



Partnership
Success
Employment
Training
Education

The Office of Indian Energy and Economic Development

The Office of Indian Energy and Economic Development (IEED) was created by the Secretary of the Interior to address the overarching issue of economic development in Indian Country so that tribes would have a solid economic foundation to achieve self-governance. The mission of IEED is to enhance the quality of life and promote economic opportunity for American Indians and Alaska Natives in balance with meeting the responsibility to protect and improve their trust resources. IEED believes that vigorous economic development and creation of new jobs are the best antidotes to combat the economic and social malaise in Indian Country through consultation and outreach to Native American leaders, Indian Affairs policy-makers and decision-makers, and Indian people. ●



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Workforce Development

*Investing in our People
for the Future*

The Division of Workforce Development manages P.L. 102-477 which assists tribes in development of education, employment, training, and social services programs.



2008

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INTERIOR



Through P.L. 102-477, the division distributed approximately \$90 million to tribes in Fiscal Year 2007 for the purpose of providing

employment, training, education, childcare, welfare reform, economic development, and related services to assist the economically disadvantaged, unemployed, or underemployed.

The Division of Workforce Development implements the Indian Employment, Training and Related Services Demonstration Act (Public Law 102-477) of 1992, which authorizes Indian tribal governments to integrate a variety of education, employment, training, and social services under a single plan, single budget, and single reporting system. Federal programs that are covered under P.L. 102-477 include any program which provides services to Indian youth or adults that: (1) helps such persons succeed in the workforce, (2) encourages self-sufficiency, (3) familiarizes youth or adults with the workplace environment, (4) facilitates the creation of job opportunities, (5) allows tribes to use a portion of the funds for economic development, or (6) provides services related to any of these goals.

A tribe wishing to participate under P.L. 102-477 initially submits an integrated service plan and budget to the division, which serves as the lead organization. Following an interagency review of the plan and budget, the Secretary of the Interior approves the plan and all affected agencies transfer their funds for the tribe to the division for award to tribal governments under contracts and compacts. The tribe then implements its services under the approved plan and budget.

Welfare Cash Assistance Recipients

One of the major goals of the P.L. 102-477 program is to provide services to welfare cash assistance recipients, some of whom have never worked, have limited work experience, or have minimal education. Some examples of tribal



Left Photo: 477 clients working on resumes. **Right Photo:** (Left to Right) Federal Highways Administration Associate Administrator Fredrick Isler, Interior Assistant Secretary-Indian Affairs Carl Artman, John Navarro of the Council for Tribal Employment Rights Organization, Citizen Potawatomi Nation Delegates Carol Levi and Margaret Zientek look on as IEED Director Middleton announces the creation of a Business Opportunity Workforce Development Center.

accomplishments related to reform of welfare cash assistance activities for their members include:

- The Chickasaw Nation of Oklahoma “Pathway to Success” initiative has helped 96 welfare cash assistance recipients secure unsubsidized employment during the past year.
- The welfare reform program implemented by the Sisseton Wahpeton Sioux Tribe has reduced the rate of welfare recipients who return to welfare during a 12 month period from over 30% in Fiscal Year 2001 to 6% in Fiscal Year 2006.
- The Spokane Tribe of Washington requires that all applicants must obtain their high school degree or General Equivalency Diploma (GED) prior to receiving any cash assistance.

Peer-to-Peer Training Opportunities

The National Native American Economic Policy Summit, held in May 2007 as a joint effort of IEED and the National Congress of American Indians, concluded there is a need to share best practices related to P.L. 102-477 implementation through tribal partnerships, best practice networks, speakers bureaus, and other means. Examples of tribal peer-to-peer training initiatives include:

- Staff within the Sisseton Wahpeton Sioux Tribe have developed a nationally recognized Professional Employment Program for welfare clients. The tribe is currently training other P.L. 102-477 participant tribes to assist them with development of similar programs.

- The Citizen Potawatomi Nation continues to provide training and one-on-one technical assistance to other tribes regarding the use of the P.L. 102-477 initiative as a tool for creating jobs and enhancing business development.

Economic Development

The National Native American Economic Policy Summit concluded that limited access to business development training and a lack of entrepreneurial skills limit economic development. Examples of cases where tribes are successfully making the connection between economic and workforce development include:

- The Chickasaw Nation of Oklahoma’s P.L. 102-477 program has assisted 316 businesses during the past year with economic development initiatives.
- The Spokane Tribe of Washington awarded ten grants through their Entrepreneurship program that created more than 40 new jobs in new businesses opened by entrepreneurs that are providing services for the community. The P.L. 102-477 program has generated \$8.2 million in revenue for the tribal and regional economy in its first nine months of implementation.

Division of Workforce Development

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