

UNITED STATES DEPARTMENT OF LABOR

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NATIVE AMERICAN EMPLOYMENT AND TRAINING COUNCIL

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MEETING

+ + + + +

WEDNESDAY
MAY 3, 2023

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The Advisory Council met at the Foxwoods Resort Casino, Ledyard, Connecticut, and via videoconference, at 10:00 a.m. EDT, Joseph Quintana, Chair, presiding.

PRESENT

JOSEPH QUINTANA, Region 6, Chair
KAY SEVEN, Vice Chair, Other Disciplines
JACOB BERNAL, Region 6
KIM CARROLL, Other Disciplines
LORA ANN CHAISSON, Region 4
ROBIN COUNCE, Region 4
LORRAINE EDMO, Region 4
PATRICIA HIBBELER, Other Disciplines
ROBERT HOULE, Region 5
SHAWN ISAAC, Region 6
CANDACE LOWRY, Region 3
HOLLY MORALES, Region 6
ERWIN PAHMAHMIE, JR., Region 4
ANGEL PEER, Region 5
GARY RICKARD, Region 6
DARRELL WALDRON, Regions 1 & 2
WINONA WHITMAN, Region 6

JACOB WOJNAS, Other Disciplines

ALSO PRESENT

NATHANIEL COLEY, Incoming Designated Federal
Officer

B.C. ECHOHAWK, Tribal Tech, LLC

DUANE HALL, Federal Project Officer

PHILLIP ROULAIN, IT Staff

LORENDA SANCHEZ, California Indian Manpower
Consortium

KIM VITELLI, Designated Federal Official,
Administrator, Office of Workforce
Investment, Employment and Training
Administration

JENNIFER WHITMORE, Federal Project Officer

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1 P-R-O-C-E-E-D-I-N-G-S

2 10:12 a.m.

3 CHAIR QUINTANA: Good morning,
4 everyone. We're going to call the meeting to
5 order at 10:12 this morning, Wednesday, May 3rd.
6 We want to start this meeting as we start all of
7 our meetings with an opening blessing.

8 And we have some special guests that
9 we would like to invite to share with an opening
10 blessing. And that would be invited guest
11 Laughing Morning. Would you all stand?

12 LAUGHING MORNING: (Native language
13 spoken.) Good morning to all of you. And I pray
14 that your stay here has been pleasant and that
15 you can come back again here to our land of many,
16 many trees.

17 We first greet our Creator in our
18 language. And everyone pray in their own way.
19 The Great Chief of all of us is called by many
20 names, but he knows us all.

21 (Native language spoken.) Our
22 Heavenly Father, as we stand here in one accord

1 praying in our own way and knowing that as the
2 prayers are lifted up to the mighty throne of
3 grace that though will answer in your own time.
4 Early, early in the morning, we know that you
5 must come with your birch basket. And you go
6 about picking up all of the broken dreams and
7 collecting them.

8 And in your own time, we'll put them
9 together and mend broken hearts and heal bodies
10 and send (Native language spoken) the wind to dry
11 everyone's tears. So (Native language spoken),
12 we give you good thanks for this. And our
13 Heavenly Father, we lift up to the mighty throne
14 of grace this morning our prayers. Thanking you
15 our young people who thou has created and blessed
16 with life and wisdom.

17 We lift up our leaders. We lift up
18 our elders. We give you good thanks four our
19 ancestors. Guide us all in every moment of our
20 life and protect us.

21 Let us always remember all things come
22 from the mighty creator, the Great Chief and

1 Father of us all. Let us always remember to pray
2 and to be humble, to be grateful for all our
3 blessings. Teach us to learn not to be
4 judgmental.

5 Help us to humble ourselves, oh Great
6 one. And repent and learn to say I'm sorry.
7 Father, as everyone gathers in their different
8 conference rooms, we ask that your presence be
9 there.

10 And help us to remain humble. And let
11 us never forget our ancestors. (Native language
12 spoken.) In the mighty name of our great Creator
13 (Native language spoken) Jesus, amen, and (Native
14 language spoken).

15 CHAIR QUINTANA: Thank you. Please be
16 seated. Thank you for helping to ground us this
17 morning. As leaders, it's important for us to
18 think about humility. It's also a big
19 responsibility that each of us carries with us.

20 And although we may disagree, we know
21 that what we're doing is working for the benefit
22 of the people whom we serve. So thank you for

1 grounding us with that opening blessing. We now
2 would like to conduct a roll call. And we've
3 asked our secretary, Robert Houle, if you'll
4 conduct that.

5 MEMBER HOULE: Thank you, Mr.
6 Chairman. If I say your name and I mispronounce
7 it, forgive me. Please correct me. Winona
8 Whitman? Winona Whitman?

9 CHAIR QUINTANA: It should be on the
10 --

11 MEMBER WHITMAN: Aloha, here.

12 MEMBER HOULE: Aloha, aloha.

13 MEMBER WHITMAN: Good morning,
14 present.

15 MEMBER HOULE: Aloha, thank you.
16 Jacob Wojnas?

17 MEMBER WOJNAS: Present.

18 MEMBER HOULE: Thank you, Jacob.

19 Darrell Waldron?

20 MEMBER WALDRON: Present.

21 MEMBER HOULE: Gary Rickard?

22 MEMBER RICKARD: Present.

1 MEMBER HOULE: Angel Peer?
2 MEMBER PEER: Present.
3 MEMBER HOULE: Erwin Pahmahmie, Jr.?
4 MEMBER PAHMAHMIE: Here.
5 MEMBER HOULE: How'd I do?
6 MEMBER PAHMAHMIE: Close enough. It's
7 Pahmahmie.
8 MEMBER HOULE: Pahmahmie.
9 MEMBER PAHMAHMIE: Just imagine the
10 H's aren't there.
11 MEMBER HOULE: They're not here.
12 MEMBER PAHMAHMIE: Yeah.
13 MEMBER HOULE: Thank you. Thank you.
14 Holly Morales?
15 MEMBER MORALES: Present.
16 MEMBER HOULE: Candace Lowry?
17 MEMBER LOWRY: Present.
18 MEMBER HOULE: Kim Kaniatobe Carroll.
19 MEMBER CARROLL: Kaniatobe.
20 MEMBER HOULE: Kaniatobe, thank you.
21 MEMBER CARROLL: I am present.
22 MEMBER HOULE: Thank you, Kim. Shawn

1 Isaac?

2 MEMBER ISAAC: Present.

3 MEMBER HOULE: Patricia Hibbeler?

4 MEMBER HIBBELER: Present.

5 MEMBER HOULE: Lorraine Edmo.

6 MEMBER EDMO: Present.

7 MEMBER HOULE: Robin Counce?

8 MEMBER COUNCE: Present.

9 MEMBER HOULE: Lora Chaisson.

10 MEMBER CHAISSON: Lora Ann Chaisson

11 here.

12 MEMBER HOULE: Chaisson. Thank you,

13 Lora. Jacob Bernal? Jacob Bernal?

14 Robert Houle, present.

15 Kay Seven?

16 VICE CHAIR SEVEN: Present.

17 MEMBER HOULE: Joseph -- I always

18 mispronounce --

19 CHAIR QUINTANA: Quintana.

20 MEMBER HOULE: Quintana, thank you.

21 CHAIR QUINTANA: Present.

22 MEMBER HOULE: Thank you, Mr.

1 Chairman.

2 CHAIR QUINTANA: Thank you, Secretary
3 Houle. We now want to move forward. Everyone
4 should have a number of documents in their
5 folders or you should've received them via email.
6 This includes our overall agenda for the next two
7 days.

8 You should have also received the
9 meeting minutes from our previous meeting. And
10 you should also have received additional
11 documents that we'll go over during our
12 conversations. I want to first receive approval
13 of the meeting agenda over the next two days.
14 Can I hear a motion?

15 MEMBER HIBBELER: Patricia Hibbeler,
16 Other Disciplines. Motion to approve.

17 MEMBER WALDRON: Second. Darrell
18 Waldron.

19 CHAIR QUINTANA: Thank you, Darrell.
20 Any discussion?

21 If none, can we take a vote, please?
22 For all those approve, state by saying aye.

1 (Chorus of aye.)

2 CHAIR QUINTANA: Any opposed?

3 Any abstain?

4 If not, the ayes have it. Also we
5 want to go over a summary of the minutes and
6 follow up any motions and resolutions. There are
7 no current motions or resolutions that we have to
8 review at this particular time.

9 We do also want to share a summary of
10 what took place at our previous Council meeting
11 where we did discuss and approve an overall
12 strategic plan for the Council. We did have a
13 follow-up discussion about this and follow-up
14 meetings within that particular work group. We
15 know that we've talked about even at the start of
16 this conference that there has been -- there's a
17 time of transition that we're going through, not
18 only within the Secretary of Labor's position but
19 even in our own Deputy Chief of our program whom
20 we're looking forward to welcoming here in a
21 moment.

22 So making sure that our overall

1 strategic plan continues to be a living,
2 breathing document which we can come back, make
3 edits or changes, or adapt to what the challenges
4 that we're continuing to face moving forward.
5 The chair recognize Kay Seven.

6 VICE CHAIR SEVEN: I guess at this
7 time, the strategic plan based on an effective
8 management meeting that I think we had in early
9 March because we were wondering what process we
10 take forward to share this with the Secretary's
11 office. And at that time, I had heard that
12 internally Department of Labor has posted our
13 strategic plan to their website. And that I
14 recommend that we also post our strategic plan on
15 the NAETC website. And I believe what I've been
16 told is that it's now public information and
17 that's something we can proceed with.

18 CHAIR QUINTANA: Do we have discussion
19 on the item? Or this is not an item, yeah. But
20 does anybody else have any thoughts? Chair
21 recognizes Kim Vitelli.

22 MS. VITELLI: Good morning, the

1 information is now public. And in fact, we're
2 going to make sure that any time we review
3 documents in this meeting, even if they're draft,
4 that we'll make them public as soon as possible
5 on the website. There's a distinction between it
6 being public and you having voted on it.

7 And so it's definitely okay to
8 circulate the draft strategic plan. And if you
9 want to take a vote on it to -- if you want to
10 make it a set of recommendations to the
11 Department, then you would take a vote in order
12 to submit it to the Department. But it's
13 certainly public information in the meantime.

14 CHAIR QUINTANA: Question. Which
15 website is it posted on?

16 MS. VITELLI: Right now, it's on the
17 Council's website on DOL.

18 CHAIR QUINTANA: Chair recognizes Pat
19 Hibbeler.

20 MEMBER HIBBELER: Thank you, Jacob.
21 Just a point of clarification, I had thought when
22 we approved it at our October meeting that it was

1 approved by this Council and ready to be made
2 public at that time.

3 CHAIR QUINTANA: Chair recognizes Kim.

4 MS. VITELLI: When you -- so you did
5 take a -- thank you for reminding me. You took a
6 vote on it in October. Then probably what we
7 should do is formally transmit it to the
8 Department.

9 That's just the chair or the vice
10 chair or secretary emailing it to us. We should
11 have in October put it online when you discussed
12 it in October. And so any -- from here on, any
13 materials that you review during the course of
14 the meeting will immediately put online. To the
15 extent that they're ready even before the
16 meeting, then we can load them up before the
17 meeting starts.

18 MEMBER HIBBELER: Thank you, Kim.

19 CHAIR QUINTANA: Chair recognizes
20 Darrell.

21 MEMBER WALDRON: I guess say your name
22 and speak directly into the microphone so the

1 stenographer can hear us and know who's speaking.

2 CHAIR QUINTANA: So say your name and
3 your region, please. Chair recognizes Darrell,
4 and then we'll go to Patti.

5 MEMBER WALDRON: Right. So there was
6 some difficulty on the second day with online
7 access. So maybe that might've been part of the
8 confusion on the vote. (Audio interference.)

9 CHAIR QUINTANA: Chair recognizes
10 Patti.

11 MEMBER HIBBELER: I just have a -- not
12 about the strategic plan but about our process
13 today. Just a point of clarification if we have
14 to approve the minutes from our last meeting. I
15 just didn't see it on the agenda.

16 CHAIR QUINTANA: No, we'll definitely
17 move back to that. Thank you, Patti for that.
18 Any other questions or comments in regards to the
19 overall strategic plan?

20 If none, then we will go ahead and
21 present that to Kim and her team to make sure
22 that that is shared with the U.S. Secretary of

1 Labor. Going back to approval of the meeting
2 minutes from our October 30th and 31st Council
3 meeting, you can find the meeting meetings in
4 your documents that you've received. Do I have a
5 motion to accept the Council meeting minutes from
6 that day?

7 MEMBER EDMO: Mr. Chairman.

8 CHAIR QUINTANA: Yes, ma'am.

9 MEMBER EDMO: Lorraine Edmo, Region 4.
10 I did get a chance to read through them early
11 this morning, and they look very thorough. So I
12 would like to propose a motion to approve the
13 minutes shown, October 30th and 31st. I believe
14 those are the dates.

15 MEMBER RICKARD: Gary Rickard, Region
16 6. I will second the motion.

17 CHAIR QUINTANA: Do we have any
18 discussion?

19 If none, for all those approved,
20 please denote by saying aye.

21 (Chorus of aye.)

22 CHAIR QUINTANA: Any that oppose?

1 Any abstain?

2 If none, the ayes have it. Thank you.

3 We also have another document that was in your
4 folder that we -- it is not also on our agenda.
5 But we realize it needs some follow-up on.

6 There had been conversation in our
7 previous Council meeting in regards to the
8 construction or the creation of a letter to be
9 addressed to the U.S. Secretary of Labor. But we
10 know that there had been some transition in the
11 last few months. There's a draft of that
12 particular letter in your documents. I don't
13 know if anybody has had a chance to review them
14 and would like to share in the discussion.

15 MEMBER RICKARD: Gary Rickard, Region
16 6. Now we're going to have to withhold it until
17 we get a new secretary or if we're going to give
18 it to the acting secretary.

19 CHAIR QUINTANA: The idea is that --
20 oh, I'm sorry. Chair recognizes Patti Hibbeler.

21 MEMBER HIBBELER: Thank you. So that
22 letter is drafted based on one of the key

1 strategic initiatives in the plan. And that is
2 to make the strategic plan public. So it's
3 actually getting it sent out to those key
4 organizations and individuals.

5 When we first talked about it in
6 October, the intent was certainly to get it to
7 the Secretary, also Deputy Secretary Su and then
8 also sent to NCAI. So as kind of jumping into
9 the effect of management work group report
10 because this is part of that. But the intent was
11 to then drawn to announce the strategic plan too,
12 and this is the draft letter that would go with
13 the plan when that was sent out, and again,
14 Patricia Hibbeler, other disciplines.

15 MR. ROULAIN: So make sure your mic is
16 on when you're voting. Not everybody's mic is
17 on. Check the green light.

18 CHAIR QUINTANA: No worries. Joseph
19 Quintana, Region 6. And this helps us to overall
20 fulfill one of the obligations that we had with
21 the strategic plan.

22 I think this just also coincides with

1 our email that we'll be sending to U.S.
2 Department of Labor, what we talked about,
3 increased visibility of this particular body,
4 also addressing some of the concerns that we
5 have, overcoming the silos that we're seeing
6 within our federal partners. So this is just our
7 ability to fulfill one of those obligations that
8 we've decided for ourselves. Chair recognizes
9 Darrell.

10 MEMBER WALDRON: So we've going to put
11 forth the resolution with this letter? Or is it
12 just a letter requesting action? And so if we
13 were to do a resolution, that would go with it,
14 and then the letter. Darrell Waldron, Region 1.

15 CHAIR QUINTANA: Chair recognizes Kay
16 Seven.

17 VICE CHAIR SEVEN: Yes, I think, you
18 know, having a guiding document on how we'd
19 process business as a Council is going to be
20 helpful. But in this situation, I look at it as
21 an administrative action that could be taking my
22 vote by the Council. I think a resolution would

1 be appropriate in another situation. So I
2 recommend that we -- I place a motion on the
3 table to accept this letter as an administrative
4 action to fulfill the strategic plan, our plan to
5 share the plan with others.

6 CHAIR QUINTANA: Chair recognizes
7 Darrell.

8 MEMBER WALDRON: I just want to make
9 sure we're correct. Could we have a comment from
10 the DFO on that? Should it be the formal
11 resolution or just an administrative action?

12 CHAIR QUINTANA: Chair recognizes Kim.

13 MS. VITELLI: And today, I'll get to
14 hand over my designated federal official duties
15 to Nat. So we're sort of tag-teaming here. And
16 after we introduce Nat, he'll take the mic and
17 I'll sort of whisper in his ear. But Nat, did
18 you want to add anything there?

19 MR. COLEY: Nat Coley, future DFO. I
20 think right now it could be an administrative
21 action where the committee has to vote on the
22 strategic plan and then the letter is just an

1 administrative action to get it over to
2 Secretary, I think. So voting and
3 administrative.

4 CHAIR QUINTANA: Thank you. Thank you
5 for that. So we have a motion that's on the
6 table, motion to accept as administrative action.
7 Do we have a second?

8 MEMBER HOULE: I'll second.

9 CHAIR QUINTANA: Second by Robert
10 Houle. Any discussion?

11 If none, we'll -- Chair recognizes Kay
12 Seven.

13 VICE CHAIR SEVEN: So upon the action
14 of this motion, then I would refer the work to
15 the effective management team to decide the
16 method for distributing the letter the
17 organizations that we've listed.

18 MR. ROULAIN: Excuse me, Mr. Chair.
19 Kim Carroll has her hand raised in the chat room.

20 CHAIR QUINTANA: Chair recognizes Kim
21 Carroll.

22 MEMBER CARROLL: Thank you, Chair.

1 Kim Carroll, other disciplines. I'm a little
2 confused. I understand that we want other
3 organizations to have copies of our strategic
4 plan and that we hope that they support us.

5 I'm not sure what good just sending it
6 to them with a letter is going to do. In order
7 for NCAI to take any action, it would have to be
8 in the form of a resolution. I believe, please
9 correct me if I'm wrong.

10 CHAIR QUINTANA: Chair recognizes
11 Gary.

12 MEMBER RICKARD: Normally with NCAI,
13 you have to go through -- oh, Gary Rickard,
14 Region 6. With NCAI, you have to go through the
15 resolution process. And so if you don't have
16 one, then you probably are not going to take it
17 under consideration.

18 MEMBER EDMO: Mr. Chairman, Lorraine,
19 Edmo, Region 4. I've been to many meetings of
20 NCAI and participated in their committees and
21 know fairly well their process. So I think if we
22 were going to do -- I don't think the resolution

1 is required because if we did a resolution, we
2 would be asking them to approve our plan. So I
3 think in this instance we're mainly sharing
4 information with them and asking them to be aware
5 of it and to share with their membership. So I
6 don't think we need to have a resolution
7 presented to NCAI.

8 CHAIR QUINTANA: Thank you for that.
9 Any other discussion points?

10 MR. ROULAIN: Kim Carroll has her hand
11 raised in the online room.

12 CHAIR QUINTANA: Kim, hold on just a
13 moment. Chair recognizes Patti Hibbeler.

14 MEMBER HIBBELER: Patricia Hibbeler,
15 other disciplines. I would agree with Lorraine's
16 comments that at this point we're making the plan
17 known. We're making it public to these other
18 organizations. We've done work in the past with
19 NCAI on workforce development. They're not aware
20 of the plan and just using NCAI is just one
21 example.

22 Once the plan gets in front of them,

1 then there's discussions about what comes next.
2 There could be discussion with NCAI about taking
3 future steps and then needing to submit a
4 resolution through their process. But I think by
5 making it public, getting it front of them does
6 not take a resolution.

7 CHAIR QUINTANA: Thank you, Patricia.
8 Kim and then we'll come back to Kay. Kim
9 Carroll?

10 MEMBER CARROLL: Kim Kaniatobe
11 Carroll, other disciplines. If you just want
12 them to -- okay, first of all, who in NCAI are
13 you sending the letter to, the executive
14 committee?

15 CHAIR QUINTANA: In our particular
16 case, we would be sending it to their executive
17 committee or whoever their governing body would
18 be. Although we're talking about NCAI, we're
19 talking about all other potential officers if
20 you're including Bureau of Indian Education,
21 Bureau of Indian Affairs, other partners who we
22 can share our overall direction as a governing

1 body with. Joseph Quintana, Region 6. Chair
2 recognizes Kay Seven.

3 VICE CHAIR SEVEN: I'd like to make an
4 amendment to the motion that in addition to the
5 letter that we see before us is that we also add
6 and share with our partners that the strategic
7 plan is posted at the U.S. Department of Labor
8 website and provide that URL. Kay Seven, other
9 disciplines. Sorry.

10 CHAIR QUINTANA: Chair recognizes
11 Patricia.

12 MEMBER HIBBELER: Patricia Hibbeler,
13 other disciplines. So I think the intent today
14 is to make sure we get all the points in the
15 letter that we need. As Kay discussed earlier,
16 then the effective management work will develop
17 the process for moving forward.

18 And part of the process is coming up
19 with a list of who the letter will be mailed to
20 or emailed and addressed to, et cetera, and the
21 process for working with Department of Labor to
22 get it out to these individuals. So we're not

1 approving the process. The process will come as
2 part of just business. What we want today is
3 approval of the letter which is what the
4 resolution is for.

5 CHAIR QUINTANA: Chair recognizes
6 Gary.

7 MEMBER RICKARD: Gary Rickard, Region
8 6. I'd like to ask Lorraine a question. Would
9 it might be helpful to have a vice president
10 introduce it?

11 MEMBER EDMO: You mean one of their
12 regional vice presidents? Well, in my view, I
13 think it would be appropriate to send to the
14 president and also the executive director and ask
15 them to share it with the executive council. I
16 know they have a meeting -- oh, let's see. They
17 have a meeting in June of NCAI. So it could be
18 shared with the executive council prior to that
19 meeting.

20 MEMBER RICKARD: That's exactly what
21 I wanted to hear.

22 CHAIR QUINTANA: Thank you for that.

1 Chair recognizes Darrell.

2 MEMBER WALDRON: Just for clarity. So
3 we're sending this letter for the Secretary of
4 Labor and cc'ing it to the executive director of
5 NCAI. Okay. Because I know Carroll had a
6 question on who was going to that. Darrell
7 Waldron, Region 1.

8 CHAIR QUINTANA: Joseph Quintana,
9 Region 6. And also just to clarify a point that
10 this -- who it will be directed to will sit in
11 the -- it will sit within the effective
12 management group which all of our are members of.
13 And so we'll all know specifically and have the
14 ability to comment on who should be the primary
15 context at each one of these groups moving
16 forward.

17 And I just wanted to clarify that one
18 particular point. So we had a motion to accept
19 as administrative action this particular draft of
20 the letter with an amendment that it'll be posted
21 on DOL by Kay. Robert, who was the second on the
22 motion, do you also second the amendment to it?

1 MEMBER HOULE: I do so.

2 CHAIR QUINTANA: Any other discussion
3 on the item?

4 If none, we'll go ahead and take a
5 vote in order to move forward. All those who
6 approve, please state aye.

7 (Chorus of aye.)

8 CHAIR QUINTANA: Any that oppose?

9 Any choose to abstain?

10 If not, we'll formalize the document
11 and we'll share that with the effective
12 management committee. Thank you all. Next,
13 we're going to be moving on to another big piece
14 of adding an important resource to us.

15 And that comes with the inclusion of
16 adding a new Chief to our program. And
17 appreciate all the work that Kim was able to do.
18 And I think we share -- I got a chance to sit on
19 the committee on a lot of the calls alongside
20 Kim, alongside our Vice Chair Kay Seven and of
21 course the leadership of Darrell and getting a
22 chance to meet several candidates.

1 We know that this was a national
2 search. And so we wanted to make sure that we
3 hired the best person in order to assist us,
4 partner with us, help develop this program moving
5 forward. And it felt like that we brought the
6 right person on who had considerable experience,
7 not only in federal government working at
8 Department of Transportation, somebody who had
9 managed large budgets, somebody who was able to
10 also be a connector and a bridge to many others.

11 We've talked about overcoming silos
12 and making sure that people were aware of the
13 concerns that we seek to address. We felt like
14 that person was embodied in what Nat brings to
15 our organization. And so I want to welcome Nat
16 into his position.

17 Everybody has been welcoming of him up
18 until this particular point. And Indian Country
19 can be a lot of different things. But it can
20 also be tremendously loving and caring to you if
21 you're willing to devote the time.

22 They might joke with you a lot. It'll

1 teach you to have some real tough skin. But I
2 want to welcome you in your position, and I'm
3 sure that every one of our advisory members share
4 in this, that we're here to support you.

5 We're here to answer questions. We're
6 here to help build you as you continue to grow in
7 your role. But looking forward to the success
8 that you'll bring to your position. So I want to
9 offer you some time to share some thoughts and
10 some words. Or Kim?

11 MS. VITELLI: No, I'd love for you to
12 hear from him.

13 CHAIR QUINTANA: Chair recognizes Nat.

14 MR. COLEY: Nat Coley, future DFO of
15 the Council. I'd like to thank everyone for the
16 warm welcoming. I'd like to thank Kay and
17 Joseph, Darrell, and everyone that has sat on the
18 interview committee.

19 It was a tremendous opportunity for me
20 to be selected for this position. I think some
21 things were really communicated to me during the
22 interview sessions, particularly that we're in

1 the opportunity phase of a huge once in a
2 lifetime investment in our infrastructure and the
3 jobs that can be created from that, quality jobs.
4 And we have a chance to seize that opportunity.

5 I mean, particularly just the title of
6 the -- the theme of this conference is unity
7 equals opportunity. And it's something that I'm
8 looking forward to helping to foster more unity,
9 more collaboration, more opportunity to come
10 together to build and to meet the needs of the
11 community that we're trying to address. And that
12 really set -- during the interview, it really set
13 the stage for me to know what's being expected of
14 me.

15 One thing I heard from the interview
16 committee is that I'm being charged to help and
17 to serve. And it is my goal to really fulfill
18 that charge effectively. It really means a lot
19 to me to have a job, to have a goal, to have a
20 position where there's something that I'm trying
21 to do to change the world.

22 And this is a position that I feel

1 that I have that opportunity to do. So it's
2 encouraging from everyone that I've spoken with.
3 I've been on several calls with folks and it
4 really means a lot to see the leadership in this
5 Council. Kim, one of our administrative
6 assistants was creating my business cards.

7 And she had put Chief on there. And
8 I'm meeting with real Chiefs. I'm not a Chief.
9 I'm in the presence of people who I truly respect
10 and our elders in a community that we need to
11 really derive from.

12 And so I'm a division chief at
13 Department of Labor. But I think that just some
14 of the goals in the position as the Designated
15 Federal Officer is really being accountable for
16 some of the requirements at the Department of
17 Labor. So we are focused on meeting some of
18 those as well as integrating those
19 responsibilities with the goals that we have at a
20 greater perspective.

21 I know we have some things coming in
22 short term, electing new Council members and

1 renewing our charter and just some of the federal
2 administrative things that we really need to
3 focus on to get done. So my boss is here. My
4 boss' boss is here.

5 So I'll make sure that I have to have
6 some responsibilities. And I thank you, Joseph,
7 and others who are committing to support me in
8 those areas. And I commit to supporting the
9 goals that we have as a Council in serving our
10 community.

11 And I think as you've heard me speak
12 on Monday and Kim will talk later and Brent
13 Parton will speak as well and Jack spoke this
14 morning. It's really just a period of
15 opportunity. And we really have to seize the
16 moment.

17 And hopefully, as Joe mentioned, I
18 bring some experience of bringing folks together
19 in different areas. So the goal is for us all to
20 integrate and to really anew. So I bring a lot
21 of different ideas to really leverage some
22 different opportunities.

1 I've heard from many of the Council.
2 I don't want to take too long. But I just am
3 really in listening mode right now. And I know I
4 spoke with Angel that some of us are new and some
5 us first term on the Council.

6 But I'm really looking to hear some of
7 the thoughts that you have, looking to learn some
8 legacy. So if you could take some time to sit
9 with me and meet with me and talk, I'd appreciate
10 it. So thank you so much for a warm welcome, and
11 I appreciate the opportunity to serve.

12 CHAIR QUINTANA: Thank you for that,
13 Nat. Kim, do you also want to share any words?
14 Chair recognizes Kim.

15 MS. VITELLI: Sure, Kim Vitelli, U.S.
16 Department of Labor. I also want to thank the
17 interview panel of Joseph and Kay and Darrell. I
18 want to thank the entire Council for being so
19 gracious with their time and their patience with
20 me as I acted as temporary Designated Federal
21 Official.

22 And so I also commit to remaining here

1 and listening. I intend to continue to, and I
2 won't be DFO but to remain as a listener to the
3 Council and to continue to take seriously the
4 recommendations that this body presents. I have
5 a lot of faith in that.

6 I really enjoyed working with him so
7 far. We make a good team. We have a good team.
8 The team is very strong with a mix of dedicated
9 and extensive expertise Duane Hall, Jennifer
10 Whitmore, Carl Duncan, new members that bring a
11 lot of -- members of our team that bring a lot of
12 energy and expertise.

13 New leadership with Stephanie, Jolene
14 (phonetic), and Kayla Kabehee (phonetic), Maria,
15 still have so much to offer that we're very
16 excited to be able to serve the Native American
17 community. And I know that is something that's
18 also shared by my leadership. Brent Parton who
19 you'll get a chance to hear from later and our
20 acting secretary continues to -- and Judd Simpson
21 (phonetic) all share that commitment.

22 That really comes even from the top of

1 the administration. So I'll continue to be here.
2 I'll continue to support you. And I'll continue
3 to make sure that we're sharing information
4 within the Department that I'm responsible for
5 carrying out.

6 And I count on you to let me know when
7 I'm not. So thank you for your communication
8 thus far. Thank you, Chair.

9 CHAIR QUINTANA: Thank you for that,
10 Kim. I want to open it up briefly to the Council
11 to see if anybody else would like to share any
12 welcoming remarks to Nat. Chair recognizes
13 Darrell.

14 MEMBER WALDRON: I have had many of
15 the grantees -- Darrell Waldron, Region 1 --
16 coming up to me and saying that the workshops
17 seem much more relaxed, much more moving forward
18 in the right direction, and then feeling more
19 comfortable with asking difficult questions.
20 This morning on the way in and yesterday
21 afternoon, I did take a quick trip through some
22 of the workshops and also found folks in a

1 learning mood and in a comfortable mood. I was
2 particular impressed with Duane Hall's for the
3 risk grantee workshop.

4 He was encouraging and nurturing. So
5 I've seen a change already and the Fed reps are
6 under Mr. Coley. Thank you.

7 CHAIR QUINTANA: Thank you, Darrell.
8 Chair recognizes Kay.

9 VICE CHAIR SEVEN: Yes, so welcome,
10 Nat. And I'm really glad that you were brought
11 on swiftly and that you're here with us for this
12 national convening which is very important. As
13 you said, we're at a turning point.

14 I think we have a lot of opportunity
15 in this next year as -- I call us a group of
16 Native workforce development professionals. And
17 we have interests and we have needs. And so
18 listening Jack Jackson this morning talk about
19 the event coming up in June, a convening of
20 folks.

21 I had asked him. I said, is this the
22 great jobs challenge, an initiative we were

1 talking about last June? He says, no we're not
2 quite there yet.

3 But I shared some ideas with him. And
4 this is the time, opportunity for us to continue
5 to expand and build those partnerships, truly I
6 would say quickly. The Department of Labor has a
7 really nice announcement out right now, the
8 golden pathways with Round 1 and Round 2 coming
9 up.

10 So I'm looking across Indian country.
11 Where are those national training centers
12 emerging for tribal nations and our people? And
13 if at this meeting we hear more about what Jack
14 Jackson spoke about.

15 I saw a different set aside of money
16 available for tribal nations coming down the pike
17 near or soon. I wasn't too sure, but anxious for
18 our effective management workgroup meeting to get
19 busy and start sharing our news with our
20 strategic plan. For the first time as a member
21 of a Council, I'd been on -- I think this is my
22 sixth two-year term since about 199 that I've

1 done this.

2 And this is the first time I've seen
3 a council very proactive with strategic thinking
4 and have a document that we can share in a short
5 period of time. So we're here for another year,
6 and we're ready to work. So welcome to the
7 Department of Labor.

8 CHAIR QUINTANA: Thank you for that,
9 Kay. Does anybody else want to share any
10 welcoming comments, either in person or
11 virtually? Chair recognizes Lorraine.

12 MEMBER EDMO: Thank you, Mr. Chairman.
13 Lorraine Edmo, Region 4. I wanted to welcome Mr.
14 Coley, and thank you for taking on this job with
15 DOL. And I hope that you would work closely with
16 Jack.

17 I've known him for a number of years,
18 and he knows people throughout D.C. He's very
19 informed. If you have any questions about Indian
20 Country or about working among others in the D.C.
21 area, I think he's a great resource.

22 And I encourage you to really work

1 closely with him and also reach out to those
2 other agencies that serve Native people like
3 Indian Health Service, Bureau of Indian Affairs,
4 Education, Energy, all of those that may have a
5 contact to try to meet with them and see how you
6 might relay our plan or our information to them.
7 And also if you have an opportunity to get to
8 Indian country, meet with tribes out in the
9 field, that would really be great. And if you
10 have any questions about anything, feel free to
11 call and contact us and ask those questions. So
12 thank you.

13 CHAIR QUINTANA: Thank you for that,
14 Lorraine. Any of the other Council members?
15 Chair recognizes Gary.

16 MEMBER RICKARD: Gary Rickard, Region
17 6. I believe as you go along, you're going to at
18 times wonder kind of mess did I get myself into.
19 And one of the things that hasn't been addressed
20 for a long time and is one of the biggest issues
21 I think that we face in employment and training
22 is the high turnover of the workers in employment

1 training.

2 And not just the workers, but the
3 executive directors of the programs. At times,
4 it runs up around 40 percent a year. This is an
5 issue that I don't know how we solve that. But I
6 do understand a couple things.

7 One, we need to make sure we have
8 excellent training for the new directors because
9 it is a job that is very difficult. We also need
10 to provide training to the staff, like, the
11 employment coordinators. I've been doing case
12 management training for over 35 years now.

13 And one of the things that amazes me
14 is the programs will hire someone as an
15 employment coordinator without experience and
16 give them almost no training to the point that
17 when they get asked just a simple question, they
18 can't answer it such as someone walks in and
19 says, hey, do you have a job for me? Well, they
20 don't have a job for them right now. Since
21 coming up with the correct answer, they'll say
22 something like, well, today's Monday. Call me on

1 Wednesday.

2 They leave and the employment
3 coordinator goes, whew, got out of that mess.

4 Well, what's going to happen on Wednesday?

5 They're going to call.

6 They still don't have a job for that
7 person. So they're going to ask them to talk to
8 them again on Friday because they said, oh, the
9 guy I need to talk to, I couldn't get a hold of.
10 Instead of even having been trained and just
11 giving them the correct answer is that no, I
12 don't have a job for you. But there's what I can
13 do.

14 I can train you to find and get and
15 retain your own job. And that's a big part of
16 these programs, to train and teach them how to
17 retain jobs. And I think too often we are
18 putting people in new directors. We're put case
19 managers out there without training they need in
20 order to be successful. And we have high
21 turnover.

22 CHAIR QUINTANA: Thank you for that.

1 Gary, I think those are important words for us to
2 hear. Candace, we'll come back to you. First of
3 all, we'll start with Robert.

4 MEMBER HOULE: Thank you, Chairman.
5 Nat, welcome. Really happy to have someone with
6 your background working with us and working for
7 us in all of Indian Country. Robert Houle,
8 Region 5.

9 I've been in healthcare for 30 years,
10 not 35 years like Gary. But one area that I need
11 to emphasize is the training, the hiring, and the
12 development of healthcare professionals in Indian
13 country. This nation just came through a
14 horrible pandemic.

15 Many lives were lost. Many are still
16 be affected by long-term COVID. I work with
17 doctors and nurses and healthcare professionals,
18 behavioral health folks every day. And it really
19 has become a 24-hour, 7 day a week journey.

20 We are facing probably the biggest
21 epidemic that started way before COVID that
22 continues now. And we need assistance with

1 training, with education, mentorship, programs,
2 dollars to help fight opioid addition on our
3 reservation. We just had a drug task force at my
4 tribe.

5 And I've been asked to kind of be one
6 of the key, if you will, champions of what we do
7 and where we reach out for help. And I'm
8 enlisting anybody and everybody. So I'd like you
9 to be on that team, not just for my tribe but for
10 all of Indian country.

11 We had a meeting where we put on the
12 Board in the last three to four years how many
13 tribal members did we lose. Now we don't have a
14 big tribe, but we named 33 individuals who are
15 not with us anymore because of abuse, drug abuse,
16 opioid, fentanyl, meth. It's truly an epidemic
17 and the scourge that's attacking I'm sure all of
18 us.

19 So what can we do? How do we get our
20 arms around this? And what resources are
21 available to help us fight? I know we're working
22 with SAMSHA on some grants.

1 Our behavioral health team, I'm going
2 to double. I say I. I'm one of just a few folks
3 who had the duty and the obligation, both as a
4 tribal council member and secretary of tribal
5 council.

6 And I'm one of the clinic
7 administrators to run the clinic. And we're
8 going to double our behavioral health staff.
9 We're going to expand a clinic by two times the
10 square footage that we currently have right now.

11 Our tribe to their credit has
12 determined that we can't sit with just the
13 services and the amount of exam rooms. Research,
14 data, behavioral health therapists, counselors,
15 peer counselors, AODA counselors, traditional
16 healing, we need put all that together. So I'm
17 really happy you're part of our team to
18 counteract and take a look at this epidemic and
19 other healthcare problems.

20 One statistic that stood out to me
21 recently was, as a matter of fact, a tribe in
22 Sacramento area had a very similar thing that we

1 had. And their data says that -- I think it was
2 Humboldt County said that the drug traffickers
3 are attacking that county at the rate of ten
4 times that of non-Native. So we're a target.

5 I hate to say it, but the dealers that
6 are out there are literally in a war room
7 identifying the easiest, best way to get their
8 drugs to make their money and it's us. It's
9 Indian country. So humbling asking.

10 I would ask for understanding and
11 support and willingness to work together,
12 communicate as a village. And we can fight this
13 and make it better. Thank you.

14 CHAIR QUINTANA: Thank you, Robert,
15 for sharing those important words. Chair
16 recognizes Candace Lowry.

17 MEMBER LOWRY: Candace Lowry, Region
18 3. Welcome, Nat, to our organization. I wanted
19 to add to what Mr. Rickard was saying earlier
20 about the training of the WIOA workforce staff.

21 So there is a big turnover. But
22 different grantees that I've spoken in the area,

1 there's a lot of -- they don't know what to do
2 with certain situations and scenarios. So a
3 development of maybe online modules, a toolbox
4 type stating for extra resources.

5 But the modules where they can go
6 through, they actually gain certifications and
7 levels. So different levels through, so
8 employment coordinator 1, employment coordinator
9 2, director 1, director 2, something in that area
10 so there's always a chance for growing and
11 learning because the WIOA workforce is forever
12 changing. And there's a lot of different
13 scenarios.

14 And we need to take a holistic
15 approach with the workforce. And with that was
16 also what Robert was speaking with the opioid
17 epidemic. There's also mental health epidemic
18 that's going on.

19 So we've got a lot of suicides within
20 our tribal areas. And it's not only with
21 individuals who aren't in good jobs or don't have
22 education. It's individuals who have education

1 as well because they don't know how to cope with
2 some of the mental stresses.

3 And I'm seeing some of that with some
4 of the grantees that we have in our area, they're
5 mutually taxed, they're mutually stressed of the
6 different things that they have to go through on
7 the job, the things that they hear about and just
8 some of the stresses with life itself. But that
9 comes also with the housing. We have a great
10 housing need, food sovereignty.

11 Some people work, work, work, and they
12 can't apply for the SNAP benefit. But they're at
13 that range where they're working constantly, all
14 their money is going to bills. And then they
15 have to choose whether to pay this bill or do I
16 eat. So all that holistic approach, I think we
17 need to sort of incorporate more of that within
18 the programs so that everyone can be successful,
19 the employees, the participants, and the
20 leadership. All that plays a part into it.

21 And with more resources being
22 available to us with funding, more funding

1 sources for that type, especially food
2 sovereignty, because we shouldn't have any orders
3 for any of our young, members of our tribe
4 searching for food or going hungry because they
5 can't learn. They can't perform on their job
6 well. And that causes a retention problem there.
7 So I think those are some things that we need to
8 incorporate.

9 CHAIR QUINTANA: Thank you, Candace.
10 Joseph Quintana, Region 6. I just want to add to
11 the last three points. I think those are
12 terrific points that are being made there in that
13 when we're thinking about the economic health of
14 our members and we're thinking of that whole
15 person care.

16 We also have to think about the
17 physical health, the behavioral health, the
18 housing health that was all described previously.
19 And the amount of strain that not only impacts
20 our community members but also the strain that
21 also impacts our workers. And as we continue to
22 ask them to increase their job skill development

1 moving forward, we have opportunities to also see
2 best practices across the nation.

3 And I think there's a lot of different
4 ways that we can best communicate that moving
5 forward and also ways that this particular body
6 wants to identify opportunities of support, the
7 resources available to our members or
8 identification of education for our members as
9 well, especially coming out of a global pandemic
10 and the potential for economic strife in the
11 years to come. What are ways that we can best
12 make sure that our clients are coming back to our
13 places or the communities that we serve and that
14 we're able to link them into the jobs? Not just
15 to get them a job but that they actually have
16 opportunities for upward mobility.

17 So I just wanted to quickly uplift
18 that point. Was there any last minute comments?
19 The chair recognizes Patricia Hibbeler.

20 MEMBER HIBBELER: Patricia Hibbeler,
21 other disciplines. Nat, I just want to take a
22 moment and welcome you to DOL and WIOA and work

1 with all of us. So I'm very excited for what is
2 to come and working very closely with you to
3 really help us realize many of our outcomes that
4 we want to see in the program.

5 I echo many of the comments that have
6 been said. Candace, a lot of the things that you
7 said, we are realizing in Montana also. Housing
8 is a huge issue for us, not only for our tribal
9 members, the people who live in our community but
10 also as a recruitment technique because sadly
11 Montana has been discovered.

12 Yellowstone and shows like that have
13 not helped us at all. There are million-dollar
14 houses going up everywhere. And whatever piece
15 of property there is on our checkerboard
16 reservation that the tribe doesn't own,
17 developers are purchasing those rental
18 properties.

19 They are refurbishing them and putting
20 them out there as Vrbo's. So it's becoming almost
21 impossible for our tribal members to continue to
22 survive and live on the reservation and

1 homelessness which we really didn't have before.
2 We have a record number.

3 And as Native people, we've always
4 taken care of our families. But now we have
5 three and four and five families living in one
6 home. And a number of people that are -- I don't
7 really say on the streets because we don't have
8 streets but in the woods and living.

9 And so it's a whole new issue that
10 we're trying to figure out what to do in moving
11 forward. I think another issue that we're
12 dealing with and I'm hearing it across the
13 country. So I don't think we're unique in that.

14 But that really is getting our
15 population back to work after COVID. COVID
16 didn't do us any favors. And even though all of
17 those subsidies still don't exist any longer for
18 people, it's just really difficult getting people
19 back to work.

20 We have so many jobs available, but we
21 don't have people applying. We are unable to
22 recruit. And these kids or, you know, what might

1 be ways that we can address the is moving forward
2 because I don't think our community issue is
3 unique in that at all.

4 And a lot of that includes healthcare.
5 And the recruitment for the skilled workers in
6 healthcare and those professionals to want to
7 come to our community to work when housing is
8 through the roof. It's very difficult to recruit
9 them.

10 So one of the things our tribe is
11 beginning to do is to purchase housing as a
12 recruitment technique for the health
13 professionals, et cetera. So we're having to
14 think out of the box and do things differently.
15 I think we can certainly learn from others, but
16 it's a whole new set of issues that we just
17 haven't dealt with previously.

18 And so it make me think a little bit
19 about what Jack was saying this morning is about
20 reaching across departments because none of our
21 issues are in isolation with Department of Labor.
22 It's much more complicated than that. So I'm

1 excited that I know Department of Labor is
2 reaching across departments. And we need to do
3 that too. Thank you.

4 CHAIR QUINTANA: Thank you for that,
5 Patricia. Chair recognizes Robin.

6 MEMBER COUNCE: Robin Counce, Region
7 4. Welcome, Nat. I kind of wanted to echo on
8 what Kay had talked about. Secretary Walsh had a
9 service that we would be a part of the Quality
10 Job Summit.

11 And so I think that there's a lot of
12 information in this legislation and the
13 opportunities that can deal with a lot of these
14 things that we were talking about, our Indian
15 country and our leaders and our tribes need to
16 understand the opportunity. So I really hope
17 that moves forward. There is that quality job
18 center for tribal nations. And welcome.

19 CHAIR QUINTANA: Thank you, Robin.
20 Any other closing comments?

21 If not, thank you all so much for your
22 welcoming words. I think I saw Nat furiously

1 note-taking over there. So thank you for that
2 and welcome again.

3 We're going to move on to the next
4 item, updates on implementation of Workforce
5 Innovation and Opportunity Act, WIOA and
6 discussion. Chair recognizes Kim.

7 MS. VITELLI: Kim Vitelli, Department
8 of Labor. We spoke a little bit about WIOA at
9 our last meeting. And so this is a little bit of
10 an update on what the latest landscape is for the
11 legislation.

12 As a recap when WIOA, Workforce
13 Innovation and Opportunity Act, passed in 2014,
14 that was at the end of an almost ten-year period
15 of bills being drafted, reviewing committee
16 sometimes getting a floor vote, sometimes not
17 before a bill finally passed and identical forms
18 passed the House and Senate and was signed by the
19 President and it became law. So these things can
20 sometimes take a while. In 2022, the House
21 drafted and reviewed in committee and passed on
22 the floor a bill to reauthorize WIOA.

1 That's when the Health, Education, and
2 Labor committee was chaired by Representative
3 Scott. That bill had contained a couple
4 different provisions that were of interest to
5 this Council, including variations on performance
6 measures, variations on how competitions would be
7 run, and a provision that members of this Council
8 could remain on the Council past their terms
9 until new members were appointed. So that bill
10 was passed by the House on a party line vote.

11 And then the Senate did not take
12 action. The Senate did not mark up a bill or
13 pass a bill in the Senate. And in January of
14 2023, a new Congress started, right?

15 There was an election in November 2022
16 that was after we had met as a council in
17 October. And so in January 2023 when the new
18 Congress started, all bills that had not become
19 law, all bills that had been considered in 2022
20 then died. So the House bill that has passed is
21 not currently -- cannot be passed as it is.

22 It would have to be reintroduced. So

1 the House is now controlled by a different party
2 and the committee name changed as well. And this
3 happens often. It went from Health, Education,
4 and Labor in the previous Congress.

5 It's now called the Health, Education,
6 and Workforce Committee. And it's chaired by
7 Chairwoman Virginia Fox. Chairwoman Fox was in
8 that same position in 2014 when WIOA passed.

9 So she is familiar with the
10 legislation. And she is familiar working across
11 party lines and across House and Senate in order
12 to pass legislation. That was one of the roles
13 that she played in 2014 along with, of course,
14 other members and other parties in the Senate.

15 So we know that Representative Fox --
16 Chairwoman Fox is interested in reauthorizing
17 WIOA. She's expressed this publicly in several
18 forums. And we understand that her staff is
19 drafting a bill that they would introduce in
20 committee.

21 I think that it has not yet been
22 introduced in committee yet. But we're

1 anticipating that it would be. And at that time,
2 the public would see it when it gets introduced
3 in committee. Everyone can see what's in the
4 bill.

5 I anticipate that there might be some
6 features of Representative Scott's bill that
7 might appear in Representative Fox's bill. I
8 also anticipate that as is typical, she would not
9 feel beholden to Representative Scott bill at
10 all, right? She'll start her own bill.

11 And so there might be very different
12 provisions in WIOA, both for 166 and sort of
13 across the board in the entire legislation. One
14 piece of -- one topic that is of interest to both
15 House Republicans, House Democrats, and the
16 Senate is an interest in expanding the
17 availability of Pell Grants to occupational
18 training. So that's outside WIOA.

19 But it's another piece of legislation
20 that there's a fair amount of bipartisan and
21 bicameral interest in. So we might also see in
22 WIOA and Chairwoman Fox's WIOA bill some sort of

1 like connecting line between WIOA and Pell. I
2 don't know for sure.

3 I haven't see the bill. But that's
4 the kind of thing based on what the House has
5 expressed interest in that we might see that kind
6 of thing. And so, of course, if the House were
7 to mark up a bill in committee -- which they
8 haven't done yet.

9 If the House were to mark up a bill in
10 committee and take a floor vote, it probably
11 would also fall on a roughly party line vote.
12 And then the Senate would consider that bill or
13 they might write their own bill. The Senate HELP
14 committee, Health, Education, Labor, and
15 Pensions, authorizing committee has expressed
16 some interest in WIOA.

17 I don't want to speak for the Senate.
18 That's certainly not my role. I don't know that
19 right now WIOA is their number one legislative
20 priority. The chair and ranking member for
21 Senate HELP had a good working relationship and
22 so would work together on a bill. That's always

1 a good sign.

2 And so it might be we'll sort of have
3 to wait and see. It might be a little bit of
4 time before we see WIOA get reauthorized. That
5 won't be new. The previous bill took almost ten
6 years to write.

7 And so you might wonder what the role
8 of the Department of Labor is in this legislative
9 process. When the House or the Senate committees
10 draft the bills, they sometimes ask us for
11 technical assistance. So they sometimes ask, for
12 instance, look, if we wrote the language this
13 way, what kind of -- what would it look like to
14 implement this?

15 Or what kinds of problems would this
16 have? Or does this piece of legislation
17 contradict this other piece of legislation? They
18 sometimes ask us those questions. They sometimes
19 don't ask us any questions.

20 And we don't see the bill until it
21 gets introduced. And so Department of Labor
22 always answers questions from either party, from

1 either body, the House or the Senate. We always
2 answer those questions.

3 And we'll remain prepared to do so.
4 You might also wonder what sort of public
5 statements the Department of Labor has made about
6 WIOA. Our administration priorities on WIOA are
7 still the ones that Secretary Walsh introduced
8 when he testified in June of -- I want to say
9 2021. But sometimes time collapse in on itself.
10 It wouldn't have been '22.

11 It had to have been June of 2021 was
12 when Secretary Walsh introduced the
13 administration priorities for WIOA. So those are
14 still the administration priorities if anyone
15 were to ask. What does Department of Labor want
16 to see, those thing that Secretary Walsh
17 presented to -- at the time, to the Senate are
18 still the WIOA authorization priorities for DOL.

19 So that's sort of where we stand that
20 we might see action in the House that we might
21 not see immediate action on the Senate. But we
22 can't predict exactly that Department of Labor

1 will be available for technical assistance. In
2 the meantime, of course, we're implementing the
3 bill as it -- the law, WIOA, as it stands
4 currently.

5 We're implementing current law. There
6 are some pieces of legislation that sort of end.
7 They have a sunset provision. And until Congress
8 takes action, those things sort of go dark.

9 That's not the case for WIOA because
10 Congress continues to appropriate funds for these
11 programs. The programs continue on. And we
12 might be in this sort of middle ground of waiting
13 for reauthorization but still getting
14 appropriations for current law.

15 We might be in that for some time. We
16 were in that previously for almost ten years. So
17 I hope that's helpful information, and I'm happy
18 to answer any questions that folks have.

19 CHAIR QUINTANA: Thank you for that,
20 Kim. Chair recognizes Robert.

21 MEMBER HOULE: Robert Houle, Region 5.
22 Kim, thank you for that report. And I'm just

1 coming through just to see what you would expect
2 to be a reasonable timeline on the actions in
3 getting the WIOA back into the right realm if you
4 will for reconsideration.

5 MS. VITELLI: Yeah, it's a good
6 question about how long it will take to
7 reauthorize WIOA. I really can't guess. I would
8 not be surprised to see a House bill in this
9 year.

10 I might be a little surprised to see
11 a Senate bill. And then the question is would it
12 then be two years, three years, four years. It's
13 a little hard for me to guess. I think it would
14 sort of maybe me -- it would be me throwing darts
15 at the wall to sort of really guesstimate what the
16 time might be.

17 MEMBER HOULE: Great, thank you.
18 Possibly anything that the advisory council would
19 be looking at or wanting to put on our radar?

20 MS. VITELLI: Yeah, good question.
21 The thing that I would put on your radar is what
22 Congress is considering about Pell expansion. I

1 think that that -- and it's a separate piece of
2 legislation.

3 But that would have pretty tremendous
4 impact on funding availability for occupational
5 training. So the way that Pell grants now -- I'm
6 sure you're all very familiar with Pell grants.
7 Other people can use to pursue a degree, two-
8 year, four-year, but not -- an occupational
9 trainer that isn't considered sort of for college
10 credit rates. So sometimes classes that aren't
11 on a credit bearing side of the house for a
12 college but that still might have industry
13 recognized value.

14 It might produce an industry
15 recognized credential. Right now, Pell cannot
16 pay for those classes. And under this proposed
17 legislation at the House and Senate are
18 considering and have introduced bills where both
19 House and Senate have introduced the bill.

20 Pell grants could support that kind of
21 occupational training. So I think it would be --
22 that would really be a game changer for a lot of

1 organizations that develop that kind of training.
2 I think that we'll need to be as workforce
3 professional -- even the people that are really
4 excited about it, it's still possible that
5 wouldn't pass.

6 But, like, if that kind of Pell
7 expansion legislation were to pass, I think as
8 workforce professionals, we would have a big job
9 to do to help job seekers make wise choices.
10 Like, a whole lot more choices would open up to
11 them. And Pell grants are just -- you just get
12 the money. It's not like an individual training
13 account that a grantee is giving to you after a
14 lot of career counseling.

15 So we would really have a job to do to
16 make sure that job seekers and students had all
17 the information that they needed to choose a good
18 occupation, like, a good career path. That's
19 always sort of a challenge and making sure that
20 people have that information. And then to be
21 able to choose even within that occupation which
22 training provider is sort of the best bang for

1 your buck which is going to help you actually get
2 the industry recognized credential and not just
3 sort of flimsy paper. And which credentials then
4 lead to good paying jobs, jobs where you make
5 more money than you made before.

6 And so being able to share career
7 information and share information about the range
8 of occupational training providers will become,
9 in my opinion, very important when Pell expansion
10 is passed. We at Department of Labor have been
11 thinking about what might we need to do in order
12 to inform those kinds of choices. But I think
13 that workforce professionals all across the
14 country will also have that on their radar.

15 CHAIR QUINTANA: Thank you, Kim. Any
16 other questions or comments? Chair recognizes
17 Darrell.

18 MEMBER WALDRON: Darrell Waldron,
19 Region 1. So Chairman, should we be considering
20 a resolution supporting changes to the Pell
21 grant? It's been without community census
22 exception.

1 MS. VITELLI: So certainly the Council
2 can make recommendations to any body. Generally,
3 they're to the Department of Labor. You're
4 allowed to pass recommendations also to Congress.
5 And so you could if you wanted.

6 CHAIR QUINTANA: Any other questions
7 or comments?

8 MEMBER EDMO: Mr. Chairman, Lorraine
9 Edmo, Region 4. It sounds like there's going to
10 be a long process if we had to start over,
11 Congress had to start over in reauthorization
12 with January a new Congress. It could be an
13 uphill battle, I think.

14 And so I'm thinking you said that the
15 Council could make recommendations. I know as
16 federal employees, all of you can't make any
17 recommendations or advocate anything to Congress.
18 So if we could make recommendations, I think one
19 of the first ones is to try to get some action
20 from the House education and workforce committee
21 if that's possible.

22 Otherwise, it would be up to

1 individual tribes or organizations to try to get
2 some movement in Congress, even a bill in the
3 House and in the Senate. That may be even more
4 difficult. But it sounds like it's going to be a
5 long process. So what kind of recommendations
6 could the Council make and to whom?

7 MS. VITELLI: Right. It might be a
8 long road. I think that the Council has in the
9 past made recommendations about what the Council
10 would like to see in legislation. And those
11 still stand honestly. Those are still publicly
12 available if those remain your recommendations.

13 The Council can make additional
14 recommendations about different things that the
15 Council would like to see in legislation. Those
16 are publicly available when those recommendations
17 are made. Then we put those up on the website,
18 and Congress has those available to them if they
19 want to read them.

20 And there's -- I think there's a
21 report that we send yearly -- that the Department
22 sends yearly on all five committees to Congress.

1 So it's up to them, sort of. It's up to Congress
2 how much they read it and how much of those
3 recommendations they then take under
4 consideration. But that's always an option
5 available to the Council.

6 MEMBER EDMO: I guess my other
7 question is are there outside -- as far as you
8 know, any outside forces or tribes or
9 organizations that in the past have really helped
10 to move the legislation along, like, in the last
11 reauthorization?

12 MS. VITELLI: Another good question.
13 I don't know that I know the answer to that. I
14 do know that tons and tons of organizations send
15 their recommendations to Congress sort of every
16 year. And so Congress would certainly be
17 accustomed to receiving those kinds of
18 recommendations.

19 It wouldn't be unusual. As far as
20 sort of what organization was particularly well
21 placed in the last authorization, it's a good
22 question. I'm not sure I know the answer.

1 CHAIR QUINTANA: Thank you for that.
2 Any other questions or comments?

3 Joseph Quintana, Region 6. I do want
4 to also point out that in regards to our overall
5 strategic plan if you're look at A-6, it does
6 talk about monitoring the reauthorization process
7 and recommend removal of competitive process,
8 investing in the current grantee, creating long-
9 teacher sustainable systems. So I would
10 recommend if we can I do agree with Darrell that
11 we should formalize it.

12 But since are faced with a long road
13 again as Kim described it and as Lorraine both
14 describe, can we first push this back in front of
15 the effective management workgroup to draft even
16 if we could start to begin something. If we're
17 not able to put something together by tomorrow,
18 at least we could come back and host a virtual
19 meeting in order formalize it and formally vote
20 to accept at that particular point. Any other
21 questions or comments? Chair recognizes Nat.

22 MR. COLEY: Thanks. Someone may have

1 their hand up in the chat room, Kim Carroll.

2 CHAIR QUINTANA: Chair -- thank you,
3 Nat. Chair recognizes Kim Carroll.

4 MEMBER CARROLL: Thank you, Chairman.
5 Kim Carroll, other disciplines. This is all very
6 interesting, and some of us have actually been
7 through this before.

8 So we do understand the process. One
9 thing I wanted to say is that on occasion
10 staffers from Congress will contact individuals
11 for suggestions. I know this happened to me.

12 We actually have a Congressperson who
13 is a tribal member and had his staff contact me
14 for information about what we needed. And that
15 was a great opportunity. I did share our
16 strategic plan at the time as well as other
17 information.

18 I talked heavily about Public Law
19 102477. And a lot of the things that I've heard
20 today remind me of Public Law 102477. I realize
21 that this body isn't representative of that
22 particular organization, although they are a part

1 of the WIOA community.

2 And I think it's important that we
3 look at some of the things that they have
4 accomplished and include those in our
5 recommendations. When you talk about best
6 practices, there are some that they have that
7 certainly workforce development specialists can
8 use because that's what they are. In addition to
9 that, I also wanted to say that particularly with
10 the Pell grant and the emphasis on career
11 development, as Gary Rickard pointed out, it is
12 extremely important that staff have training on
13 how to do this.

14 Most of our workforce staff have
15 degrees in things like education or social
16 services. And they don't always understand the
17 importance of the bright mesh between individuals
18 and careers. And I think that is going to be
19 extremely important in any legislation that is
20 passed is that there is an emphasis on training
21 of the workforce staff. Thank you.

22 CHAIR QUINTANA: Thank you, Kim, for

1 those important reminders. Any other questions
2 or comments? Chair recognizes Darrell.

3 MEMBER WALDRON: I just noticed that
4 and I guess I kind of knew it. But I was looking
5 at when we're talking about trying to get
6 something worked out to put out that the entire
7 counsel is your effective workgroup management
8 basically. Maybe you want -- Chairman, maybe
9 shrink it to a committee and back something other
10 than all of us meeting on it, because then we
11 could just do it as the advisory board.

12 CHAIR QUINTANA: Joseph Quintana,
13 Region 6. So Darrell just wanted to follow up.
14 So in regards to establishing that committee,
15 that would be a subcommittee of the workgroup
16 itself?

17 MEMBER WALDRON: Yes, it's the entire
18 council is the effective workgroup management.
19 So getting together to speak about doing so
20 language would be everybody here. So I was just
21 saying maybe for the sake of getting it done,
22 smaller group and then come back to us all.

1 CHAIR QUINTANA: Chair recognizes
2 Patti -- Patricia.

3 MEMBER HIBBELER: Patricia Hibbeler,
4 other disciplines. As chair of the effective
5 management workgroup, I'm happy to draft some
6 language and run it by a few people and get it in
7 preparation to bring it in front of the entire
8 council.

9 CHAIR QUINTANA: Joseph Quintana,
10 Region 6. Just to follow up, Patricia, you would
11 lead that particular committee and you would help
12 to draft that. Are there any other identified
13 members who want to be a part of that committee
14 itself?

15 MEMBER EDMO: I could be on it.

16 CHAIR QUINTANA: Chair recognizes
17 Lorraine.

18 MEMBER CARROLL: Kim Carroll.

19 CHAIR QUINTANA: Chair recognizes Kim
20 Carroll. Are there any others who would like to
21 be part of that committee? That's an awesome
22 group there. That's all we need. Thank you all.

1 And you all will present that once it's
2 available.

3 Thank you, Kim, again for the update.
4 We're going to now move on to report from workers
5 and discussion. And we're going to start with
6 the effective management workgroup that is led by
7 Patricia Hibbeler.

8 MEMBER HIBBELER: Patricia Hibbeler,
9 other disciplines. I want to start just by
10 saying thank you to everybody for the great work
11 that you all did in October. It's really nice to
12 have a strategic plan to kind of lead our efforts
13 forward and kind of have that as our kind of
14 working guide right now.

15 I just want to remind everybody that
16 some of the things that came out of that
17 discussion is in October that we really felt as a
18 group that a strategic plan is not something that
19 you draft and it sits on a shelf. It really is a
20 living, breathing document, and it really was our
21 intent to update it as we needed to. We didn't
22 have to wait for two years when our term is up.

1 But just wanted to remind people a
2 little bit about what our thought and theory is
3 about a strategic plan and that if we have missed
4 something, a key strategic initiative, we want to
5 be part of the plan. We should address it at
6 that time. I'm just going to go very briefly
7 through the key strategic initiatives that we
8 have here.

9 As a process, probably about three
10 months ago, we started calling monthly meetings
11 with the effective management group. And thank
12 you for putting those on your calendars and able
13 to attend the ones that you can. I intend to
14 continue to schedule those meetings at least
15 monthly, possibly twice a month, just really
16 depending on how quickly we want to move some of
17 the work forward.

18 But I think the more that we engage in
19 conversation around these initiatives helps us
20 really move forward and making sure that we're
21 doing what we want to do in the plan. The first
22 thing is we really wanted to make sure our

1 meetings were being scheduled. And we spent a
2 lot of conversation about when those two meetings
3 a year ought to occur.

4 We're here now which is part of our
5 design. And then, of course, our next meeting
6 will be this fall at NCAI. I don't know if
7 anybody knows when NCAI is coming up in the fall.
8 Kay, did you have dates or -- that's our next
9 scheduled meeting will be NACI in October.

10 VICE CHAIR SEVEN: I think it's in New
11 Orleans this year.

12 MEMBER HIBBELER: New Orleans?

13 VICE CHAIR SEVEN: But I think in
14 November, early November or mid-November.

15 PARTICIPANT: It's the second week of
16 November.

17 MEMBER HIBBELER: Okay. So second
18 week in November in New Orleans should be our
19 next meeting as we designed it to be. Our next
20 objective was advising on the selection of the
21 head of Indian and Native American program. Nice
22 to say that's been accomplished and again,

1 welcome, Nat.

2 And also thank you to our committee
3 members that served on that selection committee.
4 We appreciate that. Review of the DINAP budget,
5 carryover funds, advise on the carryover process
6 for reallocation.

7 I'm not sure today or tomorrow we have
8 a report on budget coming from DINAP that we can
9 react to. Okay, perfect. So we'll discuss that,
10 and we continue to advise on those issues.

11 The next one is our initiative to
12 inform the Secretary of Labor that membership for
13 this Council is continual. So if there is any
14 lapse in a selection of a new Council next spring
15 that we would recommend that this Council
16 continues in place. Much of what Kim talked
17 about was in the reauthorization bill in 2022
18 which died.

19 But I think we want to make that
20 comment known to the new Secretary and then also
21 to Assistant Secretary Lu. And it is completely
22 within our authority to draft that in a letter to

1 make sure that's known. It is part of the
2 minutes here. But we get for very lengthy
3 minutes I think anything that we want to really
4 point out, we should put in a direct letter. And
5 Kim had advised that we could do that.

6 MEMBER WALDRON: Region 1, Darrell
7 Waldron. Can that language be added in a
8 charter?

9 MEMBER HIBBELER: Oh, Patricia
10 Hibbeler, other disciplines. I just said I think
11 that's a great question.

12 MR. COLEY: And Kim can check me. I
13 think membership in the Council is like a
14 legislative activity. And as you suggested and
15 Kim advised, we can make recommendations to the
16 Secretary. But in order to achieve certain
17 recommendations, we have to consider the statute
18 as well. But I encourage us to really define
19 what it is that we find are good objectives and
20 send those to the Secretary.

21 CHAIR QUINTANA: Thank you for that.
22 Chair recognizes Darrell.

1 MEMBER WALDRON: Just a continuation
2 on that discussion. I think in the past we had
3 something in the charter that referenced that
4 because half of our Council was going down and
5 then the other was on, like, a six-month or a
6 three-month staggered date between where we would
7 continue to be in session so that we could have
8 discussions. And that's sort of what led to the
9 whole effective management group. But there as
10 some language in past charters having those
11 staggered positions, those still in office
12 remaining until replaced. I think it was back
13 maybe during the Bush administration, maybe Bush
14 Sr., maybe Jr.

15 CHAIR QUINTANA: Chair recognizes
16 Gary.

17 MEMBER RICKARD: I do believe that
18 other advisory councils do have similar language
19 what we're asking for. And so I think that it's
20 something that could be done because if that
21 language is in other advisor councils, then it
22 should be okay to be in our advisory council.

1 CHAIR QUINTANA: Thank you, Gary.

2 Chair recognizes Kim.

3 MS. VITELLI: Kim Vitelli, DOL.

4 You're right that the -- so another DOL advisory
5 council, the Workforce Information Advisory
6 Council or WIAC, has language in their
7 legislation about members staying on until a new
8 Council is appointed if there's ever a gap. That
9 language is not in the legislation for the Native
10 American Employment and Training Council.

11 But I know that this Council has
12 recommended that it be added into WIOA. I would
13 just note too on a -- so ultimately, Department
14 of Labor has a great responsibility to make sure
15 that the Council stays in place. There's a fair
16 amount that's within the control of people like
17 me and people like the Designated Federal
18 Official, people like Nat, to be able to make
19 sure that we're moving the membership forward
20 within the Department.

21 Even with the language that is in WIAC
22 about those numbers remaining until the

1 appointment, at times when an administration sets
2 a policy that they will not charter a new group,
3 WIAC also didn't meet because the administration
4 made a choice not to delay the reconstitution of
5 that FACA group. So that doesn't mean that
6 nothing is within our control in an environment
7 like we're in right now. We have a good
8 environment in which to re-charter and re-appoint
9 members. And that's definitely our goal. We've
10 already been plotting how we can make sure that
11 we do that extremely timely so that there is no
12 gap in the Council and create as much stability
13 as within our control.

14 MR. ROULAIN: Mr. Chairman, Kim
15 Carroll has her hand raised online.

16 CHAIR QUINTANA: Chair recognizes Kim
17 Carroll and then we'll come over to you, Gary.

18 MEMBER CARROLL: Thank you. Kim
19 Carroll, other disciplines. Darrell, I believe
20 that we have made the suggestion in the past that
21 the Secretary include both staggered terms and
22 the fact that members remain until replaced in

1 the charter.

2 Unfortunately in the past, the remain
3 in place was not agreed with. But I do agree
4 that that's very, very important. We've had in
5 the past where Secretaries have simply refused to
6 appoint new members. And because of that, the
7 Council basically was lapsed. Thank you.

8 CHAIR QUINTANA: Thank you, Kim.
9 Chair recognizes Gary and then we'll go back to
10 you. Oh, Chair recognizes Darrell.

11 MEMBER WALDRON: I just wanted to add
12 an additional point. It's at least two meetings.
13 It's not just two meetings. And that started
14 also at the same time when we were having
15 difficulty meeting, which again led to the
16 effective management tool being (audio
17 interference) at least two meetings, not only.
18 Darrell Waldron, Region 1.

19 CHAIR QUINTANA: Any other questions
20 or comments to that point? If not, Chair
21 recognizes Patricia.

22 MEMBER HIBBELER: So just a point of

1 clarification. If a letter was drafted to the
2 Secretary in the past about this particular
3 recommendation, I would assume that would be on
4 file somewhere. Kim and Nat, would you recommend
5 we continue to do a new letter documenting those
6 concerns and referencing that it's already been
7 recommended once but overlooked?

8 MR. COLEY: This is Nat Coley. I
9 think one of the things that we've discussed is
10 there was some attempt in legislation that didn't
11 go forward to make some changes like that. And
12 so I think not that it's lapsed -- not that it
13 was overlooked. But I think a renewed effort
14 would be more appropriate.

15 CHAIR QUINTANA: Chair recognizes Kim.

16 MS. VITELLI: Kim Vitelli, DOL. Just
17 as a -- to make sure I understand, you're asking
18 if there should be a letter from this Council to
19 the Secretary -- the Acting Secretary sort of
20 reminding the Acting Secretary, hey, we really,
21 really want to make sure that Council members get
22 installed timely. Is that what you're -- oh, and

1 extended terms.

2 Yeah, the extended terms would -- I
3 mean, we don't have the ability in the
4 legislation right now to be able to appoint
5 people to extended terms. So that would not be
6 part of what people's appointments would be. We
7 do have the ability under current law to promptly
8 fill vacancies.

9 I think I hear you saying that this
10 Council would like to not just take our word for
11 it but also remind the Acting Secretary herself,
12 hey, it's really, really important that members
13 get appointed. And certainly, that's been a
14 recommendation that a Council has made previously
15 and just made again in the strategic plan. And
16 then it's up to the Council whether you would
17 want to sort of echo that again in a separate
18 section.

19 CHAIR QUINTANA: Thank you, Kim. Do
20 we also have a virtual --

21 MR. ROULAIN: Yes, Mr. Chairman. Kim
22 Carroll has her hand raised again.

1 CHAIR QUINTANA: Chair recognizes Kim
2 Carroll, then we'll come back to Darrell.

3 MEMBER CARROLL: Kim Carroll, other
4 disciplines. I believe the recommendations,
5 Patti, were a part of our strategic initiatives
6 in the past. Either that or it was in discussing
7 what we wanted to see in the new charter.
8 Darrell, do you remember?

9 MEMBER WALDRON: Yes.

10 CHAIR QUINTANA: Chair recognizes
11 Darrell.

12 MEMBER WALDRON: Darrell Waldron,
13 Region 1. So there was several discussions and
14 meetings. And what had to happen at some period
15 was our charter which had specific intents for
16 the Native American tribal communities.

17 There was an opportunity to put them
18 all in alignment with some of the other charters.
19 And what had happened was we just didn't meet.
20 Our positions went out, and there was just no
21 energy to try to get them reestablished.

22 And we were trying to say one body

1 would stay in position until they were replaced.
2 So if there was a deadline of October and it
3 wasn't met, then we would stay in power until
4 those positions were put into place. The second
5 one was staggered in terms which was all during
6 that same time period because the whole Council
7 went down at once.

8 We had that probably with no meetings.
9 Then it was maybe have a group, six months before
10 or after so that there was always a group at the
11 table and able to conduct business. There was
12 just this long gap there.

13 So we created this effective
14 management. And we met and did some very good
15 work that came forth as a recommendation which we
16 finally got into place. So I think what we're
17 trying to say here and I appreciate that there
18 may not be those delays.

19 It sounds maybe some of that is
20 working in our favor. But in the event that it
21 could happen, that this Council would remain a
22 council to replace, I think there were two dates,

1 May and something else. But that's what we were
2 trying to do.

3 And it was really a time when it was
4 changing, the performance standard of the
5 program. So it was very crucial to us and it was
6 around education performance that we were
7 striving for. So I kind of get mixed up a
8 little, I think.

9 But it was we would not just be done
10 and over and then have to wait two or three
11 months before new people were put forward. Or if
12 they split the date, we would lose part of the
13 group while we were waiting to get those a place.
14 The group left and authority could conduct
15 business.

16 I think those are what we were after.
17 And I thought we kind of got it to be honest with
18 you. But maybe it was we didn't have effective
19 management because we were not allowed to meet.

20 I know there's a lot being said there.
21 I know it sounds a little confusing. But they
22 just basically shut us down for two years.

1 CHAIR QUINTANA: And Chair recognizes
2 Gary.

3 MEMBER RICKARD: And yeah, we were
4 shut down for long periods of time.

5 CHAIR QUINTANA: Chair recognizes
6 Darrell.

7 MEMBER WALDRON: That was way before
8 COVID. I believe it was done in the Bush
9 administration, both of them. And in fact, they
10 want us to operate under another charter.

11 CHAIR QUINTANA: Chair recognizes
12 Patricia.

13 MEMBER HIBBELER: Patricia Hibbeler,
14 other disciplines. So I believe from what I'm
15 hearing and when we drafted this strategic
16 initiative, we really wanted to help create a
17 process where that couldn't happen in the future.
18 I'm hearing from Kim that part of this is in
19 legislation, and that would be to authorize the
20 current Council to continue should there be that
21 lapsed time in appointing a new Council. And if
22 that can't happen within DOL because it's not in

1 legislation, then I would recommend that we
2 address A-4 with a letter to the Secretary to
3 really stress timeliness in the appointment
4 process for a new Council since that is coming up
5 next spring as opposed to being what's written
6 here is to recommend the extension of a Council
7 should the appointment not be timely because DOL
8 would not be able to do that. The secretary
9 would not be able to do that.

10 CHAIR QUINTANA: Thank you, Patricia.
11 Kim Carroll, we'll come back to you in a moment.
12 First, we'll go to Gary.

13 MEMBER RICKARD: Well, and you're
14 right, Patti. The problem was in the process,
15 not in the regulations and how it was set up. If
16 the recruiting had started timely and then the
17 Secretary had appointed people timely, then we
18 wouldn't have these gaps.

19 And we wouldn't have the need for a
20 Council that continued on. But because the
21 regulations are there in place, it's simply
22 following them and making sure that the

1 appointments and the request for people to serve
2 on this Council go out in a timely manner. And
3 then DOL appoints those people in a timely
4 manner. It's really something that can be solved
5 quite easily by doing it according to the
6 regulation.

7 CHAIR QUINTANA: Thank you for that,
8 Gary. Chair recognizes Kim Carroll.

9 MEMBER CARROLL: Gary, Kim Carroll,
10 other disciplines. And Gary is absolutely
11 correct. That's what I was going to say. And
12 although, Kim, I appreciate the fact that the
13 staff does everything they can to get the process
14 through, it has happened in the past.

15 And that's why it is a concern to use.
16 We simply want to ensure that if it should happen
17 again and it can that we have a mechanism to
18 continue our work. Thank you.

19 CHAIR QUINTANA: Thank you, Kim.
20 Chair recognizes Kim Vitelli.

21 MS. VITELLI: Sure. I think I hear
22 you. I know that there's many members on this

1 Council whose time on the Council and in this
2 work extends for a very long time and has a lot
3 of institutional memory. And that our current
4 dedication to being able to do this timely is
5 only one piece of the puzzle, that there's also a
6 history of the Department not meeting its
7 obligation to timely -- recruit timely, appoint
8 members, timely convene advisory committees.

9 So to the maximum extent possible,
10 we'll use what is within our control, although
11 we're never in charge of the Secretary's office.
12 We sometimes have influence with the Secretary's
13 office and will use that to our maximum
14 authority. I hear you saying too that all best
15 intentions aside, what can we do to sort of make
16 the Secretary of Labor do certain things.

17 I would say the only thing that makes
18 the Secretary of Labor do something is a statute.
19 And even then, I will just note that it's
20 extremely frustrating. But this statute required
21 the timely appointments for both the Native
22 American Employment and Training Council and the

1 Workforce Information Advisory Committee.

2 And there are times when
3 administration leadership chooses still not to do
4 those things. And so in those scenarios, we all
5 start to feel more powerless than we want to
6 feel. And so the things that the Council can and
7 has done has sort of -- it's tried to state what
8 it wants and make this part of recommendations.

9 And then it's our responsibility to do
10 well, to do the maximum that we can do within our
11 authority to make sure that we're doing as much
12 as we can to make sure that the Council is timely
13 appointed. I have been thinking not just about
14 our sort of desire to do this. But maybe I can
15 ask Nat as DFO that the next time the effective
16 management workgroup meets that we also share
17 with you our timeline that we'll be using in
18 order to meet those deadlines.

19 So some of them are super internal,
20 like, hand this person this piece of paper. But
21 we can give you a timeline so that you can sort
22 of peer through the window and see whether or not

1 we're hitting our milestones. Give a little bit
2 of visibility to the process

3 I mean, if we establish that as a
4 practice, that'll also sort of, like, create a
5 little bit more institutional memory so that the
6 next time, two years, four years, six years down
7 the road, we said, aren't you supposed to be
8 starting that now? And that there's, like, a
9 mechanism to sort of hold us accountable on the
10 administrative side. And so we can put that kind
11 of timeline together and share it with the
12 effective management workgroup to create just a
13 little bit more -- even more structure in order
14 to make sure that things are moving forward.

15 CHAIR QUINTANA: Chair recognizes Nat.

16 MR. COLEY: Thank you, Chairman.
17 Communicating with the Council is one of my
18 objectives, whether it's in -- I'm not sure how
19 we'll do that. But if it's in a monthly email
20 update on activities or just some type of
21 communication, whether Joseph and I have a
22 conversation that he communicates me

1 participating on the subcommittees.

2 But it is my goal. I know we have to
3 break for lunch. But it's my goal to make sure
4 that everyone is informed about where we're
5 moving forward and getting things done.

6 CHAIR QUINTANA: Thank you for that,
7 Nat. Any other questions or comments? Chair
8 recognizes Patricia.

9 MEMBER HIBBELER: Patricia Hibbeler,
10 other disciplines. I appreciate that timeline
11 and having us be able to react to it. But I also
12 like the theory that it kind of becomes then part
13 of operational guidelines.

14 So it's been drafted. It's in
15 structure. And then the people who come behind
16 the two of you can -- here's the guideline which
17 if I can keep moving kind of filters into our
18 next strategic initiative. And that is really to
19 document how this committee elects officers and
20 appoints workgroups, right?

21 So we want to just help create those
22 operational guidelines for the Council moving

1 forward in the future so they don't have to
2 recreate the wheel every time. We do know and
3 through my conversation with Kim that there would
4 be no hard, fast kind of rule that they would
5 have to follow those guidelines. But they would
6 be there to assist them in operations of the
7 Council. Would you like me to continue quickly?

8 CHAIR QUINTANA: Joseph Quintana,
9 Region 6. I think we've gone past our overall
10 time. So I would like us to pause there and
11 instead recess for lunch.

12 Our current time is 12:03. We will
13 come back at -- or 12:04. We'll come back at
14 1:04 and follow up on our conversation there and
15 move forward.

16 So we'll also be pushing back our
17 youth workgroup summary as well. So thank you
18 all. We'll recess for lunch now.

19 (Whereupon, the above-entitled matter
20 went off the record at 12:04 p.m. and resumed at
21 1:14 p.m.)

22 CHAIR QUINTANA: Good afternoon,

1 everyone. This is Chair Joseph Quintana, Region
2 6. The time is now 1:14. We're going to call
3 the meeting back to order.

4 We know that a few of our -- thank
5 you. I apologize. We have a few of our members
6 who are delayed but want to be mindful of
7 everybody else's time, especially those who are
8 joining us virtually. I'd like to ask that we
9 table the summary from the effective management
10 workgroup that's led by Patricia Hibbeler who's
11 not yet with us and ask that somebody put forward
12 a motion so we can move forward.

13 MEMBER HOULE: So motioned.

14 CHAIR QUINTANA: Our Secretary, Robert
15 Houle puts forth the motion to table the
16 effective management workgroup summary. Do I
17 have a second?

18 MEMBER COUNCE: Robin Counce, Region
19 4. I second.

20 CHAIR QUINTANA: There's a second by
21 Robin. Any discussion to it?

22 If none, we'll move forward. All

1 those who approve, state aye.

2 (Chorus of aye.)

3 CHAIR QUINTANA: Thank you. Anyone
4 opposed? Anyone abstain?

5 Thank you all. We'll come back as
6 soon as Patricia is able to join us. Instead,
7 we'll move forward with a summary in regards to
8 our youth workgroup. And I ask that Winona
9 Whitman, if you are on the line, if you'll please
10 offer something.

11 MEMBER WHITMAN: Aloha.

12 CHAIR QUINTANA: Hi.

13 MEMBER WHITMAN: This is Winona
14 Whitman from Region 6, Hawaii. Aloha again to
15 Nat and Kim and the Council members. And on the
16 youth workgroup, we met on December 6th.

17 Our engaging meeting agenda included
18 the U.S. DOL framework update and GPMS youth
19 database and review of the WIOA allowable
20 activities by our federal project officer
21 Jennifer Whitmore. She also indicated at that
22 time that the testing of the youth database would

1 be by May 2023. And she was right on target.

2 We also at the meeting developed
3 buzzwords before working on the mission
4 statement. And the buzzwords were youth
5 opportunity, good jobs, apprenticeships, and
6 diverse and under-represented communities. The
7 we proceeded on to the mission statement, and
8 that is to create a broad and diverse
9 opportunities for Alaska Native and American
10 Indian and Native Hawaiian youth across the
11 nation that will enrich their lives and increase
12 their success of their future career pathways.

13 Our agenda items briefly discuss and
14 for our next meeting we will continue with the
15 youth workgroup to establish co-chairs for
16 Sections 166 and 477. We also invite more
17 members to join, including youth and young
18 people. We will also identify -- we have some
19 potential peer-to-peer providers are ready for
20 identifying.

21 But we will continue to identify more.
22 We're also going to look at ways to improve

1 outreach, simplify eligibility, career pathways,
2 apprenticeships and pre-apprenticeships and good
3 jobs principle, and initiative. We will also
4 decide on the next youth workgroup meeting right
5 after this national conference.

6 Since program year 2023, we've been
7 busy with the adult -- all grantees have been
8 busy with the adult and youth grant applications
9 that are already in. We're also going through
10 the payment management system transition and the
11 GPMS adult program quarterly reports and youth
12 BearTracks reports. And adult and youth
13 quarterly financial reports are also due this
14 month.

15 So the youth workgroup submission and
16 work has continued with some members working
17 under the leadership of Jennifer Whitmore in 2023
18 as pilot testing grantees on the GPMS Youth
19 Database. And those pilot grant organizations
20 are American Indian Council, California Indian
21 Manpower Consortium, Navajo Nation, Santo Domingo
22 Tribe, Ysletas del Sur Pueblo, and our

1 organization, Alu Like Incorporated. If you have
2 any interested individuals who you think should
3 be in our youth workgroup, please email me the
4 names, organization, and email addresses of those
5 individuals that you recommend to the youth
6 workgroup. If you have any questions.

7 CHAIR QUINTANA: Thank you, Winona,
8 for that summary. Any questions or comments?

9 MEMBER WHITMAN: Okay, Kim. I see
10 your note. We will include you in the youth
11 workgroup.

12 CHAIR QUINTANA: Any other questions?

13 MEMBER WHITMAN: All right.

14 CHAIR QUINTANA: Thank you for your
15 terrific job, for you and all the members of your
16 group, including subject matter experts and the
17 DOL staff, Jennifer Whitmore, thank you all for
18 your work.

19 MEMBER WHITMAN: Thank you. Mahalo.

20 CHAIR QUINTANA: Thank you. Moving on
21 now to the performance workgroup summary. That
22 will be -- we will hear from both Duane Hall and

1 Jennifer Whitmore.

2 MR. HALL: Thank you, Mr. Chairman and
3 Council for giving us a few minutes of your time
4 today. Jennifer and I would like to share with
5 you some of the data that we're getting from the
6 GPMS system. So as you know, the Department
7 switched from the BearTracks case management
8 system to the GPMS system in December of 2020.

9 And so we're getting individual
10 records into that system. And as you all know,
11 we spent a lot of time and effort submitting
12 quarterly financial reports to the Department.
13 And so I think we need to look at that data and
14 see if we can glean anything out of that and
15 share that with the Council, any interesting
16 information, any decision points that could be
17 made by looking at the data, the demographics of
18 the people we served, and the types of training
19 that we're providing.

20 So that's what we'd like to do today.
21 And maybe if we dim the lights a little bit.
22 It's a little bit bright here, but we might make

1 it a little easier to see.

2 And so this is only 14 slides. And
3 this is just to kind of give you a taste of some
4 of the things we might be able to do in the
5 future in looking at data. So this is not all
6 inclusive. We wanted to share something with the
7 Council to kind of maybe whet your appetite and
8 give you some ideas of what type of data we're
9 getting. So next slide, please.

10 MS. WHITMORE: Just to clarify, so the
11 data that we'll be looking at is program data.
12 And this is data that we received up to December
13 31st, 2022. And so as Duane had mentioned, we
14 have about two and a half years of information.
15 So take it away, Duane.

16 MR. HALL: And thank you, Jennifer,
17 for that clarification. So we get annual reports
18 from every grantee. And we can roll that data up
19 into data.

20 This is different. This is individual
21 -- that is aggregate data. This is individual
22 participant records. It doesn't have any PII in

1 it.

2 It's just information on the type of
3 training. They're putting in some demographic
4 information, age and so forth. So this comprises
5 of about 14,000 individual participant records.

6 And we felt like this might be
7 interesting because it's a bigger sample size
8 than what you get from just one year. So these
9 are -- again, these are some basic things. We
10 hope to do more interesting -- provide more
11 interesting information in the future.

12 This is just a simple pie chart of
13 demographics between male and female that we are
14 seeing. And this is, as Jennifer said, since
15 2020, about 14,000 records. We have 40.5 percent
16 male and 59.4 percent female.

17 And then we have less than a percent
18 who did not self-identify. Next slide, please.
19 And this is participants by age. And you'll see
20 the biggest percentage of participants we see are
21 between the ages of 25 and 54. And that kind of
22 makes sense if you look at how they're grouped

1 because that's a big age range, 25 to 54.

2 So that kind of makes sense. But I
3 thought was interesting here is that the 14 to 21
4 is quite large and it's bigger than the 22 to 54
5 year olds and then 55 and older we have a pretty
6 small percentage of participants in the program.
7 Next slide, please. So this is on reservation
8 and off reservation. I want to defer to -- did
9 this come from the GPMS, Jennifer, or --

10 MS. WHITMORE: Correct, it did come
11 from our grantee performance management system.
12 We're able to pull the on and off reservation of
13 the individuals that were serviced.

14 MR. HALL: Okay. So as you can see
15 here, 65.7 percent of our participants are from
16 off reservation and 34.3 percent are on
17 reservation. Next slide, please. So we thought
18 -- we asked for different data from this system
19 not knowing what we might get, whether it'd be
20 interesting or not. And we just thought we would
21 pull this and see what it would tell us.

22 And so this is the ten most common

1 tribal affiliations that are being served by the
2 program. And this kind of makes sense if you
3 look at the tribal members that are being served
4 most as a Navajo Nation. And it is by far the
5 largest grant that we have.

6 You see the names up there, Navajo
7 Nation, Arizona, New Mexico, and Utah. We took
8 those names directly from the Bureau of Indian
9 Affairs Federal Register on the list of federally
10 recognized tribes and that's how they were
11 listed. We have a pretty good size participation
12 rate for Native Hawaiian, the Lumbee Tribe.

13 And we have other not listed. And
14 Jennifer, if you want to chime in here. I think
15 these are some of the things we want to look at.

16 Like, we think that -- and I'll defer
17 to Jennifer her. But we do require the tribe
18 when you enter somebody into the GPMS. And so
19 we're trying to figure out why we some people
20 that are not identified. Did I get that right,
21 Jennifer?

22 MS. WHITMORE: That's correct. So for

1 eligibility purposes, someone must be an Alaska
2 Native, Native Hawaiian, or American Indian. And
3 so as Duane had mentioned, in our system, we do
4 have all of the federally recognized tribes,
5 state recognized tribes.

6 And if they weren't on the list, we
7 can add them to that universal list. So this is
8 kind of an eye opener here. We see quite a few
9 in other.

10 So that could be maybe First Nations.
11 Indigenous individuals being serviced that are
12 from Canada could be in that population. Or
13 sometimes the tribal name, the way you're
14 entering it, if it's not, like, the new tribal
15 name and you can't find it, our grantees might be
16 listing them under other.

17 So I have noted that for us to do a
18 little bit more research. Recently, I'll give an
19 example because with our grantee performance
20 management system, we do have these monthly
21 office hours. So if there are any questions or
22 concerns, they can bring it up there.

1 And when it was brought up last year
2 is sometimes if Alaska Native is applying for
3 services, sometimes we don't know their exact
4 village they're affiliated with. So to make that
5 easier, we've added Alaska Native in there so
6 they're being categorized correctly instead of
7 just an other. So we are still making
8 adjustments. It is a new system, and we're
9 making improvements to make it easier on the
10 grantee community.

11 MEMBER WALDRON: Councilman Waldron
12 here. Thank you. That's a very large number
13 when you look at where it's at. And there's a
14 lot of confusion over the word, indigenous.

15 We're seeing it in New York City.
16 We're getting a lot of Latinos, Arawaks, and
17 Tainos. And they get a little irate because they
18 swear they are. And the word, indigenous, is so
19 broadly used that maybe some of them are getting
20 in under those tribes. But those are not our
21 tribes.

22 MS. WHITMORE: That's a great point,

1 and it's noted. And that just brought up a --
2 because we -- our program can not only service
3 American Indian, Alaska Native, and Native
4 Hawaiian. But the grantee itself, like, within
5 the regulations, it's determined by that program.

6 So you can serve as decedents. So
7 that other category too might be a decedent. So
8 that's something, yeah, we can always research.
9 Those are some of my thoughts on that.

10 MR. HALL: Thank you for that. Next
11 slide, please. So this is participants served by
12 grantee. And so, again, this kind of follows
13 some logic, right?

14 So your biggest, largest grant is
15 Navajo Nation. Alu Like is a large grant.
16 American Indian Council is fairly large.

17 And so this is nothing really
18 surprising came out of that for us anyway. And
19 you all may see something that we don't see. So
20 that seemed to follow what we would expect it to
21 show. Next slide, please.

22 So this is percent of participants by

1 activity. And so the biggest activity is
2 supported services and then occupational skills
3 training, internship or work experience, adult-
4 based education and ESL, OJT, registered
5 apprenticeship, and entrepreneurial training.

6 Next slide, please. This slide is a little more
7 complicated, so I'll try to explain that to you.

8 So this is employment by activity. So
9 if you see at the top, registered apprenticeship,
10 there's a number there. It's 28. So it's not a
11 large number for registered apprenticeship.

12 And so the dark blue at 32.1 percent
13 received employment. The folks who were ready
14 for an apprenticeship, 32.1 percent of those
15 received employment, 25, not employed, and then
16 employment information, not available. And so we
17 have to look into that as well and see why we're
18 not seeing where there's no employment
19 information.

20 MS. WHITMORE: And I was going to add
21 too with these employment figures for the
22 Department of Labor for Section 166 grantees, we

1 do wage record matching where we can get these
2 results. And this information is only based on
3 supplemental data. So it's only based on the
4 information that's getting entered by the grant
5 organization.

6 So when we actually get the wage
7 record results and I think Duane has a slide on
8 this, our entered employment percentage
9 increases, like, twofold. But unfortunately, we
10 don't have the individual data on that. We just
11 have aggregate. So this is just based on the
12 supplemental data but itself is interesting.

13 MR. HALL: Next slide, please. So
14 these are the most common occupational skill
15 stream. So you see at the top registered nurses,
16 657, tractor trailer truck drivers. These are
17 the most common occupations that our participants
18 are getting trained in. Next slide, please. For
19 this most common occupation second quarter after
20 exit, these are the occupations where individuals
21 ended up getting employment. So you see at the
22 top laborers and freight, stock, and material

1 movers, nursing assistants.

2 MS. WHITMORE: And here it's important
3 to note with our performance, there's a lag. So
4 we're not seeing real time. Like, this isn't
5 like last year's data.

6 This is, like -- yeah, this is
7 probably from a year and a half ago because we're
8 looking at the second quarter after exit. And
9 from there, there's, like, a one-year lag.

10 MR. HALL: So the numbers are going to
11 -- you're probably looking at it and say those
12 numbers are pretty small. But this does not
13 factor in a lot of the participants. It's only
14 factoring in those individuals who exited the
15 program and received employment after exit.
16 Jennifer, do I have that right?

17 MS. WHITMORE: Right. And the second
18 quarter after exit. It's only looking at
19 supplemental data. So what's in the grantee
20 performance management system, we're not seeing
21 the wage record results.

22 MR. HALL: And we'll have a discussion

1 in a slide coming up on wage records and
2 importance of that and the difference that wage
3 records matches made. Next slide, please. This
4 is training completion rate. So these are
5 percentages on the right.

6 And this slide is not in descending
7 order as far as percentages. Nurse would be --
8 it looks like nursing assistants, 56.2 percent
9 completion rate. That means that the individuals
10 who were in that training completed that
11 training.

12 And the one I think that's interesting
13 here that we need to look at a little closer is
14 we weren't sure what self-enrichment teachers
15 are. These are coming from what's called ONet
16 codes on occupations. And we have to go read
17 that ONet code and find out exactly what a self-
18 enrichment teacher is.

19 MS. WHITMORE: And that's something
20 we've noticed through our system. The completion
21 rate is a little low, right, of the individuals
22 entering training. We see the overall is like 42

1 percent completed.

2 So we are researching that right now,
3 and we'll be providing technical assistance and
4 training through our office hours. So try to
5 increase that because we're not sure. Are they
6 truly not completing?

7 Are they forgetting to go back and
8 check off, yes, they completed successfully? So
9 we do have an alert for that in our system. But
10 now we're going to also I think next month our
11 team at ETA, our programmers are working at
12 having an email alert too.

13 So not only can they run their alerts
14 list, but they'll also get an email notification,
15 that case manager that, hey, the training has now
16 ended. Did they complete successfully? Make
17 sure you go back and check off that box.

18 MR. COLEY: And I think it was
19 interesting -- it's Nat Coley -- that you
20 mentioned that some of these participants may be
21 re-enrolled in another program. So the technical
22 assistance will help identify them as completing

1 one program so they can get -- our statistics
2 will be more accurate showing people who
3 complete program by program. But they still
4 capture enrolled attendees as well.

5 MS. WHITMORE: Yes, exactly, yes. So
6 I don't know if these numbers are truly accurate
7 or if it's just user.

8 CHAIR QUINTANA: Chair recognizes
9 Erwin.

10 MEMBER PAHMAHMIE: Erwin Pahmahmie,
11 Region 4, Oklahoma. Would this also be
12 consistent with the thought of maybe including
13 something that would be considered our stackable
14 credentials that to show that they are continuing
15 on with that career track --

16 MS. WHITMORE: Right.

17 MEMBER PAHMAHMIE: -- such as health
18 care or machining of sorts, things like that.
19 That might be something we could maybe
20 incorporate maybe later on.

21 MS. WHITMORE: Yes, that's a great
22 idea. And yes, we can work with the social

1 policy research associates to maybe join one of
2 our office hours and talk about that because we
3 know that individual can get a multitude or
4 multiple credentials, right? And right, getting
5 credit for those achievements. Thank you about
6 that.

7 MR. HALL: Thank you, Jennifer, for
8 the clarification. And I think part of this
9 exercise is partly data integrity exercise where
10 we're seeing, like, okay do we need to provide
11 more training? Is this low because this really
12 is low? Or are folks not filling out their case
13 management cases correctly?

14 So part of this exercise is to kind of
15 start looking at the data and checking the
16 integrity on it. Next slide, please. So this
17 slide is the entered employment second and fourth
18 quarter after exit, comparison between
19 supplemental data and wage records. So maybe
20 just a little background on that for those of you
21 who don't work with the case management system
22 and participant records.

1 So when the grantee enters a
2 participant and they say that individual -- they
3 indicate that person got a job. We call that --
4 I don't know why we use the term, supplemental.
5 I forget.

6 But we call that supplemental data.
7 It comes from the grantee. That is the dark blue
8 line. We also send these records to the -- it's
9 call Wage Record Interchange System. And that
10 system has all the UI wage records for all the
11 states.

12 And they do a match -- a wage match,
13 compare the Social Security number of the
14 participant to what's in the wage record
15 interchange system. And if they find the
16 individual is working with an employer, they
17 count that person as getting a job. So if the
18 grantee doesn't indicate that the participant got
19 a job but in fact a participant did get a job and
20 they just weren't aware of it, the Wage Record
21 Interchange System will catch that person and
22 they'll count it.

1 So as you can see, the Wage Record
2 Interchange System, the light blue, it increases
3 our entered employment significantly. So then
4 when you go back to the earlier slide when we
5 talked about employment, it doesn't include wage
6 records. It's just showing supplemental data.
7 Next slide, please.

8 So this is a segue into our next
9 workgroup, the census workgroup. We thought we
10 would capture the Native Hawaiians being served
11 by state. And so obviously, I don't know if we
12 can move that. I don't know what the number is
13 for Hawaii there. Thank you.

14 So obviously, this makes sense, right?
15 Native Hawaiians, largest number of participants
16 served would be in Hawaii or California. But as
17 you can see, those are pretty low numbers. And
18 again, maybe Jennifer wants to add to this. But
19 we want to look and see, is that accurate? Are
20 we capturing Native Hawaiians?

21 MS. WHITMORE: Is that a comment for
22 me?

1 MR. HALL: Yeah.

2 MS. WHITMORE: So I'll say that our
3 enrollments have decreased due to the pandemic.
4 And we've been using GPMS for two and a half
5 years we watched during the height of the
6 pandemic. So overall, our numbers are low.

7 So I think the Native Hawaiian count
8 is kind of low. But I don't know if it's
9 attributed to the pandemic because typically we
10 see California maybe being higher pre-pandemic
11 and through our old legacy system. So it is
12 noted. And I think maybe during our office hours
13 that I'm just going to add that maybe it might be
14 confusing for grantees because all of our Section
15 166 grantees can service Native Hawaiian.

16 So maybe there might be confusion on
17 what is acceptable documentation. How do you
18 document someone is Native Hawaiian? So maybe we
19 can -- I know that has been brought up during our
20 office hours and we've shared that. So maybe
21 providing a tool and posting that on our GPMS
22 resource page online, those are just some of my

1 thoughts on it.

2 MR. HALL: If you're multi-racial
3 Native Hawaiian and Native American, can you
4 check both?

5 MS. WHITMORE: You cannot. You can
6 only check one even though you can be both. But
7 for our reporting purposes, yeah, you just would
8 select one.

9 MR. HALL: Next slide, please. And so
10 then we broke it down to counties, how many
11 individual served in counties. And again, Hawaii
12 obviously would have the highest countries.

13 And then you get over most of the
14 counties are in California. But there's some
15 interesting stuff, Putnam County, West Virginia.
16 But again, very small numbers which was a little
17 surprising to us. And so we want to research
18 that further. And I think that's the end of the
19 --

20 MS. WHITMORE: And I just wanted to
21 add too whenever -- in California, the Bay Area,
22 they just recently -- or we haven't had a grantee

1 in that area. So just adding that. Typically,
2 we do, like, in the San Francisco area, in
3 California and Oakland area.

4 We usually do have Native Hawaiians
5 being services. But we haven't had a grantee in
6 two years, Duane. But now we do have a new
7 grantee, a Native American health center that is
8 now covering that area. They are just getting
9 operational now.

10 MR. HALL: I think that may be the
11 last slide. So these were very basic slides,
12 very preliminary data. But we do have the
13 capability now.

14 We have an office within the
15 Department of Labor. It's called a data
16 analytics and strategic planning. And they work
17 with our office to put together this data.

18 And I think what we wanted to do is
19 use the individual records coming through GPMS
20 over a longer period of time to get a larger
21 sample size. And so this sample size is going to
22 continue to grow. And so we can create other

1 charge.

2 So when you look at some of this
3 information, you may not be able to make any
4 decisions based on what we have here. But at
5 some point if we get the right data and we look
6 at it, I think we might be able to -- it might
7 tell us something about our program. And then
8 secondly as I mentioned, we should be looking at
9 this data just for integrity.

10 Like, we want to show anybody who's
11 interested, our stakeholders, Congress. We want
12 to show the good work we're doing. And so we
13 want to make sure that the data is being
14 collected from our grantees. And so anyway,
15 Jennifer, unless you have something to add there,
16 thank you for your time.

17 CHAIR QUINTANA: Thank you for that.
18 Joseph Quintana, Region 6. Very quickly, I want
19 to share, just making another point how much data
20 collection means to our overall strategic plan
21 that we have going forward so that we're not
22 grasping at straws, that we have some

1 intentionality as far as the direction we're
2 headed.

3 We also have the ability to address
4 challenges not just in the comments that we hear
5 but also we see it in the data that's being
6 collected too. So I think all this helps us to
7 best understand where we're positioned at,
8 although we're looking at something that's a year
9 and a half old. Figuring out how we can shore
10 that up moving forward.

11 I love the idea about transparency
12 around it. So thank you all for everything that
13 you're able to share. I want to ask are there
14 any other questions or comments from any other
15 members. Chair recognizes Holly.

16 MEMBER MORALES: Holly Morales, Region
17 6. So most of the grantees we have in Alaska are
18 477. I think we only have one that's 166.

19 And so when I look at the Hawaiian
20 data, I think one of the challenges that we have
21 as grantees sometimes is we don't -- when we get
22 our grant award, it's not breaking down, this is

1 how much you're getting for Alaska Native
2 American Indians, this is how much you're getting
3 for Native Hawaiian. Until I asked for the
4 formula, I didn't realize Native Hawaiian was
5 even part of our formula. And then we write our
6 477 plan around our service population that we
7 define.

8 And so I guess my question would be is
9 should we be excluding Native Hawaiians or should
10 we be making sure we're adding that to the plan?
11 Because I know there has been confusion around
12 that. The numbers are very small.

13 But we do have Native Hawaiians in
14 Alaska. The other thing is that you only can
15 choose one race. There's a lot of -- that data
16 is going to be missing obviously.

17 And so because we are very intentional
18 about making sure that we're capturing Alaska
19 Native and how many are American Indian. And
20 then if they're mixed, it's, like, very
21 confusing. So I just want to put that out there
22 because I just don't know if there's just enough

1 information.

2 And I think the documentation piece is
3 also very confusing because we have very strict
4 ways that we document Alaska Native and American
5 Indian. And then the enrollment piece too, I
6 don't know how the questions are asked because I
7 think sometimes we get caught up in how to make
8 sure we're doing it exactly correct because we
9 have some folks who are not tribally enrolled.
10 And so maybe their parents were tribally
11 enrolled.

12 They're not tribally enrolled. And so
13 it's a matter of, okay, do I put I'm tribally
14 enrolled or I'm not tribally enrolled? And in
15 Alaska, we have corporations and regional areas.
16 Plus we have the tribal enrollments.

17 And a lot of them really are not
18 tribally enrolled. So it's just an interesting
19 thing to see that because I think sometimes it
20 impacts the data that we're able to display
21 nationally. So I just thought I'd share that.

22 CHAIR QUINTANA: Thank you for that

1 and for uplifting that -- Joseph Quintana, Region
2 -- before we get to Kim Carroll who's joining us
3 virtually. I just want to also add to the point
4 that you just described, also us defining who are
5 membership who the folks that we're serving are.
6 And also looking at descendance as being a way of
7 identifying our members because of relocation or
8 because of migration for job purposes or
9 education or whatever else it is, making sure
10 that we continue to count those folks, even if
11 they might not have official citizenship in a
12 different tribe that we can still provide
13 services for them moving forward. Chair
14 recognizes Kim Carroll.

15 MEMBER CARROLL: Thank you, Mr. Chair.
16 That is fascinating information, and I am just
17 very interested in what it shows. I do think
18 that part of it as was just mentioned is training
19 for staff.

20 It is confusing to them, I know. But
21 I used to work with this stuff. And that, again,
22 has got to be one of our priorities, I believe.

1 But thank you, both Duane and Jennifer. That's
2 fascinating. Thank you.

3 CHAIR QUINTANA: Thank you for that,
4 Kim. Any other questions or comments? Chair
5 recognizes Nat.

6 MR. COLEY: There's a question -- hand
7 up. Miriam Whitman.

8 CHAIR QUINTANA: Chair recognizes
9 Winona.

10 MEMBER WHITMAN: Thank you, Chair. I
11 wanted to address what Holly was talking about,
12 serving Native Hawaiians. And we're in the
13 process based on a previous census meeting and
14 with Duane Hall.

15 And we had thought that we had to be
16 confined to our state of Hawaii to service
17 individuals. But if it is possible for us to --
18 with our present grant -- serve outside of Hawaii
19 and into Continental U.S., we would like to be
20 able to do that. So we are working on procedures
21 to assist other states that are working with
22 Native Hawaiians. And so I welcome any

1 recommendations, suggestions and how we should
2 move forward with this.

3 CHAIR QUINTANA: Thank you for that,
4 Winona. The Chair recognizes Darrell.

5 MEMBER WALDRON: That was 166 and 477
6 or just 166? This could be another 40 percent in
7 the positive or negative added to that.

8 MS. WHITMORE: That's correct,
9 Darrell. We only have the data for Section 166
10 grantees. But we don't have the 477.

11 CHAIR QUINTANA: Thank you for that,
12 Jennifer. Any other questions or comments?
13 Chair recognizes Kay.

14 VICE CHAIR SEVEN: Duane, Kay Seven,
15 other discipline. Duane, I had asked you
16 probably a few weeks ago. So how many total WIOA
17 grantees do we have? And how many are 477?

18 MR. HALL: Yeah, we have 166 total
19 grantees. And 98 of those are 166 grantees and
20 68 are 477. I hope that adds up 166.

21 VICE CHAIR SEVEN: Right. And I think
22 with the -- because I do the program and getting

1 our directory ready. I'm looking at grantee
2 lists from Department of Labor and Department of
3 Interior. I think of the 477 grantees, I think
4 there were 8 that do not have WIOA in their 477
5 plan.

6 CHAIR QUINTANA: Thank you for that.
7 Any other questions or comments at this time?

8 If none, thank you both for your
9 summary. Appreciate it. I just want to make a
10 quick note that now that we have a more well-
11 rounded group back that we had tabled the
12 previous conversation in regards to the effective
13 management workgroup. We'll come back to that
14 here in a moment. We'll move forward with Jacob
15 and sharing in regards to the census workgroup.

16 MEMBER WOJNAS: Thank you. As a brief
17 update, the workgroup has met thrice since our
18 October meeting, once in November, once in
19 February, and most recently in April. I would
20 like to thank everyone involved for the dozens of
21 man hours and woman hours dedicated to this work.

22 Additionally, we are represented in

1 the federal interagency Indian country data
2 working group alongside the federal reserve, BIA,
3 BLS, Census Bureau, Department of Treasury, among
4 other government organizations. Thank you,
5 Jennifer and Carl, for your engagement on that
6 front. Duane and the DINAP team have made
7 substantial progress in cutting the 2014 to 2018
8 five-year ACS data.

9 At a high level, we know the need for
10 workforce development programs is only
11 increasing. Between the years 2000 and 2018, the
12 number of American Indian, Alaska Natives, and
13 Native Hawaiians in poverty has grown by more
14 than 10 percent. In the years since, the
15 pandemic has had a profound and lingering
16 economic impact.

17 These combined effects are far from
18 uniformly spread. The most vulnerable
19 communities across all regions have borne a
20 disproportionate burden. By aligning needs and
21 resources, we can ensure that every program
22 dollar is used effectively having the greatest

1 possible impact on eligible communities.

2 To that end, the Department's
3 prospective use of the ACS data set roll out to
4 distribute funding in a way that more accurately
5 reflects community need than is possible with
6 older decennial census data. As a reminder, the
7 statutory funding formula allocates the total
8 appropriation across programs according to
9 demonstrated need which is expressed as the
10 proportion of potential eligible participants
11 within a service area. By statute, three-
12 quarters of adult program funding is allocated in
13 proportion to American Indians, Alaska Natives
14 and Native Hawaiians in poverty.

15 Similarly, supplemental youth funding
16 is allocated in proportion to the number of
17 impoverished youth in an eligible service area.
18 The remaining quarter of adult program funding is
19 allocated by American Indians, Alaska Natives,
20 and Native Hawaiians experiencing unemployment as
21 a proportion of the nationwide total. Any
22 changes to funding allocations have the potential

1 to weaken programs, lessening their impact by
2 creating service disruption risk.

3 As a result, the Department has
4 discretion under Part 684 to implement a hold
5 harmless factor in the years immediately
6 following a data update. The Department is
7 required to consult with the Council and grantee
8 community to design this factor. For context and
9 program year 2005, this provision ensured that
10 each grantee received at least 90 percent of
11 their prior year relative share through the
12 program year 2008 and 85 percent of prior year
13 relative share in 2009.

14 Full convergence with the decennial
15 census occurred in program year 2010. Additional
16 detail on this implementation scheme including
17 separate provisions for supplemental youth
18 funding can be found in TEGL 3504. The
19 cumulative impact of change over the last 18
20 years may lead the Council to recommend a hold
21 harmless provision for future program years.

22 From a preliminary comparison of

1 census and ACS driven allocations, we know that
2 the median change in program funding could be on
3 the order of 10 percent with approximately two-
4 thirds of programs receiving funding within 25
5 percent of current levels. Unsurprisingly, the
6 greatest swings would be felt by the smallest
7 programs. The workgroup and Department remain in
8 discussion around additional potential mitigates
9 to this volatility including the incorporation of
10 confidence intervals and statistic estimates.

11 Additionally, the workgroup discussed
12 the Department's use of a loan rather than in
13 combination of demographic data. Naturally,
14 enrolled tribal members and those served by
15 grantee programs include individuals who identify
16 as having complex and multi-faceted ethnic
17 background. To that end, approximately half of
18 those who self-identify as American Indian,
19 Alaska Native, or Native Hawaiian in the ACS did
20 so in combination with another census defined
21 demographic category.

22 This creates a potential inconsistency

1 between the constituency served by grantee
2 programs and those counted for the purpose of
3 determining program funding allocations. There
4 was no consensus within the workgroup on using in
5 combination rather than alone data. The
6 Department has thus far performed all analysis on
7 underlying alone data.

8 It has been indicated that a switch to
9 combination data could entail a 12- to 18-month
10 implementation delay to allow for data
11 requisition, additional processing, an analysis
12 of the meaningful service disruption risk. The
13 workgroup also considered the Department's use of
14 the 2018 rather than the 2021 five-year ACS data
15 set. Of note, the Census Bureau additionally
16 plans to release detailed tables on American
17 Indians and Alaska Natives by June as part of the
18 2021 ACS product.

19 While workgroup numbers were
20 unanimously in favor of using the most current
21 source of data, a recommendation from the Council
22 to do so would potentially entail a similar

1 requisition and implementation delay.
2 Individuals have also asked about the BLS
3 American Indian population and labor force report
4 as a potential alternative data source. While we
5 remain excited about the reintroduction of this
6 important publication, our understanding is that
7 it remains a work in process at this point in
8 time.

9 With respect to the go forward
10 timeline and next steps, folks are acutely aware
11 of the Department's recent publication of TEGL
12 1322 which sets funding allocations for program
13 year 2023. This decision opens the door to a
14 potential 2024 implementation target, leaving the
15 remainder of the year for data finalization,
16 review, feedback, and clarity on a hold harmless
17 proposal. The Department will share preliminary
18 data in the weeks at aiming to aggregate all
19 comments and recommendations by November or
20 December of this year.

21 When the preliminary data becomes
22 available to the Council, the Department would

1 appreciate if each of us closely reviews the
2 figures and the geographies pertaining to our
3 most familiar service areas. The implications of
4 any change will inevitably be meaningful to some
5 portion of programs. More importantly, they will
6 ultimately be felt by program participants.

7 It is the Council's responsibility to
8 be mindful of these impacts, conveying the
9 perspectives of the grantee community with
10 sensitivity and fairness. If there are any
11 thoughts or comments on data source
12 implementation, plan and timing, method and
13 timeline for grantee feedback, the work of the
14 subcommittee or any other area, please feel free
15 to share those reflections now or at any point
16 following the meeting. Deepest thanks.

17 CHAIR QUINTANA: Thank you for that,
18 Jacob. Any questions or comments? Chair
19 recognizes Robert.

20 MEMBER HOULE: Jacob, thank you for
21 that information. What I'm hearing a number of
22 steps is time, time delays, timeline, 12 months,

1 18 months, et cetera. Is there anything we can
2 do, is there anything you would propose that
3 could help facilitate getting this up to date or
4 getting the data sets or the information on a
5 quicker, more timely basis?

6 MEMBER WOJNAS: Sure. So I think
7 without speaking for the Department, my
8 understanding is that things have generally been
9 on track for the data set that's currently being
10 analyzed which consists of the alone rather than
11 the in combination data. And the 12- to 18-month
12 delays were simply mentioned as a risk factor to
13 the extent that the Council has a desire to
14 recommend that the Department make use of in
15 combination data or any other alternative
16 modifications to that data set. As far as the
17 Department being able to meet a 2024
18 implementation timeline on a recurring data set
19 that's being considered, it seems like there's
20 ample time built in from what's been conveyed by
21 the Department in that sense. I don't know if
22 Kim, Nat, or Duane have anything to add.

1 CHAIR QUINTANA: Chair recognizes
2 Duane.

3 MR. HALL: Thank you, Mr. Chairman.
4 And thanks, Jacob, for your leadership on the
5 census workgroup. So right now, the data that we
6 have is the 2014 to 2018 American community
7 survey.

8 But the Census Bureau is going to be
9 publishing more current data, 2017 to 2021. And
10 to kind of reiterate what Jacob said, if we
11 wanted to use more current data, we'd have to go
12 back to the Census Bureau and ask for that data.
13 And so that would be a statement of work through
14 the Department getting approval, the funding,
15 getting -- procuring that data set, and then
16 running the numbers again. So that's where the
17 delay comes in.

18 If a decision was to use the 2014 to
19 2018 census data, we believe that we're in pretty
20 good shape to implement that next year. But
21 again, that would be 2015, 2018 ACS whereas
22 there's more up-to-date information out. And

1 it's alone data.

2 I would remind the Council some of you
3 were here back in 2000, I recall. It was the
4 Council's, I think, recommendation to the
5 Department to use alone data. And as we
6 submitted, worked on the statement of work, and
7 requested the data from census, we had Norm
8 DeWeaver at the time provided some guidance on
9 that.

10 And I think we had some initial
11 meetings with some more group members. This is
12 back in 2012. And I think the decision was that
13 based on the Council's decision in 2000 that we
14 use the alone data because that data is publicly
15 available, but I don't know if the combination
16 data was.

17 So that expedited getting the data.
18 And then also I think the discussion back in 2000
19 was that alone data would put more funding in
20 those remove reservation areas where funding is
21 most needed. And that's what I recall from 2000.

22 So we used the alone data for this

1 data set. We don't have combination data that we
2 can run. We would have to go back to the census,
3 and that's where the delay comes from.

4 CHAIR QUINTANA: Thank you for that,
5 Duane. Chair recognizes Nat.

6 MR. COLEY: This is Nat Coley. Just
7 one of the biggest takeaways is that no matter
8 which data set we use, whether it's the data that
9 we've obtained now or we wait for data in the
10 future, right now we have a process on how to
11 process that data and a way to use it
12 effectively. And one thing that I wanted to make
13 clear that everyone is aware of that the use of
14 the data set doesn't affect the amount of funding
15 in our 166 program.

16 The funding stays the same. The
17 effective use of the data just simply targets the
18 money to where it's needed most. And that could
19 be concerning as Jacob mentioned. We really need
20 to look at the ramifications of moving funds
21 where they're needed and whether that's a good
22 thing which is probably is.

1 But there are some ramifications to
2 that. So looking at the report which we wanted
3 to put together and make sure that everyone has a
4 chance to take a look at it, it's an opportunity.
5 And that's what we're here for is to seize those
6 opportunities and do it in a unified way. Thank
7 you.

8 CHAIR QUINTANA: Thank you for that,
9 Nat. Any other questions or comments? Chair
10 recognizes Kay.

11 VICE CHAIR SEVEN: Kay Seven, other
12 discipline. So Jacob, you've done an excellent
13 job. And you have a table of really good subject
14 matter experts looking at this together.

15 I'm just wondering if at this point
16 through the work that you're doing and the
17 individual working with you to make
18 recommendations to a full council to the
19 Department of Labor is -- right now is a
20 concentration on what we need to do now. But are
21 there any conversations about what the need is
22 for coming down the road for the next 5, 10, 15

1 years? I think the census plan doesn't plan on
2 doing an decennial, although they'll do a
3 decennial in 2030.

4 But I believe that the methodology
5 will be to continually use the ACS. And over
6 time, how is it that ACS will improve data for
7 the American Indian, Alaska Native population,
8 Native Hawaiians? Will that ever change based on
9 maybe some tribal nations might think that we --
10 because it's a small sample, there may be no data
11 for our area to effectively analyze data for our
12 area.

13 So I think as a Council, we want to be
14 ready for all of our grantee concerns, questions.
15 It's a real complicated topic. We really have to
16 take good notes to understand how things are
17 unfolding and coming about to be announced. And
18 the question is that the formula level applied
19 for a program here in 2024 is what I'm
20 understanding. And the formula numbers will be
21 available to the grantee community probably
22 during TEGL.

1 So I guess for me at this point
2 because I know that we have less than a year as a
3 Council member is to get a better picture what
4 this looks like long term beyond our term
5 expiring in March. But then also to know what
6 our timeline is to make decisions as a Council
7 between now and our next Council meeting. My
8 understanding is that there will need to be a
9 decision by December. So we need to really look
10 at what we need to be ready for at our next
11 meeting and what we have available to us through
12 the work of the census workgroup.

13 CHAIR QUINTANA: Thank you for those
14 comments, Kay. I want to shift to virtual. And
15 Winona, we'll come to you next, but we'll start
16 with Jacob Bernal.

17 MEMBER BERNAL: Thank you, Mr.
18 Chairman. It's Jacob Bernal, Tucson Indian
19 Center. I'll start by thanking Jacob and the
20 workgroup for all their outstanding hard work and
21 dedication on this special project. During the
22 presentation, you mentioned the words who is

1 sensitive and fair. And I hope that's the
2 outcome because sometimes those words can kind of
3 lose their meaning very quickly when we're
4 considering these changes and how they're going
5 to affect grantees throughout the country.

6 So just a quick question, regarding if
7 there is implementation of any changes in the
8 funding allocation. You mentioned possible
9 implementation of hold harmless provisions. Do
10 you foresee that as something like a gradual
11 process for transition years to implement those
12 changes if recommended by the workgroup and
13 adopted by Department of Labor?

14 MEMBER WOJNAS: Yeah, sure. I mean,
15 just on the question of what a hold harmless can
16 look like. I think the best reference that we
17 have is what the Department put in place to
18 transition into the year 2000 decennial census
19 data at the time I believe in 2004 for program
20 year 2005. And to your question, that hold
21 harmless was in place at the 90 percent level for
22 I believe three program years, 2005, 2006, 2007,

1 2008 and then stepped down by 5 percent to an 85
2 percent hold harmless factor in 2009.

3 So I think to answer your question to
4 the extent that there's program service
5 disruption risk associated with some of these
6 changes, the workgroup seemed to generally be in
7 favor of a recommendation for a hold harmless
8 factor. What that would look like and whether or
9 not that recommendation is made is ultimately up
10 to the Council as a whole. But I appreciate that
11 comment.

12 CHAIR QUINTANA: Thank you for that
13 question, Jacob. We will go to Winona and then
14 we will come back to Kay.

15 MEMBER WHITMAN: Winona Whitman,
16 Region 6, Hawaii. I just wanted to say thank you
17 again to Jacob and the census workgroup in
18 working on this most complicated and complex
19 issue. Mahalo.

20 CHAIR QUINTANA: Thank you for your
21 words, Winona. Chair recognizes Kay Seven.

22 VICE CHAIR SEVEN: Kay Seven, other

1 discipline. I have a question. So it sounds
2 like that at the request of the community, the
3 Council to ask Department of Labor to retrieve
4 census data for the ACS 2017 to 2022, does that
5 come as a fee for service where the Department of
6 Labor will need to identify funds for the cost to
7 retrieve census data?

8 CHAIR QUINTANA: Chair recognizes Nat.

9 MR. COLEY: Yes, Nat Coley. Yes, as
10 Duane mentioned, we would have to have a
11 procurement process internally and procure that
12 data from the source.

13 CHAIR QUINTANA: Thank you, Nat.

14 Chair recognizes Darrell.

15 MEMBER WALDRON: Thank you. Darrell
16 Waldron, Region 1. So I remember 2000 was a
17 great many meetings. And there was also if we
18 went with Indian and something else, there was
19 tremendous cuts across tribal communities.

20 And they had somewhat of a harmless
21 thing. But when we really looked at the numbers,
22 they were quite substantial. Some of the smaller

1 groups would've almost disappeared.

2 And so we went with what we have. And
3 so that's back on us. I think the bigger picture
4 here is we need more funding, period. We can't
5 trade off our Indian people just because of, you
6 know, where we are. We need the budgets to
7 address them all, and they're all doing badly.

8 I think, going back to Nathaniel's
9 point, it's the communities that need it most.
10 And then what effective change would those
11 communities that need it most?

12 Are they in a place where we put the
13 funds there where we need and what can we do? So
14 to me, it's just our communities, social economic
15 level is misunderstood. The census data one has
16 almost a 30 percent less amount of people than
17 the other. The annual one is a much smaller
18 number.

19 And there's still an indigenous
20 definition that's floating around these
21 communities. They're getting access to Native
22 American -- what we would consider Native

1 American. Dollars are the actual definition of a
2 Native American which is a recognized tribe.

3 So it is concerning and it's a very
4 difficult decision. I think we need real time to
5 analyze on it. As far as the cost, there was
6 always a cost for the census data.

7 It's who bears that cost. Is that
8 separately something out of the Department or
9 does that come out of our pocket. That is the
10 issue. But I think we need present data, and we
11 need to look at the conditions of our communities
12 because they have not gotten better in the past
13 10 or 20 years.

14 CHAIR QUINTANA: Thank you, Darrell
15 Waldron. Chair recognizes Kay Seven.

16 VICE CHAIR SEVEN: So Kay Seven, other
17 discipline. So I believe what I would like to --
18 I guess for the Council to know, I assume, like,
19 right now is what is our action plan? What steps
20 do we need to take between now and December?
21 I've asked that question for the workgroup
22 already at the last meeting. And I think it

1 would be good for us to know what the recommended
2 timeline is that we work with and understand that
3 if we want to make ourselves available for the
4 calls that are arranged, that would be available
5 to participate and listen because we're the ones
6 that will need to respond to our grantee
7 community.

8 CHAIR QUINTANA: Chair recognizes
9 Jacob.

10 MEMBER WOJNAS: Sure. I definitely
11 need to defer to the Department and those who are
12 actually doing the work on the specifics. My
13 understanding at a high level is that more of
14 this data in a closer to final form will be
15 available to the Council within coming weeks.

16 The timeline we're working towards as
17 mentioned is November, December for finalization
18 of all recommendations and a prospective data
19 set. Working backwards from that, we obviously
20 have another meeting of the whole Council late in
21 the fall. It will likely make sense for folks to
22 provide feedback both asynchronously and also

1 through an effective management committee meeting
2 or two in the interim period to the extent that
3 that makes sense and is acceptable.

4 CHAIR QUINTANA: Thank you for that,
5 Jacob. Chair recognizes Kim Carroll.

6 MEMBER CARROLL: My apologies.
7 Darrell has addressed my concern and that who is
8 going to pay for the information. That has been
9 a point of contention for me on this Council for
10 some time. Thank you.

11 CHAIR QUINTANA: Thank you for that.
12 Any other questions or comments? Chair
13 recognizes Kay Seven.

14 VICE CHAIR SEVEN: So my -- Kay Seven,
15 other discipline. So my question, I guess, would
16 be to the Department of Labor. So let's say that
17 we take action. We agree to a hold harmless
18 factor. But we know ACS data changes, and that
19 is the Department of Labor ready to proceed with
20 a procurement process when we decide that we need
21 to pay a fee for service for census data at a
22 point in the future?

1 CHAIR QUINTANA: Chair recognizes Kim.

2 MS. VITELLI: Kim Vitelli, DOL. So I
3 think your question is, if the Council were to
4 recommend using a different data set, would the
5 department even be able to implement that? So on
6 the basics of it -- and I still might pass it to
7 Duane to fill in any details.

8 Just on the basics of it, we do have
9 a way so it's not impossible for us to do this.
10 We do have a MOA with -- a memorandum of
11 agreement with census that allows us to do this.
12 We would have to pay for it. We would probably
13 use the funds that Congress appropriated for us
14 to administer this program. And it's not
15 millions of dollars. It's under 100,000 for us
16 to be able to pay for the data.

17 So we have the -- like, sort of
18 mechanisms are there in order for us to be able
19 to do that. And what I'm not an expert on but
20 Duane might be able to say is if the Council were
21 recommend to use a different set of data, what
22 the time implications are, because I think that's

1 part of your question is will we be able to do it
2 sort of in time to implement it for the PY '24
3 training and public guidance letter. I'm looking
4 at it now saying, no, we wouldn't be able to
5 incorporate a new data set and still reflect
6 updated data in the -- achievable for PY '24
7 which we published in spring so a year from now.

8 CHAIR QUINTANA: Chair recognizes Kay
9 Seven.

10 VICE CHAIR SEVEN: Yeah, I'm just
11 thinking we're learning about our process of ACS
12 data, data that's going to be available annually
13 now for every year. So we may look very
14 different from the decennial census from 2000
15 where we've gone 20 years without any data
16 update. We're going into an era of data updates
17 annually based on the five-year ACS.

18 So at what point in our near future do
19 we think ahead of time when maybe program year
20 '27 we're going to announce that's the year we
21 want to update. Therefore, Department of Labor,
22 prepare for a procurement for data for 2022, 2027

1 and maybe implement PY '29. That's how I'm
2 thinking about these in the future. And also
3 working with -- I'm really glad that Jim Tucker
4 with the Lawyers Committee on Civil Rights is a
5 part of this table working with Jacob because he
6 is formally a pro bono attorney for the Native
7 American Rights Fund.

8 He's now working for the Lawyers
9 Committee being the national advocate, bringing
10 national partners together which I'm glad we're a
11 part of to keep current with the census data and
12 how tribal nations get ready for the 2030
13 decennial. How we promote messages or share
14 messages with our community about the importance
15 of completing your ACS survey when you receive it
16 in the mail. According to Jim Tucker, he said,
17 if you receive an ACS survey in your mailbox,
18 consider it a lottery ticket. So how is it that
19 we began reshaping our message, working with the
20 tribal communities on how important -- especially
21 this particular data set is important for formula
22 funding?

1 CHAIR QUINTANA: Joseph Quintana,
2 Region 6. And then we'll go to Darrell very
3 quickly. I just wanted to add to the point that
4 Kay was just making is that we're looking at a
5 specific data set where we know that there may be
6 challenges in reporting for our members or the
7 communities that we serve.

8 And I think us trying to then utilize
9 data that may be either flawed or may have issues
10 with it to project out is tough for us to
11 swallow, I think. I think also our primary
12 objective should be that same point that you're
13 making there is that what is the future going to
14 hold as economic changes happen nationally or we
15 see some challenges that may be presenting
16 themselves either because of COVID or because of
17 a number of other facts that have impacted our --
18 or that will be impacted our communities very
19 soon. And so I think how reliable is the
20 information that's presented to us with that
21 particular five-year time span.

22 And also at the same time, the primary

1 objective should be, what's the best course of
2 action? I think you guys, I would say, are on
3 the right track. Once we have a better idea, I
4 think you guys by November, December should at
5 least -- you will have those recommendations I
6 think that we will be ready to act on at that
7 particular point. The Chair recognizes Darrell.

8 MEMBER WALDRON: So while we were
9 going back and forth, why can't we do both,
10 because we are not going to escape the data by
11 going backwards in data, right? I mean, a
12 natural time is going to come forward. So why
13 can't we do what is safe for the time being and
14 able to get done and at the same time go after
15 what we need and go ahead and get the
16 information, start working on it. So the next
17 time this conversation comes up, we'll be ready
18 for that next funding cycle and just do both.

19 CHAIR QUINTANA: Chair recognizes
20 Duane.

21 MR. HALL: I think that's a valid
22 point, Darrell. The five-year ACS, my

1 understanding is how the five-year ACS works is
2 they just drop off a year and add another year,
3 so 2014 to 2018 and then they'll have 2015 and
4 2019. And right now, they have whatever that'd
5 be, five years, 2017 to 2021.

6 Yes, that data is available. And so
7 I think what you were suggesting was that maybe
8 use what we have now and prepare for the other
9 one. And I'd be interested in maybe Kim knows on
10 the state point.

11 They're formula funded as well. And
12 even though they could do this every year, I
13 suppose, because they get your data, I don't
14 think they updates theirs maybe every three or
15 five years. So I think we want to look at, like,
16 because you're changing the data and you're
17 changing people's funding so often. So how often
18 do we want to update the data is the question.

19 CHAIR QUINTANA: Good point, Duane.
20 Chair recognizes Nat.

21 MR. COLEY: Nat Coley, I agree. I
22 think there's some challenging questions that the

1 Council would be considering. And I think that
2 when do we make adjustments and how do we
3 implement those adjustments are definitely
4 questions that really need to be thought about
5 strategically.

6 And towards your statement, Joseph, I
7 think about where are we starting from. We're
8 starting from over a decade ago of data. But we
9 move from decadal data which is flawed and wrong
10 -- outdated, not flawed and wrong -- to new data
11 that has challenges.

12 I think we're moving the goal post a
13 little closer. So is there a silver bullet?
14 Probably not. But just some of the things, some
15 of the feedback from some of the tribal
16 organizations, some of the stakeholders is that
17 all over the board we should collect our own data
18 on our reservations, in our communities.

19 Some say it's a burden to do that
20 ourselves. So where's the median? So I think
21 there's challenges in every situation. But I
22 think that moving forward is the best process.

1 CHAIR QUINTANA: Thank you for that,
2 Nat. And I just want to make a quick point
3 before we move to Jacob. And Kim was also
4 joining us. Joseph Quintana, Region 6.

5 I just want to add that I think that
6 was a great point that you just made there. I
7 think us having to consider -- us considering the
8 reality of it all and also considering if we want
9 to have ownership of the data and we want real
10 time data, why aren't we taking ownership of it?
11 And I think that's a point that's outside of what
12 our purview is. But I think that was a good
13 point as far as what's our overall investment in
14 all of this as well. I'll move to Jacob first
15 and then I'll come back to you here in a moment,
16 Kim.

17 MEMBER WOJNAS: It's just worth noting
18 on the question of optimal frequency going
19 forward. It's been asked a couple of times. The
20 ACS, the Census Bureau releases what are called
21 selected population detail tables and American
22 Indian and Native -- Alaskan Native data profiles

1 every five years along with the five year ACS
2 product that coincides with that. These aren't
3 data products that we're currently leveraging but
4 I think potentially imply a nature cadence or
5 frequency and leave us the option of potentially
6 leveraging that data set which would coincide
7 with the five-year ACS product every five years.

8 CHAIR QUINTANA: Thank you for that.
9 Chair recognizes Kim Carroll.

10 MEMBER CARROLL: Thank you, Mr. Chair.
11 I just wanted to point out that it's very
12 difficult to do any long-term planning without a
13 stable budget and without knowing what your
14 allocation is going to be. To Darrell's point,
15 doing it too frequently is going to make that
16 more and more difficult for grantees.

17 And also I wanted to say that I agree
18 with what you said, sir, Nat. It's nice to meet
19 you. I'm glad to have you with us. Welcome. We
20 are going for it and it is going to be a big
21 change.

22 The data that we have now is so

1 outdated. We all know how important it is that
2 we do move forward. And speaking of taking
3 ownership of our own data, the question occurs to
4 me is what is happening with the labor force
5 survey. Thank you.

6 CHAIR QUINTANA: Thank you for that,
7 Kim. Any other questions or comments at this
8 particular time? Chair recognizes Holly.

9 MEMBER MORALES: Holly Morales, Region
10 6. I just want to say that I would also be very
11 concerned about moving forward with any decisions
12 without the combination data because we're not
13 looking at all of the data. So we're saying
14 let's go with what we have potentially. But
15 we're not looking at everything that potentially
16 we would need to be looking at in order to make
17 an informed decision.

18 We're consistently being undercounted.
19 And now we're saying we're going to only count
20 the Native only by saying that most of the Native
21 only is going to be on a reservation is not
22 necessarily true because the formula also takes

1 into account poverty. So if we add the
2 combination, we are having that second part of
3 the formula where we're giving to the most needy
4 which is people who are in poverty.

5 And so for me, it's hard to say, okay,
6 we should go this way or this way if we don't
7 have all of the data. There's parts of Alaska
8 that are rural and they had a lot of migration of
9 people from different countries. And so there's
10 not going to be a lot of Native only. And so I
11 just think that we need to make sure that we're
12 seeing all of the data before we make a decision
13 in my opinion.

14 CHAIR QUINTANA: Thank you for that
15 important comment, Holly. Any other questions or
16 comments at this time?

17 There is nothing else. I do want to
18 share very quickly. Joseph Quintana, Region 6.
19 Just like Winona and Patricia, I want to thank
20 you, Jacob, for your leadership on this. I think
21 you're really pushing. And I would suggest keep
22 pushing.

1 Keep doing the work, you and the
2 workgroup and any subject matter experts.
3 Appreciate all the work that you all are doing on
4 this. We want to now come back to the tabled
5 discussion in regards to the effective management
6 workgroup which is led by Patricia Hibbeler.
7 Chair recognizes Patricia.

8 MEMBER HIBBELER: Thank you. Patricia
9 Hibbeler, other disciplines. So I also want to
10 thank Jacob and his committee for his work on a
11 very, very complicated issue regarding the
12 census. Jacob, let's definitely keep in touch as
13 you move forward and make sure when you have
14 issues to bring forward, we'll get them on the
15 effective management monthly workgroup meeting.

16 I'm not going to go through the plan
17 issue by issue or key strategic initiative, each
18 one. I think a lot of them we've already
19 addressed today. But just a couple that I want
20 to bring to your attention.

21 So we have three key strategic
22 initiatives that are aligned with training. So

1 B1 is the implementation of the grantee survey
2 regarding training and technical assistance
3 needs. We've been in the process of really kind
4 of gathering some data on that issue.

5 What we've learned is the system had
6 put forth surveys to the grantees in March of
7 2020 and April of 2021. Part of the problem is
8 that there was a very low return regarding those
9 training and technical assessment surveys. So
10 for instance, in 2021, I believe we had 11
11 returned from the grantees.

12 So it's been really poor response from
13 the grantees. Part of that was COVID and some of
14 our grantees had to close their offices. So now
15 we're in a new kind of realm in moving forward in
16 communicating with our grantees.

17 So I think we want to move forward
18 with that initiative, develop a training and
19 technical assessment survey, and get it out to
20 our grantees. We've also been gathering data
21 regarding the regional workshops and then also
22 the last national. So thankful that we've been

1 able to get it from the western regional.

2 We're working on getting it on the
3 eastern regional and then we have also with the
4 last national conference because questions are
5 asked there about what are your training and
6 technical assistance needs. So some of that data
7 will help inform what the survey will look like.
8 So the timeline with the survey, what I'd like to
9 do is look at the month of May to get the final
10 survey in place, implement it in June, and begin
11 to do data analysis in August.

12 And then that will launch us into
13 creating what we recommend ought to be that
14 training and technical assistance plan. From
15 what I've heard people hear today, there's a
16 couple people I'd like to tap into to, to be part
17 of that team in developing that. Candace, I
18 think you have some really great ideas about
19 training and technical assistance.

20 And I'd like to reach out to you to be
21 part of that time as we move forward along with
22 Lorraine. If anybody else wants to join, we can

1 help put that together to bring it to the next
2 effective workgroup meeting. So that's that
3 piece.

4 The good jobs initiative is also a
5 training piece. I will say in my conversations
6 with Kim and glad to hear that former Secretary
7 Walsh's initiative with good jobs initiative is
8 still at the focus and forefront for DOL. So
9 that will be part of that implementation plan for
10 training when we put that in place.

11 So any goods survey that you put out
12 there and you're collecting data, it's really
13 about the messaging and how you get it out there.
14 Our key performance objective C1 talks about a
15 communication system from us to our grantees in
16 our particular region. I know that the executive
17 committee has been talking about this and really
18 trying to put something together.

19 I'll let the executive team give their
20 report on what their thoughts are for that
21 communication system and what that will look like
22 with Tribal Tech. But I think that's a mode that

1 we can use to really kind of push down the survey
2 into our grantees as another way to get them to
3 fill it out. We all have busy emails, right?

4 Some of us get 50, 60 or more a day.
5 And we're sending them another email survey. And
6 we don't want it to get lost in our grantee
7 email. So it's all about how we communicate with
8 them and how we stress the importance of learning
9 what their training and technical assistance
10 needs are. Those were the key strategic
11 initiatives that I wanted to finish up my report
12 on. So thank you, Chairman.

13 CHAIR QUINTANA: Thank you for that.
14 Patricia, any questions or comments? Chair
15 recognizes Kay Seven.

16 VICE CHAIR SEVEN: Kay Seven, other
17 discipline. I have two comments. One is about
18 the survey, and the survey is specifically
19 targeted for the Section 166 grantees.

20 But I'm wondering too, is there a
21 possibility of adding 477 grantees to that pool,
22 because I think the two surveys that went out in

1 2020 and 2021, did that just go to the WIOA
2 Section 166 grantees or all grantees?

3 MEMBER HIBBELER: 2021 went to all
4 grantees.

5 VICE CHAIR SEVEN: Okay. So I don't
6 remember seeing that. So I'm guilty. Great.
7 Because I think we might share some common
8 universal workshops that we have a need for like
9 case management training, the frontline type
10 training that we can all us. So very good.

11 And then for the communications, one
12 thing I like about the strategic plan and our
13 interest was to begin communicating amongst one
14 another. And we're all on the same page where we
15 want to go. And it has been really good with the
16 effective management workgroup.

17 The meetings that you do with the
18 chairs on a regular basis has been good. But I
19 think from the executive team here, we were
20 looking what's the method that we're going to use
21 to share -- like, we talked about a monthly
22 newsletter. Then I think it got hammered down

1 by, well, do we need approval from Department of
2 Labor to communicate with our fellow Council
3 members on a regular basis?

4 And is there a policy of sharing our
5 news with our grantee community? Like Patti was
6 saying, there was a need for an operating
7 procedures type manual because I begin to wonder
8 or second guess myself, can we or can't we,
9 because of the FACA provisions. So that would be
10 helpful to clear up because I think Rodger, Joe,
11 and I want to be able to publish something on a
12 monthly basis. But I'm just hung up on the
13 approval part. Is it a to-do or -- can't do or
14 can do?

15 CHAIR QUINTANA: Chair recognizes Nat.

16 MR. COLEY: I don't think there's a
17 limitation on communication if I'm not correct.
18 But we do have a monthly DINAP Digest that we
19 send out to all of our grantees. So it might be
20 useful to collaborate and Duane can correct me if
21 I'm wrong.

22 It might be useful to collaborate so

1 that we're sending a common message. So we're
2 all sending out the same information and not
3 confusing our grantees. We got something from
4 the Council that says this and DINAP Digest says
5 that.

6 So it might be useful to make sure
7 that's coordinated, if that makes sense. And
8 hopefully everyone is subscribed to the DINAP
9 Digest because we're really ramping up our effort
10 to communicate different things. Next month, you
11 should see a whole plethora of opportunities that
12 were recently issued.

13 I've been emailing our publisher every
14 day. Should this be on the next digest? And
15 everyone agrees that it should.

16 CHAIR QUINTANA: Thank you for that,
17 Nat. Joseph Quintana, Region 6. I did get
18 confirmation from Duane that we'll continue to
19 expand our coordination with him on the DINAP
20 Digest if we need to utilize that in order to
21 increase our communication across grantees.

22 We talking about not only increasing

1 visibility but also transparency. We want to
2 make sure everybody is getting the same
3 information; t's not just staying with the few
4 that are here listening to it.

5 And then if there are alternative
6 solutions that we could utilize, either internal
7 email blasts or summaries as far as conversations
8 that we can follow up on with the Council
9 members. I think those are ways we might be able
10 to utilize those systems. Any other questions or
11 comments in regards to what was shared by
12 Patricia? Patricia, did you have any follow up?
13 Chair recognizes Patricia.

14 MEMBER HIBBELER: Patricia Hibbeler,
15 other discipline. I'm not leaning one way or
16 another. But I think I want to pose a question
17 about is there some power, some relationship,
18 some reason we would want that communication to
19 come directly from Council to our grantees and
20 not through DINAP. I just think we need to
21 consider that conversation.

22 CHAIR QUINTANA: Chair recognizes

1 Darrell.

2 MEMBER WALDRON: Yeah, I also have a
3 new, I guess, question or concern since I'm
4 supposed to communicate directly with the
5 Secretary's office and advise on things of those
6 nature. There used to be a report, a Friday
7 report at one time that was really effective. I
8 think we worked with a committee here. But I
9 don't want to lose the sight of where the
10 advisory board to the Secretary of Labor which is
11 above our DINAP team and the communications ought
12 to be going.

13 CHAIR QUINTANA: Joseph Quintana,
14 Region 6. Before I get to Kay Seven, is it
15 possible to seek clarification on that particular
16 question just posed by Darrell and Patricia?
17 Chair recognizes Kim Vitelli.

18 MS. VITELLI: I'm thinking like Nat
19 is, that it depends on what you're trying to
20 share. So grantees sort of sharing information
21 with each other about what's happening or I did
22 something interesting I think that other grantees

1 should know, that kind of technical assistance
2 exchange is sort of outside the scope of -- it
3 doesn't have to be trapped inside the scope of
4 this Council. And so definitely okay to share
5 around.

6 I think at the same time I hear what
7 you're saying, Darrell, about -- I think where
8 we'd have to be careful, where the Council should
9 be careful is where when the Council is trying to
10 make recommendations, that's the kind of
11 communication that would start to get tricky if
12 you were trying to, like, boss around the
13 grantees and tell them -- give direction. Like,
14 those kinds of recommendations are the things
15 that go up to the Secretary. I don't know if
16 that's a clear distinction.

17 I mean, sort of like the grantee
18 exchange of practices is fine outside the
19 Council. And then when it starts to get about
20 recommendations about we're asking the Department
21 to do something very different or we think that
22 grantees should do something -- the Council

1 thinks grantees should be doing something
2 different than it did before. That's where you
3 sort of want to stay inside Council lanes and
4 making formal recommendations. I don't know if
5 I'm helping to muddy or clarify the question at
6 hand.

7 CHAIR QUINTANA: Joseph Quintana,
8 Region 6. I think just in my perspective, would
9 it be so much that we would share anything that
10 we haven't already agreed upon and/or best
11 practices? I don't think it would be anything --
12 I don't know.

13 I wouldn't put anything in regards to
14 other people's perspective on it. But that would
15 be that we're asking for support on anything like
16 that or that we're trying to push people in a
17 specific direction. I don't think would be -- in
18 the case that we're utilizing communication, it's
19 just to inform as far as what's been agreed upon
20 already and/or shared -- made public already.
21 The Chair recognizes Kay Seven.

22 VICE CHAIR SEVEN: Kay Seven, other

1 discipline. That always is a constant question
2 on my mind. And I think one meeting in the last
3 maybe month, month and a half, Duane kind of put
4 it simply is that if you're sharing information,
5 that should be okay.

6 So I'm thinking if we're sharing
7 information from our Council level with our
8 community is the information we're sharing is
9 just where we're at with our strategic plan
10 because that is the public document now. So if
11 we leave it at that, then we're okay. And I
12 guess if you want to do that through the Digest,
13 we need to decide what the method is going to be.

14 CHAIR QUINTANA: Thank you for that.
15 Chair recognizes Kim Carroll.

16 MEMBER CARROLL: Thank you. Kim
17 Kaniatobe Carroll of other disciplines. I agree
18 with Kay that type of information certainly be
19 appropriate for the DINAP Digest. However, it
20 seems to me that there are times when we want
21 grantee input on issues. Perhaps we want to
22 share maybe some dissenting voices from DINAP.

1 My suggestion would be -- or I guess
2 my question would be that there wouldn't be any
3 prohibition from us communicating this type of
4 information amongst ourselves as a Council just
5 to be up to date on what our internal issues are.
6 But then we as individuals representing whoever
7 we're representing in our respective areas would
8 be able to communicate with the grantees that we
9 represent. Would that not be correct?

10 CHAIR QUINTANA: Thank you for that
11 Carroll -- or Kim. The response -- this is
12 Joseph Quintana, Region 6. The response I'm
13 receiving from Kim Vitelli is yes. Any other
14 questions or comments?

15 If none, then we will move forward.
16 Thank you, Patricia, for your work on this and of
17 course every one of the Council members who are
18 actively participating in the workgroup itself.
19 We have now caught up with our agenda for today.

20 We're actually ahead of time. We're
21 going to recess and go to break now. The time is
22 2:48. So we will come back at 3:05. We'll see

1 you here in a little bit. Thank you all.

2 (Whereupon, the above-entitled matter
3 went off the record at 2:49 p.m. and resumed at
4 3:16 p.m.)

5 MS. VITELLI: To that end, the
6 Department of Labor and Commerce published a set
7 of good job principles. Those are available
8 online. They include some of the things I just
9 mentioned, wages, benefits, worker voice, career
10 pathways.

11 And as a vision, like, lots of people
12 can drive towards not just federal agencies. And
13 then there's some specific actions to break that
14 down for how could we influence jobs so that they
15 are all meeting this vision of a good job. And
16 so in addition to sort of naming these as
17 aspirational, the Department of Labor has been
18 working closely with agencies that have some of
19 the bipartisan infrastructure law funding in
20 order to insert incentives in those funding
21 streams for good jobs.

22 So the Department of Labor and really

1 people in our Secretary's office at a very high
2 level have engaged with high level senior
3 officials at the Departments of Commerce,
4 Transportation, and Energy because those agencies
5 are ones that do have billions of dollars in
6 bipartisan infrastructure law funding to
7 implement. And so a lot of that funding is put
8 out either through formula or through competitive
9 grants. Some of them -- many agencies have
10 several different funding opportunities that they
11 need to get out, some of which are already out,
12 some of which will be coming out in, like,
13 literally years to come.

14 So it's a large initiative, the
15 bipartisan infrastructure law, in order to
16 implement. And so you might already see in some
17 of those other agencies' funding opportunities
18 and funding structures, things that are different
19 for those agencies to do. So some of it might
20 include things like union neutrality, making sure
21 that a company is not taking with federal dollars
22 using any federal funding in order to suppress

1 unions so that the workers have voice in any
2 area, in any workplace, any employer or any
3 business that's getting bipartisan infrastructure
4 law funding.

5 Some of the funding that is coming out
6 from those agencies can be used for workforce
7 development opportunities. And Department of
8 Labor advised those agencies on the ways that
9 they could make good use of that workforce
10 development funding. This is not money that
11 comes to the Department of Labor.

12 We try to influence what other
13 agencies were putting out. And so in those
14 funding opportunities name -- and as those
15 funding opportunities name how those funds can be
16 used for workforce development, I think that
17 you'll see more references to apprenticeship,
18 more references to investments in pre-
19 apprenticeship, more references not just in using
20 a good training structure like apprenticeship.
21 But making sure that those apprenticeships are
22 available to all people and not just targeted

1 towards certain populations that might've
2 traditionally -- for instance, construction is
3 traditionally White and male.

4 And there's no reason that it has to
5 be. And so Department of Labor worked with those
6 other agencies to really reinforce that
7 apprenticeship is a good opportunity and good
8 training opportunity for anybody. And this can
9 be a real key to middle class jobs.

10 And we want everyone to be able to
11 have those opportunities to expand incentives and
12 structures within those funding opportunities for
13 them to be more proactive in their recruitment,
14 pay more attention to not just bringing people in
15 the door but supporting them once they're in that
16 apprenticeship so that they can complete. Those
17 federal agencies also are responsible for
18 collecting -- sorry, let me back up. The
19 organizations that get money from those other
20 federal agencies will also be responsible for
21 showing their work.

22 Did they actually fulfill these things

1 or not? And so they've got performance metrics
2 that they have to be able to provide to those
3 federal agencies. And it includes sort of who
4 they've hired and who those people are, right, to
5 be able both to hold them accountable for basic
6 EEO responsibilities as well as to measure
7 whether or not those apprenticeships and those
8 efforts are making a difference in expanding
9 opportunity to more people.

10 So the good jobs initiative is bigger
11 than just the infrastructure investments. But
12 we're really trying to lean in on those
13 infrastructure investments to be clear what we
14 hope that those investments result in better jobs
15 for lots of people. The Employment Training
16 Administration also published a training and
17 employment notice to TEN No. 822 called Building
18 Pathways to Infrastructure Careers, a Framework
19 for Preparing an Infrastructure Workforce.

20 So this isn't money. This is not even
21 new guidance. This is sort of information and a
22 way of setting out for workforce grantees how as

1 workforce grantees we might participate in
2 preparing people to be able to get those good
3 jobs that are coming out of that infrastructure
4 money, right?

5 So it first sort of tries to just set
6 a table and explain to workforce professionals
7 all across the country what is happening in that
8 infrastructure funding and then to lay out a
9 couple of different steps that workforce grantees
10 can take to be able to help link up and
11 coordinate with some of that infrastructure
12 funding. That includes things like helping
13 businesses hire workers from underserved
14 communities, being able to help do a little bit
15 of translation on apprenticeship. A lot of
16 workforce grantees know the basics of
17 apprenticeship.

18 There's employers who have used
19 apprenticeship for a long time. They're real
20 experts. There's just lots of employers that
21 don't know what an apprenticeship even is, don't
22 know what it looks like to work with a community-

1 based organization to be able to prepare a
2 pipeline of workers into their business.

3 Lots of businesses, though, are now
4 looking for more workers than they can find
5 through their regular HR practices. And so
6 they're pretty well primed for a workforce
7 organization to come in and say, I can help you.
8 I can help you fill these jobs and I can also
9 help you open up your hiring pathways to make
10 sure that it's more inclusive in terms of race,
11 ethnicity, hiring Native Americans, gender.

12 So those of us in the workforce
13 profession who do this for a living can really
14 help those businesses get done what they want to
15 get done and open up opportunity at the same
16 time. If we're able to sort of capitalize on
17 this moment of businesses really being excited
18 about doing a lot of hiring. So that TEN tries
19 to be -- the TEN I just mentioned, Building
20 Pathways for Infrastructure Jobs, tries to be a
21 blueprint for how the infrastructure investments
22 could open up job opportunities.

1 Now I mentioned those good jobs
2 principles. ETA also published formal guidance
3 on the workforce system role not just in
4 preparing for infrastructure jobs but on quality
5 jobs. How do we influence not just getting
6 people jobs but getting high quality jobs.

7 And so that guidance is training and
8 employment guidance letter No. 722. It's got a
9 long name. It's called Increasing Employer and
10 Workforce System Customer Access to Good Jobs.

11 So it recaps what those good jobs are.
12 It talks about the good jobs principles that DOL
13 and Congress puts out. And it talks about how
14 the workforce system and all of the workforce
15 grantees can influence how many good jobs are out
16 there.

17 So we don't necessarily have to think
18 of those things as being entirely in the hands of
19 a business. Obviously, a business sort of
20 decides how much to pay people. There are ways
21 to influence the number of people who land in
22 good jobs.

1 So that includes incorporating
2 information about which jobs are good jobs. And
3 incorporating that into career guidance so we're
4 not just telling people that this job is
5 available. It's probably a regular practice that
6 we also tell them roughly how much that job pays.

7 But what might not be something that
8 we regularly provide to job seekers is how often
9 certain employers offer benefits or how much --
10 which jobs are more likely to have unions
11 predominate in them versus not. Where are worker
12 voices more likely to be respected? What kinds
13 of jobs also have a career pathway?

14 So some people are already
15 incorporating that. It's not to say that no one
16 does that. But including multiple data points
17 about the quality of the job is not necessarily
18 routine and career information for a lot of
19 grantees.

20 And also businesses come to workforce
21 grantees for help finding workers. And so this
22 is another point where we can potentially

1 influence how a business offers their jobs. So
2 in an American job center setting, they sometimes
3 operate as, like, a little HR for small
4 businesses.

5 In that sense, they can -- when a
6 business comes to an AJC or to any of our
7 grantees and says, I'm really interested in
8 hiring people. Do you have anyone for me? We
9 say, well, maybe there's some folks. Maybe some
10 are still in training.

11 By the way, what kind of wages are you
12 offering? And being able to show, did you know
13 your wages are lower than the average for this
14 industry? That might be why you're having a hard
15 time finding a job.

16 It's not just that I can't crank out
17 enough people to supply you with workers. But
18 maybe, Business, you might consider how you offer
19 these jobs. Being able to offer businesses the
20 chance -- as part of business services, being
21 able to offer them the chance to see how their
22 average starting salary compares to others in the

1 industry.

2 Offering them suggestions on how to --
3 even such a thing as simple as sort of, like,
4 adjusting out the kinds of hours that are being
5 offered and, like, the stability of those hours
6 as a marker of job quality. It's better for
7 workers if it's predictable work hours instead of
8 crazy, unpredictable work hours. But not all
9 businesses have sort of been able to take all of
10 the steps necessary that don't necessarily cost
11 money.

12 But they can change quality in their
13 jobs to make those higher quality jobs. And so
14 we can also -- what the guidance reminds us, the
15 job quality guidance also reminds us is that
16 there are times when the formula or competitive
17 or national program grantees are investing in a
18 business. So if a grantee is offering an on-the-
19 job training for somebody, then that grantee is
20 defraying the cost of the wages.

21 That's a real benefit to a business.
22 So we get to be choosy. Which businesses are we

1 going to partner with? Is it really a good idea
2 to put taxpayer money, grantee money into on-the-
3 job training into a place that offers really low
4 wage poverty level jobs?

5 Maybe our OJT placements should only
6 be with high wage, high road, high quality
7 employers. That doesn't necessarily, like,
8 completely change the entire macro-economy. But
9 it can make an impact in a local economy about
10 which businesses get the support of workforce
11 dollars.

12 So every business can probably get
13 some basic services, some basic labor market
14 information, basic information about hiring and
15 recruitment. But for those sort of more costly
16 interventions where the business is also getting
17 a benefit, we as workforce grantees can be choosy
18 about where we invest those and drive those
19 dollars towards high quality jobs. So that's
20 some of the thinking and some of the incentives
21 and information that we're trying to share about
22 job quality.

1 And then that also sort of makes us
2 think about, well, am I allowed to do that? Am I
3 allowed to do things in a different way than I've
4 done before? And we've tried to use this
5 catchphrase, yes, WIOA Can! as a way to sort of
6 to let loose and encourage folks to be able to
7 fully use all of the flexibilities and our
8 underlying statutes.

9 So we use, yes, WIOA Can! as a way to
10 comm that we don't have to do things the same way
11 we've always done them. The statute has some
12 limitations. But it also has some flexibilities
13 that we don't always fully use, the grantees
14 don't always fully use.

15 Sometimes because they think that they
16 can't. And so, yes, WIOA Can! is an opportunity
17 to sort of encourage all of us, both as grantees
18 and as feds, to relook at what the rules actually
19 say, not just what we think that they say to see
20 if we can sort of push the envelope a little bit
21 more. DOL has collected a couple of stories of
22 where grantees have used their WIOA funds in

1 really clever ways that are totally within the
2 bounds of statute and have collected those
3 stories as way to sort of lift up innovation for
4 all grantees that you can do this too.

5 You can. Yes, you can. You can use
6 grantee funds to do really targeted outreach to
7 certain populations that have been underserved.
8 Yes, you really can put people in long-term
9 training. There's not technically a legislative
10 cap on any individual service.

11 If somebody needs additional
12 supportive services, we can do that. If somebody
13 needs longer term training, even if it's more
14 expensive, there's not a legislative requirement
15 that prohibits grantees from being able to do
16 that. So we've collected some of those, yes,
17 WIOA Can!, stories and put them on a community of
18 practice on WorkforceGPS, the yes, WIOA Can!
19 community of practice.

20 That's WYC for yes, WIOA Can!,
21 WYC.WorkforceGPS.org. And we're still collecting
22 those stories. There's a place on the website

1 where anybody can tell their story about how they
2 did something clever that they maybe didn't think
3 that they could.

4 And then they checked the statute and
5 realized they could do it. And they went ahead
6 and did something clever. So anybody can submit
7 those.

8 I encourage you to do the same. And
9 we can be creative too about the ways in which we
10 capture some of those videos. And we can sort of
11 catch on cell phones. We can even sort of catch
12 you here.

13 If you've got a really good story to
14 tell, we'll record it and put it up on
15 WorkforceGPS. So I know that even just the term,
16 yes, WIOA Can!, sort of has more resonance with
17 166 grantees than the 477 grantees. The 477
18 grantees have a lot of flexibility built right
19 into their statute and into their very structure.

20 But the, yes, WIOA Can! sort of theme
21 music is something we can all listen to and we
22 can all be sort of creative in how we use grant

1 funds. So I know it's big picture job quality
2 work and a general approach to flexibility. So
3 let me just -- the last thing I'll tell you about
4 is to just hone in a little bit on one population
5 and that's youth.

6 The Department recently shared youth
7 employment works vision, a strategic vision for
8 serving youth that we title Youth Employment
9 Works. And it's got three goals. One is
10 ensuring that all of our grantees offer seamless
11 access to job opportunities, right? Don't send
12 youth to a bunch of different doors.

13 A seamless place for them to get
14 information about and supports for job
15 opportunities and supportive services so that
16 youth can enter the workforce from many different
17 pathways. We're also encouraging this strategy -
18 - encourages partners all across the public and
19 private sectors to invest in workforce training
20 and job services for youth. So this youth
21 employment works vision is also one that our
22 former Secretary and our acting Secretary talk

1 about anything that they're even meeting with
2 businesses, right?

3 What does the Department of Labor
4 think that any business should be doing? Well,
5 as a matter of fact, we think you should be
6 investing youth. And we think you should be
7 putting money towards paid work experience for
8 youth.

9 The work experience is important no
10 matter how it comes, paid or unpaid. But paid is
11 better. So the Department of Labor's official
12 position is that we'd love to see businesses all
13 across the country invest in paid work experience
14 for youth.

15 I got ahead of myself. I was talking
16 about public and private sectors investing in
17 workforce training and job services. And then
18 the third sort of leg in the stool is
19 guaranteeing all young people a chance,
20 especially opportunity youth, a chance for paid
21 work experience.

22 So that's using our own grant funds to

1 make sure that we're dedicating grant funds to
2 paid work experience. But then also sort of
3 shouting from the rooftops that anybody can do
4 this. You don't have to be a workforce grantee
5 to provide youth paid work experience.

6 So what we can do as workforce
7 professionals is try to create a no wrong door
8 youth workforce system that offers seamless and
9 equitable access to resources and programs and
10 wraparound services. We can work with businesses
11 committed to quality career pathways. Again, we
12 can be choosy about what businesses we work with,
13 making sure that we're working with businesses
14 that are ready to open up opportunities for
15 youth.

16 And we use our grant money to offer
17 those paid work experiences. ETA published
18 guidance on this too. It was mainly geared
19 towards -- it was mainly about how the state
20 formula WIOA youth program dollars can be used
21 for this.

22 So it recaps that youth employment

1 vision -- that youth employment works vision.
2 And it also names some specific things that our
3 WIOA youth grantees can do with their money,
4 trying to bust a couple of myths that some of our
5 state formula grantees were operating under. A
6 lot of them weren't sure -- well, I won't be able
7 to sort of come up with one on the spot that will
8 resonate.

9 That guidance tries to bust certain
10 myths, including about how some of those grantees
11 have to report in the PIRL and do their workforce
12 reporting. So that TEGL is 922. It both recaps
13 the youth employment works vision which is also
14 on the DOL's website. And then it's got some
15 WIOA youth specific stuff in it. But I think
16 that there would probably also be some things of
17 value in it for the Indian and Native American
18 program youth as well.

19 So this is some of the sort of big
20 picture things that the Department of Labor has
21 been working on. We also have things that we'll
22 talk about tomorrow when we're talking about

1 DINAP youth -- sorry, DINAP formula funding. And
2 we can sort of recap there as well some of the
3 competitive grant opportunities the Department of
4 Labor has made available. But in terms of for
5 today's discussion, I wanted to sort of lift up
6 those three sort of big picture Department-wide
7 policy priorities.

8 CHAIR QUINTANA: Thank you for that,
9 Kim. We'll now go and do questions and comments.
10 And we'll start with Gary Rickard and then we'll
11 come over to Robert.

12 MEMBER RICKARD: Just a short comment.
13 I read a lot of grant opportunities, and I've
14 noticed that what you're talking about is there's
15 a lot of money out there to create better paying
16 jobs that they want the job not to be a minimum
17 wage job. They want you to create higher end
18 jobs. And too often, I think we look at, oh,
19 well, those must be the high dollar white collar
20 jobs. But the plumbers, the electricians, and
21 the equipment operators are very good paying jobs
22 these days.

1 MS. VITELLI: Yeah, absolutely. The
2 bipartisan infrastructure law invests in a whole
3 range. I mean, those projects will create a lot
4 of jobs that really will be sort of multiple
5 education points and multiple occupations,
6 including very well, good paying jobs. I mean,
7 any job is sort of within the reach of any of our
8 participants. But it was sort of within the
9 reach and not eight years from now after you get
10 a graduate degree but within reach after an
11 associate's degree, after occupational
12 credential.

13 Yeah, there's a lot of good jobs. One
14 of the reasons that I'm so excited that Nat is
15 our division chief is Nat's experience and
16 extensive experience in transportation and
17 transportation construction. Those are the kinds
18 of jobs that are out there for our participants
19 to be able to take advantage of.

20 MEMBER RICKARD: Let me give you a for
21 instance on one. I looked at it, and we had a
22 lot of fires where I live, northern California.

1 Well, if you're an operator of an excavator, you
2 get 500 dollars a day and usually overtime.

3 So you make anywhere from seven to
4 eight hundred dollars a day. Just a little truck
5 driver gets 350 to 500 a day. And I'm thinking,
6 okay, well, the tribe can create these jobs
7 pretty easy just by buying a lowboy and some
8 Cats.

9 And these are pretty high end paying
10 jobs. Granted, they only work 100, 120 days a
11 year. But if you're making 500 dollars a day and
12 only having to work 100 days, well, that's a
13 pretty good wage.

14 CHAIR QUINTANA: Thank you for that.
15 Chair recognizes Robert and then we'll come over
16 to Erwin.

17 MEMBER HOULE: Thank you, Chairman.
18 Robert Houle, Region 5. And thank you for that
19 recap. You shared some very good information.

20 As a matter of fact, I was kind of
21 checking out the Department of Labor good jobs
22 website. And it's just interesting to note that

1 under White House resources, bipartisan
2 infrastructure tribal playbook. I clicked on
3 that and brought me to a statement that really
4 identified -- this is last updated May 2022 --
5 identified a number of programs and resources,
6 over 13 million dollars in tribal specific
7 programs were set aside.

8 Now this was published in May of 2022.
9 Now whether you can or someone like Mr. Jack
10 Johnson or others would be able to update. Is
11 there a continuation of funding of this
12 initiative? Or where does that stand?

13 MS. VITELLI: Yeah, probably that's a
14 -- I mean, those dollars are all in other
15 agencies' hands, not ones that we administer.
16 But I will say that a lot of the -- well, so a
17 portion of some of the funding from bipartisan
18 infrastructure law, sort of continuous funding
19 will always be available. A lot of it is sort of
20 one time, boom, funding.

21 And so the document that you're
22 looking at is probably a good reflection of all

1 of the one-time money that was going to go out.
2 I should've mentioned that when I was mentioning
3 the different sectors that there's some -- at
4 least one of the sort of pieces of that
5 legislation is tribal broadband, right? And I
6 think that's -- I think all the broadband money
7 is one time money, including the tribal broadband
8 money.

9 And I'm not, like, 100 percent up to
10 speed on, like, what all the different funding
11 opportunities are for every different federal
12 agency. But it's not hard for us to sort of just
13 dig a little bit and make sure that when we see
14 those coming from other agencies that we can try
15 to also sort of flag those and things like the
16 newsletter.

17 MEMBER HOULE: Yeah, I think that's so
18 critical to offer the infrastructure. In order
19 for us as tribal organizations to provide
20 employment opportunities, things like what we are
21 now going through. My tribe is high speed
22 internet is now groundbreaking is occurring and

1 all of the homes are going to have cable put in,
2 high speed cable.

3 And in order for us to continue with
4 initiatives to employ folks in today's world, you
5 really need that process in place. And also as a
6 plug, in the good jobs website, there's a blog
7 where you can host information. It's really good
8 to share between viewers and users of the
9 website. So I think it's well put together.

10 MS. VITELLI: Good. That's good
11 feedback. I will say that one thing that our
12 state workforce agencies that really struggled
13 with and I think I can be picture it's not going
14 to be hard to see this also happens for the
15 tribal grantee, workforce grantees. So the state
16 workforce agencies are not getting any of the
17 infrastructure money, right?

18 And so at first, we were trying to
19 make sure, like, they were telling them, like,
20 Commerce just put this out. Energy just put this
21 out. Transportation just put this out. Well,
22 they're not getting -- I mean, they're not even

1 eligible to compete.

2 So we're, like, why are we telling
3 them this? But what was then our advice was I'm
4 not telling you these things so that you can go
5 apply for them. You don't necessarily need to
6 track exactly when the funding opportunities come
7 out, and it's not bad to know but if you're not
8 even eligible --

9 But what I do want the workforce
10 agencies to know is that somebody in their state
11 got that money. So you want to figure out what
12 table they're sitting at and then go sit at it.
13 And I think the same thing would probably be true
14 for tribes.

15 So sometimes you guys know much better
16 than I would ever be able to advise you. But
17 some of the funding could definitely be coming in
18 to the tribes in which you operate. And so it's
19 a matter of finding out where the funds are
20 coming in. Where the funds are not going to
21 tribes but they're coming into a local community.
22 Being able to find out in ways that we would not

1 be able to see from federal level but you might
2 be able to sort of spot at your local levels.

3 What are the economic development
4 bodies in your community doing and when are they
5 meeting so that we can sort of tell a story right
6 at the same time that we have to be paying
7 attention to the workforce investment, at the
8 same time that we're planning for those shovel-
9 ready ready investments so that we're preparing
10 enough workers for these jobs. So it's a little
11 bit paying attention to the other -- what the
12 other feds are doing. But then also really
13 paying attention in a way that I know needs to
14 happen but that, like, I'm not an expert on. But
15 you might be at your local level paying attention
16 to where that money lands at the local level and
17 who's got it so that you can be sitting at the
18 same tables as them.

19 CHAIR QUINTANA: Thank you for that,
20 Kim. Chair recognizes Erwin.

21 MEMBER PAHMAHMIE: Erwin Pahmahmie,
22 Region 4, Oklahoma. Thank you, Kim, for bringing

1 this up and stuff. I really found it interesting
2 when you were talking about the youth supported
3 services and wraparound services.

4 And now is that still considered just
5 to be for at risk or extremely disadvantaged
6 youth, I mean, earmarked because Pascua received
7 -- I thought it was for them specific for the 18
8 to 24 year olds, not so much for the 14 to 17
9 year olds because we're not expecting them to
10 retain full-time employment. I know you didn't
11 mention those age groups. That's why I just
12 wanted clarification because at times people do
13 want to help out.

14 And I've had concerned parents reach
15 out to my programs and stuff and ask that. And
16 we have partnered with other programs such as our
17 vocational rehab to identify if there's, like,
18 learning disabilities or any type of challenges
19 for them to retain either going back to school
20 full-time or if they are disadvantaged and need
21 to retain full-time employment because they may
22 be a single parent or they may be homeless. But

1 I just was wanting to see if that's kind of the
2 aim you were looking at because, I mean, when I
3 first heard it, I was, like, oh, I don't want to
4 open up the doors to some of my tribal members if
5 they hear this.

6 Oh, you guys can give us this now
7 whereas before we were able to really negotiate
8 with the employers on, yeah, they're not going to
9 come dressed in a suit. We will get them other
10 things if they need them such as gloves or hats
11 or protective wear. But I just wanted to see if
12 that was what your thought was on matter of age
13 groups might be some dimension or if it's already
14 in this TEGL too, this 922.

15 MS. VITELLI: Yeah, definitely
16 different age youth would need different types of
17 services and things that you might be doing for
18 an older youth and someone who is already
19 working. I totally understand it would be
20 different than a younger youth. And so nothing
21 in the youth employment works vision sort of
22 changes any underlying guidance or procedures

1 that you already have in place about making
2 decisions about those supports and when they're
3 appropriate.

4 And there definitely is more details,
5 and I probably glossed over some things. There
6 are definitely more details in the guidance. But
7 yeah, no, it's definitely still okay to sort of
8 take different approaches for older and younger
9 youth. Of course, the younger youth you're
10 trying to persist to complete their education
11 would be doing different things than what older
12 youth who are preparing for employment would do.

13 MEMBER PAHMAHMIE: Thank you very
14 much, Kim. I appreciate that.

15 CHAIR QUINTANA: Any other questions
16 or comments? Chair recognizes Kay.

17 VICE CHAIR SEVEN: Kay Seven, other
18 discipline. I was trying to just sit still and
19 not say nothing. But it's a good time to talk to
20 comment on what you've shared.

21 But when I saw the building or
22 pathways to building, I can't remember the name

1 of it, but I instantly thought, oh, my gosh, a
2 wonderful opportunity because at our November
3 western regional in Arizona, I listed to the
4 Pascua Yaqui tribe. We were sitting in the same
5 room with the apprenticeship presentation with
6 Department of Labor. And they were talking about
7 the monies coming down the pike.

8 But then we were thinking, geez, my
9 tribe would be too small to apply for something
10 that big because we don't have the numbers for
11 the performance results. So we thought, well,
12 geez, there's multiple agency tribes that could
13 apply together. And my vision would be is that
14 we see an emergence of regional training centers
15 or national training centers to benefit all
16 tribal nations and all tribal people.

17 For example, I need to talk to my
18 tribe. But our tribe is planning to take a lead
19 in solar energy development. We are going to be
20 the reservation that'll be the trendsetter for
21 solar energy.

22 We'll pull the battery pack that will

1 create cooperatives for tribal nations in the
2 northwest and we're looking at the west. So
3 there's an opportunity there. And I know that
4 building pathways talks about things like that.

5 I reached out to the building trades
6 because I know there's an opportunity in the
7 northwest with work with, like, the U.S.
8 Department of Energy. And so how is it that we
9 maybe look at that as maybe a national training
10 center for pre-apprenticeship training to have
11 youth explore and can return back to their tribal
12 communities, whether it's Alaska, Florida,
13 Arizona, where other local grantees working with
14 an individual to place them into apprenticeship
15 for those high paying jobs. So I see
16 opportunity.

17 But it's, like, how many entities can
18 you muster up and you have one fiscal agent that
19 can take on the work and has the capacity to be
20 the applicant and then convene and facilitate
21 such a process? Because in this grant
22 application, there's a round one and there's a

1 round two. I see opportunity.

2 But it's, like, a little overwhelming
3 just to think about because I asked our grant
4 writer about it. She goes, this is a little
5 overwhelming if there was another organization
6 that could take the lead. So I keep wanting to
7 announce that.

8 We still have time to think about
9 things like that. So I just wanted to mention
10 that one opportunity. And at our incentive
11 meeting the other day, I was asking our lead
12 federal agency, the Department of Interior, we
13 have a need to somehow get the other federal
14 agencies on board, the Department of Energy,
15 Department of Transportation, Department of
16 Commerce, Department of Agriculture.

17 It'd be nice to know if every federal
18 agency at the senior level could know within
19 their building which program within the
20 department has a workforce development component.
21 Which programs can we recommend that you use the
22 477 vehicle to transfer those workforce

1 development dollars to the Department of Interior
2 because there are tribal nations that have a need
3 for workforce development training? And I know
4 that with Nat's experience working with
5 transportation that maybe some of those -- the
6 help of opening some of those doors would be
7 helpful.

8 The North America Building Trades
9 Union has been at our event since 2017, since
10 Louisiana. They're here. They're presenting on
11 apprenticeship.

12 And so I've become like a connector
13 for them. Hey, we have jobs booming in Ohio and
14 northern New York. And we need apprentices. We
15 need pre-apprentices.

16 How is it that we can look as a table
17 maybe rethinking and restrategizing and the
18 implementation of a 21st century relocation plan?
19 How do we talk to our youth about you don't want
20 to go to a traditional college for a four-year
21 degree where you're collecting loans that you
22 need to pay off after you get your job? Why

1 don't you think of the building trades
2 apprenticeship centers or training programs as
3 the Ivy League colleges who are training you as
4 the best Ivy League training center in the
5 country to be a pipe fitter, to be an operator,
6 to be a welder?

7 And I think we need a bigger voice
8 across the country to promote those type of
9 opportunities and help make them a reality. I
10 know that personally myself I've been looking
11 this whole last year in our Indian country who is
12 our subject matter expert who understands the
13 needs of the tribal nations. What are our
14 industry sectors for the tribal nations?

15 Is it tourism and hospitality? It is
16 manufacturing, health care, natural resources,
17 technology, the building trades? And what in
18 demand occupations are within those industry
19 sectors? And who is going to be the supplier,
20 the education, or training institution that's
21 going to provide that?

22 I always wonder if the American Indian

1 College, AIHEC or American Indian Higher
2 Education Consortium, and that partnership with
3 the Department of Education we heard the gal this
4 morning that talked about her role in education.
5 They're talking workforce development too. And
6 so how it is that you bring all those interests,
7 parties together and say we've heard Indian
8 country.

9 Is there a different way that we could
10 roll this out nationwide as a tribal nations
11 project benefitting all tribal nations and tribal
12 individuals? So I guess maybe we're all just
13 thinking quickly. I just wanted to make that
14 comment because I think that the good jobs
15 challenge initiative when I mentioned that idea
16 to Secretary Walsh last June could be that idea.

17 Who is it in Washington, D.C. that
18 could convene business and industry from Indian
19 country, the tribal leaders, the suppliers, to
20 bring that to an opportunity? So I'm hoping that
21 the meeting that Jack Jackson spoke about this
22 morning is maybe a step toward moving in that

1 direction. So with that, I think there's
2 opportunity, and how is it that we need to think
3 together to build opportunity for our people?

4 CHAIR QUINTANA: Thank you for that,
5 Kay. Joseph Quintana, Region 6. And to add to
6 what was just shared, why not Department of Labor
7 be the convener and be the vessel to bring all
8 these groups together? I think there's
9 definitely opportunity there, especially in
10 regards to Commerce or Agriculture or any other
11 place where our folks could potentially be
12 impacted economically.

13 I also want to go back and talk about
14 something that was mentioned by Kim in regards to
15 the creativeness that we're seeing across
16 grantees. And I think that we shouldn't be
17 stymied as far as we know what the realities of
18 the communities that we serve and understanding
19 that our people don't just need jobs. They need
20 quality jobs and they need jobs so that they can
21 have the advantages and be just as competitive as
22 anybody else who's entering the job market.

1 I think looking at doing compensation
2 surveys as I think you may have been alluding to.
3 But talking about what is an actual competitive
4 wage based upon the particular sector that
5 somebody is entering and also that our clients
6 have a clear understanding and a clear pathway to
7 know what that'll look like over time, either
8 with continued incentives or whatever else it
9 might be. Working towards not just the next five
10 years but working towards retirement age and
11 having the ability to retire.

12 I think our people continue working on
13 to the time that many of us experience such low
14 mortality rates, I mean, age-wise. And I think
15 those are some of the things that we should be
16 looking ahead towards. And we have the ability
17 to impact now moving forward.

18 And I think describing -- we have
19 know-how on the ground. We know who has the
20 funds, whether if it's our state government who's
21 receiving them and they're the ones who are
22 expected to trickle it down to us. But

1 oftentimes, that funding stays with them or stays
2 out of reach for us.

3 Or if it's within our chambers of
4 commerce or if it's our workforce boards, whoever
5 it might be, that we identify those relationships
6 and figure out how we not only are presented with
7 the funding but we also have the ability to
8 decide on how that funding is utilized by sitting
9 at those workforce boards or working on policy or
10 whatever else it might be. I think we shouldn't
11 just put all our eggs in one particular basket.
12 Instead we should figure out how we can partner
13 with those other agencies who are receiving those
14 funds.

15 But I just wanted to uplift that one
16 point as we've heard that part in the
17 conversation. I want to ask are there any other
18 questions or comments at this time? Nothing? We
19 answered it all? We went through it all? A
20 quick comment by Kay to follow, and then Robert
21 will also share some information.

22 VICE CHAIR SEVEN: Kay Seven, other

1 discipline. So I always think of Gary all the
2 time where -- and others that talk about even the
3 survey that we're going to do, that the trainees
4 of our Native workforce development
5 professionals, that we really have a need to
6 visit the American Indian Higher Education
7 Consortium to the tribal colleges, provide our
8 industry certification to be a case worker or a
9 case manager, an intake specialist, eligibility
10 determination specialty. What I started during
11 this year is I started using the NAWDP, National
12 Association of Workforce Department Professionals
13 for our staff training.

14 But I think we really need that type
15 of academy situation setting for our Department
16 of Interior, Education, Labor, Health and Human
17 Services, frontline workers to just have common
18 universal training serving our tribal
19 communities. And I think working across the
20 aisle again for tribal nationals, that would be a
21 great thing to do. I don't know why we have to
22 wait until we come to our regional or national

1 event to provide technical assistance and
2 training when we can do that virtually year round
3 with our community.

4 So I really would like to see
5 something happen soon for drawing in our
6 frontline worker because I think we come here and
7 we see a lot of training available maybe to the
8 director or to the CEO, the finance department.
9 And do they really see themselves speaking as a
10 frontline worker? So I think we need to
11 concentrate more on that, and I'd like to see
12 that happen for our workforce that's there
13 working with our communities.

14 CHAIR QUINTANA: Thank you for those
15 important words. And I also want to add too that
16 I do think about Gary myself quite a bit too. Go
17 ahead, Gary. And then if there's any other
18 comments about this --

19 (Simultaneous speaking.)

20 MEMBER RICKARD: This was probably 30
21 years ago. This was probably 30 years ago. I'm
22 teaching a class. I'm talking about a tool to

1 use for assessing.

2 And Kay says, our people don't
3 understand that. That's for White people. I
4 mean, it was like that. And I said, Kay, I don't
5 care how this client of ours stacks up against
6 this other Native client. I need to know how
7 they stack up against everybody in the workforce.
8 And so we've been able to remain friends even
9 though sometimes we didn't agree on some of the
10 tools.

11 CHAIR QUINTANA: Thank you for that,
12 Gary. Any other questions or comments in regards
13 to what was just shared?

14 If not, then we'll move over to
15 Secretary Houle has a question or follow-up.

16 MEMBER HOULE: Thank you, Mr.
17 Chairman. Tomorrow we are scheduled to reconvene
18 at 1:00 o'clock to go over funding grantee
19 expenditures, carryover, et cetera. I will not
20 be in attendance. I've been asked to participate
21 in the breakout session for WIOA advocacy.

22 And a part of that, the invite from

1 Mr. Ian Record is two-part, two questions. And I
2 want to quickly just go over what those two
3 questions are. And if you have a response, you
4 can email me between now and tomorrow or jot it
5 down on a napkin and bring it in at 1:00 and I'll
6 pick them up because my meeting starts at 1:30,
7 the breakout session.

8 Question No. 1, given the 166
9 challenges we currently face and your priorities
10 for strengthening tribal workforce development,
11 in which ways should Congress amend or expand
12 Section 166 of WIOA to address those challenges
13 and advance those priorities? So more
14 specifically address to Congress on setting
15 policies and priorities around the challenges we
16 see in the Section 166, grantee process.

17 Question No. 2, given the 166 challenges you
18 currently face and your priorities for
19 strengthening tribal workforce development, what
20 steps should the Biden administration, in other
21 words, the White House and the Department of
22 Labor, take to improve its administration of

1 Section 166 of WIOA to adjust your challenges and
2 advance your priorities?

3 So two key areas, Congress, number 2,
4 Biden administration meaning what else,
5 Department of Labor, DOL. Question No. 3, it
6 just says how would you want to be involved in
7 the WIOA 166 advocacy efforts moving forward.
8 And it can be meet with congressional reps, share
9 advocacy material, meet with administration
10 officials, again, share advocacy materials.

11 Share your experience with Indian
12 country advocates or join WIOA Section 166
13 advocacy email listserv. So I'll just throw that
14 out to all the members of this Council to either
15 let me know if any of these would be of interest
16 to you or the response to Questions No. and No.
17 2. Thank you.

18 MEMBER RICKARD: Are you going to
19 email that to us? Oh, Gary Rickard, Region 6.
20 Are you going to send that email to us?

21 MEMBER HOULE: I could do that. I'll
22 do that.

1 MEMBER RICKARD: I couldn't write that
2 fast.

3 MEMBER HOULE: We think about you,
4 Gary.

5 MEMBER RICKARD: Maybe I'll just get
6 it.

7 MEMBER HOULE: I will email that.

8 MEMBER RICKARD: I'll get it from
9 Angel. She's a fast writer. She said she didn't
10 get it either.

11 MEMBER HOULE: I'll do it right now.

12 CHAIR QUINTANA: Any other questions,
13 comments, anything else to go over? Kay Seven?

14 VICE CHAIR SEVEN: So Robert mentioned
15 tomorrow afternoon he'll not be present. I'm not
16 going to be present tomorrow afternoon either.
17 I'm taking a 5:00 o'clock flight out tomorrow
18 afternoon.

19 I need to run home. My tribe is doing
20 its three-day membership meeting. And we're also
21 having our tribal elections.

22 My son made it past the primary

1 election and hoping that he wins the general
2 election on Saturday. So we'll have a new tribal
3 leader voice that's very familiar with what I'm
4 talking about. Thank you.

5 CHAIR QUINTANA: Joseph Quintana,
6 Region 6. Our thoughts and prayers with your
7 son. Does that mean do we get special -- I won't
8 even put it on -- do we get to go to the casino?
9 Any other questions, comments, or anything we're
10 forgetting? If not, this will be an opportunity
11 for us to adjourn our meeting early. Do I have a
12 motion to adjourn?

13 MEMBER RICKARD: Better not leave him
14 here overnight.

15 MEMBER HIBBELER: So moved.

16 CHAIR QUINTANA: Patricia, a motion.

17 MEMBER PAHMAHMIE: Erwin Pahmahmie,
18 Region 4, Oklahoma. I second.

19 CHAIR QUINTANA: Erwin seconds. All
20 those in favor, say aye.

21 (Chorus of aye.)

22 CHAIR QUINTANA: Any opposed, say nay.

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Any abstain?

If not, we will go ahead and adjourn today's meeting at 4:03 and reconvene tomorrow in this same room at 1:00 p.m.

(Whereupon, the above-entitled matter went off the record at 4:03 p.m.)

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This is to certify that the foregoing transcript

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Training Council

Before: US DOL

Date: 05-03-2023

Place: Ledyard, Connecticut

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