

DEVELOPING NATIVE WORKFORCES: WHO SHOULD DO WHAT?

In a self-determined, holistic Native workforce development system, everyone involved plays critical roles and works *together* in a coordinated fashion.

TRIBAL CITIZENS

- Help Tribal Nation craft its definition of “workforce development” and set strategic priorities to enact it
- Work for tribal departments and programs to advance those priorities
- Support the Tribal Nation’s system providing them the workforce development and related services they need
- Fulfill the obligations of the workforce development and related services they receive
- Inform the integration of tribal culture and core values in those services

TRIBAL LEADERS

- Set strategic workforce development priorities with citizens’ input
- Ensure priorities align with and advance their Nation’s overarching nation-rebuilding goals
- Develop tribal laws, policies, and administrative mechanisms to advance those priorities
- Build their Nation’s data capacity and develop tribal laws to protect/advance its data sovereignty
- Create and support an impartial mechanism for resolving personnel grievances
- Ensure equitable delivery of workforce development and related services to all tribal citizens
- Hire and delegate authority to qualified staff to administer services
- Grow and retain staff through professional development and merit-based career advancement
- Work with staff to break down programmatic silos that hamper efficiency and effectiveness of services to ensure their coordination in a participant-centered, “wrap-around” system
- Encourage and reward program administrators and staff to develop and implement innovative workforce development solutions
- Co-design with programmatic leaders a process for regular reporting and communication featuring clear roles and accountability between the two groups
- Make targeted workforce development investments in key fields needed to grow Nation’s economy (and secure funding for those investments)
- Institute tribal service and/or employment requirements for citizens who receive financial support from Nation for higher education/training

TRIBAL YOUTH

- Complete secondary education and pursue post-secondary education (college/trades)
- Embrace opportunities to explore future careers at a young age
- Obtain degrees/certifications to secure jobs in Nation’s priority fields
- Start businesses catering to their passions and community needs
- Create/participate in tribal youth councils

FEDERAL GOVERNMENT

- Uphold Public Law 102-477’s mandate supporting self-determined Native workforce development
- Adequately fund Native-led workforce development efforts based on the Native population’s particular education, training, and related needs
- Generate and share Native workforce data in partnership with Tribal Nations and Native organizations

PROGRAM ADMINISTRATORS AND STAFF

- Evaluate/redesign workforce development programs to ensure they advance Nation’s priorities, strengthen tribal culture/values, and support the community’s mental/spiritual wellbeing
- Secure diversified funding base to drive workforce development priorities (and avoid accepting funding that undermines them)
- Build Nation’s capacity to generate/analyze data to assess workforce development landscape, citizens’ needs, and program effectiveness (using partners where needed)
- Grow partnerships with tribal colleges and universities, employers, and other partners to provide workforce development and related services in the fields and ways the Nation needs
- Continuously educate community to deepen its understanding of available services and how they foster individual/familial self-sufficiency

TRIBAL TERO OFFICES

- Enforce tribal TERO laws to ensure qualified tribal citizens receive hiring preference for local jobs
- Coordinate with Tribal Nation and other Native workforce development entities to ensure their education/training programs align with local/regional employers’ needs
- Partner with federal, state, and local workforce development entities and unions to expand citizens’ access to training and jobs

TRIBAL COLLEGES AND UNIVERSITIES

- Partner with Tribal Nation and other Native workforce development entities to align curricula, degrees, and certifications with their workforce development priorities
- Support Native workforce data efforts and capacity building

NATIVE NON-PROFITS AND CDFIS

- Assist Tribal Nation with delivery of key workforce development and related services (particularly off-reservation)
- Train/invest in Native entrepreneurs to start and grow businesses
- Enhance financial capability of Native workers through financial literacy and asset-building trainings

OTHER TRIBAL NATIONS

- Partner with Tribal Nation to provide certain workforce development and related services where it makes sense (ex: intertribal consortia and joint 477 Programs)
- Share effective strategies with the Nation that it can adapt to its own purposes

TRIBAL/AREA EMPLOYERS

- Help design Native workforce education and training programs to ensure participants can successfully compete for their job openings

STATE GOVERNMENTS

- Provide Tribal Nations and other Native workforce development entities their fair share of state and federal pass-through funding
- Provide access to training and technical assistance and forge intergovernmental agreements to fill service gaps

PHILANTHROPY

- Provide Tribal Nations and other Native workforce development entities with long-term, flexible funding to develop innovative solutions tailored to Native people’s distinct needs