

WISDOT TRIBAL COORDINATION MEETING NAHP OVERVIEW

Rev. 04/10/26

A. Background

- The Native American Hiring Provision (NAHP) is a special contract provision that promotes and encourages Native American employment opportunities on WisDOT construction projects located on, partially on, or directly adjacent to lands held under the ownership and jurisdiction of the Tribes.
- The provision is designed to bring early and meaningful dialogue between contractors doing business in tribal communities and tribal workforce development programs.
- It encourages Native American hiring opportunities through enhanced communications and reporting.
- And it tracks success of the efforts through reporting requirements.

B. Tribal Coordination Meeting

- Among other things, the purpose of this Tribal Coordination meeting is to—
 1. Receive an overview of the project and timeline;
 2. Meet the prime contractor and subcontractors;
 3. Share details about available job opportunities;
 4. Explain the hiring process for available jobs; and
 5. Hopefully, connect job seekers with job opportunities available under this project by giving them a chance to apply and/or perform speed interviews.
- In the event the prime and subcontractors are not yet prepared to share job descriptions or its hiring process, or not yet prepared to assist job seekers with filling out applications or perform or schedule interviews, our plan today should be to—
 1. Identify when job postings and applications will be made available;
 2. Identify how best to make that information available in a coordinated and well communicated fashion; and
 3. Identify when job seekers can expect interviews to be conducted and hiring decisions to be made.
- Many Tribes have established a pool of candidates for construction job opportunities for WisDOT projects. If such a pool is available locally, we hope to connect the prime contractor and subcontractors with the Tribe's HR or job placement personnel at this meeting.

C. Enforcement.

- Contractors are required to submit a DT2405 Native American Hiring Provision Report form on the 15th of every month. Those reports are sent to the WisDOT/Consultant project engineer, WisDOT Regional Tribal Liaison, and WisDOT Regional Contract Compliance Specialist. The report includes communication between the tribal HR/labor office and the contractors and all hiring activity (referrals, hires, hours those hires work, and terminations or transfers) for the project. Primes are required to report on behalf of their subcontractors.
- Upon project completion, the prime should submit to the Tribe, the project leader, the Regional Tribal Liaison, the Regional Contract Compliance Specialist, and the State Tribal Affairs Managers documentation summarizing all the communications held regarding job opportunities that occurred throughout the life of the project.

D. HCST

- I would like to highlight the Highway Construction Skills Training (HCST). The HCST is a special provision added to WisDOT projects. HCST is a six-week, intensive training program that prepares workers for careers in the road construction industry. The 6-week curriculum includes training in OSHA certification; first aid/CPR; flagger training; construction mathematics; basic blueprint reading; tool & material identification; CDL preparation; hands-on projects; trades application assistance; contractor engagement; and networking.

E. Information Contacts

- _____, WisDOT Regional Tribal Liaison at _____@dot.wi.gov
- Jeremy C. Weso, WisDOT Tribal Affairs Program Manager at jeremy.weso@dot.wi.gov
- Cyles Peterson, WisDOT Tribal Affairs Project Manager at cyles.peterson@dot.wi.gov

For more information about the Native American Hiring Provision, the full guide can be found here:

<https://wisconsin.gov/Pages/doing-bus/civil-rights/tribalaffairs/native-american-hiring-provision.aspx>

