

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 13, 2011

ADVISORY: TRAINING AND EMPLOYMENT GUIDANCE LETTER NO. 22-10

TO: ALL WORKFORCE INVESTMENT ACT SECTION 166 INDIAN AND NATIVE AMERICAN GRANTEEES

FROM: JANE OATES *Jane Oates*
Assistant Secretary

SUBJECT: Planning Guidance and Instructions for Submission of a One-Year Strategic Plan for the Workforce Investment Act (WIA) Section 166 Indian and Native American Program for Program Year (PY) 2011

1. **Purpose.** To provide planning guidelines and instructions to Indian and Native American grantees for the development of a One-Year Comprehensive Services Program (CSP) plan and Supplemental Youth Services Program (SYSP) plan for PY 2011, consistent with the purposes described in WIA Section 166.
2. **References.**
 - A. Section 166 of WIA; <http://www.doleta.gov/dinap/cfml/wiapage.cfm>;
 - B. Regulations implementing the WIA Section 166 Indian and Native American Program <http://www.doleta.gov/dinap/cfml/wiaregfinal.cfm>;
 - C. Training and Employment Guidance Letter (TEGL) 17-05, Common Measures Policy for the Employment and Training Administration's (ETA) Performance Accountability System and Related Performance Issues: http://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=2195;
 - D. Division of Indian and Native American Program (DINAP) Bulletin 99-05 Administrative Costs Limitations under WIA: <http://www.doleta.gov/dinap/bulletins/99-05.cfm>;
 - E. The Jobs for Veterans Act, Public Law (P.L.) 107-288: http://www.doleta.gov/Seniors/html_docs/docs/veteransjobs.cfm#content;
 - F. TEGL 10-09, Jobs for Veterans Act (JVA) of 2002, Public Law (P.L.) 107-288, Section 2(a) codified at 38 U.S.C. 4215: http://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=2816;
 - G. TEN 15-10, Protocol for Implementing Priority of Service for Veterans and Eligible Spouses in all Qualified Job Training Programs Funded in Whole or in Part by the U.S. Department of Labor (the Department): http://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=2954; and
 - H. Career Pathways Initiative: <https://learnwork.workforce3one.org/>

RESCISSIONS None	EXPIRATION DATE Continuing
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3. Background.

WIA Section 166 (e) requires that grantees submit to the Secretary a program plan that describes a two-year strategy for meeting the needs of Indian, Alaska Native, or Native Hawaiian individuals. However, the Employment and Training Administration (ETA) is requesting a one-year plan for PY 2011 because in PY 2010, the first year of the planning cycle, a one-year extension was granted for all grantees existing plans. TEGL 29-09 granted this extension. All WIA Section 166 grantees must submit the one-year plan.

WIA states that such a plan shall –

- A. be consistent with the purpose of Section 166;
- B. identify the population to be served;
- C. identify the education and employment needs of the population to be served in the manner in which the activities to be provided will strengthen the ability of the individual served to obtain or retain unsubsidized employment;
- D. describe the activities to be provided and the manner in which such activities are to be integrated with other appropriate activities (e.g., career pathways); and
- E. describe the performance measures to be used to assess the performance of entities in carrying out the activities (see Section 4.c below).

In addition to meeting the requirements of WIA Section 166 (e) indicated above, ETA encourages grantees to incorporate the “Career Pathways” model into their one-year plan. Item five of this TEGL discusses the Career Pathways model in detail and grantees are encouraged to incorporate this approach into the planning narrative. Career Pathways principles are explained in Item Five of this TEGL. By answering the questions in Attachment B, grantees will have addressed all the requirements of the planning narrative.

Grantees receiving Supplemental Youth Services Program (SYSP) funds must describe the services they intend to provide and the target population they intend to serve, such as dropouts, juvenile offenders, and/or college students.

4. Required Documents Included in the One-Year Strategic Plan.

According to WIA regulations at 20 Code of Federal Regulations 668.720, the One-Year Strategic Plan is comprised of the following nine items, which are explained in further detail below.

a. Attachment A. Grant Signature Sheet

The Grant Signature Sheet serves as the “cover sheet” for the one-year plan and provides the Department with the signature of the official (or designee) authorized to enter into a grant agreement, (e.g., Tribal Chairman, Vice-Chairman, Executive Director, etc.). By signing the Grant Signature Sheet, the Tribe or nonprofit organization confirms the plan was approved by the governing body of the organization.

b. Attachment B. One-Year Strategic Plan Narrative

The planning narrative is a key component of the One-year strategic plan. It informs the Department of the grantee's strategy for training and employing Indian and Native Americans.

In describing the strategy, grantees must follow the planning process described at the WIA regulations at 20 CFR 668.700, and include the items listed at the regulations at 20 CFR 668.720 (a) (1) through (5).

c. Attachment C. Participant Planning, Efficiency, and Outcomes Worksheet

WIA regulations at 20 CFR 668.710 require a projection of participant services and expenditures covering the planning cycle. Attachment C is the form grantees will use to describe planned services, cost for services, cost per participant, and performance outcomes.

Section VII of Attachment C requires grantees to estimate their performance outcomes for the three performance measures (Entered Employment, Employment Retention, and Average Earnings). When completing Section VII, grantees must plan to meet the "recommended level" of performance for the Entered Employment Rate and the "national performance levels" for Employment Retention and Average Earnings.

Entered Employment Rate: Each WIA Section 166 grantee has a "recommended level" of performance for the Entered Employment Rate which can be found on Line N of the grantee's Performance Standards Worksheet located at the following link: https://ina.workforce3one.org/page/prog_planning. The rate on Line One, Column "A" of Section VII must be equal to or greater than the recommended level found on Line N of the Performance Standards Worksheet (see example on Attachment C included in this TEGL).

Note: The link above includes Performance Standards Worksheets for all WIA Section 166 grantees (126 pages). Please be sure the grantee name on Line A matches your organization when obtaining the recommended level of performance.

Employment Retention: The "national performance level" for Employment Retention for all grantees is 73.7 percent. This is the level established for the WIA Section 166 Program overall, and does not factor in local economic conditions, nor does it factor in the characteristics of the participants served (see Item Six in this TEGL for further information on establishing individual grantee performance levels for this measure). Since a level of performance for Employment Retention has not been established for each grantee, ETA will not find grantees deficient for not meeting the Employment Retention rate at the end of PY 2011. However, grantees must strive to achieve a 73.7 percent Employment Retention Rate. Therefore, Line Two, Column "B" of Section VII must be equal to or greater than 73.7 percent (see example of Attachment C included in this TEGL).

Average Earnings: The “national performance level” for Average Earnings for all grantees is \$9,346. This is the level established for the WIA Section 166 Program overall, and does not factor in the local economic conditions; or the characteristics of participants served. Thus, a level of performance for Average Earnings has also not been established for individual grantees. ETA will not find WIA Section 166 grantees deficient for not meeting the Average Earnings rate at the end of PY 2011. However, grantees must strive to achieve a \$9,346 Average Earnings Rate and, therefore, Line Three, Column “C” of Section VII must be equal to or greater than \$9,346 (see example on Attachment C included in this TEG).

Adult Performance Measures and Goals	
Measure	Goal
Entered Employment Rate	Line N of the Performance Standards Worksheet
Employment Retention	73.7 Percent
Average Earnings	\$9,346

Note: To assist grantees in the completion of the Attachment C form, a usable version of Attachment C, along with instructions and an example of a completed form can be found at the following links:

An Excel version of Attachment C: https://ina.workforce3one.org/page/prog_planning

Instructions for Attachment C: https://ina.workforce3one.org/page/prog_planning

An example of a completed version of Attachment C: https://ina.workforce3one.org/page/prog_planning.

d. **Attachment D - Supplemental Youth Services (SYS) Planning Worksheet (ONLY for grantees that receive youth funding)**

WIA regulations at 20 CFR 668.420 require grantees to include performance measures for the SYS Program in order to measure program progress. ETA has established two performance indicators for the WIA Section 166 Youth Program, which are:

Youth Performance Measures and Goals	
Measure	Goal
Attainment of Two or More Goals	80 Percent
Educational Attainment for Dropouts	50 Percent

The SYS Planning Worksheet (Attachment D) is the instrument that grantees will use to submit youth performance measures for the one-year strategic plan. When completing Attachment D, grantees must strive to achieve the recommended level of 80 percent performance for “Attainment of Two or More Goals” and 50 percent performance for Educational Attainment for dropouts. A usable version of the SYS planning worksheet and instructions can be found at the following link: https://ina.workforce3one.org/page/prog_planning

e. Attachment E. - Assurances and Certifications

Grantees must provide certain assurances and certifications in order to receive a WIA Section 166 grant award. By signing the coversheet of Attachment E and completing specific required pages of the assurances and certifications, the grantee agrees to fully comply with the following assurances and certifications:

Assurances - Non-Construction Programs (Standard Form (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 and Equal Opportunity Assurance (29 CFR Part 37)
- Certification of Non-Delinquency

f. Standard Form -424 (OMB Number 4040-0004)

The SF-424 is a standard form required for applications submitted for Federal assistance. An electronic version of the SF-424 can be found at:

<http://www.doleta.gov/dinap/pdf/RevisedSF424.pdf>.

Note: Grantees must ensure their organization's status in the Central Contractor Registration (CCR) is active and valid. If the status is inactive, funds will not be readily obligated and released for PY 2011.

g. Standard Form (SF)-424A (OMB Number 4040-0006)

SF-424A supplements the SF-424 by providing budget information on the amount of Federal assistance that is being requested. An electronic version of the SF-424A can be found at: <http://www.doleta.gov/dinap/pdf/sf424a.pdf>. Also include a budget narrative, further describing the SF-424A budget information.

h. Grantee Grievance Procedures

According to WIA regulations at 20 CFR 667.600, grantees must establish and maintain grievance and complaint procedures for participants and other interested parties. To ensure the requirements of this section are met, grantees must provide a copy of their grievance and complaint procedures as an attachment to this one-year plan. At a minimum, the grievance procedures 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 the filing of a grievance; and 3) an opportunity to file a grievance with the Department's WIA Section 166 Indian and Native American Program when a decision is not made within 60 days, or either party is dissatisfied with the local hearing decision. Discrimination complaints filed under provisions of WIA Section 188 may be directed or mailed to the Director, Civil Rights Center, U.S. Department of Labor, Room N-4123, 200 Constitution Avenue, N.W., Washington, D.C. 20210 in accordance with 29 CFR Part 37.

- i. Indirect Cost Rate / Cost Allocation Plan (Applicable for Multi-funded Organizations Only).

OMB Circulars A-87 and A-122 require a current indirect cost plan (or a cost allocation plan) for organizations and Tribes that receive funds from more than one funding source. Organizations that receive funding from only one funding source do not require an indirect cost plan since all costs will be directly charged to that funding source. As part of the PY 2011 plan, multi-funded grantees must submit a current and approved copy of their indirect cost plan.

5. **Implementing Career Pathways Model into the Planning Narrative Strategy.** To further the Secretary's strategic goal of preparing workers for good jobs, and in support of the Native American Employment and Training Council's (Council) recommendations - to enhance educational attainment and careers, WIA Section 166 grantees will begin planning for the "Career Pathways" Program, "Trails to Opportunity," in its One-Year PY 2011 Strategic Plan. WIA Section 166 grantees will receive technical assistance and guidance throughout PY 2011 on establishing career pathways plans. The Department will work closely with the grantee community to successfully implement the career pathways model.

Illiteracy and low education attainment continue to hinder the ability of many Indian and Native Americans to compete in a competitive labor market. By including the career pathway framework, WIA Section 166 grantees can assist low-income Indian and Native American adults and youth address long-term education and training needs, providing its customers with the skills necessary to get a good job. Intensive training and support services are needed to enhance worker skills and help Indian and Native Americans succeed in a knowledge-based economy. The 21st century global economy will require greater skills and education levels as good paying jobs shift from manufacturing and textile occupations to knowledge and service-based occupations. Occupations that require a postsecondary education are expected to account for nearly half of all new jobs from 2008 to 2018.

Preparing Indian and Native American workers for good jobs requires that the WIA Section 166 Program focus on helping many Indian and Native Americans overcome a multitude of barriers to employment, providing additional opportunities for education and work experiences, and targeting assistance towards skills needed to secure good jobs, especially in high-growth industries.

The career pathways plan consists of a connected series of training and education programs, with integrated support services, work experiences, and learning on the job, that enable adults and youth to combine work and learning. The career pathways plan provides clear sequences of coursework and credentials that help individuals of varying skill levels earn credentials valued by employers, enter more rewarding careers in high-demand and emerging industries and occupations, and advance to increasingly higher levels of education and employment. "Ideally, career pathways are not a separate program, but a framework for weaving together adult education, training, and college programs that are currently separated into silos and connecting those services to employers' workforce needs," (CLASP, May 2010). A career pathways program consists of six key elements that usually occur simultaneously that include:

- A. Building Cross-Agency Partnerships: means establishing a diverse group of representatives from tribal, state, local agencies, and/or members of the business community to design, create, and implement a shared vision based on the needs of the community. Recommended partners should include, but are not limited to, tribal community colleges and education, Temporary Assistance for Needy Families providers, veteran affairs offices, social services agencies, workforce investment boards, and/or local One-Stop Career Centers.
- B. Engaging Employers and Gap Analysis: requires conducting a labor market analysis to identify the employment and training needs in the area. Assessing the gaps is a way for grantees to identify the best sectors around which to build career pathways. A career pathways plan should target high-demand and growing employment opportunities on or near the reservation or approved services area (e.g., hospitality, health care, construction, art, etc). The market analysis plan should also include an outreach strategy to engage employers in the target areas.
- C. Clarifying Roles and Responsibilities: identifying, defining, and formalizing the roles and responsibilities of the pathways team are critical components of the plan. The career pathways team guides the process when developing the plan, identifying key roles and responsibilities of team members, identifying labor market information, and developing a program design. The career pathways team should produce and use a written memorandum of understanding to guide this process.
- D. Program Design: provides a clear sequence of training, education, coursework, and credentials that prepare individuals, regardless of their skill level. For instance, what are the skill sets needed (e.g. a high school diploma, General Education Degree (GED), certificate, a postsecondary education, the military, etc.) to help customers secure good jobs. The program design should be created around high-demand industries in the area that support career ladders that pay family-sustaining wages and the program design should be supported by the tribal leadership, the community, and/or the state.
- E. Identifying Funding Needs/Sources: to operate the career pathways program (e.g., operating cost, supportive services, leveraged resources from the tribe, Federal, state, and local sources, etc.); and
- F. Align Policies and Programs: identifying and coordinating employment and training services with other tribal, local, or state agencies are keys to implementing a career pathway system. In this area, agencies and programs work cooperatively across organizations to leverage resources and foster systematic change.

Career pathways is an approach to linking education and training services in ways that will lead to sustainable jobs. Developing and implementing effective career pathways plans will take time. However, the long term goals are to: 1) increase the number of Indian and Native American individuals who earn a high school diploma, GED, or obtain a recognized credential that enable them to compete for employment in high-demand and emerging industries and occupations; 2) increase the number of participants that obtain long term, sustainable employment; 3) establish multiple entry and exit points for

individuals along the education and training continuum; and 4) create systemic change and enhance partnerships that better connect education, training, supportive services, and the workforce system.

Links such as <http://www.mypathcareers.org/> or <http://www.doleta.gov/programs/onet/> may assist grantees with more information in developing career pathways strategies.

6. Background on Establishing Individual Performance Levels for PY 2011 for the CSP (Adult) Program.

When establishing performance levels, ETA recognizes that external factors - such as local economic conditions and participant characteristics - have a significant effect on grantee performance. For instance, a grantee located in a major metropolitan area with more employment opportunities is more likely to place participants in jobs than a grantee located in a rural reservation area with very few jobs. Similarly, better educated participants with few employment barriers are more likely to obtain employment than less educated participants with multiple employment barriers. Therefore, in order to establish fair and reasonable performance targets for WIA Section 166 grantees, a regression model must be developed that factors in the unique economic conditions each grantee operates under and the unique participant characteristics that each grantee serves. ETA is in the process of developing regression models for individual WIA Section 166 grantees for all three measures. Until these are developed, ETA will use a regression model from the Job Training Partnership Act to program establish the Entered Employment Rate only.

7. Period of Performance.

This one-year plan covers Program Year April 1, 2011 - March 31, 2012 for SYSP and CSP. Grant funds provided for PY 2009 through PY 2011 can be expended during this one-year cycle since these grant funds have a three-year expiration date from date of obligation. The Secretary may make funds for the SYP available on April 1, 2011. However, SYS Program funds may not be available in grantee subaccounts at the beginning of the PY (April 1). Grantees may use "carry-over" funds from previous PYs (if available) to implement the SYSP.

Grantees that do not have unspent funds from previous PYs may use other (non-restricted) resources to begin operating a SYS Program and reimburse the resource for allowable costs retroactive to April 1 upon fund availability. 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 one-year plan has been approved.

8. Administrative Cost Limit.

Division of Indian and Native American Program (DINAP) Bulletin 99-05 (dated December 10, 1999) provides ETA's policy on administrative cost limits for the WIA Section 166 Program. The policy sets a base-line limit of 15 percent (of the funding year allocation) for administrative costs. ETA may approve a higher administrative limit, not to exceed 20 percent, if grantees provide acceptable justification for a higher limit, as outlined in the above bulletin. In addition, grantees requesting a rate higher than 15 percent for this

one-year plan must include a detailed administrative budget and narrative justification with the one-year plan. The budget should include items such as, but not limited to, indirect costs, staff salaries, fringe benefits, rental space, utilities, equipment, supplies, travel, etc. The regulations at 20 CFR 667.220 defines what functions and activities constitute administrative costs subject to the administrative cost limit.

9. Waivers.

WIA Section 166(h)(3) permits waivers of any statutory or regulatory requirement except for those areas cited in 20 CFR 668.920. Grantees must follow 20 CFR 189(i)(4)(B) and the regulations at 20 CFR 661.420(c), when requesting a waiver. A request to waive a statutory or regulatory requirement follows a separate process than the one-year plan approval, therefore, requests may be submitted along with the one-year plan, but must be clearly separate from the plan. Grantees may also submit a request for a waiver at any time during the one-year program period.

10. Acquisition of Equipment.

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)], require prior Grant Officer approval. Equipment approval must be submitted separately and cannot be included in the overall plan approval process.

11. PY 2011 Funding Allocations.

The planned PY 2011 appropriation level for Section 166 CSP is \$52,758,000 and \$13,861,035 for SYSP. Attachments F and G of this TEGP provide the funding allotments for individual grantees. These allotments are for planning purposes only.

Estimated allotments are provided before the passage of the Department's Fiscal Year 2011 appropriation in anticipation of the appropriation of funds for PY 2011 for the WIA Section 166 Indian and Native American Program, but the Department will not obligate any funds for PY 2011 grants until they are appropriated. Grantees will then receive an official Notice of Obligation from the Grant Officer upon approval of the one-year plan.

12. Assurances and Certifications.

Attachment E provides the assurances and certifications that are required and must be submitted with this plan. Grantees should review the assurances and certifications to ensure they understand and agree to the responsibilities and requirements in administering a WIA Section 166 grant.

13. Action Requested.

Grantees must submit the one-year plan which includes all the documents outlined in item four above postmarked no later than May 1, 2011, to the address provided below. 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 Attachment E, Special Clause 2- Key Officials.

Please be aware that mail in the Washington D.C. area remains subject to decontamination procedures. Therefore, it is recommended that grantees use an overnight mail service in order to expedite the delivery of the one-year plan. Please mail plans to:

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

14. **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

15. **Attachments.** The following attachments and required documents must accompany the one-year plan.

Attachment A:	Grant Signature Sheet
Attachment B:	One-Year Comprehensive Service Plan Narrative
Attachment C:	Participant Planning, Efficiency, and Outcomes Worksheet (obtain form on-line at: https://ina.workforce3one.org/page/prog_planning)
Attachment D:	Supplemental Youth Services (SYS) Planning Worksheet (obtain form on-line at: https://ina.workforce3one.org/page/prog_planning)
Attachment E:	Assurances and Certifications
Required Documents:	SF-424 (OMB Number 4040-0004) SF-424A (OMB Number 4040-0006) Grantee Grievance Procedures Indirect Cost Rate/Cost Allocation Plan (if applicable)

Attachments for Information Only: (Please do not return with the plan)

Attachment F:	CSP Allotments
Attachment G:	SYS Allotments

**Article I. GRANT SIGNATURE SHEET
WORKFORCE INVESTMENT ACT SECTION 166
INDIAN AND NATIVE AMERICAN PROGRAM**

GRANT MODIFICATION

NUMBER (New Number Will be Assigned by the Grant Officer) **NUMBER:** _____

<p>Grantee Name and Address:</p> <p>Contact Phone No.:</p>

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

- A. Submits a new one-year plan for the period 4/01/2011 to 6/30/2012
- B. Modifies the current one-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 One-Year Strategic Plan for Program Year 2011

<u>Approved for the Grantee by:</u>	
Name:	
Title:	
_____	_____
Signature	Date

One-Year Comprehensive Service Plan (CSP) Narrative

The planning narrative is a key component of the one-year strategic plan. It describes to the Department the grantee's strategy for training and employing Indian and Native American adults and youth. In relating the strategy, grantees must follow the planning process described at Section 668.700 and include the items listed at Section 668.720 (a)(1) through (5). Note that some of the requirements under Section 668.720 are documented in Attachment C and need not be included in the narrative section.

Additionally for PY 2011, grantees are advised to begin developing a "Career Pathways" - Trails to Opportunities in their strategic plan. Assessing, developing, and implementing an effective career pathways program will take time. Therefore, WIA Section 166 grantees will receive technical assistance and guidance throughout PY 2011 on their career pathways plans. Additionally, the Department will work closely with the Indian and Native American Employment and Training Council and the grantee community to successfully implement the career pathways model in the WIA Section 166 community. There are six key principles of the career pathways plan that are explained in Item Five of this TEG. By answering the following questions, grantees will have addressed all the requirements of the planning narrative. The planning narrative should not exceed 20 pages. The questions are as follows:

Question 1: What are the specific goals of the WIA Section 166 grantee's program for the program year involved and what services does the grantee intend to make available? What method will the grantee use to target its services to specific segments of its services population? How will the program integrate the Veteran Priority of Service protocol?

Question 2: How will the grantee consult with tribal (or appropriate tribal departments), state, the governors' office, One-Stop Career Centers, Workforce Boards, local agencies, veterans' offices, post secondary institutions, and/or members of the business community to design and implement a shared "career pathways" plan based on the needs of the community?

Question 3: Which of the potential Tribal or other community officials will be responsible for identifying, defining, and formalizing the career pathways plan?

Question 4: Who are the other providers in the area that are potential partners (e.g., tribal community colleges and education providers, Temporary Assistance for Needy Families providers, veteran offices, social services agencies, workforce investment boards or local One-Stop Career Centers, business representatives, labor-management organizations, etc.) for the grantee's career pathway plan?

Question 5: Within the approved service area, what are the prospective employment opportunities and/or the best sectors around which to build career pathways? Identify and briefly describe the targeted, high-demand and growing employment opportunities on or near the reservation or approved services area (e.g., hospitality, health care, construction, art, or other appropriate entrepreneurial opportunities, etc.). What is the grantee's outreach strategy to engage the potential employers identified in the approved service areas? That is, how will the

grantee work with local employers (in your approved or designated service area) to place participants into jobs?

Question 6: How will the grantee identify and coordinate employment and training services with other tribal, local, One-Stop Career Centers, or state agencies to ensure non-duplication of its employment and training services? What are some of the potential Federal or state resources that can be leveraged?

Question 7: What are the current educational or career needs in your approved or designated service area(s) and how will the grantee prepare its customers, regardless of their skill level, to obtain a high school diploma, GED, training credential, employment, a postsecondary education, or enter the military?

SYSP Planning 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 work sheet in Attachment D.

Question 1: What is the projected number of youth to be served in SYSP and the target population to be served (e.g., dropouts, juvenile offenders, and/or college students)? In addition, what are the strategies for recruiting and including youth participants in the program’s “career pathway?”

Question 2: What services will the grantee make available to youth participants and what are the types of “career” training that will be offered to prepare participants to enter a good job?

Question 3: Relevant cultural activities are an important component of WIA Section 166 grantee communities. How will the program interact with educational providers that prepare Indian and Native American students to successfully move into postsecondary education while maintaining or promoting cultural identity?

Question 4: How will the SYSP partner with other educational providers to prepare Indian and Native American youth to obtain a high school diploma, GED, certificate, or postsecondary education?

COMPREHENSIVE SERVICES PROGRAM

Grantee: [Insert Grantee Name Here]

Section I: Total Funds Available

Section I. Total Funds Available	Funding
1. Program Year (PY) 2010 Funding (See Attachment H)	\$115,000
2. Estimated carry-over from prior program years	\$20,000
3. Total Funds Available	\$135,000

Amount must be equal to or less than \$4,500. Increasing line II.1 or II.2 lowers the amount

Sections II, III, IV, and V: Total Participants, Customers, and Exitters

Section II. Estimated Participants, Funding, and Efficiency	a. Participants	b. Funding	c. Efficiency
1. Number of New Participants Enrolled in the Program for PY 2010	25		
2. Participants Carried Over from the Previous Program Year	5		
3. Total Participants, Funding, and Efficiency (w/out self service customers)	30	\$135,000	\$4,500.00
Section III. Estimated Self Service "Customers"			
4. Number of Customers that Receive Self Services Only for PY 2010	10		
Section IV. Efficiency - Participants and Self Service Customers			
5. Total Participants, Funding, and Efficiency (with self service customers)	40	\$135,000	\$3,375
Section V. Estimated Exitters			
6. Number of Participants in Line II.3 Above that will Exit in PY 2010	30		

Amount must be equal to or less than \$3,500. Increasing line III.4 lowers the amount

Section VI: Activities and Costs

Section VI. Estimated Participants, Funding, and Efficiency	Participants	Costs
1. Classroom Training (CRT) - Job Skills	12	21,000
2. Classroom Training (CRT) - Basic Education	5	2,000
3. Work Experience	3	19,000
4. On-the-Job Training	0	0
5. Supportive Services	20	4,000
6. Training Assistance	7	50,000
7. Administrative Costs - Percentage: 18%		24,000
8. Total Participants and Costs	47	\$120,000

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	Employed 1 st qtr. after exit	Exiters during PY 2010	$\frac{25}{30}$	83.3%		
2. Retention Rate	Emp. 1 st and 2 nd qtr. after exit	Exiters during PY 2010	$\frac{19}{30}$		63.3%	
3. Average Earnings	Earnings 2 nd and 3 rd qtr.	Exiters during PY 2010	$\frac{\$342,000}{30}$			\$11,400

Denominator equals the number of participants that exited during the program year and who were not employed at the time of enrollment. The denominator cannot be greater than the number of exiters indicated in Section V. line 6 above.

Entered Emp. Rate must be equal to or greater than the recommended level indicated on line N of the Perf. Standards worksheet

<Enter Grantee Name Here>		
1. Enter the estimated number of youth participants to be served for PY 2011	25	
2. From the number above, estimate how many participants will exit in PY 2011	20	
3. From no. 2 above, enter the estimated number of youth dropouts for PY 2011	4	
Youth Participant Goals and/or Attainments Summary 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 below. Enter the estimated number of exiters from line 2 above that will attain the goals indicated below		Attainment Rate
4. Completed Work Readiness	20	100.0%
5. Completed Internship or Vocational Exploration Program	18	90.0%
6. Completed Career Assessment	20	100.0%
7. Entered Unsubsidized Employment (Including Military)	2	10.0%
8. Remained in School	5	25.0%
9. Returned to School Full Time	0	0.0%
10. Enrolled in Job Corps	0	0.0%
11. Improved Basic Skills by at Least Two Grade Levels	0	0.0%
11.a Improved Basic Skills by at Least Two Grade Level (Dropouts Only)	0	
12. Attained High School Diploma	0	0.0%
12.a Attained High School Diploma (Dropouts Only)	0	
13. Attained GED	2	50.0%
14. Completed Occupational Skills Training	0	0.0%
15. Completed Leadership Skills Training	0	0.0%
16. Entered Other (Non-Supplemental Youth) Training Program	0	0.0%
17. Successful Completion of Summer Employment	15	75.0%
SECTION V. Performance Outcomes / Performance	Value	$\frac{\text{Numerator}}{\text{Denominator}}$ Met Goal?
18. Attainment of Two or More Goals (At least two goals/attainments from lines 4 - 17 above must be greater than 60%)	4	Yes
19. Educational Attainment for Dropouts (planned Attainment rate must be equal to or greater than 50%.) An educational attainment is achieved when a dropout - who has exited the program - improves basic skills by at least two grade levels (line 11.a above), attains of a high school diploma (line 12.a above) or attains a GED (line 13 above).	50%	$\frac{2}{4}$ Yes

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

ASSURANCES AND CERTIFICATIONS

FOR

Article I. PROGRAM YEAR 2011

By signing the Agreement 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 and Equal Opportunity Assurance (29 CFR Part 37)

Certification of Non-Delinquency

By signing the face sheet of this Grant Agreement, the Grantee is accepting 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 timeframe after receipt of approval of the awarding agency.
5. Will comply with the Intergovernmental Personnel Act of 1970 (42 U.S.C.47284763) relating to prescribed standards for merit systems for programs funded under one of the 19 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 (Public Law 88-352) which prohibits 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. Section 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 (Public Law 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 (Public Law 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 (Public Law 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 (Public Law 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 (Public Law 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, (Public Law 93.523); and (h) protection of endangered species under the Endangered Species Act of 1973, as amended, (Public Law 93-205).

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 Public Law 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 (Public Law 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 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
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 believes that:

1. No Federally one-year 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 Federally 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;
 - 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 10 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; and
7. Making a good faith effort to continue to maintain a drug-free workplace through implementation of paragraphs ((1), (2), (3), (4), (5), and (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, and zip code)

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

E. NONDISCRIMINATION AND EQUAL OPPORTUNITY ASSURANCE

As a condition of the award of financial assistance from the Department of Labor under Title I of 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 (WIA) of 1998 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.

FY 2000 Statutory Requirements
(Imposed by Public Law 106-113; November 17, 1999)

Title V – GENERAL PROVISIONS

Section 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.

Section 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.

Section 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.

Section 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 nongovernmental sources.

Section 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.

(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.

Section 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, which 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).

Section 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.

Section 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 not 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.

Section 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.

Section 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.

SPECIAL CONDITIONS

1. This grant, when executed, establishes a legal relationship between the U. S. Department of Labor (the Department) 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 Program (INAP).
4. Matching Funds:
 Will be required for programs under this grant.
 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 /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 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.

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 timeframes 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
U. S. Department of Labor
OASAM
200 Constitution Avenue, N.W., Room S-1510
Washington, D. C. 20210
Phone Number: (202) 693-4100

- ___ 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.

SPECIAL CLAUSE NO. 2 KEY OFFICIALS

A. Department of Labor Representatives. The grantee organizations primary contact with the Department is the Indian and Native American Program 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 AND TITLE: _____
 PHONE NO.: _____ Signatory? Yes No

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

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

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

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

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

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

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> <ul style="list-style-type: none"> a. contract b. grant c. cooperative agreement d. loan e. loan guarantee f. loan insurance 	<p>2. Status of Federal Action:</p> <ul style="list-style-type: none"> a. bid/offer/application b. initial award c. post-award 	<p>3. Report Type:</p> <ul style="list-style-type: none"> a. Initial filing b. material change <p>For Material Change Only: year ___ quarter date of last report</p>
<p>4. Name and Address of Reporting Entity: ___ Prime Subawardee Tier ___ if known:</p> <p>Congressional District, if known:</p>		<p>5. If Reporting Entity in No. 4 is Subawardee, Enter Name and Address of Prime.</p> <p>Congressional District, if known:</p>
<p>6. Federal Department/Agency:</p>	<p>7. Federal Program Name/Description</p> <p>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>(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>(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> <ul style="list-style-type: none"> ___ a. cash ___ b. in-kind; specify: nature _____ value 	<p>13. Type of Payment (check all that apply)</p> <ul style="list-style-type: none"> ___ a. retainer ___ b. one-time fee ___ c. commission ___ d. contingent fee ___ e. deferred ___ f. other, specify: 	

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:

(attach Continuation Sheet(s) SF-LLL-A, if necessary)

15. Continuation Sheet(s) SF-LLL-A attached: _____ YES _____ NO

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.

Signature

Print Name:

Title: _____

Telephone Number: _____

Date: _____

(i) DISCLOSURE OF LOBBYING ACTIVITIES CONTINUATION SHEET

Reporting entity:

Page _____ .

Approved by OMB 0348-0046

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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.

Estimates Allotments For Planning Purposes Only
U. S. Department of Labor
Employment and Training Administration
WIA Title I Sec. 166 Comprehensive Services for Native Americans
PY 2011 Allotments

Grantee CID	Grant Type	Seq#	State	Grantee	Total
Appropriation Total					52,758,000
TAT					527,580
Grantee Total					\$52,230,420
1		1	1	AL Inter-Tribal Council of Alabama	277,190
2		2	1	AL Poarch Band of Creek Indians	88,865
3	477	3	2	AK Aleutian/Pribilof Islands Association	26,928
6	477	4	2	AK Association of Village Council Presidents	386,373
7	477	5	2	AK Bristol Bay Native Association	111,316
8	477	6	2	AK Central Council of Tlingit and Haida	181,928
9	477	7	2	AK Chugachmiut	26,237
10	477	8	2	AK Cook Inlet Tribal Council	416,590
189	477	9	2	AK Copper River Native Association	17,627
11	477	10	2	AK Kawerak Incorporated	144,916
12		11	2	AK Kenaitze Indian Tribe	41,637
13	477	12	2	AK Kodiak Area Native Association	27,362
196	477	13	2	AK Maniilaq Association Inc.	108,540
15	477	14	2	AK Metlakatla Indian Community	17,554
16	477	15	2	AK Orutsararmuit Native Council	49,720
17	477	16	2	AK Tanana Chiefs Conference, Inc.	272,815
19		17	4	AZ American Indian Association of Tucson	325,398
20		18	4	AZ Colorado River Indian Tribes	59,581
21		19	4	AZ Gila River Indian Community	491,148
23		20	4	AZ Hopi Tribal Council	209,160
22		21	4	AZ Hualapai Tribe	31,340
24		22	4	AZ Inter Tribal Council of Arizona, Inc.	76,735
25		23	4	AZ Native Americans for Community Action	190,197
26		24	4	AZ Navajo Nation	5,866,074
27		25	4	AZ Pasqua Yaqui Tribe	96,703

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Grantee CID	Grant Type	Seq#	State	Grantee	Total
28		26	4 AZ	Phoenix Indian Center, Inc.	1,182,685
29		27	4 AZ	Quechan Indian Tribe	32,332
30		28	4 AZ	Salt River Pima-Maricopa Indian Council	81,466
31		29	4 AZ	San Carlos Apache Tribe	370,912
32	477	30	4 AZ	Tohono O'Odham Nation	356,687
33		31	4 AZ	White Mountain Apache Tribe	436,921
34		32	5 AR	American Indian Center of Arkansas, Inc.	529,693
35		33	6 CA	California Indian Manpower Consortium, Inc.	3,280,323
36		34	6 CA	Candelaria American Indian Council	308,677
37		35	6 CA	Indian Human Resources Center, Inc.	323,540
38		36	6 CA	Northern CA Indian Development Council, Inc.	220,984
39		37	6 CA	Southern CA Indian Center, Inc.	1,580,742
40		38	6 CA	Tule River Tribal Council	117,970
41		39	6 CA	United Indian Nations, Inc.	424,584
42		40	6 CA	Ya-Ka-Ama Indian Education & Development	60,253
43		41	8 CO	Denver Indian Center	598,091
44		42	8 CO	Southern Ute Indian Tribe	36,038
45		43	8 CO	Ute Mountain Ute Indian Tribe	83,054
47		44	12 FL	Florida Governor's Council on Indian Affairs	1,098,961
48		45	12 FL	Miccosukee Corporation	114,430
50		46	15 HI	Alu Like, Inc.	1,266,654
51	477	47	16 ID	Nez Perce Tribe	65,991
52	477	48	16 ID	Shoshone-Bannock Tribes	171,425
4		49	18 IN	American Indian Center of Indiana, Inc.	226,289
54		50	20 KS	United Tribes of Kansas and S.E. Nebraska	191,961
55		51	22 LA	Inter-Tribal Council of Louisiana, Inc.	465,403
56		52	23 ME	Penobscot Nation	180,349
58		53	25 MA	Mashpee-Wampanoag Indian Tribal Council, Inc.	55,496
59		54	25 MA	North American Indian Center of Boston, Inc.	200,916
60	477	55	26 MI	Grand Traverse Band of Ottawa & Chippewa Indians	29,656

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Grantee CID	Grant Type	Seq#	State	Grantee	Total
61		56	26 MI	Inter-Tribal Council of Michigan, Inc.	64,599
62		57	26 MI	MI Indian Employment and Training Services, I	441,645
179		58	26 MI	North American Indian Association of Detroit	131,715
63		59	26 MI	Potawatomi Indian Nation	57,364
64		60	26 MI	Sault Ste. Marie Tribe of Chippewa Indians	157,849
65		61	26 MI	Southeastern Michigan Indians. Inc.	70,470
66		62	27 MN	American Indian OIC	246,186
67		63	27 MN	Bois Forte R.B.C.	18,822
68		64	27 MN	Fond Du Lac R.B.C.	183,645
69		65	27 MN	Leech Lake R.B.C.	141,644
70	477	66	27 MN	Mille Lacs Band of Chippewa Indians	50,990
71		67	27 MN	Minneapolis American Indian Center	326,775
72	477	68	27 MN	Red Lake Tribal Council	205,262
73	477	69	27 MN	White Earth R.B.C.	111,452
74		70	28 MS	Mississippi Band of Choctaw Indians	277,614
75		71	29 MO	American Indian Council	682,504
76	477	72	30 MT	Assiniboine & Sioux Tribes	252,600
78		73	30 MT	B.C. of the Chippewa Cree Tribe	130,561
77	477	74	30 MT	Blackfeet Tribal Business Council	265,919
79	477	75	30 MT	Confederated Salish & Kootenai Tribes	261,358
80		76	30 MT	Crow Indian Tribe	152,184
81	477	77	30 MT	Fort Belknap Indian Community	112,879
82		78	30 MT	Montana United Indian Association	317,280
83		79	30 MT	Northern Cheyenne Tribe	197,817
84		80	31 NE	Indian Center, Inc.	261,692
85		81	31 NE	Omaha Tribe of Nebraska	73,297
86	477	82	31 NE	Winnebago Tribe	41,413
87		83	32 NV	Inter-Tribal Council of Nevada	254,589
88		84	32 NV	Las Vegas Indian Center, Inc.	176,700
188	477	85	32 NV	Reno Sparks Indian Colony	15,716

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Grantee CID	Grant Type	Seq#	State	Grantee	Total
89	477	86	32	NV Shoshone-Paiute Tribes	112,911
91		87	35	NM Alamo Navajo School Board	82,440
93		88	35	NM Eight Northern Indian Pueblo Council	37,862
94		89	35	NM Five Sandoval Indian Pueblos, Inc.	141,700
95		90	35	NM Jicarilla Apache Tribe	57,128
96		91	35	NM Mescalero Apache Tribe	81,079
97		92	35	NM National Indian Youth Council	1,480,573
198	477	93	35	NM Ohkay Owingeh	24,668
98		94	35	NM Pueblo of Acoma	125,954
92		95	35	NM Pueblo of Isleta	36,910
99	477	96	35	NM Pueblo of Laguna	80,675
100	477	97	35	NM Pueblo of Taos	37,663
101	477	98	35	NM Pueblo of Zuni	263,696
102		99	35	NM Ramah Navajo School Board, Inc.	83,337
103		100	35	NM Santa Clara Indian Pueblo	30,010
104		101	35	NM Santo Domingo Tribe	92,659
105		102	36	NY American Indian Community House, Inc.	1,064,583
107		103	36	NY Native Am. Comm. Services of Erie & Niagara Co	147,302
106		104	36	NY Native American Cultural Center, Inc.	192,256
109	477	105	36	NY Seneca Nation of Indians	220,100
108		106	36	NY St. Regis Mohawk Tribe	128,653
110		107	37	NC Cumberland County Association for Indian People	60,136
111		108	37	NC Eastern Band of Cherokee Indians	152,994
112		109	37	NC Guilford Native American Association	72,480
113		110	37	NC Haliwa-Saponi Tribe, Inc.	56,467
114		111	37	NC Lumbee Regional Development Association	949,302
115		112	37	NC Metrolina Native American Association	108,405
116		113	37	NC North Carolina Commission of Indian Affairs	275,085
117	477	114	38	ND Spirit Lake Sioux Tribe	144,464
118		115	38	ND Standing Rock Sioux Tribe	209,141

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Grantee CID	Grant Type	Seq#	State	Grantee	Total
120	477	116	38 ND	Three Affiliated Tribes - Ft. Berthold Reservation	174,680
121		117	38 ND	Turtle Mountain Band of Chippewa Indians	284,761
119		118	38 ND	United Tribes Technical College	222,882
122		119	39 OH	North America Indian Cultural Centers	488,419
123		120	40 OK	Absentee Shawnee Tribe of Oklahoma	21,668
125	477	121	40 OK	Cherokee Nation of Oklahoma	1,254,875
126		122	40 OK	Cheyenne-Arapaho Tribes	150,266
127	477	123	40 OK	Chickasaw Nation of Oklahoma	343,500
128	477	124	40 OK	Choctaw Nation of Oklahoma	551,732
129	477	125	40 OK	Citizen Band Potawatomi Indians of Oklahoma	308,057
130		126	40 OK	Comanche Tribe of Oklahoma	146,748
131	477	127	40 OK	Creek Nation of Oklahoma	690,089
133		128	40 OK	Four Tribes Consortium of Oklahoma	92,655
134		129	40 OK	Inter-Tribal Council of N.E. Oklahoma	71,135
135		130	40 OK	Kiowa Tribe of Oklahoma	122,021
136	477	131	40 OK	Osage Tribal Council	93,119
137		132	40 OK	OTOE-Missouria Tribe of Oklahoma	31,432
138	477	133	40 OK	Pawnee Tribe of Oklahoma	29,942
139		134	40 OK	Ponca Tribe of Oklahoma	78,487
140		135	40 OK	Seminole Nation of Oklahoma	95,747
181		136	40 OK	Tonkawa Tribe of Oklahoma	59,908
141		137	40 OK	United Urban Indian Council, Inc.	349,543
182		138	40 OK	Wyandotte Tribe of Oklahoma	104,567
142	477	139	41 OR	Confed. Tribes of Siletz Indians of Orego	420,150
143	477	140	41 OR	Confed. Tribes of the Umatilla Indian Res	26,212
144		141	41 OR	Confederated Tribes of Warm Springs	122,984
145		142	41 OR	Organization of Forgotten Americans	284,863
146		143	42 PA	Council of Three Rivers	898,825
147		144	44 RI	Rhode Island Indian Council	608,182
148		145	45 SC	South Carolina Indian Development Council, Inc.	236,031

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Grantee CID	Grant Type	Seq#	State	Grantee	Total
149	477	146	46 SD	Cheyenne River Sioux Tribe	215,629
150		147	46 SD	Lower Brule Sioux Tribe	54,221
151		148	46 SD	Oglala Sioux Tribe	638,927
152	477	149	46 SD	Rosebud Sioux Tribe	470,403
153	477	150	46 SD	Sisseton-Wahpeton Sioux Tribe	119,992
154		151	46 SD	United Sioux Tribe Development Corp.	544,699
180		152	46 SD	Yankton Sioux Tribe	104,221
155		153	48 TX	Alabama-Coushatta Indian Tribal Council	846,909
156		154	48 TX	Dallas Inter-Tribal Center	373,632
157		155	48 TX	Ysleta del Sur Pueblo	627,062
158		156	49 UT	Indian Training & Education Center	343,473
159		157	49 UT	Ute Indian Tribe	114,220
160		158	50 VT	Abenaki Self-Help Association/ NH Ind. Counc.	78,120
161		159	51 VA	Mattaponi Pamunkey Monacan Consortium	242,655
162		160	53 WA	American Indian Community Center	389,539
163	477	161	53 WA	Colville Confederated Tribes	176,550
184		162	53 WA	Confederated Tribes & Bands of the Yakama Nation	195,145
165	477	163	53 WA	Makah Tribal Council	33,049
166		164	53 WA	Puyallup Tribe of Indians	35,380
167		165	53 WA	Seattle Indian Center	275,767
197	477	166	53 WA	Spokane Reservation	38,655
168	477	167	53 WA	The Tulalip Tribes	42,820
169		168	53 WA	Western WA Indian Empl. and Trng Pgm.	807,885
170	477	169	55 WI	Ho-Chunk Nation	169,477
171		170	55 WI	Lac Courte Oreilles Tribal Governing Board	82,295
172		171	55 WI	Lac Du Flambeau Band of Lake Superior Chippewa	40,769
173	477	172	55 WI	Menominee Indian Tribe of Wisconsin	95,159
175		173	55 WI	Oneida Tribe of Indians of WI, Inc.	159,004
174		174	55 WI	Spotted Eagle, Inc.	210,100
176	477	175	55 WI	Stockbridge-Munsee Community	53,706

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Grantee CID	Grant Type	Seq#	State	Grantee	Total
177		176	55	WI Wisconsin Indian Consortium	82,439
178	477	177	56	WY Eastern Shoshone Tribe	124,965
185		178	56	WY Northern Arapaho Business Council	212,482

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Grantee CID	Grant Type	Seq#	State	Grantee	Total
					\$13,861,035
1		1	AL	Inter-Tribal Council of Alabama	5,098
2		2	AL	Poarch Band of Creek Indians	0
3	477	3	AK	Aleutian/Pribilof Islands Association	12,073
6	477	4	AK	Association of Village Council Presidents	165,274
7	477	5	AK	Bristol Bay Native Association	48,294
8	477	6	AK	Central Council of Tlingit and Haida	68,417
9	477	7	AK	Chugachmiut	5,902
10	477	8	AK	Cook Inlet Tribal Council	147,030
189	477	9	AK	Copper River Native Association	9,390
11	477	10	AK	Kawerak Incorporated	60,368
12		11	AK	Kenaitze Indian Tribe	22,806
13	477	12	AK	Kodiak Area Native Association	9,390
196	477	13	AK	Maniilaq Association Inc.	52,319
15	477	14	AK	Metlakatla Indian Community	5,366
16	477	15	AK	Orutsararmuit Native Council	16,098
17	477	16	AK	Tanana Chiefs Conference, Inc.	114,028
19		17	AZ	American Indian Association of Tucson	0
20		18	AZ	Colorado River Indian Tribes	32,196
21		19	AZ	Gila River Indian Community	211,959
23		20	AZ	Hopi Tribal Council	118,053
22		21	AZ	Hualapai Tribe	20,123
24		22	AZ	Inter Tribal Council of Arizona, Inc.	38,367
25		23	AZ	Native Americans for Community Action	0
26		24	AZ	Navajo Nation	3,077,429
27		25	AZ	Pasqua Yaqui Tribe	55,002

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					\$13,861,035
28		26	4	AZ Phoenix Indian Center, Inc.	0
29		27	4	AZ Quechan Indian Tribe	17,440
30		28	4	AZ Salt River Pima-Maricopa Indian Council	52,319
31		29	4	AZ San Carlos Apache Tribe	222,691
32	477	30	4	AZ Tohono O'Odham Nation	224,033
33		31	4	AZ White Mountain Apache Tribe	266,961
34		32	5	AR American Indian Center of Arkansas, Inc.	0
35		33	6	CA California Indian Manpower Consortium, Inc.	111,614
36		34	6	CA Candelaria American Indian Council	0
37		35	6	CA Indian Human Resources Center, Inc.	0
38		36	6	CA Northern CA Indian Development Council, Inc.	61,978
39		37	6	CA Southern CA Indian Center, Inc.	0
40		38	6	CA Tule River Tribal Council	8,050
41		39	6	CA United Indian Nations, Inc.	0
42		40	6	CA Ya-Ka-Ama Indian Education & Development	0
43		41	8	CO Denver Indian Center	0
44		42	8	CO Southern Ute Indian Tribe	10,732
45		43	8	CO Ute Mountain Ute Indian Tribe	22,806
47		44	12	FL Florida Governor's Council on Indian Affairs	0
48		45	12	FL Miccosukee Corporation	5,634
50		46	15	HI Alu Like, Inc.	1,875,434
51	477	47	16	ID Nez Perce Tribe	15,561
52	477	48	16	ID Shoshone-Bannock Tribes	57,685
4		49	18	IN American Indian Center of Indiana, Inc.	0
54		50	20	KS United Tribes of Kansas and S.E. Nebraska	10,464

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Grantee CID	Grant Type	Seq#	State	Grantee	Total
					\$13,861,035
55		51	22	LA Inter-Tribal Council of Louisiana, Inc.	4,025
56		52	23	ME Penobscot Nation	25,221
58		53	25	MA Mashpee-Wampanoag Indian Tribal Council, Inc.	0
59		54	25	MA North American Indian Center of Boston, Inc.	0
60	477	55	26	MI Grand Traverse Band of Ottawa & Chippewa Indians	0
61		56	26	MI Inter-Tribal Council of Michigan, Inc.	29,513
62		57	26	MI MI Indian Employment and Training Services, I	0
179		58	26	MI North American Indian Association of Detroit	0
63		59	26	MI Potawatomi Indian Nation	0
64		60	26	MI Sault Ste. Marie Tribe of Chippewa Indians	19,586
65		61	26	MI Southeastern Michigan Indians. Inc.	0
66		62	27	MN American Indian OIC	0
67		63	27	MN Bois Forte R.B.C.	9,123
68		64	27	MN Fond Du Lac R.B.C.	18,244
69		65	27	MN Leech Lake R.B.C.	53,392
70	477	66	27	MN Mille Lacs Band of Chippewa Indians	23,879
71		67	27	MN Minneapolis American Indian Center	0
72	477	68	27	MN Red Lake Tribal Council	84,515
73	477	69	27	MN White Earth R.B.C.	55,002
74		70	28	MS Mississippi Band of Choctaw Indians	68,149
75		71	29	MO American Indian Council	9,390
76	477	72	30	MT Assiniboine & Sioux Tribes	138,176
78		73	30	MT B.C. of the Chippewa Cree Tribe	38,904
77	477	74	30	MT Blackfeet Tribal Business Council	127,443
79	477	75	30	MT Confederated Salish & Kootenai Tribes	139,518

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Grantee CID	Grant Type	Seq#	State	Grantee	Total
					\$13,861,035
80		76	30 MT	Crow Indian Tribe	88,272
81	477	77	30 MT	Fort Belknap Indian Community	50,977
82		78	30 MT	Montana United Indian Association	0
83		79	30 MT	Northern Cheyenne Tribe	99,272
84		80	31 NE	Indian Center, Inc.	0
85		81	31 NE	Omaha Tribe of Nebraska	46,953
86	477	82	31 NE	Winnebago Tribe	21,464
87		83	32 NV	Inter-Tribal Council of Nevada	49,099
88		84	32 NV	Las Vegas Indian Center, Inc.	0
188	477	85	32 NV	Reno Sparks Indian Colony	9,390
89	477	86	32 NV	Shoshone-Paiute Tribes	14,757
91		87	35 NM	Alamo Navajo School Board	49,636
93		88	35 NM	Eight Northern Indian Pueblo Council	13,952
94		89	35 NM	Five Sandoval Indian Pueblos, Inc.	93,638
95		90	35 NM	Jicarilla Apache Tribe	28,171
96		91	35 NM	Mescalero Apache Tribe	61,709
97		92	35 NM	National Indian Youth Council	0
198	477	93	35 NM	Ohkay Owingeh	13,415
98		94	35 NM	Pueblo of Acoma	30,855
92		95	35 NM	Pueblo of Isleta	11,805
99	477	96	35 NM	Pueblo of Laguna	37,563
100	477	97	35 NM	Pueblo of Taos	18,781
101	477	98	35 NM	Pueblo of Zuni	130,126
102		99	35 NM	Ramah Navajo School Board, Inc.	30,855
103		100	35 NM	Santa Clara Indian Pueblo	13,415

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					\$13,861,035
104		101	35 NM	Santo Domingo Tribe	45,611
105		102	36 NY	American Indian Community House, Inc.	9,123
107		103	36 NY	Native Am. Comm. Services of Erie & Niagara Co	0
106		104	36 NY	Native American Cultural Center, Inc.	3,219
109	477	105	36 NY	Seneca Nation of Indians	32,196
108		106	36 NY	St. Regis Mohawk Tribe	22,806
110		107	37 NC	Cumberland County Association for Indian People	0
111		108	37 NC	Eastern Band of Cherokee Indians	57,685
112		109	37 NC	Guilford Native American Association	0
113		110	37 NC	Haliwa-Saponi Tribe, Inc.	0
114		111	37 NC	Lumbee Regional Development Association	0
115		112	37 NC	Metrolina Native American Association	0
116		113	37 NC	North Carolina Commission of Indian Affairs	0
117	477	114	38 ND	Spirit Lake Sioux Tribe	75,125
118		115	38 ND	Standing Rock Sioux Tribe	124,761
120	477	116	38 ND	Three Affiliated Tribes - Ft. Berthold Reservation	56,344
121		117	38 ND	Turtle Mountain Band of Chippewa Indians	128,785
119		118	38 ND	United Tribes Technical College	0
122		119	39 OH	North America Indian Cultural Centers	0
123		120	40 OK	Absentee Shawnee Tribe of Oklahoma	13,146
125	477	121	40 OK	Cherokee Nation of Oklahoma	677,732
126		122	40 OK	Cheyenne-Arapaho Tribes	104,638
127	477	123	40 OK	Chickasaw Nation of Oklahoma	203,641
128	477	124	40 OK	Choctaw Nation of Oklahoma	292,450
129	477	125	40 OK	Citizen Band Potawatomi Indians of Oklahoma	219,740

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					\$13,861,035
130		126	40	OK Comanche Tribe of Oklahoma	72,442
131	477	127	40	OK Creek Nation of Oklahoma	356,842
133		128	40	OK Four Tribes Consortium of Oklahoma	68,149
134		129	40	OK Inter-Tribal Council of N.E. Oklahoma	27,098
135		130	40	OK Kiowa Tribe of Oklahoma	90,418
136	477	131	40	OK Osage Tribal Council	52,319
137		132	40	OK OTOE-Missouria Tribe of Oklahoma	16,903
138	477	133	40	OK Pawnee Tribe of Oklahoma	14,757
139		134	40	OK Ponca Tribe of Oklahoma	56,075
140		135	40	OK Seminole Nation of Oklahoma	72,442
181		136	40	OK Tonkawa Tribe of Oklahoma	28,171
141		137	40	OK United Urban Indian Council, Inc.	199,885
182		138	40	OK Wyandotte Tribe of Oklahoma	0
142	477	139	41	OR Confed. Tribes of Siletz Indians of Orego	1,073
143	477	140	41	OR Confed. Tribes of the Umatilla Indian Res	14,757
144		141	41	OR Confederated Tribes of Warm Springs	41,587
145		142	41	OR Organization of Forgotten Americans	6,171
146		143	42	PA Council of Three Rivers	0
147		144	44	RI Rhode Island Indian Council	0
148		145	45	SC South Carolina Indian Development Council, Inc.	2,683
149	477	146	46	SD Cheyenne River Sioux Tribe	142,201
150		147	46	SD Lower Brule Sioux Tribe	20,123
151		148	46	SD Oglala Sioux Tribe	417,210
152	477	149	46	SD Rosebud Sioux Tribe	245,496
153	477	150	46	SD Sisseton-Wahpeton Sioux Tribe	59,026

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Grantee CID	Grant Type	Seq#	State	Grantee	Total
					\$13,861,035
154		151	46 SD	United Sioux Tribe Development Corp.	13,415
180		152	46 SD	Yankton Sioux Tribe	53,661
200		153	47 TN	Native American Indian Association, Inc	0
155		154	48 TX	Alabama-Coushatta Indian Tribal Council	1,073
156		155	48 TX	Dallas Inter-Tribal Center	0
157		156	48 TX	Ysleta del Sur Pueblo	17,440
158		157	49 UT	Indian Training & Education Center	5,902
159		158	49 UT	Ute Indian Tribe	60,368
160		159	50 VT	Abenaki Self-Help Association/ NH Ind. Council.	0
161		160	51 VA	Mattaponi Pamunkey Monacan Consortium	0
162		161	53 WA	American Indian Community Center	18,244
163	477	162	53 WA	Colville Confederated Tribes	49,636
184		163	53 WA	Confederated Tribes & Bands of the Yakama Nation	109,736
164		164	53 WA	Lummi Indian Business Council	26,830
165	477	165	53 WA	Makah Tribal Council	13,415
166		166	53 WA	Puyallup Tribe of Indians	14,488
199		167	53 WA	United Indians for All Tribes Foundation	0
197	477	168	53 WA	Spokane Reservation	24,148
168	477	169	53 WA	The Tulalip Tribes	21,464
169		170	53 WA	Western WA Indian Empl. and Trng Pgm.	78,613
170	477	171	55 WI	Ho-Chunk Nation	4,829
171		172	55 WI	Lac Courte Oreilles Tribal Governing Board	33,538
172		173	55 WI	Lac Du Flambeau Band of Lake Superior Chippewa	12,073
173	477	174	55 WI	Menominee Indian Tribe of Wisconsin	49,636
175		175	55 WI	Oneida Tribe of Indians of WI, Inc.	16,098

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Grantee CID	Grant Type	Seq#	State	Grantee	Total
					\$13,861,035
174		176	55	WI Spotted Eagle, Inc.	0
176	477	177	55	WI Stockbridge-Munsee Community	3,756
177		178	55	WI Wisconsin Indian Consortium	26,562
178	477	179	56	WY Eastern Shoshone Tribe	35,952
185		180	56	WY Northern Arapaho Business Council	80,759