Bringing It All Together:
Intertribal Dialogue Series
Highlights and Review

April 2023
Sessions in Review: A Look Back at Key Topics

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

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

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
• 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?