

# **WIOA Stakeholder Consultation: The Indian and Native American Program (9-15-14)**

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## **Open Chat 1: What are the opportunities and challenges to improve access to quality services through one-stop centers that the Department should consider in developing guidance?**

- Nancy (1001400257795812078): Cultural awareness training
- Theresa (1001003444289757710): access.
- Stephen (1001228339774785048): will funding to native american organizations be increased so they can participate in AJC and Board activities as required?
- Blanca (1001424558915200433): Understanding the local job market and proving access
- Kay (1001415461429875932): A challenge is States who have regionalized centers creating a challenge to customers without transportation and/or Internet connection
- Stan (1001407753531158473): We agree with Nancy
- Stephen (1000916139897773631): Difficulties in obtaining "buy-in" from AI/AN in order to come into the AJC's
- Madera Workforce (1001127262431610107): stronger connections between existing AJC's and Indian and Native American programs and service providers in the area.
- Mari (1000723343405974861): challenges exist in co-location. there is not always an AJC within close proximity of a rural tribal nation, however it is possible to do itinerant hours on the reservation - flexibility is key
- Elk (1000934944177613505): How will AJCs assure that Indian funds are utilized to serve only Indians and Native Americans?
- Deborah (1000723343405986005): Diversity training is a must for the one stop centers
- Andrea (1001407151627297027): cultural awareness training and access to other resources offered to them
- Sandy (1001423149324743287): diversity training wouldbe good
- Nancy (1000723343405994451): Transportation is a barrier at times. Virtual sites work well -- if there is internet access available in areas. Almost need a "portable" WFC.
- Carla (1000907742902689097): difficulty in working with local centers. too much red tape to share information on clients behalf
- christine (1000723343405999905): The one stop centers receive funding however there isn't a method for accountability of how many native people they are serving or verification of native heritage.
- Lori (1001112334334868779) 2: awareness that the one stop centers are available and ready to help.
- Linda (1001411467606466141): I would also like to know if WIOA will provide additional funding
- Dawn (1000723343405992637): The location of the AJC's is sometimes a challenge, even in Urban areas.
- Maritere (1001423354947628734): Translation of all materials to be handed to clients in all languages spoken by Indian and Native American communities.
- Blanca (1001424558915200433): I agree with Stephen
- Ann (1001317046491469393): Access to "partnerships" are challenges due to funding
- Mike (1000723343405970475): States working with Native american programs need to have a better understanding about the best ways to coordinate. Also Native American programs need to negotiate their role in the AJC that is inclusive and culturally sensitve. Both sides must buy-in to the dual funding relationship and establish methods for prioritizing funding.
- Kay (1001415461429875932): Tribes have an opportunity to cross train existing Tribe/Indian organization staff to assist Native customers in rural locations
- Stan (1001407753531158473): Some oppportunities would include access to other programs that provide wrap around services for clients
- Susie (1001423239976236362): Local flexibility in creating the model that works best in our areas. Ability and technical support to use technology to provide services and access where

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feasible.

- Kay (1001415461429875932): I mean the States cross train INA Tribes/organizations
- Elk (1000934944177613505): Will AJCs not discriminate against American Indians because there is specific "set-aside" Indian funding available in a geographic area?
- Rosemarie (1001424746128690199): more collaboration between one stop centers and other Native American agencies/organizations
- David (1001423149863799423): different regions require different needs
- Ronda (1001422558003836365): Will the NAETC also be consulted with on any of the changes and policy making?
- Nancy (1001400257795812078): Outreach. Our current system expects them to come to us;. We need to train staff to conduct outreach OUTSIDE of the AJC to reach Native Americans at their locations, where they feel comfortable.
- Jose (1000935251898135373): The locations of the JAC's and a contact person that will know about the Native American funding
- Lori (1001112334334868779) 2: Change in the mind-set that AJC's will help them find jobs in their area
- Cuba (1001425360092295749): Additional funding for training is a barrier
- Euphemia (1000723343405991214): Many times barriers are multiple with AI customers and without other AI people, they do not have access to all the services they need, trust is an issue as well
- Carla (1000907742902689097): agree with Christine
- Terrence (1000723343406007110): Lost sound.
- Edna (1000723343406004949): Methods needed to inform this population that the local centers are for them too. My Local Area does not have a large Native American population close by but in the surrounding areas. Those living near by need to know that the local center near where they live can serve them in addition to tribal facilities.
- Juanita (1001425248810132934): transportation is big and educational awareness of the new opportunities with this area other areas may be different
- Arthur (1001401030981748219): agree with nandy
- Nichole Cathleen (1001212900958941974): I agree with Kay in Arizona the transportation and communications to rural communities is extremely limited, I am hoping there is a way of communicating current information.
- Stephen (1001228339774785048): If a native american organization does not receive employment/training funds, can they still participate in the AJC and on the Board at the local level?
- Deborah (1000723343405986005): Transportation to the centers in the urban area is very difficult, setting up local centers (shared resources) to open the door to the population would increase the traffic
- Yolanda (1001128464904723541): I agree with Stan to have wrap around services for our clients
- Elk (1000934944177613505): How will local AJCs assure Indian input into their local planning and also into services for Indians in the local area?
- Kay (1001415461429875932): ABE/GED, access to youth programs like Job Corp, or apprenticeship will hopefully improve to customers in rural locations
- Lolli (1000926154423646723): Cultural sensitivity and combined trainings with state and Tribal organizations
- Kathleen (1001423846694560370): Opportunities-To implement outreach strategies that meet the needs of NA Programs to take advantage of one stop opportunities. Challenges-Remote nature of one-stop locations do not allow for much utilization of existing programs.
- Belen (1001423841900132671): Transportation is a barrier and makes it difficult.
- Maritere (1001423354947628734): Agree with Kay

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- Jose (1000935251898135373): Local AJC's assure Native American input in urban areas
- Kerry (1001012450437418855): Working with one-stops to share information as to the progress of our participants.
- Susie (1001423239976236362): WIBs are compelled to work with other partners, but what is their incentive to work with us? How do we ensure that collaboration is two sided?
- angelita (1000723343405998465): I agree with Elk
- Dei (1001423974306498104): Specialized training requires equipment, will funds be available for equipment purchases?
- Rose (1000723343406007137): At some point, the AJCs will require our programs to contribute funding, how will our grantees address such requirements? Yes, cultural sensitivity information will need to be addressed.
- Karen (1001423346720631060): Department should consider involving the rural area Tribal leaders in the discussion. The nearest to our location is over two mountains; its about a 1 1/2 drive. Transportation is a barrier and challenge for most people. Can their be mobile service or one stop shop via teleconference. Will the reservations have a specific one stop center available in their location?
- Bernadette (1001425837246094352): Challenges: equity of access for native americans residing in urban areas
- Lolli (1000926154423646723): State daycare guidelines prevent people from getting and keeping jobs.
- Dawn (1000723343405992637): Increase access by utilizing more electronic tools to communicate, rather than requiring in-person visits
- Kim (1000723343405988744): AJC's need to understand that American Indians are eligible for services from them; not just from their Tribes.
- Alan (1001425836187741741): Will PY 2015 funding be issued regardless of the next planning cycle ?
- Daniel (1001016040112475151): HOw do the government to government relationships play a part in guidance that is developed?
- Elk (1000934944177613505): How will USDOL assure that Indian and Native American entities are provided fair and equal opportunity to participate in the local AJC leadership, planning, and services?
- Carla (1000907742902689097): agree with Susie on collaboration
- Jose (1000935251898135373): Assuring that Native clients will be a priority at the AJC's
- Charles (1001121765045654143): Transportation in middle georgia is a key as well an people that look like them
- Linda (1001411467606466141): I agree that the One Stop centers need cultural sensitivity training
- Kay (1001415461429875932): Will be good for thorough understanding of allotment process. Are States/Tribes receiving more or less compared to WIA based on Census 2000 forumula funding process.
- Lori (1001112334334868779) 2: Bring in personnel that have been trained properly, know what vocational training is needed for the area
- Edna (1000723343406004949): Communication is again a big issue in assuring diversity is there
- Nichole Cathleen (1001212900958941974): I would like to see more adult programs located at the school in rural communities, this would be a great benefit for parents and students to join together for school to work initiatives.
- Juanita (1001425248810132934): not a lot of my clients have internet access
- Ronda (1001422558003836365): What happens with the State does not invite an American Indian Program to the Workforce Board?
- Belen (1001423841900132671): Cultural sensitivity
- Winona (1000723343405987478): Aloha, This is Winona Whitman from ALU LIKE, Inc. Hawaii .

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The opportunities of being partners in one-stop centers are access to the resources at the one-stop centers, staff training, leveraging of resources, etc. Hawaii has a good relationship with its one-stop centers.

- Maritere (1001423354947628734): Increased collaboration at One-stop centers with HHS so opportunities to address health issues that affect work performance and well being are ignored
- Lovie Thompson: Does the National Farm Worker Jobs Program also align with the Indian and Native American Programs under WIOA?
- Rae (1000723343405996674): One stop centers being downsized in rural areas separating Employment from training funding. Internet speed and bandwidth issues in rural states (upload speeds and download speeds) are extremely costly.
- Mike (1000723343405970475): AJC's are state and locally lead by business and industry and politicians. Nowhere is there guidance on the role of the INA programs as a member of the leadership committee.
- Karen (1001423346720631060): One stop shops should have a Native representative in office to assist the local natives.
- Elk (1000934944177613505): How will the system be accountable back to Indian tribes and/or local Indian-controlled agencies that are directly responsible to the Indian populace?
- Gloria (1000911946284154204): Rural area with limited services; need flexibility to meet the needs of individuals in service area.
- Marlene (1001111643282436030): i agree

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## **Open Chat 2: More broadly, what opportunities do you see for the Indian and Native American Programs under WIOA?**

- rolando (1001208268587868418): Access to better training programs and education
- Nancy (1001400257795812078): Start fresh with a brand new plan
- Juanita (1001425248810132934): access to training and education
- Deborah (1000723343405986005): integrated core services
- Bernadette (1001425837246094352): access to resources
- Mike (1000723343405970475): INA can model some of the most effective aspects and provide guidance to the nation on the best ways to implement collaborative, coordinated AJC services.
- Belen (1001423841900132671): will be able to have more opportunities
- Stan (1001407753531158473): States will have to work with youth all of the way up to age 24 to get GED which is a priority for many of our people
- Andrea (1001407151627297027): better educational oppurtunties, better trainings and better employment
- Lolli (1000926154423646723): Certifications that a person can use throughout the states.
- Kathleen (1001423846694560370): An opportunity to serve youth in NA Programs and strengthen collaboration with state VR. Building of credentialing programs that meet the needs of local labor markets in rural communities.
- Bridget (1000723343406001332): consistent accountability measures, stronger connections with the larger system
- Jim (1001422755858229783): A chance for government to government relationships to be fostered. And training programs within tribal programs/departments for youth AND adults.
- Theresa (1001003444289757710): More emphasis on attaining GED and education, rather than just getting a job.
- Kim (1000723343405988744): Flexibility. WIOA is very similar to the PL 102-477 Program model.
- Jose (1000935251898135373): More access to training programs that are actually focused on the labor markets that are currently hiring
- Elk (1000934944177613505): Shared resources to provide increased services to American Indian clients and local employers, and most efficient utilization of local training facilities and opportunities.
- Kerry (1001012450437418855): Partnering with local community colleges/career tech centers to guide participants toward "growth sector" trainings.
- Lolli (1000926154423646723): Broader network of resources
- Kay (1001415461429875932): See how the federal system will "silo bust" and do "silo implosion". Apperas to me that with the AJC's federal programs will be "co-located" which maintains the continuing of fragmentation.
- Linda (1001411467606466141): It is my understanding that WIOA consolidates DVR and Current WIA for INA programs. If that is the case, it would give us more resources to help our clients.
- Carla (1000907742902689097): would like to know more about the AJC's partner programs and how they will dedicate funding for infrastructure and shared costs? How will that be improved from the current system?
- Blanca (1001424558915200433): Providing more opportunity for CERTIFIED trainings thereby increasing the employment opportunities and/or promotions available to the Native poeoples.
- Lester (1001234940712080930): I agree with Nancy - a better plan!
- Troy (1001424753138079249): Abilty to access the full range of services/partners available under the unified plan and work past single agency limitations for this diverse population.
- rolando (1001208268587868418): Greater emphasis on out of school youth programs will create an increased opportunity to reach more Native American youth

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- Marie A. (1000723343405996678): agree the need for more training and education on the changes for programs that have no additional staff
- Lori (1001112334334868779) 2: Better vocational training for in demand industries in the areas in which the center is in. Access to community colleges that work with the AJC's to provide the vocational training in the proper in demand careers and that provide industry-recognized credentials.
- Nancy (1000723343405994451): Funding for job training that is relevant to local employers and opportunities.
- Sandy (1001423149324743287): provide that population with access to training and employment opportunities
- Dawn (1000723343405992637): WIOA policies and strategies also need to include opportunities for Urban Indians, not just Tribal programs.
- Larry (1000723343406006491): Larry meaningful reforms that focus on insuring Natives receives share of services
- Maritere (1001423354947628734): The language of Section 166, hopefully will be broadened by agency guidance and regulations...there is framework but specifics do not abound.
- Elk (1000934944177613505): Greater accountability from the state-run systems to the Indian populations.
- Ann (1001317046491469393): Assistance with financial needs for education to enhance their chances in the career fields which is being focused on most job opportunities here on our reservation. Tribal Administration is stressing our people be educated to ensure they have the best qualified
- Stan (10014007753531158473): Agree with Rolando
- Yolanda (1001128464904723541): resources that are up to date and services to local and state employers
- Winona (1000723343405987478): Expanding collaborations with community colleges
- Blanca (1001424558915200433): I agree with Lori.
- Belen (1001423841900132671): More trainings and assistance
- Marlene (1001111643282436030): Access to Adult Education Programs as a priority and On Reservation Training to attain an industry recognized credential and other postsecondary needs.
- Lester (1001234940712080930): I believe there will be more buy-in when working with other partners.
- Doreen (1001320061106258015): I see the development of a new 4 year strategic plan an important step, and then hopefully more best practices and partnerships toward career pathways and development of more opportunities for client access to work experience opportunities and OJT, RA...etc.
- Jose (1000935251898135373): Working with local governments and agencies to hopefully provide culturally appropriate training for our clients
- Deborah (1000723343405986005): Training focused on available employment within the service area, allowing for client to be job ready
- Karen (1001423346720631060): Wrap around service in one.....not having to go here and there to basically complete the same application for a different service. Assistance with filing claims instead of waiting for snail mail or waiting on the telephone line for hours. Additional training opportunities.
- Rose (1000723343406007137): The opportunity itself, we can have a fresh start where we have not been able to access before or had limited access. More are willing to collaborate and partner with the new law.
- Kay (1001415461429875932): I see better opportunity as long as Indian Country has a voice - 477 Tribes have been doing the silo busting and implosion so as a Nation we have the experience the best practice to improve our current situation.

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- Carla (1000907742902689097): I agree with Nancy - a better plan
- Ann (1001317046491469393): agree with Belen, more training and Assistance as well
- Stephen (1000916139897773631): Emphasis on Native American Veterans and programs/funding to assist them.
- Margaret (1000935257555817956) 2: Can Utilize the Advisory Council
- Elk (1000934944177613505): Greater exposure of employment and training opportunities to the Indian community and tribal governments.
- Nancy (1001400257795812078): If you can provide us with newest research (clearing house of some sort) and require that plans be supported by evidence-based practices, we'll have better plans.
- Belen (1001423841900132671): I agree with Jose
- Maria (1001425454318337465): I echo Kay's statements.
- Kathlene (1001106938888073891): Strengthening the collaboration efforts between state/Tribal VR programs with the WIOA program.
- Euphemia (1000723343405991214): While there is the possibility for more training services, I know how Michigan Works is here in Michigan and American Indians are a low priority here, they think all Indians get casino money and are not interested in delivering services. I don't mean to sound so negative, but this is the mentality in SE Michigan
- Troy (1001424753138079249): Better correlation with industry/business needs to increase training and employment opportunities.
- Karen (1001423346720631060): I would like specific information on how Tribal TANF ties into this.....as Tribal TANF is very different from County TANF.
- Edna (1000723343406004949): More cooperation among agencies at federal, state and local levels to ensure continued services to individuals so those in need of services get the best information and training for them to re-enter/ enter the workforce. Meaningful educational pathways to help local employers fill open positions.
- Rosemarie (1001424746128690199): better training programs to enhance work experience and skills.
- Elk (1000934944177613505): improved government to government interactions through AJC interactions.
- Kay (1001415461429875932): With WIOA working with other related program services with other federal agencies; open the doors to National Science Foundation, DOT, USDA programs with like services
- Lori (1001112334334868779) 2: Better access to training for youth - disconnected youth need help and guidance and the AJC's can provide that ONLY IF they are working closely with training providers or centers that can provide career training. Provide industry credentials and apprenticeship programs
- Gloria (1000911946284154204): Cooperation from other entities
- William (1001423467352778474): I agree with Karen
- Rae (1000723343405996674): States required to address native employment -which hopefully will address urban versus rural issues
- Marlene (1001111643282436030): I also agree with strengthening the collaboration efforts between state and tribal programs with the WIOA
- Belen (1001423841900132671): I agree with Lori
- Theresa (1001003444289757710): Hopefully more cooperation between Native Programs and state programs.
- Dawn (1000723343405992637): Does "key investments in vulnerable populations" mean more funding for Section 166 programs?
- Elk (1000934944177613505): New opportunity to improve tribal consultation and consultation and utilization of NAETC

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- Kay (1001415461429875932): Hopefully WIOA is considering Interior as a key partner, specifically for the Tribes under 638 agreements
- Alan (1001425836187741741): Working with the One-Stop Career Centers for better training and job placement for our native people
- Carla (1000907742902689097): i agree with Kay
- Doreen (1001320061106258015): increased partnerships with key agencies (workforce partners, educational agencies, employers, etc.)
- Margaret (1000935257555817956) 2: Yes Native American Advisory Council....and yes tribes should have a place on the 'newly formed' as well.
- Elk (1000934944177613505): Yes, what is the difference between these "advisory councils?" Why do we have two?
- angelita (1000723343405998465): Whats the difference
- Kay (1001415461429875932): See oppornity for Tribes to become certified apprenticeship centers
- Marie A. (1000723343405996678): Yes I agree with Elk Who is under the new advisory

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## **Open Chat 3: What challenges does the Indian and Native American Programs face in implementing WIOA?**

- Lolli (1000926154423646723): adapting to change
- Belen (1001423841900132671): funding
- Charles (1001121765045654143): racism
- Rae (1000723343405996674): Funding limitations for tribe
- angelita (1000723343405998465): Funding
- David (1001423149863799423): participation
- Dawn (1000723343405992637): Financial resources to implement the changes
- Daniel (1001016040112475151): Access to resources available to AJCs
- Natalie (1001423252948870723): I agree w/ Belen
- Rosemarie (1001424746128690199): Accessibility to offices
- Gloria (1000911946284154204): limited financial resources
- Stephen (1001228339774785048): lack of ability to participate in board activities by authorized INA representatives at the local level.
- Carla (1000907742902689097): within smaller tribes access to GED classes and teachers
- Stan (1001407753531158473): Working with partners to follow through with their commitments
- Larry (1000723343406006491): acceptance by the established Workforce Investment system
- Belen (1001423841900132671): understanding the procedures
- Elk (1000934944177613505): Needing clarity on the role of tribes and local Native American organizations in local AJC planning and services provision.
- Juanita (1001425248810132934): getting the information out and starting new participation goals
- Ann (1001317046491469393): Funding and training
- Theresa (1001003444289757710): financial and trying to get state programs to work with us.
- Stan (1001407753531158473): Follow up with clients
- Troy (1001424753138079249): Partnerships where prior agreements have not been established
- Erwin (1001106933361724249): Funding and merging of programs perhaps to meet objectives
- Maritere (1001423354947628734): Agree with Belen and guidance and regs must fill in for very broad statements in the law. Much work ahead.
- Kerry (1001012450437418855): Visibility with one-stops and potential partners.
- Belen (1001423841900132671): getting the program started
- Marie A. (1000723343405996678): Funding and training dollars
- Kathleen (1001423846694560370): The focus on youth seems to reduce the service array for adults.
- Marian (1001423349532017415): collaboration with other entities
- rolando (1001208268587868418): Limited ability to provide supportive services to support training
- Linda (1001411467606466141): Additional dollars to implement change and attend trainings.
- Theresa (1001003444289757710): time, how much notice and time will we get to plan?
- Ralph (1000723343405973535): Limited presence and funding, in our state there are two offices covering the whole state
- Mike (1000723343405970475): Asserting itself in the larger discussion, adapting to the change in a way that shows leadership, and aligning services with AJC's as a meaningful mandatory partner.
- Carla (1000907742902689097): outdated/reporting system for INA programs
- angelita (1000723343405998465): Not having a GED Program within our own tribe.
- Nancy (1000723343405994451): Accessibility -- transportation to WFC unavailable and no internet access available

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- Greg (1001423357283248150): Working with the partners, and finding a shared vision
- Kay (1001415461429875932): Not knowing what other partnered monies can be tagged to the Tribe or Indian organization i.e. Adult Education or Carl D. Perkins from ED
- Stan (1001407753531158473): Funding for one-stop delivery system
- Dei (1001423974306498104): fundung
- Alan (1001425836187741741): More funding for training and support services
- Rosemarie (1001424746128690199): lack of education....specifically GED or HSD
- Euphemia (1000723343405991214): It is a challenge to get state programs to work comprehensively with us - there is an element here that we don't need the help because we have tribal money from casinos
- Belen (1001423841900132671): agree with rosemarie
- Elk (1000934944177613505): AJCs need clarity on how they are to involve other "national programs" partners in state-level planning and oversight, as well as local operations.
- christine (1000723343405999905): More time to understand how 166 fits and is recognized by other agencies under WIOA
- Lolli (1000926154423646723): Networking with state agencies
- Donald (1000723343406003415): funding and training programs
- Juanita (1001425248810132934): I think getting a high school diploma is better than GED certificate but thats starts with family ties and support for like all high school students and applying it to our people native
- Kim (1000723343405988744): It was very disappointing that funding for the American Indian programs did not increase. Hopefully, DOL will invest dollars in technical assistance.
- Rose (1000723343406007137): funding, staffing, and period of transition may be slower than state or counties
- Nancy (1001400257795812078): Mainstream Am culture doesn't view barriers the same way as Native Am culture does. For instance - disabilities and mental illness. Mainstream Am cultures sees these as barriers and negative things. Native Am culture views them very differently. This creates communication dysfunction. Why would a NA come to AJC if he/she will be viewed as being sick or incapable?
- Jose (1000935251898135373): FUNDING!
- Karen (1001423346720631060): Having Native representation on the "advisory councils" Challenges with the two worlds, "reservation" and broader community.....we have a lot of challenges and barriers and limited resources.....flexibility is key. Networking.....and sharing information and collaboration.
- Jim (1001422755858229783): We agree with Kathleen.
- Kay (1001415461429875932): Not certain on what the annual allotments will look like under WIOA. I saw the amount in the law but haven't had time to digest
- Carla (1000907742902689097): collaboration with the state client system would be helpful to prevent double dipping in programs
- Edna (1000723343406004949): understanding the terminology and technical requirements of developing plans, reviewing participant eligibilty for WIOA, Data Validation elements and requirements and the Federal Reporting requirements specific to WIOA
- Marian (1001423349532017415): lacking resources (ex. GED programs, HSD)
- Belen (1001423841900132671): Agree with Edna
- Deborah (1000723343405986005): Tribes being ASked to provide more services with less funds. Remove the caps on funding. Costs for training has risen. Now that WIOA aks tribes to train to the available jobs in the area of the tribe, the costs will go up. Meeting the high demand for training.
- Traci (1000723343406007042): accessibilty and adaptability to change for the participants; funding and building collaborative partnerships with surrounding local community

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- christine (1000723343405999905): Increase in funding to hire enough staff to better implement the administrative tasks as well as direct services to our community people
- Elk (1000934944177613505): Equity in performance accountability.
- Rae (1000723343405996674): Limited partners in many rural communities to implement registered apprenticeship programs for all populations including individuals with disabilities.
- Doreen (1001320061106258015): I believe limited funding also. It is difficult to ensure there are enough staff to have a caseload that can serve clients to the best of our ability while also ensuring there is enough funding to implement more work experience, OJT, internships, apprenticeships for clients based on the employers/client's needs.
- Lolli (1000926154423646723): limited staff
- Marlene (1001111643282436030): Preparing adult learners for training that leads to employment. Many participants seem to have basic skills deficiencies that require many hours of classroom preparation before going to the next step. This will require Adult Basic Education programs to be accessible.
- Lori (1001112334334868779) 2: Getting the cooperation of the people at the centers and the people going to the centers for help. Proper career training for youth and adults. Funding. AJC's being able to clarify or recommend a training program to the people they serve.
- Ronda (1001422558003836365): Accessing to more diverse and cultural appropriate services to our population; Better understanding of how we work together as tribal community;
- Marie A. (1000723343405996678): Early notification of working on the future plan
- Margaret (1000935257555817956) 2: technical assistance be provided from DINAP but NOT at a cost to tribes...ie do not reduce the already reduced funds going to tribes by taking TA funds off the top.
- Kay (1001415461429875932): How will WIOA change for the 477 Tribes
- Elk (1000934944177613505): not becoming "invisible" in the new AJC system
- Marian (1001423349532017415): agree with Marlene
- Gloria (1000911946284154204): commitment from state agencies; limited staffing
- Lois (1000723343405996688): Agree with Lolli
- Sally (1000935249348793947): Mandating states to fund Indian programs
- lorenda (1000723343405988751): education, training and job creation in Indian Country (on and off reservation) is costly and our funding in WIOA is so limited - more funding and access to other funding from Education and Commerce
- christine (1000723343405999905): to receive our funding in a timely manner!!!!
- Carla (1000907742902689097): agree that most of my clients have limited internet access to apply for jobs, etc.
- Andrea (1001407151627297027): limited resources or training to the potential staff working with clients
- Winona (1000723343405987478): Retaining our identity while being part of the AJC's
- Margaret (1000935257555817956) 2: Remember that approximately 92% of the 62 grants/contracts that are 477 still are WIOA grantees and not be excluded from training dollars
- Maritere (1001423354947628734): More must be done to invest in the tremendous knowledge resources Indian and Native American populations possess for the good of the country.
- Lois (1000723343405996688): Agree with Margaret statement about TA funds
- Carla (1000907742902689097): agree with Christine
- Kay (1001415461429875932): What is provision for technical assistance and training under WIOA
- Kathlene (1001106938888073891): with limited funding and the cost of training programs on the rise it is looking more like programs will have to be more selective on how we determine eligibility so that we are assured that the clients will have a positive outcome with the common measures.
- Elk (1000934944177613505): assure that states reach out to Indian Country to make sure all

## **WIOA Stakeholder Consultation: The Indian and Native American Program (9-15-14)**

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- elements of the population are covered by the AJC services
- Lolli (1000926154423646723): Exposure
  - Maria (1001425454318337465): Margaret states a good point
  - Lois (1000723343405996688): Agree with Lorenda
  - Erwin (1001106933361724249): Agree with Kay
  - Debra Fox: I agree with Euphemia.
  - Nancy (1001400257795812078): Training of staff who works with job seekers - can you develop some high quality trainings (train-the-trainer) at low cost to attend - perhaps online - and certify the trainers who will disseminate the info to the frontline staff?
  - Lori (1001112334334868779) 2: Better training services being brought directly to the tribal land -- hands-on, portable training aids that teach today's industry services such as telecommunications and energy management.
  - Rae (1000723343405996674): States working directly with tribes allowing for greater funding for tribal employment centers utilizing state funding.
  - Doreen (1001320061106258015): Ensuring that our people have completed GED training before they can access other job-based training is going to be challenging with the recent changes to the GED testing.
  - Rose (1000723343406007137): Yes, retaining identity
  - Elk (1000934944177613505): Increased staffing and support in the DINAP office, to assure grantee needs are adequately addressed by USDOL
  - Traci (1000723343406007042): Any necessary training on the new aspects of the WIOA programs
  - Kay (1001415461429875932): Hopefully no carryover of issues that arose within DOL the last several years with TAT; the current TA provider is so controversial - need to ignite a better future
  - christine (1000723343405999905): Have DOL staff be more present at grantee levels - allow them to travel to our grantee locations
  - lorenda (1000723343405988751): Access to youth funding for all Indian communities
  - Terrence (1000723343406007110): Making sure everybody has up to date computer equipment.
  - Elk (1000934944177613505): support of Indian technical assistance needs
  - Belen (1001423841900132671): agree with taci
  - Cuba (1001425360092295749): Adapting to change with the integrated change
  - Sally (1000935249348793947): agree with lorenda
  - Winona (1000723343405987478): Need increased staffing in DINAP regional areas

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## **Open Chat 4: What are your ideas for the Department to consider in developing guidance for the program?**

- Kathleen (1001423846694560370): Focus on systems collaboration that honors NA programs and culture. Find out what the needs are for each geographic area and customize offerings to meet those needs. Some locations need GED, some need customized training and some will need programming to address specific disability or labor market needs.
- Deana (1001423353437358933): proper staffing of front line offices.
- Elk (1000934944177613505): 21. Who will be interacting with DINAP and/or the NAETC regarding these timelines for implementing WIOA?
- Maritere (1001423354947628734): Integrate health initiatives with every single workforce development effort tied to Section 166.
- Nancy (1001400257795812078): Provide a clearing house for evidence-based programs and practices.
- Belen (1001423841900132671): having the staff trained
- Frances (1000723343405993618): More specifically regional training.
- Kay (1001415461429875932): Identify experienced Indian ET professionals to the rulemaking process
- Andrea (1001407151627297027): tons of training and proper training
- Elk (1000934944177613505): 18. What involvement has the Division of Indian & Native American Programs office or its staff been involved in the department's proposals for new regulations for WIOA?
- Mike (1000723343405970475): State and Local boards need instruction on how best to partner with the INAs. With out clear direction it is seen as a duplication and not complimentary to most boards.
- Sally (1000935249348793947): Stronger role for federal representatives
- Nancy (1001400257795812078): Common definitions of key terms and concepts
- Elk (1000934944177613505): 19. Does the U.S. Department of Labor plan to consult with and involve the Native American Employment and Training Council in its promulgation of WIOA regulations?
- Ralph (1000723343405973535): Increase funding and assure WIOA participation with a presence in the system
- Euphemia (1000723343405991214): It is important for the Department to know the "climate" of state government in relationship to tribal, urban and rural Indian communities...
- Susie (1001423239976236362): Allow for as much local control and flexibility as possible. Local areas know their labor markets well and should be responsible for their public system.
- Kay (1001415461429875932): Continue to use this webinar format for stakeholder engagement in the rulemaking process
- Elk (1000934944177613505): 20. Will the NAETC be kept abreast of departmental timelines for drafting and submitting proposed regulatory language, especially for sections of regulations specific to the Indian and Native American Programs?
- Belen (1001423841900132671): making a clear and detail plan to be able to present to everyone whose involve
- Lolli (1000926154423646723): A productive strategy plan that implements above average training of staff to meet the community and clients needs.
- Traci (1000723343406007042): Consistent and timely notification of necessary changes and adaptations within the programs
- Theresa (1001003444289757710): conference-style training for Indian and state grantees.
- Rosemarie (1001424746128690199): consideration for service areas...example: reservation versus city and ensuring that resources and needs are accessible in all areas...that means

## **WIOA Stakeholder Consultation: The Indian and Native American Program (9-15-14)**

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educational resources and job resources.

- Carla (1000907742902689097): I agree with Elk on DINAP's involvement on the new regulations
- Frank (1001409752764110104): A centralized information hub
- Frank (1001409752764110104): A centralized information hub
- Traci (1000723343406007042): Agree with Belen for clea and detail plan
- Maria (1001425454318337465): Regional, even web-based traiings for existing and new staff
- Sally (1000935249348793947): More coordination with Grant Officers
- Deborah (1000723343405986005): Have grass root level staff assist in developing guidance, it is the front line staff that will have to implement any type of guidance, so it should be them to assist
- Jose (1000935251898135373): reional trainging would be great, even a web based traing would be beneficaid for all parties
- Winona (1000723343405987478): involve DINAP, NAETC and selected grantees in the process of developing guidance for the program
- Kay (1001415461429875932): if using a contractor, announce proposed plan or intent (way) in advance; make the contract specifications public (didn't see the contract specification on the last solicitation)
- Frank (1001409752764110104): More immediate assistance to new grantees
- Elk (1000934944177613505): Does the U.S. Department of Labor plan to further consult with and involve the Native American Employment and Training Council in its design, promulgation, and implementation of WIOA performance measures?
- Nancy (1001400257795812078): Provide templates - a variety so that our creativity isn't thwarted but so that we have something to begin with
- Lovie Thompson: Utilize proven best practices going forward with the implementation of WIOA.
- Kerry (1001012450437418855): Clear set of goals and timelines for the grantees regarding transition.
- Euphemia (1000723343405991214): I do think that is going to vary considerably regionally.
- Maritere (1001423354947628734): Integrate into the policy and guidance formulation process Indian and Native American leaders...policy must be directly responsive to the needs and funding has to go hand in hand with the needs identified.
- Sally (1000935249348793947): Training and technical assistance
- Rose (1000723343406007137): Know when ideas are needed; We can hold "think/talking sessions" for grantee directors either on-line or at regional conferences
- Nancy (1000723343405994451): A clearing house of the variety of programs available -- ways to maximize resources and provide other opportunities.
- Belen (1001423841900132671): having a well explained and detail plan and program that would be easy to understand and implement
- Ann (1001317046491469393): Dept to consider training for staff to have more training/technical assistance to ensure services are being met to participants
- Pat (1001019360232144026): Facilitate education and better understanding between INA Program and WIOA state and local boards/staff
- Susie (1001423239976236362): Tell us what to do, not how to do it, regional variations mean that templates will not work well for everyone
- Margaret (1000935257555817956) 2: Look at commonality from WIA to WIOA...what were most commonly requested waivers? If there remains a Administrative CAP or a Youth AT-RISK income limitation; work with tribes to create a process to make these requests easier to access; for example, what has been done with Administrative Cap request / increases
- Stan (1001407753531158473): How will program performance criteria be developed with the new changes?
- Elk (1000934944177613505): USDOL must provide ample support and time to DINAP and the NAETC in transitioning to WIOA.

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- Blanca (1001424558915200433): Making sure that all the Tribal TANF programs are aware of the mandated participation to collaborate and refer participants to the program.
- Kay (1001415461429875932): Announce the town halls in advance...for instance, will town halls be face to face at i.e. regional meetings planned this next year; or via webinar process.
- Deana (1001423353437358933): invite all partners to the table.
- Nichole Cathleen (1001212900958941974): I would really like to see a better coordination of federal departments such as DOL working better with DOE and HHS this is a serious disconnect between departments
- Maritere (1001423354947628734): Agree with Deana
- Rae (1000723343405996674): Ensure Department of Interior has an active role with tribal participation in implementing WIOA. to meet address specific needs of tribal regions.
- Karen (1001423346720631060): Include Tribal Leaders from the Tribe, Tribal Employment Rights Office staff who deal directly with the tribal community who assist with training and jobs, include Tribal TANF programs, Tribal TANF Subsidized and Summer Youth work programs. Send someone from the local AJC to the reservations for a personal invite to attend planning meetings. Plan in advance and stick to the meeting times/dates I suggest having meetings on the reservations as opposed to traveling to the local AJC site.
- Traci (1000723343406007042): Agree with Maritere about policy guidance formulation process to be directly responsive to the needs of the program and its participants
- christine (1000723343405999905): More training, education and cooperation of all those involved with WIOA, from DINAP, Job connect offices, WIBs, and Grant officers
- Kay (1001415461429875932): A inter-agency webinar for Indian Tribes and organizations; for ED and HHS to listen to Indian country
- Nancy (1001400257795812078): Documentation of what makes effective programs for Native Americans and some things (like a checklist) to help us know what areas we're already strong in and where we need to focus. We need to have a strong foundation before we can build programs on it.
- Marie A. (1000723343405996678): have more involvement with Dinap staff and advisory council and other individuals who have experience with guidance on programs
- Lori (1001112334334868779) 2: Open dialogue between WIB's, local and state agencies and the AJC's and of course the native american leaders. Training and Education that leads to JOBS is the goal and that should be the focus. list of providers for training provided to everyone, enough funding for all programming and staff, and continual cooperation between all agencies
- Blanca (1001424558915200433): Having a clear process of how the transition will affect the current mandated work participation for all TANF programs for adults/youth.
- Karen (1001423346720631060): Agree with Blanca.
- christine (1000723343405999905): Have a federal level conference with all parties involved.....
- Yolanda (1001128464904723541): better exposure that expands outside of tribal connections that have a better working relationship and build new relationships
- Karen (1001423346720631060): Invite all Tribal TANF Administrators!
- Ronda (1001422558003836365): Department needs a better understanding in the Native American communities
- lorenda (1000723343405988751): Dissemination of information, time lines, and on-going dialogue with the INA community, collaboration and dialogue in a mutual relationship with the NAETC, and training for INA programs once the regulations are implemented
- Elk (1000934944177613505): USDOL should advise AJCs of the importance and necessity of respecting and working with the federal regulations that oversee the Indian sections of WIOA.
- Maritere (1001423354947628734): Agree with Ronda
- Doreen (1001320061106258015): It will be important to highlight best practices specific to tribal programs and resources that may emulate what the WIOA changes represent

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- Lori (1001112334334868779) 2: AGREE WITH RONDA
- Lolli (1000926154423646723): Include TANF
- Marlene (1001111643282436030): Training relevant to the topic beginning with historical training to future prospects and improvements to help our communities with the skills necessary to be successful. Continue career pathways and keep up with the latest trends in education, training, that leads to employment. Create a strong MOA with the local adult education programs and postsecondary educational institutions. Postsecondary institutions and State Adult Education Programs need to be included in this partnership. The doors need to be opened from such organizations and educational institutions to help and include our Native Communities.
- Edna (1000723343406004949): Ensure cooperation and data sharing among various program groups so information sharing can help all when obtaining performance and outcome information. If the law for a group of programs indicates the need for the information (Like GED / AHS Attainment or Placement in Employment) then the information should be shared. It may be considered a privacy issue but the individuals sign documents allowing for the sharing of this information for reporting purposes. This is a big hinderance for getting good outcomes
- Lolli (1000926154423646723): State and Tribal for input
- Carla (1000907742902689097): Once again the department should consider getting rid of the antiquated reporting system - Bear Tracks - and not charge to the programs. It should come from the Secretarys budget
- Rae (1000723343405996674): Continue open dialogue with Tribes
- Belen (1001423841900132671): Make sure that all employees and partners are aware of the plan and clarify any concerns
- Rose (1000723343406007137): DINAP and Advisory Council will need to be a strong force together when developing guidance for our programs
- Euphemia (1000723343405991214): Thank you Rose - you are correct
- Elk (1000934944177613505): thank you Rose
- Faron (1001407747969321664): Input from All Tribes and state
- Traci (1000723343406007042): agree with Rae for open dialogue with Tribes
- Maritere (1001423354947628734): Agree with Rose
- Joe (1001305937407541201): i concur w rose
- Ronda (1001422558003836365): Great Rose!
- Dawn (1000723343405992637): Don't leave out the UrbanIndians when developing guidance.
- Blanca (1001424558915200433): There is such a limited amount of resources available to the Native community other than what TANF offers, would like to see more participation from other community resources at a local, county and state level.

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## **Open Chat 5: What is working well in the regulations now?**

- Kay (1001415461429875932): Authority to transfer WIA Section 16 6 under P.L. 102-477
- Rae (1000723343405996674): Tribal flexibility in program design
- Elk (1000934944177613505): Ability to waive certain provisions.
- Kathleen (1001423846694560370): Allowing collaboration with state VR to serve a common customer. It allows for maximized expertise and resources in a culturally sensitive manner.
- Rae (1000723343405996674): P.L. 102-477 program operation
- christine (1000723343405999905): that there is still a DINAP
- Lori (1001112334334868779) 2: The lack of use of the vocational training funding by the native americans...
- Kerry (1001012450437418855): Flexibility with meeting the needs of our clients.
- Euphemia (1000723343405991214): The ability to work autonomously and to be able to provide comprehensive wrap around services
- Winona (1000723343405987478): Flexibility in program activities
- Traci (1000723343406007042): Tribal flexibility in developing program to meet tribal and community needs
- Deborah (1000723343405986005): P.L.102-477
- Kay (1001415461429875932): An advisory council
- Juanita (1001425248810132934): incentives such as supportive services
- Blanca (1001424558915200433): We currently do not participate with WIA other than referring participants to CIMC. We have our own program through our TANF program and have developed and used local Community College to provide training to our participants.
- Kay (1001415461429875932): Dual enrollment with State programs
- Carla (1000907742902689097): Allowing youth program to be conducted in the summer - mostly as opposed to the states requiring a year round youth program
- Ralph (1000723343405973535): The program remains a stand alone and national direct funded, we just need to improve collaboration and awareness.
- Debra Fox: P.L.102-477
- Lolli (1000926154423646723): Flexibility to meet the needs of clients in different areas.
- Doreen (1001320061106258015): The allowance to have WIA included in our P.L. 102-477 Programs and allowing flexibility to some of the requirements due to the fact we are tribal programs and extremely rural areas
- Marlene (1001111643282436030): The ability to customize training for our Native American clients
- lorenda (1000723343405988751): Flexibility of program services and who can apply for designation as a INA grantee
- Traci (1000723343406007042): Agree with Euphemia with the ability to work autonomously and to be able to provide comprehensive wrap around services
- christine (1000723343405999905): Flexibility to utilize funds for an array of services to our native people
- Andrea (1001407151627297027): flexibility and knowing how the cultures/communities work
- Yolanda (1001128464904723541): program flexibility to assist clients and have relationships with other programs within the state
- Ann (1001317046491469393): WIA Section 166 with supportive services and work experience just have barrier with partners funding limits
- Bernadette (1001425837246094352): inclusion of WIA in P.L. 102-477
- Roderick (1001029356112401350): The ability to design local programs to meet local needs of the community and business to obtain better jobs.
- Gloria (1000911946284154204): Flexibility to meet the needs of individuals served by the program

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- Kay (1001415461429875932): The variety of allowable activities for employment and training services (need to add education)
- Rose (1000723343406007137): Flexibility; established partners
- Belen (1001423841900132671): flexibility
- Faron (1001407747969321664): The Flexibility
- Jose (1000935251898135373): I agree with Kay
- Roderick (1001029356112401350): The emphasis on credential training.
- Elk (1000934944177613505): Agree with Roderick
- Holly Morales: The ability to include WIA in our PL 102-477 and the effective reporting through which 477 tribes and tribal organization have been reporting up to now.
- Rae (1000723343405996674): Single reporting features of PL 102-477 programs (annual report) saves administration.
- Carla (1000907742902689097): Collaboration between tribes within the states - for example Oklahoma - OETAC
- Marlene (1001111643282436030): Someone wrote dual credit, I also agree.
- Ronda (1001422558003836365): By Darrell: Continue to have a 166, Advisory Council, Native American employees at DINAP, and Native American Chief.
- christine (1000723343405999905): Ability to leverage resources to customers
- Marlene (1001111643282436030): I agree with the emphasis on credential training.
- Kay (1001415461429875932): The opportunity I forgot to mention before is did I read an eligibility factor under WIOA is free and/or reduced lunch program (youth). If yes, this is a good move forward
- Marie A. (1000723343405996678): being able to promote our program to fit the needs of our service area including summer programming flexibility
- Julia (1000922935875176229): agree with Lorenda!
- Linda (1001411467606466141): Ease of use.
- Elk (1000934944177613505): Indian grantee flexibility is crucial, as tribes and Indian organizations can be vastly different across Indian Country
- Linda (1001411467606466141): Also agree with Lorenda
- Rose (1000723343406007137): Totally agree with Darrell and Ronda!
- Roderick (1001029356112401350): The eligibility of organizations / tribes to participate in WIA
- Marie A. (1000723343405996678): agree E;k
- Nichole Cathleen (1001212900958941974): Forgive me but I do not see anyone answering the question posed.
- Kathlene (1001106938888073891): Agree with Elk
- Carla (1000907742902689097): The ability to include cultural sensitive topics in training
- Margaret (1000935257555817956) 2: flexibility; incorporation in PL 102-477; administrative cap waiver request - streamlined processing within DINAP; clients able to be served at their choice or location (tribal or state).
- Elk (1000934944177613505): Unique ability to meet Indian needs
- Edna (1000723343406004949): Ability to use the strengths of multiple partners to get individuals back to work or re-trained to get a better jobs. Working with employers to identify skill gaps and ways to improve the workforce skills
- Nancy (1000723343405994451): Ability to provide new training programs
- Traci (1000723343406007042): agree with christine about emphasis on leverage and marlene about credential training
- Rae (1000723343405996674): Regulation allow tribal design and the ability to waive regulations
- Alan (1001425836187741741): Agree with Darrell & Ronda

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## **Open Chat 6: What is not working well in the regulations now? How would you like to change them, keeping in mind the WIOA changes?**

- Kim (1000723343405988744): Common Performance Measures
- Kay (1001415461429875932): Participant eligibility needs to change
- Carla (1000907742902689097): timelines for NOI according to the law and when funds are distributed
- Traci (1000723343406007042): getting the proper feedback and poor common performance measures due to lack of employment trackability
- Stan (1001407753531158473): Wish there was a unified system for performance measures
- Daniel (1001423233424448991): Right now we are only using community colleges as training partners. Career colleges are better, they have better job outcomes and better completion rates. We need to embrace career colleges as a first choice and community colleges as a last resort
- Andrea (1001407151627297027): participant eligibility and feedback from participants
- Sally (1000935249348793947): Lack of services for youth
- angelita (1000723343405998465): I agree with Kim & Kay
- christine (1000723343405999905): the lack of communication at the local board levels with the 166 grantees
- Susie (1001423239976236362): Data sharing is important and could improve service delivery, but is hindered by some state agencies.
- Marie A. (1000723343405996678): Measures, eligibility
- Lolli (1000926154423646723): Agree with Susie
- Carla (1000907742902689097): agree with Susie
- Kathleen (1001423846694560370): Limitations on funding; predictability of what a program can expect and levels are not adequate to fund the needs of all consumers who need services in VR. Staffing issues. Technology issues
- Ann (1001317046491469393): Would like to see increase with youth funding
- Theresa (1001003444289757710): state indifference to INA programs.
- Kay (1001415461429875932): Performance measures re-introduced as developed by Indian country in the early 1990's. The leveraging of funds was an excellent measure to validate the level of cost sharing to increase the cost per participant.
- Frances (1000723343405993618): Follow-Up responsibility on the participants' part
- Nancy (1000723343405994451): WFC staff reluctant to fund training programs to due their performance demands - even if employers support initiative.
- Kathlene (1001106938888073891): agree with susie
- Juanita (1001425248810132934): lack of services for youth
- Belen (1001423841900132671): agree with frances
- Lolli (1000926154423646723): Tracking the clients after training
- Kerry (1001012450437418855): Agree w/ Susie too. Data sharing between the states and the grantees.
- Elk (1000934944177613505): Common performance measures may not adequately reflect the real performance of Indian programs in responding to the congressionally stated purpose and intent of Indian workforce development programs.
- Rebecca (1001425853025904474): More training for staff that is specific to aligning workforce development
- Traci (1000723343406007042): data base capability of storing some of the electronic resources and files
- Rae (1000723343405996674): eligibility changes. determination of funding levels to serve

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- highest unemployment regions with more funding to tribes
- Roderick (1001029356112401350): DOL should make it clear that local boards are required to participate with Section 166 Programs
- Kay (1001415461429875932): The cost per participant is way too low.....\$2,000 while compared to Job Corp at \$60,000!!!
- Sally (1000935249348793947): Have regulations comply with the law
- Julia (1000922935875176229): common measures
- christine (1000723343405999905): There is no funding getting to our urban native american youth, programs through AJC are limited or non existent
- angelita (1000723343405998465): The cost for participants
- Debra Fox: Zero funding for youth in our tribe from Michigan.
- Roderick (1001029356112401350): I agree with Kay
- Blanca (1001424558915200433): Agree with Kay.
- Rae (1000723343405996674): lack of tribal access within DOL wage systems to track employment wage info
- Lolli (1000926154423646723): Agree Kay, increase in cost per participant
- Elk (1000934944177613505): Common measures can cause "creaming," and sometimes may neglect the hardest to serve clients.
- Linda (1001411467606466141): agree with Kay!
- Faron (1001407747969321664): Performance Measures and
- Rebecca (1001425853025904474): specific guidelines so programs can develop better program structure
- Maritere (1001423354947628734): Agree with Kay and Roderick
- Dawn (1000723343405992637): Agree with Kay. The cost per participant needs to increase alot to allow for career pathway training
- Carla (1000907742902689097): Is the Department really going to take into consideration all of the concerns and suggestions that have been mentioned today? I don't feel like our voice is heard and it takes years to get anything approved as voted in by the grantees
- Marlene (1001111643282436030): Our program is using the Bear Tracks for WIA Section 166 reporting. The LWIB State WIA is using the Virtual One Stop System (VOSS), both are reporting the same information but using different methods, are there plans anywhere of combining both databased for one reporting system? The state is very stringent with the reporting system as they are constantly monitoring hard files against the VOSS database, etc. We are doing what we need to...
- Lois (1000723343405996688): I agree with Kay - cost per participant is to low.
- Ronda (1001422558003836365): By Darrell: Grandfathering the members of the Governor's Workforce Board; therefore is not granting opportunity for Native Americans to be on the Board.
- lorenda (1000723343405988751): Performance Measures and Outcomes should support the services designed for our respective communities and funding levels
- Terrence (1000723343406007110): I agree with Elk
- Kay (1001415461429875932): Hopefully WIOA for Indian country will help Indian communities identify the facilities (training centers) needed. Indian people are learning from old building, trailers --- would be so much better for our children to learn from facilities they feel proud to gain knowledge for today's industry
- Edna (1000723343406004949): Consider keeping some parts of the common Measures for Adults and Dislocated workers. It is good to not have a completed credential when the reason is the individual returning to work. For Youth the Literacy/Numeracy was difficult. Changing the Youth Goals to be more job and literacy related without the repeated testing from the Common Literacy/numeracy measure. It is difficult to get credential information from educational sources. This is something to review relative to Data Validation. The data validation is needed

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but sometimes it becomes over cumbersome with too many elements.

- Elk (1000934944177613505): Need to better address off-reservation youth services funding that can be provided through the Indian programs
- Roderick (1001029356112401350): Agree with Lorenda
- Kurtis (1001424762553354150): The way youth funding is determined. We don't receive enough to fully serve one youth based on the current method.
- Gloria (1000911946284154204): performance measures; followup; cost per participant
- Roderick (1001029356112401350): Agree with Elk
- christine (1000723343405999905): Difference in reporting data, waiver at discretion
- Faron (1001407747969321664): I agree with Kurtis
- Carla (1000907742902689097): Agree with Rae - lack of tribal access to employment wages
- Kathlene (1001106938888073891): Agree with Lorenda and also taking into consideration the accessibility of resources in communities that are isolated.
- Lois (1000723343405996688): I agree with Elk for funding for off-reservation youth
- Rae (1000723343405996674): Multiple data systems States vary, tribes vary. Cost of data systems and access
- vicki (1001208335604205457): That youth cost per participant of \$2000 must be either a local issue. I don't believe it is in the current WIA regulations.
- Doreen (1001320061106258015): I agree that there needs to be more specific and detailed training to staff on implementation best practices
- Marlene (1001111643282436030): We don't have access to UI reporting.
- Kay (1001415461429875932): The WIB's did not work especially for a rural state like Idaho who lost \$5 million in 2006 (Census 2000). Our state went from six SDA's to two. Hopefully this is not continued under WIOA; our region of state location of our rez is overlooked to booming portions of the state
- Linda (1001411467606466141): I agree with Elk also, we need to provide youth programs in off reservation areas also.
- Kim (1000723343405988744): Tribes need access to funding for technology in order to be more effective and up to date.
- Lois (1000723343405996688): I agree with Lorenda on Performance measures
- Lolli (1000926154423646723): Youth programs on and off reservations
- Kathy (1001423381304300323): Daniel, I'm not sure I agree with you on career colleges. Maybe in different parts of the U.S. career colleges are more successful, but in the midwest they aren't.
- Carla (1000907742902689097): agree with Kim about technology
- Elk (1000934944177613505): Agree with Lorenda on performance measures
- Winona (1000723343405987478): I concur with Lorenda on performance measures
- Kay (1001415461429875932): Purchase all grantees with access to an Economic Modeling systems tool
- Marlene (1001111643282436030): I also agree with Lorenda on performance measures
- Roderick (1001029356112401350): I agree with Lorenda on performance measures
- Rae (1000723343405996674): Tribal counts inaccurate.
- Carla (1000907742902689097): I agree with Lorenda on performance measures - every community is vastly different

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### **Open Chat 7: Is there anything else you want us to share with us today?**

- Carla (1000907742902689097): we are glad you are here Athena!!
- Lois (1000723343405996688): I agree with Carla.
- Andrea (1001407151627297027): thank you for your time.....
- Margaret (1000935257555817956) 2: we welcome you back! We also welcome the chance to voice our opinions.
- Kathleen (1001423846694560370): Focus on providing partnerships with State and NAVR programs that meet the needs of consumers, tribal communities and business. There are some opportunities to build on and meet the needs of native people while assisting the needs of native people with disabilities. Specialized training programs to sustain and foster medical personnel, educators and infrastructure workers that Native Communities have trouble filling due to lack of qualified and trained people. Provide funding levels that make a difference and take people off of benefits if that is what they choose.
- Euphemia (1000723343405991214): for sure Athena - thank you for giving us this opportunity to voice our concerns.
- Roderick (1001029356112401350): DOL needs to ensure the funding levels that the law specifies are given to the programs
- Frank (1001409752764110104): We're very happy to be designated as one of the newly funded centers. Just trying to navigate the process and understand how everything works
- Kay (1001415461429875932): Can INA issue a bulleted list of key issues forthcoming under WIOA especially anticipated annual funding allotments; access to other related monies
- christine (1000723343405999905): thank you for the opportunity to be heard - let's get some things done!
- Linda (1001411467606466141): Thanks for the opportunity to share our opinions. Welcome back Athena, I look forward to seeing you at a conference soon.
- Kay (1001415461429875932): Athena, welcome back!!
- Susie (1001423239976236362): Local control and flexibility are key to ensuring the best possible services to job seekers and employers.
- Winona (1000723343405987478): How will the next INA planning cycle be addressed, especially for the youth programs which are authorized to start April 1st?
- Carla (1000907742902689097): need more approved apprenticeships
- Dawn (1000723343405992637): Thank you for listening.
- Ronda (1001422558003836365): By Darrell: Thank you for the opportunity.
- Traci (1000723343406007042): Thank you for the opportunity to share our ideas and challenges
- Rose (1000723343406007137): These listening sessions are very important. Thank you. We need to have more for a more thorough reflection and response.
- Kay (1001415461429875932): provide us with the technical assistance and training we need....we sure lost that the last few years
- Lolli (1000926154423646723): Thank you!
- Maritere (1001423354947628734): We can not fail anyone and especially not fail these communities.
- Lois (1000723343405996688): I agree with Kay.
- Marlene (1001111643282436030): thanks for the opportunity to review WIOA and the impact it makes in our communities.
- Kay (1001415461429875932): Maintain the diversity of the Council table to be representattive of both urban and reservation programs
- Frances (1000723343405993618): Thank for opening this for us.
- Rebecca (1001425853025904474): Thank you for the chance to participate and share our thoughts

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- Daniel (1001016040112475151): Should we expect to see a new set of regulations pertaining to the implementation of WIOA and what realistic timeline will it take for these to be rolled out?
- Edna (1000723343406004949): Information on how to serve Native American Individuals that are not near their tribal councils would be appreciated.
- Jim (1001422755858229783): Jamestown S'Klallam Tribe appreciates this opportunity to share/out and learn.
- Marian (1001423349532017415): thank you for sharing your thought and opinions. We need more involvement from the Tribal TANF offices.
- Rae (1000723343405996674): Census counts and design needs to ensure that tribal information is gathered to adequately reflect what is occurring in rural areas. Keep us at the table in discussing the implementation of WIOA so that rural and urban tribal issues are addressed
- Elk (1000934944177613505): It is crucial that the Department utilize the resources that it has within the NAETC and the DINAP as a voice for the Indian programs, in this transition from WIA to WIOA. There is much value in the years of experience and leadership that is available from Indian Country through both of these organizations.
- Margaret (1000935257555817956) 2: we have seen DOL in the past, put funding levels out to some programs such as Migrant & Seasonal Farmworkers at a higher amount than authorized ...this needs to be advocated and addressed for our treaty bound Native folks. So, go treasure hunting on behalf of the Native / Tribal grantees!
- Ann (1001317046491469393): We're so "conditioned" in our current status that changes will be challenging to move forward but change is always good. I want to ensure my participants needs are being met without giving them more barriers
- Marie A. (1000723343405996678): I agree with Kay and thank you for including us this afternoon we would more types of discussion like this and updates would be nice
- Roderick (1001029356112401350): We need to continue these opportunities for input throughout implementation of
- Roderick (1001029356112401350): We need to continue these opportunities for input throughout implementation of W
- Winona (1000723343405987478): Mahalo, thank you, and looking forward to more opportunities for grantees to provide input
- Yolanda (1001128464904723541): webinars are very helpful and thank everyone for their support and encouraging words
- Roderick (1001029356112401350): We need to continue these opportunities for input throughout implementation of WIOA
- Kay (1001415461429875932): Will a town hall be at NCAI
- lorenda (1000723343405988751): I would like to see the Department/ETA invest in our community - resources for developing reporting and integrated systems, training and technical assistance. Funding for our DINAP Office. Thank you Athena for this opportunity
- Christopher (1001218446144549128): our office at ASU Office of American Indian Projects is working on the GRIC Career Pathways WIF evaluation and we look forward to sharing our findings in the upcoming year
- Rae (1000723343405996674): GED design needs tribal input
- Deana (1001423353437358933): front line employee training is important!!! Lately locally seems like there is no training taking place in new programs as they come in.
- David (1001423149863799423): cross country cross training by allowing diverse regions to share information and local strategies with other regions across the United States
- Julia (1000922935875176229): How soon will we know about Town Hall meetings
- Theresa (1001003444289757710): Do we have to keep our program names WIOA?
- Terrence (1000723343406007110): Welcome back Athena and thank you for the opportunity.
- Elk (1000934944177613505): When will we see the "next steps" of regulations promulgation for

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## WIOA?

- Kay (1001415461429875932): ED - Carl D. Perkins is currently allows monies to be integrated under P.L. 102-477. The U.S. Department of Education has resisted participation. Hopefully, WIOA changes this course of history\
- Lois (1000723343405996688): Thank you for the opportunity to voice our concerns.
- christine (1000723343405999905): Add Driver's License obtainment as a certification
- Elk (1000934944177613505): Yes, Athena and USDOL, thank you for this opportunity.
- Marlene (1001111643282436030): Yes, driver's licens, please add....
- Carla (1000907742902689097): Agree with Christine! the number of clients without a drivers license is very high
- Ann (1001317046491469393): Great to have ATHENA back!! :)
- Rae (1000723343405996674): Increase PL 102-477 program inclusion by other job/education related program funding
- Kay (1001415461429875932): We are in dire need of more monies for ABE/GED programs. The new GED is significant to our region of state....low low level of completers to date. Monies for instruction/technology
- Traci (1000723343406007042): better re-entry programs
- Rae (1000723343405996674): Dept of Ed inclusion into PL 102-477
- Yolanda (1001128464904723541): i agree with traci there needs to be more awarenes and training programs for re entry
- Cuba (1001425360092295749): What certifications are allowable.
- Kim (1000723343405988744): NACTEP should be a partner in PL 102-477 as identified by law.
- Kay (1001415461429875932): Would be great if WIOA is about "silo busting" can we call our client, participant, student, consumer a common name?
- Margaret (1000935257555817956) 2: Carve out percentage of funds from any 'new' demo grants that the department is looking to put out. Let us compete with ourselves not against everybody / anybody
- Carla (1000907742902689097): Agree with Margaret!
- Rae (1000723343405996674): VR program funding to tribes directly and not make it competitive
- christine (1000723343405999905): Define funding in accordance with percentage of native population nationwide, no matter what amount!
- Kim (1000723343405988744): Voc Rehab and Re-entry funding should also be included in PL 102-477 plans.
- Cuba (1001425360092295749): I agree with Tracy Re-entry programs
- Elk (1000934944177613505): For Tom Finch, how will Indian and Native American entities be apprised of the application guidelines for funding for Indian services that you spoke of?
- Rae (1000723343405996674): Re-Entry funding should be included in PL 102-477.
- Yolanda (1001128464904723541): there is limited funding for re entry that our foundation is experiencing and i think there needs to also showcase that its top barrier in both rual and urban areas
- Margaret (1000935257555817956) 2: allow the Dept of Ed funding references be includable in 477
- Debra Fox: Agree with Rae,
- Kay (1001415461429875932): Have Secretary of Labor office reach out to Interior, Assistant Secretary of Indian Affairs.....need Interior engaged
- Nancy (1000723343405994451): Good links to resources
- Ann (1001317046491469393): Was able to read/see other grantees concerns, issues and suggestions
- Nichole Cathleen (1001212900958941974): Thank You so Much the comments from the participants and your time was very valuable, I can only wish you could have a weekly webinar,

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we would be there!!!!

- Robert (1000723343405994213): the chat room type is small and hard to read at times
- Marie A. (1000723343405996678): funding based on census? numbers not accurate for our area very low turnout on census
- Maritere (1001423354947628734): Agree with Nicole
- Debra Fox: Not only re-entry, but those with felonies that have never been to prison but have a number and experience many problems with employment and training opportunity (lack of)>
- Rae (1000723343405996674): Increase webinars and access for tribal involvement
- Elk (1000934944177613505): Thank you Athena!
- Marlene (1001111643282436030): the information was good to hear and to read all the response, are there any plan to get everyone together for a general meeting and information sessions that may impact our programs.? It would be good to have Adult Education and NACTEP program available as a resource.
- Jeff (1000723343405993501): Good Info.
- Leshia (1001423258715488308) 2: Glad to here othes concerns
- Rebecca (1001425853025904474): Agree with Marlene
- Rebecca (1001425853025904474): Agree with Marlene
- Rose (1000723343406007137): Have concise information on other departments, DOE, HHS, etc. on how they are to collaborate or partner with us under the new law
- Roderick (1001029356112401350): Thank you Athena
- Rae (1000723343405996674): It would have been nice to specifically highlight the specific areas within WIOA which impact tribes directly. Receiving a comparison of where we were, and what we are looking towards.. The last one we saw was a few months back in the comparison.
- Rae (1000723343405996674): Tribal design is important in addressing employment in Indian country. Ensuring that economic development is available ito tribes with all program federal partners.
- Cuba (1001425360092295749): Co-enrollment is if the partner will with training cost .