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Feedback: Split off "Effectiveness of marketing and recruitment efforts as calculated by historically untapped populations engaging in RA" and separate into a new bullet "Not only the allowability of wrap-around supports and services but the calculation of usage for each services carving out general workforce supports separate and apart from occupation-specific supports (e.g. communication skill building, daycare, OSHA certification)"

DEIA response:

We don't understand what the Pathways member means and would appreciate clarification.

6. Definition of "underserved communities" in the APPENDIX: The Good Jobs Initiative. Following is the Pathways member(s)' feedback on the definition of "underserved communities" in the APPENDIX: The Good Jobs Initiative and the DEIA Subcommittee's response to this feedback:

Feedback: Add in please "mature adults who are recareering" as ageism and older workers are also part of this category -- in connection with the following definition of "underserved communities" in the Good Jobs Initiative paragraph on DEIA:

Underserved communities are persons adversely affected by persistent poverty, discrimination, or inequality, including Black, Indigenous, people of color; LGBTQ+ individuals; women; immigrants; veterans; individuals with disabilities; individuals in rural communities; individuals without a college degree; individuals with or recovering from substance use disorder; and justice-involved individuals.

DEIA Response:

While we may agree with the commenter that older workers should be included in the definition of "underserved communities," this entire Appendix is *verbatim* from the Department of Commerce and Department of Labor [Good Jobs Principles Fact Sheet](#) and so cannot be changed.