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# Bringing It All Together: Intertribal Dialogue Series Highlights and Review

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April 2023

# Sessions in Review: A Look Back at Key Topics

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Session 1:

**Funding Opportunities for  
Workforce Development**

Session 2:

**Workforce Assessments and  
Regional Considerations**

Session 3:

**Recruitment and Retention**

# Ongoing work to support tribal priorities

## **Workforce Development Funding and Opportunities**

- Use of Community Wildfire Defense Grants
- TFPA Agreements and Pilot Fuels Training Modules
- Intergovernmental Agreements for Tribal workforce development
- FS Office of Grants and Agreements Access Branch
- Templates for Intergovernmental Agreements and Training

# Ongoing work to support tribal priorities

## Recruitment and Retention

- Indian Youth Service Corps
- Recruitment for positions in the Forest Service and for Tribes
- Mentorship opportunities in Forestry
- Tools to connect possible recruits with positions and Identifying course work: <https://www.fs.usda.gov/working-with-us/jobs/recruitment-and-hiring>

# Challenges and Next Steps: Supporting Tribal Priorities

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**Sustained, direct funding for  
workforce capacity and development**

**Incorporate national standards for  
inclusion of tribal priorities  
consistently at local levels**

**Support Tribes maintaining their  
workforces:**

- Tribal wildfire pay equity
- Remote locations and housing availability
- Increased certification opportunities
- Workplace conditions and addressing mental health

# Challenges and Next Steps: Supporting Tribal Priorities

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**Recruitment and retention for  
diverse workforces**

**Ensure Tribal innovation and  
forestry is acknowledged, shared,  
and funded**

**Reduce administrative burdens of  
agency funding:**

- Varying agency contract and agreement provisions
- Administrative support to process funding mechanisms - availability and awareness

# Key Takeaways: Lessons Learned

- Solve and fund workforce issues at the **local level**
  - Need to overcome **complicated administrative capacity needs**
- Insufficient “qualified” workforce for EVERYONE; **partnerships needed** to meet current needs to implement the Strategy
- Tribal work **lacks recognition and funding** on par with partners and federal agencies
- **Sustained funding and workforce development** required to account for aging workforce and retention issues

# Framing Today's Dialogue

- What are the persisting barriers and workforce capacity challenges to effectively implementing the Wildfire Crisis Strategy?
- What is the decision-space to address these barriers?
- What options exist to address these issues within these decision spaces?