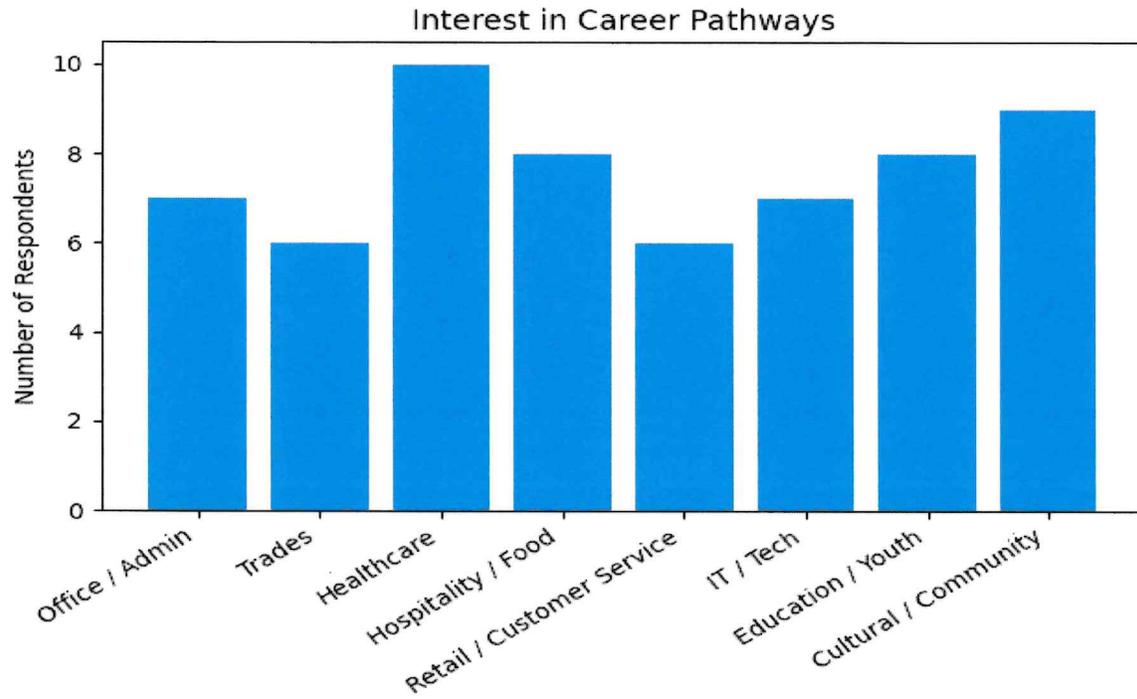
Transportation and limited job availability were the most frequently reported barriers.

Most Needed Support Services



Transportation assistance, job search support, and training programs were identified as top needs.

Interested Career Pathways



Healthcare, cultural and community-based work, education/youth services, and hospitality were the most frequently identified career interests. These results indicate strong interest in community-serving roles that align with local needs.

Ft. Belknap TANF Young Adult Think Tank – One Page Summary

Purpose

To understand workforce barriers, interests, and support needs of Ft. Belknap young adults participating in TANF.

Who Participated

Young adults ages 18–23+, primarily female. Most participants reported a high school diploma or less.

Key Barriers Identified

- Transportation access
- Limited local job opportunities
- Childcare and caregiving responsibilities
- Low wages and limited benefits

Top Support Needs

- Transportation assistance
- Job search and placement support
- Training and credential programs
- Resume and interview assistance

Career Interests Strongest interest areas include healthcare, cultural/community-based work, education/youth services, and hospitality. Trades, IT, and administrative roles remain viable with training support

Cultural Workforce Insight

Participants emphasized that traditional values. Responsibility, respect, accountability, and community can strengthen workforce participation when taught through mentorship, lived example, and action-based learning.

The Ft. Belknap TANF Young Adult Think Tank Survey highlights the importance of aligning workforce development with Aaniiih and Nakoda cultural values. Participants consistently referenced responsibility, accountability, respect, and community as foundational principles that support success in work and life.

Respondents shared that cultural teachings are most impactful when demonstrated through action rather than instruction alone. Hands-on mentorship, intergenerational



learning, and community-based work experiences were identified as culturally appropriate approaches to workforce preparation.

Integrating a cultural workforce lens may include culturally grounded mentorship programs, service-to-work pathways, and accountability models rooted in traditional values. These approaches can strengthen engagement, improve job retention, and support long-term workforce participation among Ft. Belknap young adults.

