

Public Law 102-477: A Holistic Workforce Development Pathway

Public Law 102-477, known simply as “477”, is a federal law enabling Tribal Nations and intertribal consortia to merge federal program funds of their choosing from 12 agencies into a single plan, program, budget, and report – approved by DOI – that support their design and administration of self-determined, holistic workforce development approaches. Below is an overview of the agencies and key programs currently featured in 477 plans (as of 2024), and the benefits more than 300 Tribal Nations generate through 477.



DOI

KEY 477 PLAN PROGRAMS:

- Adult Basic Education (BIE)
- Consolidated Tribal Grant Program (BIA)
- Custodial Care of Adults (Homemaker Services) (BIA)
- General, Burial, and Emergency Assistance (BIA)
- Higher Educations and Scholarships (BIE)
- Indian Business Incubator Program (BIA Office of Indian Economic Development)
- Indian Child Welfare Act (BIA)
- Johnson O'Malley (BIE)
- Job Placement and Training (BIA)
- Living Language Grant Program (BIA)
- Indian Child Welfare Act (BIA)



Education

KEY 477 PLAN PROGRAMS:

- Native American Career and Technical Education
- American Indian Vocational Rehabilitation Services
- Alaska Native Education



DOL

KEY 477 PLAN PROGRAMS:

- Workforce Innovation and Opportunity Act Section 177 (Adult & Youth)
- National Dislocated Worker Grants (Six Types)



HHS

KEY 477 PLAN PROGRAMS:

- Child Care and Development Fund (Discretionary, Mandatory, Construction/Major Renovation)
- Community Services Block Grant
- Native Employment Works
- Temporary Assistance for Needy Families
- Low Income Home Energy Assistance
- Family Violence Prevention and Services
- Child Welfare Services (Promoting Safe and Stable Families)
- Stephanie Tubbs Jones Child Welfare Services (Title IV-B-1)
- Marylee Allen Promoting Safe and Stable Families (Title IV-B-2)

1 Plan Program Budget Report



DOJ

KEY 477 PLAN PROGRAMS:

- CTAS Purpose Area 3 - Guided Path to Wellness
- Mno Bmadzejek Reentry & Diversion
- Office of Violence Against Women Grants to Tribal Governments
- OJJDP Tribal Youth Program (Purpose Area 9)
- Tribal Victims Services Set-Aside



HUD

KEY 477 PLAN PROGRAMS:

- Indian Housing Block Grant



USDA

KEY 477 PLAN PROGRAMS:

- FDPIR



Commerce

KEY 477 PLAN PROGRAMS:

- Building Equitable Native Economies Project (Minority Business Development Agency)



NO PROGRAMS INCLUDED IN 477 PLANS YET.

477 Benefits Reported by Tribal Nations

- Programmatic activities advance *tribal* rather than federal priorities (bolstering sovereignty)
- Holistic, Nation-defined participant services
- A single, efficient intake system (“one-stop”)
- Reduces federal paperwork (up to 90%)
- More staff time spent delivering direct services
- Participants are primarily responsible for their success through individual plans they co-design
- Reduces and streamlines financial reporting
- Increases funding flexibility by merging program funds
- Generates discretionary income through placement of funds in interest-bearing account
- Fuses workforce with economic development (up to 25% of 477 \$ can be for economic development)
- Strengthens communication/coordination between departments/staff by breaking down silos