

EMPLOYMENT AND TRAINING ADMINISTRATION ADVISORY SYSTEM U.S. DEPARTMENT OF LABOR Washington, D.C. 20210	CLASSIFICATION WIA/Planning/Section 166
	CORRESPONDENCE SYMBOL OWI/INAP
	DATE April 28, 2008

ADVISORY: TRAINING AND EMPLOYMENT GUIDANCE LETTER NO. 25-07

TO: ALL SECTION 166 INDIAN AND NATIVE AMERICAN GRANTEES

FROM: BRENT R. ORRELL *Brent R. Orrell*
Acting Assistant Secretary

SUBJECT: Planning Guidance and Instructions for Submission of a Two-Year Strategic Plan for the Indian and Native American (INA), Section 166 program for Program Years (PY) 2008-2009; applying the Native American Talent and Economic Development (NATED) framework.

- Purpose.** To provide planning guidelines and instructions to Native American grantees for the development of a strategic two-year Comprehensive Services Program (CSP) plan and Supplemental Youth Services Program (SYSP) plan for PY 2008-2009. Native American entities designated as a Section 166 grantee for PY 2008-2009 must submit a two-year plan for meeting the employment and training needs of Indians, Alaska Natives, and Native Hawaiians consistent with the purposes described in Section 166 of the Workforce Investment Act (WIA).

The requirement to submit a two-year strategic plan is contingent upon your organization being "Designated" as a Section 166 grantee for PY 2008-2009. Grantees that are not designated as a Section 166 grantee for PY 2008-2009 will not receive Section 166 funds and therefore, there is no need for them to submit a two-year plan. Grant designations will be made in accordance with the procedures described in the Solicitation for Grant Applications (SGA) process which was published in the Federal Register on January 4, 2008 (73 Federal Re. 883).

As indicated in No. 4 below, the Employment and Training Administration (ETA) expects the initial submission of the two-year plan to thoroughly address the guiding questions in Attachment B. Plans that fail to meet these standards will not be approved. Therefore, grantees are encouraged to begin working on their two-year strategic plan as soon as they receive this TEGL.

RESCISSIONS: None	EXPIRATION DATE: Continuing
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2. References.

- a. Section 166 of the Workforce Investment Act (WIA)
<http://www.doleta.gov/dinap/cfml/wiapage.cfm>
- b. Regulations implementing the WIA Section 166 Indian and Native American Program
- c. TEGL 17-05, Common Measures Policy for the Employment and Training Administration's (ETA) Performance Accountability System and Related Performance Issues located at:
http://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=2195
- d. TEGL 3-04, ETA's New Strategic Vision for the Delivery of Youth Services Under the Workforce Investment Act located at:
http://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=1589
- e. TEGL 28-05, The Employment and Training Administration's (ETA's) New Strategic Vision for the Delivery of Youth Services Under the Workforce Investment Act (WIA): "Expanding ETA's Vision for the Delivery of Youth Services under WIA to include Indian and Native American Youth and Youth with Disabilities" located at:
http://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=2224
- f. TEGL 3-06, Application Instructions for Program Year (PY) 2006 Workforce Information Core Products and Services Grants: Workforce Information Formula Allocations to States located at:
http://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=2254
- g. DINAP Bulletin No. 99-05 Administrative Costs Limitations under the WIA located at: <http://www.doleta.gov/dinap/bulletins/99-05.cfm>
- h. TEGL 13-07, Use of Workforce Investment Act (WIA) Funds for Workforce Development Activities in Support of Economic Development located at:
http://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=2560
- i. TEGL 13-06 and TEGL 13-06 Change 1, Instructions for Workforce Investment Act and Wagner-Peyser Act State Planning and Waiver Requests for Years Three and Four of the Strategic Five-Year State Plan (Program Years 2007 and 2008) located at: http://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=2298,
http://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=2327

3. **Background.** As stated in the enabling legislation, the purpose of the Section 166 program includes promoting "the economic and social development of Indian, Alaska Native, and Native Hawaiian communities in accordance with the goals and values of such communities" (WIA Section 166 (a)(1)(C)). ETA believes that the objectives of the Section 166 program are in agreement with the Workforce Innovation in Regional Economic Development (WIRED) Initiative, which emphasizes the role of talent development in driving regional economic competitiveness, increased job growth, and new opportunities for all workers.

WIRED integrates workforce investment, education, and economic development systems in support of regional economic competitiveness, and is based on the premise that talent development can drive economic transformation in regional economies. In recognition of the fact that many innovative regional economic development initiatives and partnerships already exist throughout Indian Country, ETA, with this planning guidance, is starting a process of adapting WIRED for INA grantees as the **Native American Talent and Economic Development (NATED)** framework. Integrating the NATED framework into the two-year plans will allow INA grantees to express how they plan to connect their programs to talent development strategies in support of regional economic development efforts including:

- integrating Section 166 activities into broader regional economic and talent development strategies in order to increase the employment and career potential for the Native Americans served by the program;
- tailoring training opportunities to the realities of the local economy in order to facilitate job placement and career advancement; and
- ensuring that economic development projects occurring in their communities provide job opportunities to the local INA labor force.

Therefore, as part of the two-year Comprehensive Service Plan (CSP) for PY 2008-2009, ETA seeks to integrate the principles of NATED into the Section 166 program. Item No. 6 of this TEGL explains the principles of NATED, and Attachment B provides guiding questions on how to address the key components of the NATED initiative in the two-year plan narrative. Grantees will have access to training and examples of promising practices to help them guide their planning.

4. **Quality of Plans and the Approval Process.** In an effort to revitalize and improve the two-year strategic planning process, significant changes have been made to the planning requirements for this period. ETA will require that two-year plans for PY 2008-2009 provide a strategy for meeting the employment and training needs of Indian and Native Americans in accordance with the framework and principles of the NATED framework. In the past, grantees could meet the planning requirements by providing updates to their previous two-year plan. However, this two-year plan will be significantly different and grantees are expected to submit new plans. ETA is also requiring that this two-year plan address in greater detail the services that will be provided to Native Americans and projected outcomes.

For the PY 2008 – 2009 Comprehensive Service Program (CSP) plan, grantees are expected to include the number and types of participants served, as well as the

kinds of services that will be made available. The plan should discuss current and projected labor market demand in their services areas, and identify strategies that will be implemented to meet those changing needs. Moreover, the grantee operating the CSP must address program planning and service delivery approaches, and state how the program intends to collaborate and partner with other organizations to leverage and share limited resources. The CSP grant recipients should demonstrate what "good faith efforts" have been made with Local Boards in establishing Memorandum of Agreements. The plan should also include any barriers the grantee has experienced in attempting to incorporate the One-Stop Career System approach. (Attachment B).

The PY 2008-2009, Supplemental Youth Service Program (SYSP) plans are only required for grantees receiving these funds. Since some of the items cited in the CSP narrative apply to both the CSP and SYSP, grantees need only address the items indicated below, along with the youth goals and calculation worksheet in Attachment E. In PY 2009, grantees will be required to implement the youth common measures, and the SYSP design will need to be modified prior to April 1, 2009.

The SYSP plan should indicate the number of youth to be served, and specifically identify strategies for recruiting and retaining most-in-need and/or at-risk-youth. The SYSP plan must address what services and training are being offered to prepare individuals who are entering the labor market. Plans to reduce dropout rates and improve access to post-secondary education should also be included in the SYSP plan.

Grantees are encouraged to identify alternative learning opportunities in the SYSP plan that prepare youth for post-secondary education. Youth activities that promote cultural identity should be included in the SYSP plan. The plan should demonstrate how the program intends to partner with educational providers to academically prepare students to successfully move into post-secondary education.

Plans that do not fully address the guiding questions in Attachment B or are otherwise incomplete will not be approved. Grantees will be given the opportunity to amend their plan after the initial submission; however, such amendments must be submitted within 15 days from the date the grantee was notified by the Federal Project Officer that the plan will require amendments in order to be approved.

Grantees that have been given an opportunity to amend their plan, and the plan still does not meet the requirements of this TEGL will be determined to have "failed" to

submit a two-year plan. Grantees that fail to submit a two-year plan may be subject to sanctions including the possible defunding and reassignment of the service areas.

5. **Unspent Funds from Prior Program Years.** In PY 2006, the Native American program had a total of \$55,435,007 in WIA funds available for expenditure. This included \$43,427,182 from the PY 2006 funding appropriation (excluding PL. 102-477 grantees) and \$12,007,825 from unexpended funds from prior program years. Of this amount, the total expenditures at the end of PY 2006 were \$41,546,622 leaving \$13,888,385 in unexpended funds at the end of the program year (June 30, 2007). Given the employment and training needs among Native Americans, we expect unspent funds to be minimal at the end of the program year. WIA regulations at 20 CFR §668.296(d) allow for funds to be reallocated from one INA grantee to another if a grantee has unspent funds in excess of 20 percent of the total funds available at the end of a program year. At the end of PY 2007 (June 30, 2008), ETA will recapture funds from grantees that have carry-over funds in excess of the 20 percent limit and re-distribute the funds to grantees that were under the 20 percent carry-over limit.

In order to maximize expenditures, grantees should factor in their new PY 2008 funding and any unspent carry-over funds from prior program years. In addition, grantees should plan their budgets to provide quality employment and training services to the maximum number of participants.

6. **Guiding Principles of the Two Year Strategic Plan.** For this two-year strategic plan, grantees must incorporate the principles of NATED in the narrative section of the plan. These principles support the integration of Section 166 programs into regional economic and talent development strategies. Grantees must demonstrate how their program intends to:

- build a demand-driven talent development system that incorporates regional economic development needs and strengths;
- align regional economic and workforce development efforts, including Section 166 program activities;
- enhance an integrated service delivery system that focuses on services rather than programs;
- advance a vision for serving youth most in need (for grantees operating youth programs);

- utilize workforce information and economic data as the foundation for strategic planning and career guidance;
- strengthen partnerships with community- and faith-based organizations;
- utilize an integrated and enhanced performance accountability system.

Each of these principles is described in more detail below.

A. Demand-Driven Talent Development System that Incorporates Regional Economic Development Needs and Strengths.

INA grantees have an opportunity to provide their customers with enhanced education and career opportunities as well as to advance regional economic competitiveness by preparing individuals for the jobs in regional economically vital industry sectors. INA grantees must work in partnership with tribal economic development entities, the workforce investment system, the One-Stop Career Center System, business and industry, educators, economic development agencies and other strategic partners in order to: 1) fully understand the available education and career opportunities, 2) most effectively leverage other resources, 3) shape new strategies to ensure Native Americans are considered a valuable labor pool, and 4) overcome their challenges to both education and employment. In so doing, INA grantees will accomplish two important goals. First, INA workers will be trained and placed in industries with career advancement potential. Second, grantees can contribute to local economic growth by supplying critical labor resources to local economic development initiatives, especially those in the start-up phase. As appropriate, INA grantees should:

- a) collaborate with regional strategic partners as part of a talent development system, and not just as a job-training provider,
- b) align post-secondary education for lifelong learning opportunities with the region's talent development strategy,
- c) partner with tribal economic development entities, workforce investment system partners, educators, and regional economic development agencies to provide integrated services rather than operating a siloed system,
- d) align workforce development activities with economic development initiatives in the region,

- e) maintain flexibility in order to take advantage of entrepreneurial and small business opportunities, and
- f) work with education, employer, and economic development partners to gather and analyze a wide array of current and real-time workforce and economic data in order to develop economically-relevant strategies, routinely track economic conditions, measure outcomes, and evaluate local economic competitiveness,

B. Implement Innovative Workforce Education and Preparation Strategies To Maximize Career Opportunities in High Growth, High Demand Industries and Promote Life-Long Learning.

As INA grantees shift from job training to talent development, education strategies should focus not only on initial job placement but also on career and educational advancement. Working with education providers to develop the following strategies can help:

- a) grantees receiving youth funding: designing K-12 and alternative education curricula to academically prepare students to successfully move into post-secondary education and to succeed in the workplace. Grantees are encouraged to identify a variety of alternative learning opportunities (multiple education pathways) that prepare youth for post-secondary education.
- b) offer more entry and exit points in adult learning initiatives in recognition of the fact that students need to earn and learn simultaneously, and may need to approach both their education and career progression incrementally. This is particularly essential for incumbent workers who need lifelong education to remain in economically self-sustaining jobs.
- c) developing new education models to support cross-disciplinary learning to meet the expanding range of competencies and skill sets that are needed on the job.
- d) using Registered Apprenticeship as an important talent development strategy and a critical post-secondary education and training opportunity.

C. Enhancing an Integrated Service Delivery System that Focuses on Services Rather than Programs.

INA grantees that conduct field operations or provide substantial services are required partners of the One-Stop Career Center delivery systems and should seek to leverage other resources through collaboration with strategic partners and opportunities to enhance service delivery through integration. Rather than operating as a siloed service-delivery system, INAP grantees should “in-good faith” negotiate a Memorandum of Understanding (MOU) with Local Boards regarding the workforce investment system; thus facilitating a seamless system organized around service delivery rather than as separate programs. INAP grantees that do not provide substantial services are encouraged to participate in the One-Stop Career Center Delivery System. Customers should be viewed as consumers of the workforce system rather than of a specific program.

The planning process offers a vehicle for grantees to identify strategies for integration within the broader workforce system and to identify collaborative strategies to enhance service delivery for INAP participants. One mechanism for integrating service delivery is through the MOU with state and/or local workforce investment boards. Consolidation and coordination of employment and training programs is one of the fundamental purposes of the Workforce Investment Act. Accordingly, this two-year strategic plan requires grantees to submit a copy of their MOU, which has been negotiated with the state or Local WIB. Grantees that have not entered into a MOU with their state or local WIB must provide documentation that they have made a good-faith effort to negotiate an MOU with the state or local WIB.

D. Advancing a Vision for Serving Youth Most in Need.

Children living in an American Indian Area (AIA) are more likely to live in poverty than those living outside. In 1999, 38 percent of children living in AIAs were living in poverty, compared to 27 percent of those living outside AIAs.¹ As of 2003, close to 23 percent of American Indians and Alaska Natives ages 25 and over had not completed high school compared to 15.4 percent of the general population.² The workforce development system needs to address this problem by serving youth most in need, particularly Native American youth, children of incarcerated parents, and youth with disabilities to help them achieve literacy and numeracy gains, attain a high school diploma, and transition to post-secondary

¹ U.S. Census Bureau, Census 2000, Summary File 4.

² U.S. Department of Commerce, Census Bureau, Current Population Survey (CPS), March 2003.

education and career pathways. In an attempt to address this problem, the U.S. Department of Labor has developed a Youth Vision (described in TEGs 3-04 and 28-05 and available on www.doleta.gov), which proposes that the public workforce system serve the neediest youth: youth aging out of foster care, those involved with the juvenile justice system, children of incarcerated parents, migrant youth, Native American youth and youth with disabilities.

INA grantees receiving youth funds, where possible, should work with other workforce investment system partners, such as the education community, employers, and community organizations, to align resources in order to remove barriers and increase access to post-secondary education. This may include conducting planning sessions with providers to identify existing resources and gaps in services in the community and developing strategies to jointly address these gaps. WIA Section 166 supports the development of academically rigorous education pathways that help youth achieve the competencies necessary for today's climate while acknowledging their different learning styles and constraints.

E. Utilizing Workforce Information as the Foundation for Strategic Planning and Career Guidance.

To effectively develop and implement workforce development strategies in the current economy requires a strong understanding of regional economic conditions. Without accurate data about employment prospects, economic development projects on the horizon and education opportunities, the workforce development system and INA grantees will not be able to train and place participants in jobs with strong career pathways that promote lifelong learning. Ideas for expanded data sources and categories of data that can be sought and used to create new knowledge about regional economies were set forth in TEG 3-06, available at http://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=2254

F. Strengthening Partnerships with Faith-Based and Community Organizations.

The U.S. Department of Labor encourages INAP grantees to build and strengthen partnerships with community- and faith-based organizations. In many instances, these organizations are already managing and implementing programs and services that target the population served through WIA, such as job readiness and life skills training or services for populations most in need. Through collaboration, resources can be leveraged to provide a higher quality and more efficient workforce investment system.

G. Enhancing Performance Outcomes.

Performance accountability systems provide a link between services, outcomes, and results achieved. The recently implemented common measures are one critical component of DOL's efforts to facilitate this process. These measures describe in a similar manner the core purposes of all programs operated by the workforce investment system - did people find jobs, did people stay employed, and did their earnings increase. INA grantees are tracking performance outcomes using the Management Information System (MIS) Bear Tracks and are reporting regularly to INAP about program outcomes. As part of this planning process, grantees must complete the worksheet in Attachment C, which will provide ETA with the projected enrollment and outcome goals for the planning period.

- 7. Common Measures (CSP ONLY).** Section 166 grantees began using the common measures performance system in PY 2006 for the CSP (Adult) program only. As stated in previous guidance, baseline data must be collected and evaluated before performance levels can be established for the three common measures, (e.g.) Entered Employment Rate, Retention Rate and Average Earnings). PY 2006 was the first full year to collect performance data on the common measures, and due to the time lag in receiving performance outcomes for the Retention Rate and Average Earnings, ETA does not have sufficient base line data in order to establish individual grantee performance levels for these two measures. However, the INA program has always had an Entered Employment Rate similar to the Common Measures Entered Employment Rate. Therefore, a minimum and recommended level of performance for the Entered Employment Rate has been established for each INA grantee based on the economic conditions in the grantee's service area and the socio-economic characteristics of the participants served in the previous program year. Attachment F provides the minimum and recommended levels of performance for your organization. The SYSP will continue to use the existing 13 participant goals and attainments for PY 2008. ETA anticipates implementing youth common measures beginning in PY 2009. In addition to the common measures, the Office of Management and Budget (OMB) tracks program efficiency for many government programs including the Section 166 program as part of the Government Performance Results Act (GPRA). The GPRA measure determines the efficiency of a program by determining the number of people the program serves given the amount of money the program receives.

ETA has established an efficiency rate (also known as an Average Cost per Customer) for the Section 166 INA program of \$2,300. This rate includes enrolled participants

and self-service customers. In order to meet this goal, the Section 166 program must serve a total of 18,834 customers in PY 2008. This is calculated by dividing the amount of funding the program receives (³\$43,318,672) by the efficiency rate (\$2,300) (i.e. \$43,318,672 divided by \$2,300 = 18,834). In addition, ETA has established a secondary efficiency rate for enrolled participants ONLY (i.e. without self-service participants) of \$3,500.

Since each individual grantee contributes to the efficiency rate based on the total number of customers served in the Section 166 program, it is important that each grantee serve a certain number of customers given the amount of funding it receives in order for the overall Section 166 program to meet its efficiency goal. While many grantees have an efficiency/average cost per customer rate below \$2,300, some grantees far exceed this level. Therefore, as part of this two-year strategic plan, a worksheet has been attached (see Attachment C) to assist grantees in determining their efficiency rate. Section II.3 (column C) of the worksheet provides the estimated efficiency rate without self service customers. Section IV.5 (column C) provides the estimated efficiency rate using program participants and self-service customers.

Grantees are not dissuaded from submitting efficiency costs greater than the amounts indicated above. ETA recognizes that a high efficiency rate is not necessarily an indicator that a grantee is inefficient. For example, grantees may invest more money and resources into training participants in high quality/high cost training programs that produce better performance outcomes. Exceeding the above mentioned cost per customer rates does not put a grantee at risk of being sanctioned. However, based on the information provided in the worksheet, ETA may require grantees to submit additional financial information if the efficiency rate in Section II.3 is greater than \$3,500 or the efficiency rate in Section IV.5 is greater than \$2,300.

8. **Period of Performance.** This two-year plan covers the program year April 1, 2008 - March 31, 2010, for the SYSP and July 1, 2008 - June 30, 2010, for the CSP. The grant funds provided in PY 2006 and PY 2007 can be expended during this two-year cycle,

³ The total funding allocation in PY 2008 for the Section 166 program is \$52,757,931. However, only funds actually received by Section 166 grantees are considered in calculating the efficiency measure. Therefore, the figure above excludes \$527,579 that is reserved for TAT and \$8,911,680 that is transferred to the Department of Interior as part of Public Law 102-477 Demonstration Act.

except that PY 2006 funds will not be available for expenditure in PY 2009 since all grant funds have a 3-year expiration date. SYSP funds may not be available in grantee sub accounts at the beginning of the PY (April 1st), however, grantees may use "carry-over" funds from previous PYs (if available) to implement the SYSP.

Grantees that do not have carry-over funds from previous PYs may use other (non-restricted) resources to begin operating a SYSP and reimburse the program for allowable costs retroactive to April 1, when funds become available in grantee sub accounts. However, grantees should be aware that a formal commitment or obligation of DOL funds will only occur when a Notice of Obligation has been issued by the Grant Officer and the subsequent two-year plan has been approved. Grantees that have not received an official "designation" letter from the Grant Officer re-designating their organization as a Section 166 grantee, or that have been "conditionally" designated, have a greater risk of not being reimbursed for funds that have been advanced to their WIA program.

9. **Administrative Cost Limit.** DINAP Bulletin 99-05 (dated December 10, 1999), provides ETA's policy on administrative cost limits for each Section 166 program. The policy sets a limit of 15 percent (of the funding year allocation) for administrative costs, with an exception that ETA may approve a higher administrative limit, not to exceed 20 percent, if a grantee can provide acceptable justification for a higher limit. Grantees requesting a rate higher than 15 percent for this two-year plan must include a detailed administrative budget and narrative justification with the two-year plan. The budget should include items such as indirect costs, staff salaries, fringe benefits, rental space, utilities, equipment, supplies, travel, etc. The regulation at 20 CFR 667.220 defines what functions and activities constitute administrative costs subject to the administrative cost limit.
10. **Grievance Procedures, Complaints, and Appeals Processes.** According to the regulations at 20 CFR 667.600, grantees must provide a copy of their grievance procedures to participants and other interested parties. A copy of the grantee's grievance procedure must be included as an attachment to this two-year plan. At a minimum, the grievance procedure must include: 1) a process for addressing grievances and complaints from participants and other applicable parties; 2) an opportunity for a fair and impartial hearing to be completed by the grantee within 60 days of filing the grievance; and 3) an opportunity to file a grievance with the Department of Labor's, Indian and Native American Program when a decision is not made within 60 days or either party is dissatisfied with the local hearing decision. Violations under the provisions of WIA section 188 may be directed or mailed to the Director, Civil Rights Center, U.S. Department of Labor, Room N4123, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

11. **Modification of an Approved Plan.** Approved plans may be modified, upon Grant Officer approval, when it is determined that the grantee's current two-year strategy is not meeting the workforce needs of the community or when shifts in the local labor market and/or employer demands (such as job skills training) require a strategy that is significantly different from the approved plan. Modifications are not necessary for changes that do not significantly change the scope and purpose of the approved plan. Grantees should contact their Federal Project Officer when planning to change the scope, purpose or design of their grant to determine whether such changes are significant enough to require prior Grant Officer approval.
12. **Waivers.** WIA Section 166(h)(3) permits waivers of any statutory or regulatory requirement except for those areas cited in Section 668.920. DINAP Bulletin 95-29 provides specific instructions on how to request waivers to the regulations and other program requirements. Grantees may submit a waiver request along with their two-year plan; however, waiver approvals follow a separate process than two-year plan approvals. Therefore, waiver requests should be included in the two-year plan as a separate attachment. Grantees may also submit a request for a waiver at any time during the two-year program period.
13. **Acquisition of Equipment.** Grant Officer approval is required prior to the acquisition of equipment that has a useful life of more than one year and an acquisition cost of \$5,000 or more per unit pursuant to OMB Circulars A-102 [29 CFR 97.33] and A-110 [29 CFR 95.2 (n)]. Approval of equipment is a separate process and cannot be included in the overall approval process of the two-year plan. Grantees must submit requests for the purchase of equipment separately.
14. **PY 2008 Funding Allocations.** The PY 2008 appropriation levels for the Section 166 CSP is \$52,757,931 and \$13,861,042 for the SYSP. Attachments G and H of this TEGL provide the funding allotments for individual grantees. The allotments provided in this TEGL are for planning purposes only and are not an official commitment/obligation by the Department. The allotments do not reflect any changes that may occur as a result of the recent competition process. Grantees will receive an official Notice of Obligation from the Grant Officer upon approval of the two-year plan.
15. **Assurances and Certifications.** Assurances and certifications will be required for this plan. Attachment D provides the assurances and certifications that must be submitted with this plan. Grantees should review the assurances and certifications to be aware of the responsibilities and requirements in administering the Section 166 grant.

16. **Action Required.** The due date for submission of the two-year plan is 60 Days from the date of this guidance. Grantees must submit three copies of the plan with at least one plan having an original signature of an authorized official that matches one of the names on the Grant Signature Sheet (Attachment A).

Grantees must submit the two-year plan postmarked no later than 60 Days from the date of this guidance, to the address provided below. Please be aware that mail in the Washington D.C. area continues to go through decontamination procedures. Therefore, it is recommended that grantees use an overnight mail service in order to expedite the delivery of the two-year plan. Grantees may also e-mail an electronic version of their plan to inaplan@egrants.gov. Please note that e-mailed plans still require grantees to submit an original signature sheet (Attachment A) in the mail or overnight delivery to:

U.S. Department of Labor
Indian and Native American Programs
Office of Workforce Investment
200 Constitution Avenue, N.W.
FPB Room S-4206
Washington, D.C. 20210
ATTN: MIS-CSP_DESK

17. **Inquiries.** Please direct questions to your designated Federal Project Officer provided below.

Evangeline M. Campbell, Program Manager (202) 693 - 3737

Andrea Brown (East)	(202) 693-3736	Duane Hall (Midwest)	(972) 850-4637
Craig Lewis (Midwest)	(202) 693-3384	Guy Suetopka (West)	(415) 625-7988
Dawn Anderson (Midwest)	(202) 693-3745	Si Seciwa (West)	(415) 625-7987

18. **Attachments.** The following attachments and required documents must be included.

Attachment A:	Grant Signature Sheet
Attachment B:	Two-Year planning narrative
Attachment C:	Participant Planning, Efficiency and Outcomes Worksheet
Attachment D:	Assurances and Certifications
Attachment E:	SYSP Goals and Calculation Worksheet (SYSP funded Grantees only)
Required Documents:	Grantee Grievance Procedures
	Indirect Cost Rate / Cost Allocation Plan (if applicable)

Attachments for Information Only: (Do Not Return with Plan)

Attachment F: CSP Performance Worksheet
Attachment G: SYS Allotments
Attachment H: CSP Allotments

**GRANT SIGNATURE SHEET
WORKFORCE INVESTMENT ACT SECTION 166
INDIAN AND NATIVE AMERICAN PROGRAMS**

GRANT NUMBER _____ (New Number will assigned by the Grant Officer) **MODIFICATION NUMBER** _____ **1**

Grantee Name and Address:

Contact Phone No.:

This document: (check **only one** appropriate action)

- A. Submits a new Two Year Plan for the period 4/01/2008 to 6/30/2010
- B. Modifies the current Two Year Plan to incorporate Program Year(s): _____ and _____

Briefly describe the purpose of the action and attach supporting documents and/or narrative as needed.

Implements a new two-year strategic plan for Program Years (PY) 2008 & 2009

Approved for the Grantee by:
Name:
Title:

Signature Date

Attachment B

Two-Year Comprehensive Service Plan (CSP) Narrative

Grantees should consider Native American Talent and Economic Development (NATED) principles and strategies as they answer the questions in the two-year strategic plan narrative. Plans should thoroughly address the items in this attachment in order to be approved.

1. **Participants.** Describe the number of participants to be served. If the grantee has established a priority system for serving eligible individuals due to limited resources or to focus on a certain segment of the eligible Native American population, describe the priority system.
2. **Array of Services.** Please describe the array of services the grantee intends to make available to participants. Describe the training strategies that will be implemented in order to prepare individuals for entering the labor market. Describe how strategies will increase the number of participants gaining educational or industry recognized credentials.
3. **Labor Market Demand.** Describe the labor market demand in the grantee's local and regional areas. Please include any information you have about local and regional economic development, industry strengths, as well as economic development projects on the horizon (e.g., casino expansion, sewer development, farm expansions, housing development, hotel development, fish hatcheries, etc.).
4. **Local and Regional Economy.** How will you prepare individuals to meet the demands of the local and/or regional labor market? How will you take advantage of local and/or regional economic development projects? How will you link with others to provide training to prepare individuals for placement with employers or industries that are strong or are growing? If you are planning to make available entrepreneurial training, describe how the training is linked to other services and how it supports successful small business development.
5. **Employer Engagement.** Please describe how you plan to engage employers (business and industry, private and public, including tribal) in your program planning and program service delivery strategies.
6. **Partnering.** Please list the agencies and organizations that you plan to partner with, how you plan to leverage and share resources, and how you will engage in information sharing with these partners in order to track participants, including the following:
 - a. K-12 and/or alternative schools, tribal, technical, and community colleges.
 - b. Economic development agencies, such as tribal departments of Human Resources and Department of Economic and Business Development, local WIBs, Chambers of Commerce, and local businesses.
 - c. Faith-based and community based organizations.

Attachment B (Continued)

- 7. Workforce System Relationships.** Describe your current relationship with local, regional, or statewide workforce development systems, including any Memoranda of Understanding (MOU) with the local or statewide workforce investment board(s) (WIB) if any, as well as relationships with One-Stops Career Centers (if applicable). If an MOU or a relationship with the local One-Stop Career Center has not been established, provide a detailed explanation and describe the actions or initiatives the grantee will take to address this issue. Incumbent grantees should submit a list of local or statewide WIBs with whom MOUs have been negotiated.

Supplemental Youth Services Plan (SYSP) Narrative

A SYSP plan narrative is only required for grantees receiving SYSP funding. Since some of the items addressed in the CSP narrative apply to both the CSP and SYSP, grantees need only address the items indicated below, along with the youth goals and calculation worksheet in Attachment E. **Note:** In PY 2009, grantees will be implementing youth common measures and the SYSP design may need to be modified prior to April 1, 2009.

- 1. Participants.** Describe the number of youth to be served in the SYSP. Please address strategies for recruiting and retaining most-in-need and/or at-risk-youth in your programs.
- 2. Array of Services.** Please describe the array of services the grantee intends to make available to participants. Describe the types of training that will be offered to prepare individuals for entering the labor market. Describe strategies to reduce dropout rates and improve access to post-secondary education. Grantees are encouraged to identify a variety of alternative learning opportunities (Multiple Educational Pathways) that prepare youth for post-secondary education.
- 3. Cultural Identity.** Describe any efforts that encourage culturally relevant youth activities, such as any interaction with educational providers that academically prepare students to successfully move into post-secondary education and succeed in the workplace while maintaining or promoting cultural identity.
- 4. Partnering.** Describe how the SYSP program will partner with educational providers to academically prepare students to successfully move into post-secondary education.

COMPREHENSIVE SERVICES PROGRAM ATTACHMENT C

Grantee: _____

Section I: Total Funds Available

Section I. Total Funds Available	Funding
1. PY 2008 Funding (See Attachment H)	
2. Estimated carry-over from prior program years	
3. Total Funds Available	

Sections II, III, IV & V: Total Participants, Customers and Exiters

Section II. Estimated Participants, Funding and Efficiency	a. Participants	b. Funding	c. Efficiency
1. Number of New Participants Enrolled in the Program for PY 2008			
2. Participants Carried Over from the Previous program year			
3. Total Participants, Funding and Efficiency (w/out self service customers)			
Section III. Estimated Self Service "Customers"			
4. Number of Customers that Receive Self Services Only for PY 2008			
Section IV. Efficiency - Participants and Self Service Customers			
5. Total Participants, Funding and Efficiency (with self service customers)			
Section V. Estimated Exiters			
6. Number of participants in line II.3 above that will exit in PY 2008			

Section VI: Activities and Costs

Section VI. Estimated Participants, Funding and Efficiency	Participants	Costs
1. CRT - Job Skills		
2. CRT - Basic Education		
3. Work Experience		
4. On-the-Job Training		
5. Supportive Services		
6. Training Assistance		
7. Administrative Costs		
8. Total Participants and costs		

Section VII: Common Measures Performance Outcomes

Section VII. Common Measures Projected Outcomes	Numerator Denominator	Numerator Denominator	a. Entered Emp. Rate	b. Retention Rate	c. Average Earnings
1. Entered Employment Rate	$\frac{\text{Employed qtr. after exit}}{\text{Exiters during PY 2008}}$	_____			
2. Retention Rate	$\frac{\text{Emp. 2nd and 3rd qtr. after exit}}{\text{Exiters during PY 2008}}$	_____			
3. Average Earnings	$\frac{\text{Earnings 2nd and 3rd qtr.}}{\text{Exiters during PY 2008}}$	_____			

**WORKFORCE INVESTMENT ACT
INDIAN AND NATIVE AMERICAN PROGRAMS**

**ASSURANCES AND CERTIFICATIONS
FOR
PROGRAM YEARS 2008 and 2009**

By signing the Agreement and on the line below, the Grantee's signatory official agrees to the certifications and assurances referenced herein, and as detailed in the attached documents.
(NOTE: Please complete and check document boxes as appropriate)

(GRANTEE)

(NAME OF SIGNATORY OFFICIAL)

(SIGNATURE)

(DATE)

ASSURANCES AND CERTIFICATIONS.

The Department of Labor will not award a grant or agreement where the grantee has failed to accept the ASSURANCES AND CERTIFICATIONS contained in this section. In performing its responsibilities under the Grant, the Grantee hereby certifies and assures that it will fully comply with the following:

Assurances - Non-Construction Programs (SF-424B)

Debarment and Suspension Certification (20 CFR Part 98)

Certification Regarding Lobbying (29 CFR Part 93)

Drug Free Workplace Certification (29 CFR Part 98)

Nondiscrimination & Equal Opportunity Assurance (29 CFR Part 37)

Certification of Non-Delinquency

By signing the face sheet of this Grant Agreement, the Grantee is providing the above assurances and certifications as detailed below:

A. ASSURANCES - NON-CONSTRUCTION PROGRAMS. Some of these assurances may not be applicable to your project or program. If you have questions, please contact the awarding agency.

As the duly authorized representative of the applicant, I certify that the applicant:

1. Has the legal authority to apply for Federal Assistance, and the institutional managerial and financial capability (including funds sufficient to pay the non-Federal share of project costs) to ensure proper planning, management and completion of the project described in this application.
2. Will give the awarding agency, the Comptroller General of the United States, and if appropriate, the State, through any authorized representative, access to and the right to examine all records, books, papers, or documents related to the award; and will establish a proper accounting system in accordance with generally accepted accounting standards or agency directives.
3. Will establish safeguards to prohibit employees from using their positions for a purpose that constitutes or presents the appearance of personal or organizational conflict of interest, or personal gain.
4. Will initiate and complete the work within the applicable time frame after receipt of approval of the awarding agency.
5. Will comply with the Intergovernmental Personnel Act of 1970 (42 U.S.C.4728-4763) relating to prescribed standards for merit systems for programs funded under one of the nineteen statutes or regulations specified in Appendix A of OPM's Standards for a Merit System of Personnel Administration (5 CFR 900, Subpart F).
6. Will comply with all Federal statutes relating to nondiscrimination. These include but are not limited to: (a) Title VI of the Civil Rights Act of 1964 (P.L. 88-352) which prohibits

Attachment D (Continued)

discrimination on the basis of race, color or national origin; (b) Title IX of the Education Amendments of 1972, as amended (20 U.S.C. 1681-1683, and 1685-1686), which prohibits discrimination on the basis of handicaps; (c) Section 504 of the Rehabilitation Act of 1973 (29 U.S.C. §794), which prohibits discrimination on the basis of handicaps; (d) the Age Discrimination Act of 1975, as amended (42 U.S.C. 6101-6107), which prohibits discrimination on the basis of age; (e) the Drug Abuse Office and Treatment Act of 1972 (P.L. 92-255) as amended, relating to nondiscrimination on the basis of drug abuse; (f) the Comprehensive Alcohol Abuse and Alcoholism Prevention, Treatment and Rehabilitation Act of 1970 (P.L. 91-616) as amended, relating to nondiscrimination on the basis of alcohol abuse or alcoholism; (g) 523 and 527 of the Public Health Service Act of 1912 (42 U.S.C. 290 dd.3 and 290 ee-3), as amended, relating to confidentiality of alcohol and drug abuse patient records; (h) Title VIII of the Civil Rights Act of 1968 (42 U.S.C. 3601 *et seq.*) as amended, relating to nondiscrimination in the sale, rental or financing of housing; (i) any other nondiscrimination provisions in the specific statute(s) under which application for Federal assistance is being made; and (j) the requirements of any other nondiscrimination statute(s) which may apply to the application.

7. Will comply, or has already complied, with the requirements of Titles II and III of the Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970 (P.L. 91-646) which provides for fair and equitable treatment of persons displaced or whose property is acquired as a result of Federal or federally assisted programs. These requirements apply to all interests in real property acquired for project purposes regardless of Federal participation in purchases.
8. Will comply with the provisions of the Hatch Act (U.S.C. 1501-1508 and 7324-7328) which limit the political activities of employees whose principal employment activities are funded in whole or in part with Federal funds.
9. Will comply, as applicable, with the provisions of the Davis-Bacon Act (40 U.S.C. 276a to 276a 7), the Copeland Act (40 U.S.C. 276c and 18 U.S.C. 874, and the Contract Work Hours and Safety Standards Act (40.327-333), regarding labor standards for federally assisted construction subagreements.
10. Will comply, if applicable, with Flood Insurance Purchase Requirements of Section 102(A) of the Flood Disaster Protection Act of 1973 (P.L. 93-234) which requires recipients in a special flood hazard area to participate in the program and to purchase flood insurance if the total cost of insurable construction and acquisition is \$10,000 or more.
11. Will comply with environmental standards which may be prescribed pursuant to the following:
 - (a) institution of environmental quality control measures under the National Environmental Policy Act of 1969 (P.L. 91-190) and Executive Order (EO) 11514; (b) notification of violating facilities pursuant to EO 11738; (c) protection of wetlands pursuant to EO 11990; (d) evaluation of flood hazards in flood plains in accordance with EO 11988; (e) assurance of project consistency with the approved State management program developed under the Coastal Zone Management Act of 1972 (16 U.S.C. 1451 *et seq.*); (f) conformity of Federal actions to State (Clear Air) Implementation Plans under Section 176(c) of the Clear Air Act of 1955, as amended (42 U.S.C. 7401 *et seq.*); (g) protection of underground sources of drinking water under the Safe Drinking Water Act of 1974, as amended, (P.L. 93.523); and (h) protection of endangered species under the Endangered Species Act of 1973, as amended, (P.L. 93-205).

Attachment D (Continued)

12. Will comply with the Wild and Scenic Rivers Act of 1968 (16 U.S.C. 1271 et seq.) related to protecting components or potential components of the national wide and scenic rivers system.
13. Will assist the awarding agency in assuring compliance with Section 106 of the National Historic Preservation Act of 1966, as amended (16 U.S.C. 470), EO 11593 (identification and protection of historic properties), and the Archaeological and Historic Preservation Act of 1974 (16 U.S.C. 469a.1 et seq.).
14. Will comply with P.L. 93.348 regarding the protection of human subjects involved in research, development, and related activities supported by this award of assistance.
15. Will comply with the Laboratory Animal Welfare Act of 1966 (P.L. 89-544, as amended, 7 U.S.C. 2131 et seq.) pertaining to the care, handling, and treatment of warm blooded animals held for research, teaching, or other activities supported by this award of assistance.
16. Will comply with the Lead-Based Paint Poisoning Prevention Act (42 U.S.C. 4801 et seq.) which prohibits the use of lead based paint in construction or rehabilitation of residence structures.
17. Will cause to be performed the required financial and compliance audits in accordance with the Single Audit Act Amendments of 1996 and OMB Circular No. A-133, "Audits of States, Local Governments and Non-Profit Organizations."
18. Will comply with all applicable requirements of all other Federal laws, executive orders, regulations and policies governing this program.

B. CERTIFICATION REGARDING DEBARMENT, SUSPENSION, AND OTHER RESPONSIBILITY MATTERS - PRIMARY COVERED TRANSACTIONS.

The prospective primary participant certifies to the best of its knowledge and belief, that it and its principals:

1. Are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any Federal department or agency;
2. Have not within a three-year period preceding this proposal been convicted or had a civil judgment rendered against them for commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public (Federal, State, or local) transaction or contract under a public transaction; violation of Federal or State antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property;
3. Are not presently indicted or otherwise criminally or civilly charged by a government entity (Federal, State or local) with commission of any of the offenses enumerated in paragraph (1)(b) of this certification; and

Attachment D (Continued)

4. Have not within a three-year period preceding this application/proposal had one or more public transactions (Federal, State, or local) terminated for cause or default.

Where the prospective primary participant is unable to certify to any of the statements in this certification, such prospective participant shall attach an explanation to this proposal.

C. CERTIFICATION REGARDING LOBBYING - Certification for Contracts, Grants, Loans, and Cooperative Agreements.

By accepting this grant, the signee hereby certifies, to the best of his or her knowledge and belief, that:

1. No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment or modification of any Federal contract, grant, loan or cooperative agreement.
2. If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal contract, grant, loan or cooperative agreement, the undersigned shall complete and submit **Standard Form - LLL, "Disclosure Form to Report Lobbying,"** in accordance with its instructions.
3. The signer shall require that the language of this certification be included in the award documents for all subawards at all tiers (including subcontracts, subgrants, and contracts under grants, loans, and cooperative agreements) and that all subrecipients shall certify and disclose accordingly. This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by Section 1352, Title 31, U.S.C. Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

D. CERTIFICATION REGARDING DRUG FREE WORKPLACE REQUIREMENTS.

The grantee certifies that it will provide a drug-free workplace by:

1. Publishing a statement notifying employees that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the grantee's workplace and specifying the actions that will be taken against employees for violation of such prohibition;
2. Establishing an ongoing drug-free awareness program to inform employees about:
 - A. The dangers of drug abuse in the workplace;
 - B. The grantee's policy of maintaining a drug-free workplace;

Attachment D (Continued)

- C. Any available drug counseling, rehabilitation, and employee assistance programs; and
 - D. The penalties that may be imposed upon employees for drug abuse violations occurring in the workplace;
3. Making it a requirement that each employee to be engaged in the performance of the grant be given a copy of the statement required by paragraph (1);
 4. Notifying the employee in the statement required in paragraph (1) that, as a condition of employment under the grant, the employee will:
 - A. Abide by the terms of the statement; and
 - B. Notify the employer in writing of his or her conviction for a violation of a criminal drug statute occurring in the workplace no later than five calendar days after such conviction;
 5. Notifying the agency in writing, within ten calendar days after receiving notice under subparagraph (4) (B) from an employer or otherwise receiving actual notice of such conviction. Employers of convicted employees must provide notice, including position title, to every grant officer or other designee on whose grant activity the convicted employee was working, unless the Federal agency has designated a central point for the receipt of such notices. Notice shall include the identification number(s) of each affected grant.
 6. Taking one of the following actions, within 30 calendar days of receiving notice under subparagraph (4) (B) with respect to any employee who is so convicted:
 - A. Taking appropriate personnel action against such an employee, up to and including termination, consistent with the requirements of the Rehabilitation Act of 1973, as amended, or;
 - B. Requiring such employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a Federal, State or local health, law enforcement, or other appropriate agency;
 7. Making a good faith effort to continue to maintain a drug-free workplace through implementation of paragraphs (1), (2), (3), (4), (5), (6).

The grantee may insert in the space provided below the site(s) for the performance of work done in connection with this specific grant.

Place of Performance (Street address, city, county, state, zip code)

Attachment D (Continued)

Check () if there are additional workplaces on file that are not identified above.

E. NONDISCRIMINATION & EQUAL OPPORTUNITY ASSURANCE:

As a condition of the award of financial assistance from the Department of Labor under Title I or WIA, the grant applicant assures that it will comply with the nondiscrimination and equal opportunity provisions of the following laws:

- (1) Section 188 of the Workforce Investment Act of 1998 (WIA) prohibits discrimination against all individuals in the United States on the basis of race, color, religion, sex, national origin, age, disability, political affiliation, or belief, and against beneficiaries on the basis of either citizenship/status as a lawfully admitted immigrant authorized to work in the United States or participation in an WIA Title I - financially assisted program or activity;
- (2) Title VI of the Civil Rights of 1964, as amended, which prohibits discrimination on the basis of race, color and national origin;
- (3) Section 504 of the Rehabilitation Act of 1973, as amended, which prohibits discrimination on the basis of age; and individuals with disabilities.
- (4) The Age Discrimination Act of 1975, as amended, which prohibits discrimination on the basis of age; and
- (5) Title IX of the Education Amendments of 1972, as amended, which prohibits the discrimination on the basis of sex in educational programs.

The grant applicant also assures that it will comply with 29 CFR Part 37 and all other regulations implementing the laws listed above. This assurance applies to the grant applicant's operation of the WIA Title I - financially assisted program or activity, and to all agreements the grant applicant makes to carry out the WIA Title I - financially assisted program or activity. The grant applicant understands that the United States has the right to seek judicial enforcement of this assurance.

Attachment D (Continued)

FY 2000 Statutory Requirements

(Imposed by Public Law 106-113; November 17, 1999)

Title V – GENERAL PROVISIONS

Sec. 503. (a) No part of any appropriation contained in this Act shall be used, other than for normal and recognized executive-legislative relationships, for publicity propaganda purposes, for the preparation, distribution, or use of any kit, pamphlet, booklet, publication, radio, television, or video presentation designed to support or defeat legislation pending before the Congress or any State legislature, except in presentation to the Congress or any State legislature itself.

(b) No part of any appropriation contained in this Act shall be used to pay the salary or expenses of any grant or contract recipient, or agent acting for such recipient, related to any activity designed to influence legislation or appropriations pending before the Congress or any State legislature.

Sec. 505. Notwithstanding any other provision of this Act, no funds appropriated under this Act shall be used to carry out any program of distributing sterile needles or syringes for the hypodermic injection of any illegal drug.

Sec. 506. (a) Purchase of American-Made Equipment and Products. – It is the sense of the Congress that, to the greatest extent practicable, all equipment and products purchased with funds made available in this Act should be American-made.

(b) Notice Requirement, –In providing financial assistance to, or entering into any contract with, any entity using funds made available in the Act, the head of each Federal agency, to the greatest extent practicable, shall provide to such entity a notice describing the statement made in subsection (a) by the Congress.

(c) Prohibition of Contracts with Person Falsely Labeling Products Made in America.–If it has been finally determined by a court or Federal agency that any person intentionally affixed a label bearing a “Made in America” inscription, or any inscription with the same meaning, to any product sold in or shipped in the United States that is not made in the United States, the person shall be ineligible to receive any contract or subcontract made with funds made available in this Act, pursuant to the debarment, suspension, and ineligibility procedures described in section 9.400 through 9/409 or title 48, Code of Federal Regulations.

Sec. 507. When issuing statements, press releases, requests for proposals, bid solicitations and other documents describing projects or programs funded in whole or in part with Federal money, all grantees receiving Federal funds included in this Act, including but not limited to State and local governments and recipients of Federal research grants, shall clearly state: (1) the percentage of the total costs of the program or project which will be financed with Federal money; (2) the dollar amount of Federal funds for the project or program; and (3) percentage and dollar amount of the total costs of the project or program that will be financed by non-governmental sources.

Sec. 508. (a) None of the funds appropriated under this Act, and none of the funds in any trust fund to which funds are appropriated under this Act, shall be expended for any abortion.

(b) None of the funds appropriated under this Act, and none of the funds in any trust fund to which funds are appropriated under this Act, shall be expended for health benefits coverage that includes coverage of abortion.

Attachment D (Continued)

(c) The term “health benefits coverage: means the package of services covered by a managed care provider or organization pursuant to a contract or other arrangement.

Sec. 509. (a) The limitation established in the preceding section shall not apply to an abortion–

(1) if the pregnancy is the result of an act of rape or incest; or

(2) in the case where a woman suffers from a physical disorder, physical injury, or physical illness, including a life-endangering physical condition caused by or arising from the pregnancy itself, that would, as certified by a physician, place the woman in danger of death unless an abortion is performed.

(b) Nothing in the preceding section shall be construed as prohibiting the expenditure by a State, locality, entity, or private person of State , local or private funds (other than a State’s or locality’s contribution or Medicaid matching funds).

(c) Nothing in the preceding section shall be construed as restricting the ability of any managed care provider from offering abortion coverage or the ability of a State or locality to contract separately with such a provider for such cover with State funds (other than a State’s or locality’s contribution of Medicaid matching funds).

Sec. 510. (a) None of the funds made available in this Act may be used for–

(1) the creation of a human embryo or embryos are for research purposes; or

(2) research in which a human embryo or embryos destroyed, discarded, or knowingly subjected to risk or injury or death greater than that allowed for research on fetuses in utero under 45 CFR 46.208(a)(2) and section 498(b) of the Public Health Service Act (42 U.S.C. 289g(b)).

(b) For purposes of this section, the term “human embryo or embryos” includes any organism, not protected as a human subject under 45 CFR 46 as of the date of the enactment of this Act, that is derived by fertilization, parthenogenesis, cloning, or any other means from one or more human gametes or human diploid cells.

Sec. 511. (a) Limitation on Use of Funds for Promotion of Legalization of Controlled Substances. – None of the funds made available in this Act may be used for any activity that promotes the legalization of any drug or other substance included in schedule I of the schedules of controlled substances established by section 202 of the Controlled Substances Act (21 U.S.C. 812).

(b) Exceptions.–The limitation in subsection (a) shall no apply when there is significant medical evidence of a therapeutic advantage to the use of such drug or other substance or that federally sponsored clinical trials are being conducted to determine therapeutic advantage.

Sec. 512. None of the funds made available in this Act may be obligated or expended to enter into or renew a contract with an entity if –

(1) such an entity is otherwise a contractor with the United States and is subject to the requirement in section 4212(d) of title 38, United States Code, regarding submission of an annual report to the Secretary of Labor concerning employment of certain veterans; and

(2) such entity has not submitted a report as required by that section for the most recent year for which such requirement was applicable to such entity.

Sec. 514. None of the funds made available in this Act may be used to promulgate or adopt any final standard under section 1173(b) of the Social Security Act (42 U.S.C. 1320d-2(b)) providing for, or providing for the assignment of, a unique health identifier for an individual (except in an individual’s capacity as an employer or a health care provider), until legislation is enacted specifically approving the standard.

Attachment D (Continued)

SPECIAL CONDITIONS

1. This grant, when executed, establishes a legal relationship between the U. S. Department of Labor and the grantee. Payments under this grant shall be made through the Advance Payment/Payment Management System unless otherwise indicated in accordance with 29 CFR Part 97.21.
2. The grantee hereby agrees that any allowable WIA costs incurred by the awardee pursuant to this grant prior to the obligation of WIA funds by the Department are incurred at the grantee's own risk. The Department has no responsibility to reimburse such costs in the absence of an obligation.
3. The grantee agrees to comply with the reporting instructions issued by the Indian and Native American Programs (INAP).

4. Matching Funds:

_____ Will be required for programs under this grant.

 X Will not be required for programs under this grant.

5. The Grant Officer's Technical Representative is not authorized to change any of the terms or conditions of the grant. Such changes, if any, will be accomplished only by the Grant Officer by the use of a properly executed grant modification.
6. Grantee must receive prior approval from the Department of Labor/Employment and Training Administration's Property Officer for the purchase and/or lease of property and/or equipment having a useful life of more than one (1) year and an acquisition cost which equals the lesser of (a) the capitalization level established by the organization for financial statement purposes or (b) \$5,000.

Items of equipment with an acquisition cost of less than \$5,000 are considered to be supplies and are allowable as direct costs of federal awards without specific awarding agency approval. The request must be directed through your Grant Officer's Technical Representative and must include a detailed description and cost of the items to be acquired.

7. In compliance with Executive Orders 12876, 12900, 12928, and 13021, the grantee is strongly encourage to provide sub-granting opportunities to Historically Black Colleges and Universities, Hispanics serving Institutions, and Tribal Colleges and Universities.

Attachment D (Continued)

SPECIAL CLAUSE NO. 1 - INDIRECT COST

SPECIAL NOTE: This clause is to be utilized **only** for those grantees seeking indirect costs. It is to be utilized for all affected grants and modifications.

In order to avoid major audit problems, disallowed costs and to receive timely reimbursement of indirect costs, grantees should take those necessary steps to comply with this clause as well as the critical time frames for submission of indirect cost proposals.

You are governed by, and must comply with one of the following cost principle categories: (1) **Federal Acquisition Regulation (FAR) Subparts 31 and 42** apply to private-for-profit contractors; (2) **OMB Circular A-87** applies to state and local governments and Federally-recognized Indian Tribes. States receiving WIA formula-allocated funds can elect to waive A-87 coverage; (3) **OMB Circulars A-21, A-88 and FAR 42.705-3** apply to educational institutions; (4) **OMB Circular A-122** applies to nonprofit institutions excluding those addressed in the preceding as well as hospitals.

The total amount of **grant** funds will **not** be increased to reimburse grantee organizations for costs which exceed the total award due to indirect cost rates higher than anticipated. In addition, the application of approved indirect cost rates does not relieve the grantee of any other cost limitations regarding the grant.

INDIRECT COST RATES AND COST ALLOCATION PLANS

Review the following Options and **check** the applicable statement:

OPTION 1: DOL IS THE ONLY FUNDING SOURCE FOR THIS GRANTEE

___ DOL is the only funding source for this grantee, therefore no Indirect Cost Rate Agreement or Cost Allocation Plan is needed.

OPTION 2: GRANTEES WITH MULTIPLE FUNDING SOURCES

Grantees should have either an approved Indirect Cost Rate Agreement or an approved Cost Allocation Plan. If a grantee does not have an Indirect Cost Rate Agreement or approved Cost Allocation Plan, a proposal/plan must be sent to the appropriate cognizant Federal agency for approval. If the Department of Labor (DOL) is your cognizant agency, proposals for indirect cost rates and supporting data and documentation should be sent to the DCD Negotiator in the appropriate DOL Regional Office or if applicable, to the DCD National Office whose address and phone number listed below. In addition, if you do not know your cognizant Federal agency, please call the phone number listed below:

Director, Division of Cost Determination (DCD)
U. S. Department of Labor, OASAM
200 Constitution Avenue, N.W., Room S-5520
Washington, D. C. 20210
Phone Number: (202) 219-8391

___ An approved Indirect Cost Rate is in place.

___ An approved Cost Allocation Plan is in place.

___ An Indirect Cost Proposal has been submitted to its' cognizant agency. A copy of the letter transmitting the proposal is attached.

Attachment D (Continued)

SPECIAL CLAUSE NO. 2 KEY OFFICIALS

- A. Department of Labor Representatives. The grantee organizations primary contact with the Department of Labor (DOL) is the INAP Grant Officer's Technical Representative (GOTR) (Federal Project Officer). Although the GOTR is the primary contact, under no circumstances is the GOTR authorized to sign grant documents or approve any alterations to the grant involving a change in the period, scope, price or other terms and conditions of the grant or order requiring the Grant Officer's approval. Grantees will be notified by INAP of the assigned GOTR and of changes in the assignment as they occur.
- B. Grantee Representatives. Please list below the names and telephone numbers of those individuals (i.e., signatory official(s), WIA Director, organization's comptroller, contract officer, etc.) who are authorized and responsible for the operation and the administration of the grant program. A modification to your grant is not necessary to record changes of listed individuals, *except* for signatory officials. However, the INAP GOTR should be advised in writing of changes as they occur.

NAME & TITLE _____
PHONE NO.: _____ Signatory? Yes No

NAME & TITLE _____
PHONE NO.: _____ Signatory? Yes No

NAME & TITLE _____
PHONE NO.: _____ Signatory? Yes No

NAME & TITLE _____
PHONE NO.: _____ Signatory? Yes No

NAME & TITLE _____
PHONE NO.: _____ Signatory? Yes No

NAME & TITLE _____
PHONE NO.: _____ Signatory? Yes No

NAME & TITLE _____
PHONE NO.: _____ Signatory? Yes No

Attachment D (Continued)

DISCLOSURE OF LOBBYING ACTIVITIES

Complete this form to disclose lobbying activities pursuant to 31 U.S.C. 1352

(see reverse for public burden disclosure)

<p>1. Type of Federal Action:</p> <p>a. contract b. grant c. cooperative agreement d. loan e. loan guarantee f. loan insurance</p>	<p>2. Status of Federal Action:</p> <p>a. bid/offer/application b. initial award c. post-award</p>	<p>3. Report Type:</p> <p>a. Initial filing b. material change For Material Change Only: year ___ quarter date of last report</p>
<p>4. Name and Address of Reporting Entity: ___ Prime Subawardee</p> <p align="center">Tier ___ if known:</p> <p align="center">Congressional District, if known:</p>	<p>5. If Reporting Entity in No. 4 is Subawardee, Enter Name and Address of Prime.</p> <p align="center">Congressional District, if known:</p>	
<p>6. Federal Department/Agency:</p>	<p>7. Federal Program Name/Description</p> <p align="center">CFDA Number, if applicable:</p>	
<p>8. Federal Action Number, if known:</p>	<p>9. Award Amount, if known: \$</p>	
<p>10. a. Name and Address of Lobbying Entity (if individual, last name, first name, MI):</p> <p align="center">(Attach Continuation Sheet(s) SF-LLL-A, if necessary)</p>	<p>b. Individuals Performing Services (including address if different from No. 10a) (last name, first name, MI):</p> <p align="center">(Attach Continuation Sheet(s) SF-LLL-A, if necessary)</p>	
<p>11. Amount of Payment (check all that apply):</p> <p>___ actual ___ planned \$</p> <p>12. Form of Payment (check all that apply):</p> <p>___ a. cash ___ b. in-kind; specify: nature _____ value</p>	<p>13. Type of Payment (check all that apply)</p> <p>___ a. retainer ___ b. one-time fee ___ c. commission ___ d. contingent fee ___ e. deferred ___ f. other, specify:</p>	
<p>14. Brief Description of Services Performed or to be Performed and Date(s) of Service, including officer(s), employee(s), or Member(s) contacted, for Payment Indicated in item 11:</p> <p align="center">(attach Continuation Sheet(s) SF-LLL-A, if necessary)</p>		
<p>15. Continuation Sheet(s) SF-LLL-A attached: ___ YES ___ NO</p>		
<p>16. Information requested through this form is authorized by title 31 U.S.C. section 1352. This disclosure of lobbying activities is a material representation of fact upon which reliance was placed by the tier above when this transaction was made or entered into. This disclosure is required pursuant to 31 U.S.C. 1352. This information will be reported to the Congress semi-annually and will be available for public inspection. Any person who fails to file the required disclosure shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.</p>	<p>Signature _____</p> <p>Print Name: _____</p> <p>Title: _____</p> <p>Telephone Number: _____ Date: _____</p>	

Authorized for Local Reproduction Standard Form - LLL-A

DISCLOSURE OF LOBBYING ACTIVITIES CONTINUATION SHEET

Reporting entity: _____ Page ____ Page

(This area is intentionally left blank for reporting details.)

Attachment D

CERTIFICATION REGARDING LOBBYING ACTIVITIES

Section 18 of the "Lobbying Disclosure Act of 1995," signed by the President on December 19, 1995, requires that any organizations described in section 501(c)(4) of the Internal Revenue Code of 1986 which engages in lobbying activities shall not be eligible for the receipt of Federal funds constituting an award, grant, loan, or any other form.

As an officer of _____
Company Name

1. This is to certify that our IRS Status is:

- _____ an IRS 501 (c) (3) entity
- _____ an IRS 501 (c) (4) entity
- _____ Other (specify) _____ entity

2. If your organization is a **501(c)(4)** entity, as checked under No. 1 above, select one of the statements below:

- ___ **we have or plan to** engage in lobbying activities.
- ___ **we have not or will not** engage in lobbying activities.

Supplemental Youth Services Menu of Goals

Minimum Performance Requirement - at least 60% of Indian and Native American (INA) youth enrolled in the Supplemental Youth Services program for the program year must attain a minimum of (2) two of the (13) thirteen goals listed.

- | | |
|---|---|
| <ol style="list-style-type: none"> 1. Completed Job/Readiness/Orientation to the World of Work Training 2. Completed Internship or Vocational Exploration Program 3. Completed Career Assessment 4. Entered Unsubsidized Employment (including entering the military) 5. Remained in School 6. Returned to School Full Time | <ol style="list-style-type: none"> 7. Enrolled in Job Corps 8. Improved Basic Skills Level by At Least Two Grades 9. Attained High School Diploma 10. Attained GED 11. Completed Occupational Skills Training 12. Completed Leadership and/or Soft Skills Training 13. Entered Other (Non-Supplemental Youth) Training Program |
|---|---|

At the end of the program year, DINAP will determine whether a grantee successfully attained their performance goals for the program year.

Supplemental Youth Services Calculation Worksheet

Performance Goals	Planned Success	
1. Completed Job/Readiness/Orientation to the World of Work Training		Enter the number of youth participants, enrolled for the program year, who will complete, during the course of their program participation, a course of instruction relating to job readiness or world of work skills, including training to develop positive work habits, attitudes and behavior, such as punctuality, regular attendance, presenting a neat appearance, getting along and working well with others, exhibiting good conduct, following instructions and completing tasks, accepting constructive criticism from supervisors and co-workers, showing initiative and reliability, and assuming the responsibilities involved in maintaining a job. This category also entails developing an awareness of the labor market and occupational information, and job search techniques, including preparing resumes and applications and improving interviewing techniques.
2. Completed Internship or Vocational Exploration Program		Enter the number of youth participants, enrolled for the program year, who will complete, during the course of their program participation, a work internship or a vocational exploration program designed to provide exposure to alternative career areas.
3. Completed Career Assessment		Enter the number of youth participants, enrolled for the program year, who will complete, during the course of their program participation, a formal career assessment of occupational interests, values, skills, or aptitudes, leading to an identification of careers for which the participant may be suited.
4. Entered Unsubsidized Employment (including entering the military)		Enter the number of youth participants, enrolled for the program year, who upon termination, will enter non-WIA funded employment, including entry into the Armed Forces or self-employment.
5. Remained in School		Enter the number of youth participants, enrolled for the program year, who are at-risk of dropping out of school but, will be retained in school as a result of continuing active participation in the Supplemental Youth program.
6. Returned to School Full Time		Enter the number of youth participants, enrolled for the program year, who at intake, were not attending school (exclusive of summer), and had not obtained a high school diploma or equivalent and will return to full-time secondary school (e.g., junior high school, middle school, and high school) including alternative school as a result of participating in the Supplemental Youth program.
7. Enrolled in Job Corps		Enter the number of youth participants, enrolled for the program year, who will enroll in Job Corps upon terminating from the Supplemental Youth Services Program.
8. Improved Basic Skills Level by At Least Two Grades		Enter the number of youth participants, enrolled for the program year, who will advance at least two grade levels in either reading or math skills. [Note: Skill gain must be achieved through active program participation and must be documented through standardized testing].
9. Attained High School Diploma		Enter the number of at-risk youth participants, enrolled for the program year, who will attain a State-recognized high school diploma while enrolled in the Supplemental Youth Program as a result of program participation.
10. Attained GED		Enter the number of at-risk youth participants, enrolled for the program year, who will attain a State-recognized GED while enrolled in the Supplemental Youth Program as a result of program participation.
11. Completed Occupational Skills Training		Enter the number of youth participants, enrolled for the program year, who will complete occupational skills training while enrolled in the Supplemental Youth Program as a result of program participation. [Note: occupational skills training includes (1) vocational education and (2) on-the-job training].

Attachment E (Continued)

Performance Goals	Planned Success	
12. Completed Leadership and/or Soft Skills Training		Enter the number of youth participants, enrolled for the program year, who will complete during the course of their program participation a course of instruction that is intended to impart skills in leadership or personal skills, such as developing motivation and adaptability, obtaining effective coping and problem-solving skills, acquiring an improved self image, clarifying values and developing personal understanding. [Note: This category also includes providing exposure to post-secondary educational opportunities; community and service learning projects; peer-centered activities, including peer mentoring and tutoring; organizational and team work training, including team leadership training; training in decision-making, including determining priorities; citizenship training, including life skills training such as parenting and budgeting of resources; and positive social behaviors].
13. Entered Other (Non-Supplemental Youth) Training Program		Enter the number of youth participants, enrolled for the program year, who will enter other training, including occupational skills training or postsecondary education, using funds other than those from the INA Supplemental Youth Services Program which builds upon and does not duplicate training received under Section 166.
14. Attain at Least Two Goals		Enter the number of participants, enrolled for the program year, who will attain at least two goals.
15. Total Number of Participants to be served.		Enter the total number of participants to be served for the program year, including terminees, and youth carried over to the next program year.

Attachment F

PY 08 WIA Performance Standards Worksheet for Indian and Native American Grantees	A. Grantee's Name:	B. Grantee's Number:			
C. Type of Standard: <input checked="" type="checkbox"/> Initial <input type="checkbox"/> Final	D. Date Calculated: 03/04/08	E. Performance Measure: ENTERED EMPLOYMENT RATE			
F. Local Factors	G. Factor Values	H. Average Service Levels or Local Conditions	I. Difference (G Minus H)	J. Weights	K. Effect of Local Factors on Performance Expectations, (I Times J)
1. % Aged 14 to 21	28.9	23.2	5.7	-0.135	-0.8
2. % Without High School Degree	32.2	23.0	9.2	-0.074	-0.7
3. % Public Assistance Recipients	31.1	40.8	-9.7	-0.075	0.7
5. % Employed in Manufacturing	17.9	10.8	7.1	0.672	4.8
6. Native American Joblessness Rate	39.7	47.3	-7.6	-0.421	3.2
7. Pct Families in Agriculture	1.7	1.9	-0.2	-2.199	0.4
NOTE: FACTOR VALUES IN COLUMN G ARE DERIVED FROM PY 06 RANGE ADJUSTMENT IS BASED ON 90 TERMINEES IN PY 06	L. Total Adjustments				7.7
M. Departure Point				+ 56.0	
N. Recommended Performance Goal (L + M)				63.7	
O. Range Adjustment				17.4	
P. Performance Standard (Minimally Acceptable Level: N Minus O)				46.3	

**U.S. Department of Labor
Employment and Training Administration
WIA Title 1, Sec. 166 Supplemental Youth Services for Native Americans
PY 2008 Youth Allotment**

			Appropriation Total	\$13,861,042
	State		Grantee	Amount
1	1	AL	Inter-Tribal Council of Alabama	\$4,025
2	1	AL	Poarch Band of Creek Indians	\$1,073
3	2	AK	Aleutian/Pribilof Islands Association	\$12,073
4	2	AK	Association of Village Council Presidents	\$165,274
5	2	AK	Bristol Bay Native Association	\$48,294
6	2	AK	Central Council of Tlingit and Haida	\$68,417
7	2	AK	Chugachmiut	\$5,902
8	2	AK	Cook Inlet Tribal Council	\$147,030
9	2	AK	Copper River Native Association	\$9,390
10	2	AK	Kawerak Incorporated	\$60,368
11	2	AK	Kenaitze Indian Tribe	\$22,806
12	2	AK	Kodiak Area Native Association	\$9,390
13	2	AK	Maniilaq Association Inc.	\$52,319
14	2	AK	Metlakatla Indian Community	\$5,366
15	2	AK	Orutsararmuit Native Council	\$16,098
16	2	AK	Tanana Chiefs Conference, Inc.	\$114,028
17	4	AZ	Affiliation of Arizona Indian Centers. Inc.	\$0
18	4	AZ	American Indian Association of Tucson	\$0
19	4	AZ	Colorado River Indian Tribes	\$32,196
20	4	AZ	Gila River Indian Community	\$211,959
21	4	AZ	Hopi Tribal Council	\$118,053
22	4	AZ	Hualapai Tribe	\$20,123
23	4	AZ	Inter Tribal Council of Arizona, Inc.	\$38,367
24	4	AZ	Native Americans for Community Action	\$0
25	4	AZ	Navajo Nation	\$3,077,431
26	4	AZ	Pasqua Yaqui Tribe	\$55,002
27	4	AZ	Phoenix Indian Center, Inc.	\$0
28	4	AZ	Quechan Indian Tribe	\$17,440
29	4	AZ	Salt River Pima-Maricopa Indian Council	\$52,319
30	4	AZ	San Carlos Apache Tribe	\$222,691
31	4	AZ	Tohono O'Odham Nation	\$224,033

32	4	AZ	White Mountain Apache Tribe	\$266,961
33	5	AR	American Indian Center of Arkansas, Inc.	\$0
34	6	CA	California Indian Manpower Consortium, Inc.	\$151,859
35	6	CA	Candelaria American Indian Council	\$0
36	6	CA	Indian Human Resources Center, Inc.	\$0
37	6	CA	Northern CA Indian Development Council, Inc.	\$24,415
38	6	CA	Southern CA Indian Center, Inc.	\$0
39	6	CA	Tule River Tribal Council	\$8,050
40	6	CA	United Indian Nations, Inc.	\$0
41	6	CA	Ya-Ka-Ama Indian Education & Development	\$0
42	8	CO	Denver Indian Center	\$0
43	8	CO	Southern Ute Indian Tribe	\$10,732
44	8	CO	Ute Mountain Ute Indian Tribe	\$22,806
45	12	FL	Florida Governor's Council on Indian Affairs	\$0
46	12	FL	Miccosukee Corporation	\$5,634
47	15	HI	Alu Like, Inc.	\$1,875,435
48	16	ID	Nez Perce Tribe	\$15,561
49	16	ID	Shoshone-Bannock Tribes	\$57,685
50	18	IN	American Indian Center of Indiana, Inc.	\$0
51	20	KS	United Tribes of Kansas and S.E. Nebraska	\$10,464
52	22	LA	Inter-Tribal Council of Louisiana, Inc.	\$4,025
53	23	ME	Penobscot Nation	\$25,221
54	25	MA	Mashpee-Wampanoag Indian Tribal Council, Inc.	\$0
55	25	MA	North American Indian Center of Boston, Inc.	\$0
56	26	MI	Grand Traverse Band of Ottawa & Chippewa Indians	\$0
57	26	MI	Inter-Tribal Council of Michigan, Inc.	\$29,513
58	26	MI	Michigan Indian Employment and Training Services, Inc.	\$0
59	26	MI	North American Indian Association of Detroit	\$0
60	26	MI	Potawatomi Indian Nation	\$0
61	26	MI	Sault Ste. Marie Tribe of Chippewa Indians	\$19,586
62	26	MI	Southeastern Michigan Indians. Inc.	\$0
63	27	MN	American Indian OIC	\$0
64	27	MN	Bois Forte R.B.C.	\$9,123
65	27	MN	Fond Du Lac R.B.C.	\$18,244
66	27	MN	Leech Lake R.B.C.	\$53,392
67	27	MN	Mille Lacs Band of Chippewa Indians	\$23,879
68	27	MN	Minneapolis American Indian Center	\$0
69	27	MN	Red Lake Tribal Council	\$84,515

70	27	MN	White Earth R.B.C.	\$55,002
71	28	MS	Mississippi Band of Choctaw Indians	\$68,149
72	29	MO	American Indian Council	\$9,390
73	30	MT	Assiniboine & Sioux Tribes	\$138,176
74	30	MT	B.C. of the Chippewa Cree Tribe	\$38,904
75	30	MT	Blackfeet Tribal Business Council	\$127,443
76	30	MT	Confederated Salish & Kootenai Tribes	\$139,518
77	30	MT	Crow Indian Tribe	\$88,272
78	30	MT	Fort Belknap Indian Community	\$50,977
79	30	MT	Montana United Indian Association	\$0
80	30	MT	Northern Cheyenne Tribe	\$99,272
81	31	NE	Indian Center, Inc.	\$0
82	31	NE	Omaha Tribe of Nebraska	\$46,953
83	31	NE	Winnebago Tribe	\$21,464
84	32	NV	Inter-Tribal Council of Nevada	\$46,417
85	32	NV	Las Vegas Indian Center, Inc.	\$0
86	32	NV	Reno Sparks Indian Colony	\$9,390
87	32	NV	Shoshone-Paiute Tribes	\$14,757
88	35	NM	Alamo Navajo School Board	\$49,636
89	35	NM	Eight Northern Indian Pueblo Council	\$27,367
90	35	NM	Five Sandoval Indian Pueblos, Inc.	\$93,638
91	35	NM	Jicarilla Apache Tribe	\$28,171
92	35	NM	Mescalero Apache Tribe	\$61,709
93	35	NM	National Indian Youth Council	\$0
94	35	NM	Pueblo of Acoma	\$30,855
95	35	NM	Pueblo of Isleta	\$11,806
96	35	NM	Pueblo of Laguna	\$37,563
97	35	NM	Pueblo of Taos	\$18,781
98	35	NM	Pueblo of Zuni	\$130,126
99	35	NM	Ramah Navajo School Board, Inc.	\$30,855
100	35	NM	Santa Clara Indian Pueblo	\$13,415
101	35	NM	Santo Domingo Tribe	\$45,611
102	36	NY	American Indian Community House, Inc.	\$9,123
103	36	NY	Native American Community Services of Erie & Niagara County	\$0
104	36	NY	Native American Cultural Center, Inc.	\$3,219
105	36	NY	Seneca Nation of Indians	\$32,196
106	36	NY	St. Regis Mohawk Tribe	\$22,806
107	37	NC	Cumberland County Association for Indian People	\$0

108	37	NC	Eastern Band of Cherokee Indians	\$57,685
109	37	NC	Guilford Native American Association	\$0
110	37	NC	Haliwa-Saponi Tribe, Inc.	\$0
111	37	NC	Lumbee Regional Development Association	\$0
112	37	NC	Metrolina Native American Association	\$0
113	37	NC	North Carolina Commission of Indian Affairs	\$0
114	38	ND	Spirit Lake Sioux Tribe	\$75,125
115	38	ND	Standing Rock Sioux Tribe	\$124,761
116	38	ND	Three Affiliated Tribes - Ft. Berthold Reservation	\$56,344
117	38	ND	Turtle Mountain Band of Chippewa Indians	\$128,785
118	38	ND	United Tribes Technical College	\$0
119	39	OH	North America Indian Cultural Centers	\$0
120	40	OK	Absentee Shawnee Tribe of Oklahoma	\$13,146
121	40	OK	Cherokee Nation of Oklahoma	\$677,733
122	40	OK	Cheyenne-Arapaho Tribes	\$104,638
123	40	OK	Chickasaw Nation of Oklahoma	\$203,641
124	40	OK	Choctaw Nation of Oklahoma	\$292,450
125	40	OK	Citizen Band Potawatomi Indians of Oklahoma	\$219,740
126	40	OK	Comanche Tribe of Oklahoma	\$72,442
127	40	OK	Creek Nation of Oklahoma	\$356,842
128	40	OK	Four Tribes Consortium of Oklahoma	\$68,149
129	40	OK	Inter-Tribal Council of N.E. Oklahoma	\$27,098
130	40	OK	Kiowa Tribe of Oklahoma	\$90,418
131	40	OK	Osage Tribal Council	\$52,319
132	40	OK	OTOE-Missouria Tribe of Oklahoma	\$16,903
133	40	OK	Pawnee Tribe of Oklahoma	\$14,757
134	40	OK	Ponca Tribe of Oklahoma	\$56,075
135	40	OK	Seminole Nation of Oklahoma	\$72,442
136	40	OK	Tonkawa Tribe of Oklahoma	\$28,171
137	40	OK	United Urban Indian Council, Inc.	\$199,885
138	40	OK	Wyandotte Tribe of Oklahoma	\$0
139	41	OR	Confederated Tribes of Siletz Indians	\$1,073
140	41	OR	Confederated Tribes of the Umatilla Indian Reservation	\$14,757
141	41	OR	Confederated Tribes of Warm Springs	\$41,587
142	41	OR	Organization of Forgotten Americans	\$6,171
143	42	PA	Council of Three Rivers	\$0
144	44	RI	Rhode Island Indian Council	\$0
145	45	SC	South Carolina Indian Development Council, Inc.	\$2,683

146	46	SD	Cheyenne River Sioux Tribe	\$142,201
147	46	SD	Lower Brule Sioux Tribe	\$20,123
148	46	SD	Oglala Sioux Tribe	\$417,210
149	46	SD	Rosebud Sioux Tribe	\$245,497
150	46	SD	Sisseton-Wahpeton Sioux Tribe	\$59,027
151	46	SD	United Sioux Tribes Development Corp.	\$13,415
152	46	SD	Yankton Sioux Tribe	\$53,661
153	48	TX	Alabama-Coushatta Indian Tribal Council	\$1,073
154	48	TX	Urban Inter-Tribal Center of Texas	\$0
155	48	TX	Ysleta del Sur Pueblo	\$17,440
156	49	UT	Indian Training & Education Center	\$5,902
157	49	UT	Ute Indian Tribe	\$60,368
158	50	VT	Abenaki Self-Help Association/ NH Ind. Council	\$0
159	51	VA	Mattaponi Pamunkey Monacan Consortium	\$0
160	53	WA	American Indian Community Center	\$18,244
161	53	WA	Colville Confederated Tribes	\$49,636
162	53	WA	Confederated Tribes & Bands of the Yakama Nation	\$109,736
163	53	WA	Makah Tribal Council	\$13,415
164	53	WA	Puyallup Tribe of Indians	\$14,488
165	53	WA	Seattle Indian Center	\$0
166	53	WA	Spokane Reservation	\$24,148
167	53	WA	The Tulalip Tribes	\$21,464
168	53	WA	Western WA Indian Employment. and Training Program	\$105,443
169	55	WI	Ho-Chunk Nation	\$4,829
170	55	WI	Lac Courte Oreilles Tribal Governing Board	\$33,538
171	55	WI	Lac Du Flambeau Band of Lake Superior Chippewa	\$12,073
172	55	WI	Menominee Indian Tribe of Wisconsin	\$49,636
173	55	WI	Oneida Tribe of Indians of Wisconsin	\$16,098
174	55	WI	Spotted Eagle, Inc.	\$0
175	55	WI	Stockbridge-Munsee Community	\$3,756
176	55	WI	Wisconsin Indian Consortium	\$26,562
177	56	WY	Eastern Shoshone Tribe	\$35,952
178	56	WY	Northern Arapaho Business Council	\$80,759

**U.S. Department of Labor
Employment and Training Administration
WIA Title I, Sec. 166 Adult Services for Native Americans
PY 2008 Adult Allotments**

			Appropriation Total \$52,757,931	
			Less TAT \$527,579	
			Grantee Total \$52,230,352	
		State	Grantee Name	Amount
1	1	AL	Inter-Tribal Council of Alabama	\$277,190
2	1	AL	Poarch Band of Creek Indians	\$88,865
3	2	AK	Aleutian/Pribilof Islands Association	\$26,928
4	2	AK	Association of Village Council Presidents	\$386,373
5	2	AK	Bristol Bay Native Association	\$111,316
6	2	AK	Central Council of Tlingit and Haida	\$181,928
7	2	AK	Chugachmiut	\$26,237
8	2	AK	Cook Inlet Tribal Council	\$416,591
9	2	AK	Copper River Native Association	\$17,627
10	2	AK	Kawerak Incorporated	\$144,916
11	2	AK	Kenaitze Indian Tribe	\$41,637
12	2	AK	Kodiak Area Native Association	\$27,362
13	2	AK	Maniilaq Manpower	\$108,540
14	2	AK	Metlakatla Indian Community	\$17,554
15	2	AK	Orutsararmuit Native Council	\$49,720
16	2	AK	Tanana Chiefs Conference, Inc.	\$272,815
17	4	AZ	Affiliation of Arizona Indian Centers, Inc.	\$291,687
18	4	AZ	American Indian Association of Tucson	\$325,398
19	4	AZ	Colorado River Indian Tribes	\$59,581
20	4	AZ	Gila River Indian Community	\$491,148
21	4	AZ	Hopi Tribal Council	\$209,160
22	4	AZ	Hualapai Reservation and Trust lands	\$31,340
23	4	AZ	Inter Tribal Council of Arizona, Inc.	\$76,735
24	4	AZ	Native Americans for Community Action	\$190,197
25	4	AZ	Navajo Nation	\$5,866,074
26	4	AZ	Pasqua Yaqui Tribe	\$96,703
27	4	AZ	Phoenix Indian Center, Inc.	\$890,999
28	4	AZ	Quechan Indian Tribe	\$32,332
29	4	AZ	Salt River Pima-Maricopa Indian Council	\$81,466
30	4	AZ	San Carlos Apache Tribe	\$370,912
31	4	AZ	Tohono O'Odham Nation	\$356,687

32	4	AZ	White Mountain Apache Tribe	\$436,921
33	5	AR	American Indian Center of Arkansas, Inc.	\$529,693
34	6	CA	California Indian Manpower Consortium, Inc.	\$3,280,324
35	6	CA	Candelaria American Indian Council	\$308,677
36	6	CA	Indian Human Resources Center, Inc.	\$323,540
37	6	CA	Northern CA Indian Development Council, Inc.	\$220,985
38	6	CA	Southern CA Indian Center, Inc.	\$1,580,742
39	6	CA	Tule River Tribal Council	\$117,970
40	6	CA	United Indian Nations, Inc.	\$424,584
41	6	CA	Ya-Ka-Ama Indian Education & Development	\$60,253
42	8	CO	Denver Indian Center	\$598,091
43	8	CO	Southern Ute Indian Tribe	\$36,038
44	8	CO	Ute Mountain Ute Indian Tribe	\$83,054
45	12	FL	Florida Governor's Council on Indian Affairs	\$1,098,962
46	12	FL	Miccosukee Corporation	\$114,430
47	15	HI	Alu Like, Inc.	\$1,266,654
48	16	ID	Nez Perce Tribe	\$65,991
49	16	ID	Shoshone-Bannock Tribes	\$171,425
50	18	IN	American Indian Center of Indiana, Inc.	\$226,289
51	20	KS	United Tribes of Kansas and S.E. Nebraska	\$191,961
52	22	LA	Inter-Tribal Council of Louisiana, Inc.	\$465,403
53	23	ME	Penobscot Nation	\$180,349
54	25	MA	Mashpee-Wampanoag Indian Tribal Council, Inc.	\$55,496
55	25	MA	North American Indian Center of Boston, Inc.	\$200,916
56	26	MI	Grand Traverse Band of Ottawa & Chippewa Indians	\$29,656
57	26	MI	Inter-Tribal Council of Michigan, Inc.	\$64,599
58	26	MI	Michigan Indian Employment and Training Services, Inc.	\$441,646
59	26	MI	North American Indian Association of Detroit	\$131,715
60	26	MI	Potawatomi Indian Nation	\$57,364
61	26	MI	Sault Ste. Marie Tribe of Chippewa Indians	\$157,849
62	26	MI	Southeastern Michigan Indians. Inc.	\$70,470
63	27	MN	American Indian OIC	\$246,186
64	27	MN	Bois Forte R.B.C.	\$18,822
65	27	MN	Fond Du Lac R.B.C.	\$183,645
66	27	MN	Leech Lake R.B.C.	\$141,644
67	27	MN	Mille Lacs Band of Chippewa Indians	\$50,990
68	27	MN	Minneapolis American Indian Center	\$326,776
69	27	MN	Red Lake Tribal Council	\$205,262

70	27	MN	White Earth R.B.C.	\$111,452
71	28	MS	Mississippi Band of Choctaw Indians	\$277,614
72	29	MO	American Indian Council	\$682,505
73	30	MT	Assiniboine & Sioux Tribes	\$252,601
74	30	MT	B.C. of the Chippewa Cree Tribe	\$130,561
75	30	MT	Blackfeet Tribal Business Council	\$265,919
76	30	MT	Confederated Salish & Kootenai Tribes	\$261,358
77	30	MT	Crow Indian Tribe	\$152,184
78	30	MT	Fort Belknap Indian Community	\$112,879
79	30	MT	Montana United Indian Association	\$317,280
80	30	MT	Northern Cheyenne Tribe	\$197,817
81	31	NE	Indian Center, Inc.	\$261,692
82	31	NE	Omaha Tribe of Nebraska	\$73,297
83	31	NE	Winnebago Tribe	\$41,413
84	32	NV	Inter-Tribal Council of Nevada	\$254,589
85	32	NV	Las Vegas Indian Center, Inc.	\$176,700
86	32	NV	Reno Sparks Indian Colony	\$15,716
87	32	NV	Shoshone-Paiute Tribes	\$112,911
88	35	NM	Alamo Navajo School Board	\$82,440
89	35	NM	Eight Northern Indian Pueblo Council	\$62,529
90	35	NM	Five Sandoval Indian Pueblos, Inc.	\$141,701
91	35	NM	Jicarilla Apache Tribe	\$57,128
92	35	NM	Mescalero Apache Tribe	\$81,079
93	35	NM	National Indian Youth Council	\$1,480,573
94	35	NM	Pueblo of Acoma	\$125,954
95	35	NM	Pueblo of Isleta	\$36,910
96	35	NM	Pueblo of Laguna	\$80,675
97	35	NM	Pueblo of Taos	\$37,663
98	35	NM	Pueblo of Zuni	\$263,696
99	35	NM	Ramah Navajo School Board, Inc.	\$83,337
100	35	NM	Santa Clara Indian Pueblo	\$30,010
101	35	NM	Santo Domingo Tribe	\$92,659
102	36	NY	American Indian Community House, Inc.	\$1,064,583
103	36	NY	Native American Community Services of Erie & Niagara Counties	\$147,302
104	36	NY	Native American Cultural Center, Inc.	\$192,256
105	36	NY	Seneca Nation of Indians	\$220,100
106	36	NY	St. Regis Mohawk Tribe	\$128,653
107	37	NC	Cumberland County Association for Indian People	\$60,136

108	37	NC	Eastern Band of Cherokee Indians	\$152,994
109	37	NC	Guilford Native American Association	\$72,480
110	37	NC	Haliwa-Saponi Tribe, Inc.	\$56,467
111	37	NC	Lumbee Regional Development Association	\$949,302
112	37	NC	Metrolina Native American Association	\$108,405
113	37	NC	North Carolina Commission of Indian Affairs	\$275,085
114	38	ND	Spirit Lake Sioux Tribe	\$144,464
115	38	ND	Standing Rock Sioux Tribe	\$209,141
116	38	ND	Three Affiliated Tribes - Ft. Berthold Reservation	\$174,680
117	38	ND	Turtle Mountain Band of Chippewa Indians	\$284,761
118	38	ND	United Tribes Technical College	\$222,882
119	39	OH	North America Indian Cultural Centers	\$488,419
120	40	OK	Absentee Shawnee Tribe of Oklahoma	\$21,668
121	40	OK	Cherokee Nation of Oklahoma	\$1,254,875
122	40	OK	Cheyenne-Arapaho Tribes	\$150,266
123	40	OK	Chickasaw Nation of Oklahoma	\$343,500
124	40	OK	Choctaw Nation of Oklahoma	\$551,732
125	40	OK	Citizen Band Potawatomi Indians of Oklahoma	\$308,057
126	40	OK	Comanche Tribe of Oklahoma	\$146,748
127	40	OK	Creek Nation of Oklahoma	\$690,089
128	40	OK	Four Tribes Consortium of Oklahoma	\$92,655
129	40	OK	Inter-Tribal Council of N.E. Oklahoma	\$71,135
130	40	OK	Kiowa Tribe of Oklahoma	\$122,021
131	40	OK	Osage Tribal Council	\$93,119
132	40	OK	OTOE-Missouria Tribe of Oklahoma	\$31,432
133	40	OK	Pawnee Tribe of Oklahoma	\$29,942
134	40	OK	Ponca Tribe of Oklahoma	\$78,487
135	40	OK	Seminole Nation of Oklahoma	\$95,747
136	40	OK	Tonkawa Tribe of Oklahoma	\$59,908
137	40	OK	United Urban Indian Council, Inc.	\$349,543
138	40	OK	Wyandotte Tribe of Oklahoma	\$104,566
139	41	OR	Confederated Tribes of Siletz Indians	\$420,151
140	41	OR	Confederated Tribes of the Umatilla Indian Reservation	\$26,212
141	41	OR	Confederated Tribes of Warm Springs	\$122,984
142	41	OR	Organization of Forgotten Americans	\$284,863
143	42	PA	Council of Three Rivers	\$898,825
144	44	RI	Rhode Island Indian Council	\$608,183
145	45	SC	South Carolina Indian Development Council, Inc.	\$236,031

146	46	SD	Cheyenne River Sioux Tribe	\$215,629
147	46	SD	Lower Brule Sioux Tribe	\$54,221
148	46	SD	Oglala Sioux Tribe	\$638,927
149	46	SD	Rosebud Sioux Tribe	\$470,403
150	46	SD	Sisseton-Wahpeton Sioux Tribe	\$119,992
151	46	SD	United Sioux Tribes Development Corp.	\$544,699
152	46	SD	Yankton Sioux Tribe	\$104,221
153	48	TX	Alabama-Coushatta Indian Tribal Council	\$846,909
154	48	TX	Urban Inter-Tribal Center of Texas	\$373,632
155	48	TX	Ysleta del Sur Pueblo	\$627,062
156	49	UT	Indian Training & Education Center	\$343,473
157	49	UT	Ute Indian Tribe	\$114,220
158	50	VT	Abenaki Self-Help Association/ NH Indian Council	\$78,120
159	51	VA	Mattaponi Pamunkey Monacan Consortium	\$242,655
160	53	WA	American Indian Community Center	\$389,539
161	53	WA	Colville Confederated Tribes	\$176,470
162	53	WA	Confederated Tribes & Bands of the Yakama Nation	\$195,145
163	53	WA	Makah Tribal Council	\$33,049
164	53	WA	Puyallup Tribe of Indians	\$35,380
165	53	WA	Seattle Indian Center	\$275,767
166	53	WA	Spokane Reservation	\$38,655
167	53	WA	The Tulalip Tribes	\$42,820
168	53	WA	Western Washington Indian Employment and Training Program	\$807,886
169	55	WI	Ho-Chunk Nation	\$169,477
170	55	WI	Lac Courte Oreilles Tribal Governing Board	\$82,295
171	55	WI	Lac Du Flambeau Band of Lake Superior Chippewa	\$40,769
172	55	WI	Menominee Indian Tribe of Wisconsin	\$95,159
173	55	WI	Oneida Tribe of Indians of Wisconsin	\$159,004
174	55	WI	Spotted Eagle, Inc.	\$210,100
175	55	WI	Stockbridge-Munsee Community	\$53,706
176	55	WI	Wisconsin Indian Consortium	\$82,440
177	56	WY	Eastern Shoshone Tribe	\$124,946
178	56	WY	Northern Arapaho Business Council	\$212,501