

UNITED STATES DEPARTMENT OF LABOR

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NATIVE AMERICAN EMPLOYMENT AND TRAINING COUNCIL

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MEETING

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THURSDAY
MAY 4, 2023

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The Advisory Council met at the Foxwoods Resort Casino, Ledyard, Connecticut, and via video teleconference, at 1:00 p.m. EDT, Joseph Quintana, Chair, presiding.

PRESENT

JOSEPH QUINTANA, Region 6, Chair
KAY SEVEN, Vice Chair, Other Disciplines
KIM CARROLL, Other Disciplines
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

GLORIA COBB, Director of Economic Development,
Lac du Flambeau Band of Lake Superior
Chippewa Indians

NATHANIEL COLEY, Incoming Designated Federal
Officer

B.C. ECHOHAWK, Tribal Tech, LLC

JONATHAN GOOMBI, Career Development Advocate,

American Indian Council

DUANE HALL, Federal Project Officer

BRENT PARTON, Acting Assistant Secretary,

Employment and Training Administration, U.S.

Department of Labor

PHILLIP ROULAIN, IT Staff

LORENDIA SANCHEZ, California Indian Manpower

Consortium

JACOB TIMMONS, Aleutian Pribilof Islands

Association, Inc.

KIM VITELLI, Designated Federal Official,

Administrator, Office of Workforce

Investment, Employment and Training

Administration

JENNIFER WHITMORE, Federal Project Officer

MARGARET ZIENTEK, Workforce and Social Services

Director, Potawatomi Nation

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

2 1:05 p.m.

3 CHAIR QUINTANA: Thank you. Good
4 afternoon, everyone. Joseph Quintana, Chair of
5 the Advisory Council and representative for
6 Region 6, calling our meeting to order at 1:05.
7 We will start by taking a roll call that's led by
8 our Secretary, Robert Houle.

9 MEMBER HOULE: Thank you, Mr.
10 Chairman. We'll begin roll call. For those
11 online, unmute yourself and respond that you are
12 here when your name is called. Jacob. Oh,
13 Wojnas.

14 MEMBER WOJNAS: Present.

15 MEMBER HOULE: Sorry. I looked at
16 you, but you're right. There's two. Winona
17 Whitman.

18 MEMBER WHITMAN: Aloha. Present.

19 MEMBER HOULE: Aloha. Darrell
20 Waldron.

21 MEMBER WALDRON: Present.

22 MEMBER HOULE: Kay Seven.

1 I believe Kay had mentioned she would
2 not be attending. Lorenda Sanchez.

3 Angel Peer.

4 MEMBER PEER: Present.

5 MEMBER HOULE: Holly Morales. Holly

6 Morales.

7 Kim Kaniatobe Carroll.

8 MEMBER CARROLL: Present.

9 MEMBER HOULE: Gary Rickard. Gary.

10 Erwin.

11 MEMBER PAHMAHMIE: Present.

12 MEMBER HOULE: Candace.

13 MEMBER LOWRY: Present.

14 MEMBER HOULE: Shawn Isaac.

15 MEMBER ISAAC: Present.

16 MEMBER HOULE: Patricia Hibbeler.

17 MEMBER HIBBELER: Present.

18 MEMBER HOULE: Robin Counce.

19 MEMBER COUNCE: Present.

20 MEMBER HOULE: Jacob Bernal. Lorraine

21 Edmo.

22 MEMBER EDMO: Present.

1 MEMBER HOULE: Lora Ann Chaisson.

2 Lora.

3 Robert Houle, present.

4 Joseph Quintana.

5 CHAIR QUINTANA: Present.

6 MEMBER HOULE: Thank you.

7 CHAIR QUINTANA: Robert, we appreciate
8 that. Just some quick housekeeping prior to the
9 start of the meeting. We will have a change in
10 our overall agenda that had been shared.

11 Unfortunately, Brent Parton is on the West Coast,
12 and he is three hours behind us. He will be
13 unavailable at the time that is given on your
14 agenda. We will instead push that to 4:30. It's
15 okay. Clarification. We will move him up to
16 4:00, 4 p.m. We will then take public comment
17 much sooner, although we will still allow those
18 in the room who would like to share, we will
19 still give them time once Brent has offered his
20 presentation to us.

21 Also, when you are called upon, please
22 state your name and the region that you serve.

1 Also, very quickly, I'd like to
2 congratulate Jacob Bernal, who was recognized for
3 his years of dedicated service yesterday. Also,
4 I want to thank and acknowledge all the other
5 awardees from last night's dinner and thank the
6 host committee, including Darrell. I think it
7 was a wonderful event, and the food was
8 delicious, so thank you again, Darrell and
9 everybody who has been part of that.

10 So we're going to go ahead and start
11 with Department of Labor updates. We will first
12 turn to Nat for those remarks. Thank you, Nat.

13 MR. COLEY: Yes. Thank you so much.
14 Nat Coley. Just some -- I'm going to introduce
15 Duane, but just one update is that we've, I think
16 our team, our DINAP team is staffed now to better
17 support, continue the quality support of the
18 objectives that we have. We brought on several
19 new staff members that I shared during the
20 conference: Kayla Hilario; myself; Stephanie
21 West, who is formerly from DIA; and Jolene
22 Aguilar. So we're well equipped, well-staffed

1 now, all the positions that we had available, so
2 I think we're in a very good place as far as DOL
3 partners supporting the objectives of the team.

4 And I'll ask Duane Hall to provide
5 some comments, as well.

6 CHAIR QUINTANA: The Chair recognizes
7 Duane Hall.

8 MR. HALL: Thank you, Mr. Chairman.
9 So as you all know, Athena Brown retired in
10 December, and Nat came on in mid-March, so I'm
11 just here to kind of bridge the gap for this
12 Council meeting. So I thought I would give a
13 DINAP update to the Council.

14 I have some information. The printer
15 in this hotel doesn't work very well, so I did it
16 on a PowerPoint, so I don't have anything to hand
17 out to you. But if we could share that up on the
18 screen, I think, on the agenda, we have the PY
19 2023 funding and a discussion about expenditures
20 and carry-overs.

21 So the current funding year that we're
22 in right now, we're funded at \$57 million, and so

1 we're in PY 2022, so you see the \$57 million
2 third from the left. And the PY 2023 that's
3 coming up this July will be funded at \$60
4 million, and the proposed budget, the President's
5 budget is proposing \$63.8 million for next year.

6 And so I wanted to go back a few
7 years, back to 2013 when our funding went below
8 \$50 million. So as you can see, we're trending
9 upward and, in the last few years, we've saw
10 somewhat significant increases, so I think that's
11 a positive.

12 So as we get new funding, we have to
13 look at expenditures to make sure we're getting
14 that money out to our community. And so the next
15 slide I'd like to show is our expenditure rates
16 and provide some context behind these numbers
17 because I think that is important, as well.

18 So if we could bring up the next
19 slide, please. Can you go to the next? I'm
20 sorry. I have them out of order.

21 So this is carry-over funding. And so
22 let me put some context behind these numbers. So

1 carry-over funding is all available funding that
2 a grantee has in a program year, so it's the
3 money you get for that year plus any unspent
4 money you have from prior years. So this is
5 total available funds minus your expenditures for
6 that year, and that's how we come up with carry-
7 over. And so we went back to PY 2015 and looked
8 at carry-over, and we've started creeping up
9 again, but I think we all recognize that we had a
10 pandemic starting in 2020 and we were pretty much
11 shut, a lot of the grantees were pretty much shut
12 down. And so I think that explains a lot of this
13 increase in the later years, probably PY 2020 -
14 2021.

15 So that unspent money, we're still
16 trying to probably recover from that, I would
17 say. It reminds me of the airlines when, you
18 know, they shut down because of storms, and it
19 takes them like a day or two before they get
20 everything unraveled, and I feel like that's kind
21 of where we're at is that, yes, we are out of a
22 pandemic now, but we still have to catch up.

1 So what we're encouraging grantees to
2 do is really factor in that unexpended money from
3 the prior years and look at how we can increase
4 our participants, and some grantees will have to
5 increase their participants significantly. And I
6 think what we want to strive for is start
7 bringing that number down and getting that money
8 out to the community.

9 Next slide, please. So this is a
10 chart of our grantees. And what this chart shows
11 is the blue line is, this goes back to 2015, and
12 the blue line is the DOL grantees and 166
13 grantees, and the orange line is the Department
14 of Interior grantees. And if you add the two
15 lines together, that's our total grantees.

16 So in 2015, that would be, I think
17 it's 178 grantees in 2015. And so what we see
18 here is two things, some decrease in our grantees
19 and then also an increase here recently. You can
20 see where the tribes transferring over to 477 was
21 somewhat stagnant between 2015 and 2018, but
22 we've seen a bump in recent years. And so that's

1 how these lines are coming together is we have a
2 few less grantees and then also some grantees
3 going over to transferring their funds over to
4 477. And I think the Department has a history
5 since the inception of Public Law 102-477 of
6 fully supporting that program. I think it has a
7 lot of advantages to tribes to be under Public
8 Law 102-477, so we certainly try to, if a tribe
9 is willing to, is interested in transferring
10 their funds over to Public Law 102-477, we
11 certainly support that.

12 As far as the decrease in grantees, in
13 2015, we were at 178 grantees, and now we're at
14 166 grantees, and we'd like to give a little
15 context around that, as well. I think there's a
16 few factors in that. We have some grantees who
17 give up their grant, which is a little bit
18 surprising. But even though we've gotten some
19 increases in funding, it just has not kept up
20 with inflation over the years. And so some of
21 these grantees were small to begin with and
22 didn't get increases, and so they volunteered to

1 give up their grant or they have merged with
2 other grants. I know this year, I think it's
3 the, I want to say it's the Intertribal Council
4 of Arizona is going to merge with the Phoenix
5 Indian Center. We've had a grant in North
6 Carolina merge with the North Carolina Commission
7 on Indian Affairs, so there's some of that.
8 There's some that are a little surprising. The
9 Ute Mountain Ute Tribe I thought was a fairly
10 substantial grant, but they had given up their
11 grant. Pokagon Band of Potawatomi had notified
12 the Department that they wouldn't be applying on
13 one of the, I believe it's the Pueblo Tribe.

14 So there's some of that, some mergers,
15 some tribes and organizations turning down the
16 funds, and then some of our grantees, we have
17 terminated some of the grants due to
18 mismanagement. So there's a combination of those
19 factors that I think contribute to that.

20 So those are essentially the three
21 slides. I'd be happy to answer any questions.
22 We have Nat and Kim here, as well, and I'm sure

1 they'll be happy to answer any questions, as
2 well.

3 CHAIR QUINTANA: Thank you for that,
4 Duane. Any questions or comments? The Chair
5 recognizes Darrell.

6 MEMBER WALDRON: Duane, I know you
7 probably can't answer this definitively, but do
8 you see a relationship from the expenditures not
9 happen due to training issues?

10 MR. HALL: Yes, I think it's a
11 combination, absolutely training. And I think we
12 do emphasize training on case management and on
13 the program side, which is important, but I think
14 we also have to look at, you know, there's a
15 budgeting aspect to that. And our program
16 directors understandably are good at program
17 things, putting clients on and those types of
18 things. But I think where maybe we need to
19 improve on the training is, like, how to budget
20 to make sure that you're meeting your goals. And
21 so I know Carrie Jezavar is out here doing a
22 presentation on budgeting.

1 And the -- I think another tool that
2 I think is going to be very helpful is Jennifer
3 Whitmore has this dashboard. If you're not a
4 case manager or work with a UPMS system, I think
5 it's a really good tool. It looks at your
6 funding level, and it looks at a goal set of the
7 number of people to serve during that program
8 year. So right on your dashboard, it kind of
9 sets that goal for you of what you should be
10 serving. It doesn't say a dollar amount on it,
11 obviously, but we think there's some correlation
12 between increase in participants and spending, so
13 we're trying to let grantees know where they're
14 at as far as the number of participants they're
15 serving and setting goals for them.

16 MEMBER WALDRON: So this morning, I
17 don't know if any of you was in the general
18 assembly, but this question kind of came up. I
19 think the context of it was whose responsibility
20 is it is to train the grantees, and so there was
21 a push on that is what is the responsibility of
22 DOL versus what is the responsibility of the

1 grantees. And then there's a meeting going on
2 right now, it's a listening session on some
3 improvements on training and 166.

4 So, you know, I think it's a
5 combination of all of us working together and
6 trying to get to that place. I also think, and I
7 say this kind of open-hearted, that a lot of the
8 grantees are not spending enough per participant.
9 Everything has just gotten so expensive. Through
10 COVID, it went through the roof just because
11 everything went electronic and there was a lot of
12 investment into what it is to train people now
13 because it was all online and the colleges did it
14 online.

15 And I think we had the meeting in
16 Myrtle Beach last year, and it was suggested a
17 \$4,500 rate per participant to them that was in
18 the meeting, which that's a very, very low
19 number, and I believe it's much higher than that
20 or is there is no ceiling. I learned a little
21 bit more about it when Deb Calloway came and did
22 a forensic audit with us. But I think that that

1 information would help.

2 The population is growing, but the
3 Native youth seem to be separating from their
4 tribal groups. The urban centers have doubled in
5 their numbers. Like, in New York City, a lot of
6 them graduating out of Columbia University and
7 they have no interest at all in working in an
8 Indian program or going back to the tribes. And
9 I just think, once they get going and if they
10 find those availability of funds and job
11 opportunities that are really salary-driven, that
12 they just kind of lose their taste.

13 So a couple of issues are, and I don't
14 know if we can get something out on that to them.
15 The second issue is when the budget goes
16 stagnant, people who come to work are young and
17 want to move forward. Their salary is somewhat
18 stuck. Bringing in other programs, which was one
19 of the requests, how to work them out fiscally, I
20 think that a lot of young people may have an
21 interest in.

22 But the question about responsibility

1 and I think it's both sides and how we get to
2 that, but I think that there's a relationship to
3 that with the dollars. It seemed when we had
4 less, we did more, which is weird, but I think
5 the trainings were more real then because you had
6 a bigger peer-to-peer group working. But I don't
7 know. That's just kind of a suggestion. But I
8 think the amount of money per participant, they
9 need to be willing to spend more than \$4,500.
10 Some of them are doing youth, and they should be
11 doing adults, but they can do both, and I don't
12 know if they know the difference. The
13 organization in New Jersey was just doing youth
14 with adult program way, way back.

15 So I'll just stop there, but just some
16 information that maybe help easily is you can
17 spend more than \$4,500 on a client. Average cost
18 is probably eight to ten right now.

19 MR. HALL: Yes. And we're trying to
20 get that message out. I think one of the things
21 we wanted to do is make sure that a grantee or
22 grantees serve an adequate number of participants

1 based on the funding they get. So what we did is
2 we came up with a rule of thumb and we said, you
3 know, it's somewhat arbitrary, but there was some
4 discussion about what that would be. And it's
5 not, it was never to, like, say, this is how much
6 you should spend on a grantee. It was kind of a
7 methodology to say here's your funding award
8 amount, how many people should you serve. Like,
9 how do you determine how many people you should
10 serve with that.

11 We said a goal perhaps should be
12 divide by 5,000 and that would be the number and
13 maybe that would be a goal that you strive for.
14 And I think maybe some folks took that like, oh,
15 we can only spend \$5,000, and certainly that was
16 not our intent. It was just trying to give some
17 goals of, because of the question, like, you
18 know, when you say that, you know, if we do a
19 site review and we go out and we say that, you
20 know, they're underserving their community, then
21 the next question immediately is, well, what do
22 you feel we should be serving. And so that's

1 been around for some time, and so we tried to
2 come up with a methodology. But it was never to
3 suggest and there is no limit.

4 CHAIR QUINTANA: Very quickly --
5 Joseph Quintana. The Chair would like to
6 recognize Holly Morales and Gary Rickard are
7 about here and present with us.

8 Joseph Quintana, Region 6. I also
9 want to follow up to what was just shared. Thank
10 you, Duane, for sharing the information with us.
11 I think we can't get ahead of ourselves and think
12 that we're looking at numbers from 2020 and 2023
13 and think that the numbers are going to be right
14 because we saw how much funding has come into
15 Indian Country and how many of our programs have
16 been eagerly trying to spend down. I'm not just
17 talking about just workforce dollars but dollars
18 that have helped us considerably during this
19 crisis but to also realize, across the nation,
20 that clients weren't coming into our offices
21 because of that reason, which makes it difficult
22 for us to be able to provide those much-needed

1 resources and services.

2 What could we do to welcome them back,
3 I mean clients back into our facilities, making
4 sure that employers know that we're also working
5 to fulfill their vacant position needs, and at
6 the same time as what we talked about and
7 mentioned yesterday was up-training our staff
8 right now.

9 And I think, just in hearing some of
10 the conversations within my own staff, it's like,
11 you know, making sure that the information is
12 relevant, making sure that it's current, making
13 sure that it's not continuously shared year to
14 year but what are the changes that are actually
15 happening that they're seeing daily.

16 Also wondering, too, is would it be
17 helpful, we talked about a one-pager in regard to
18 performance but also looking at establishing set
19 guidelines for specific regions of the country or
20 specific economic conditions for certain groups,
21 which it doesn't matter if you're on a
22 reservation or if you're in a rural setting or if

1 you're in a city or an urban site, at least you
2 have some set guidelines as far as what you could
3 be looking at as far as overall how much money
4 you should be diverting to certain costs for
5 clients or supportive services of educational
6 costs. I think there's a way that we might be
7 able to at least come up with some type of draft
8 that individuals, if they're starting a new
9 program or if they're wondering how they could
10 adapt to the changes of economic conditions as a
11 way for them to utilize something like that as a
12 resource. And so that would be just something
13 that I would suggest as we go forward.

14 I think we'll probably see more real
15 numbers in the year ahead. It's just difficult
16 right now, especially seeing how many increases
17 that we're seeing these last few years.

18 CHAIR QUINTANA: Any other questions
19 or comments? The Chair recognizes Gary --

20 MEMBER RICKARD: I just have a
21 question, now that I have all this brain power
22 here. I've been a tribal chairman, and I went to

1 a training that was something, accounting for
2 non-accountants or big dummies, I don't know what
3 it was. But, anyway, and I'm sure everybody here
4 but me knows this because I don't operate a
5 program, you know, if you're a tribe and you're
6 running a program, can you use your indirect rate
7 versus what the standard rate for DOL's funding
8 source? Isn't the DOL's normally 15 percent?

9 CHAIR QUINTANA: The Chair recognizes
10 Kim Vitelli.

11 MS. VITELLI: And I might actually
12 also tap in Duane, but there's a difference, I
13 think, between an administrative cost limit,
14 right, then the indirect cost, so there's program
15 costs and administrative costs. DOL does have an
16 administrative cost limit, and there's some
17 distinction between an administrative cost, which
18 might be, like, you know, it's over-simplifying
19 to say it's data entry. That's not the
20 definition of admin cost, but, you know, direct
21 service versus some of the, like, the systems
22 that you need to build in order to operate the

1 program might be an admin cost.

2 Then there's a distinction between
3 direct and indirect, right. And the indirect
4 costs are ones that, like, you can't attribute to
5 a single program. It's almost impossible to
6 attribute them to a single program. I think the
7 definition of an indirect cost was something
8 really esoteric like that, which cannot be
9 direct. And those indirect cost rates are
10 something that, like, the government, you have it
11 for all of your grants. So you would use your
12 negotiated indirect cost rate for those indirect
13 costs, and that's sort of like a separate set of
14 things to count than your program versus admin.

15 Duane, did I get that right? What did
16 I miss?

17 MR. HALL: No, I think that's exactly
18 right.

19 MS. VITELLI: Does that answer your
20 question, or did I just make it murkier?

21 MEMBER RICKARD: Oh, yes, it does,
22 because where I was at, they said, no, you have

1 to set the 15 percent. I'm going, jeez, you
2 know, how do I do that one.

3 MS. VITELLI: So am I accurate, Duane,
4 to say that your admin costs for your grant are
5 still direct costs. That's different than
6 indirect, so, like, there's the direct and
7 indirect and then, once you're holding all the
8 direct, then you break that out into program
9 versus admin? But that 15-percent admin --

10 MR. HALL: Duane Hall, Department of
11 Labor. Yes, that's correct. We do allow for
12 grantees to request an admin rate up to 20
13 percent, and we encourage grantees to do that
14 because it is very difficult to stay under that
15 15 percent admin limit and even the 20 percent.
16 So we encourage grantees if they need more room
17 for administrative costs, they can. But as Kim
18 said, all indirect costs are normally
19 administrative costs and some, especially
20 nonprofit organizations, have pretty high
21 indirect cost rates.

22 But I think maybe even more what

1 you're getting to, Gary, is, you know, where we
2 want the funding to go, that's kind of the intent
3 of putting a limit on there is getting the
4 funding to the community. But we don't count
5 case managers and counselors as administrative of
6 overhead costs. Those are program costs. And so
7 we want to encourage, you know, if you need to
8 hire more case managers and those types of
9 things, that's appropriate in cost.

10 CHAIR QUINTANA: Thank you for that
11 clarification. We'll go to Darrell first, and
12 then we'll come back to Holly.

13 MEMBER WALDRON: I'd just like to add
14 I actually like the way you guys do it being
15 chief of my tribe, as well as running an
16 organization, I have a lot of direct contact with
17 participants often and/or their families type of
18 deal. It's flexible enough that it works. It
19 only becomes an issue when you start growing
20 other programs that have very strict -- like, a
21 couple of them was doing those calls for advice
22 with Indian Health Services, it was a little bit

1 tighter, but they actually have a pretty good
2 one, Gary.

3 CHAIR QUINTANA: The Chair recognizes
4 Holly.

5 MEMBER MORALES: I would say that just
6 to say out loud that I think the indirect caps,
7 or I mean the admin caps for programs that tribes
8 run, it's hard for tribes to meet those. I mean,
9 that's a consistent challenge for especially
10 smaller organizations that have those high
11 indirects because most of the costs in order to
12 stay under that cap has to be program. Well,
13 then you have less and less administrative people
14 that can go into that, so they have less support
15 or they're doing in-kind work.

16 So when we talk about how can we
17 better run programs when the administration is so
18 limited to some of these programs, it's because
19 they can't charge their time there because the
20 caps that we have. So, states, that might work
21 for them; but, for tribes, it feels like there
22 should be some way to make it different for

1 tribes because of the high indirect cost rates.
2 More expensive for them to run programs just in
3 general. For years, we never went out after
4 YouthBuild because that's the same admin cap.
5 Now, potentially, it can go over 477, so we can
6 make it work because we can, you know, divide
7 responsibilities among multiple staff. They're
8 doing multiple different kind of like similar
9 services so that we can make it work, but it's
10 really hard to have an administrator be charged
11 to these grants with the actual time they spend
12 on them with that admin cap.

13 I mean, I don't know if that's what
14 you were saying, Gary, but it makes it super hard
15 to run these programs when your administrators
16 are just so stretched thin, so they can't address
17 some of the training issues that they need to
18 address. They can't, you know, maybe spend as
19 much time on the data and the accuracy of the
20 data because most of the money goes to
21 programming.

22 MR. HALL: Duane Hall, Department of

1 Labor. I appreciate those comments. That is one
2 thing that is not in law or regulations. The
3 regulations defer to the terms and conditions,
4 which can be changed as far as admin limits, so I
5 think that's probably a good comment for the
6 Department to take under consultation.

7 CHAIR QUINTANA: Just a quick comment,
8 too, before we go to Lorraine. Joseph Quintana,
9 Region 6. And I would just, coming at it from
10 the perspective of an urban center is the thing
11 that benefits us is the flexibility. Even though
12 we have an indirect cost rate that's set in
13 place, we know that there are certain limitations
14 to how that funding could be utilized within the
15 organization in making sure that we're not
16 holding onto it, instead that it's getting to the
17 people who need it most, which, of course, is to
18 our clients.

19 And so I know that it's easier as a
20 nonprofit to be able to say, well, we'll cap the
21 indirect cost at this particular percentage rate
22 and then go from there. But I also think, too,

1 another fallback on, and we've just been able to
2 start that, is within our strategic plan. I
3 think that we've identified this as an issue,
4 that training and being able to provide not only
5 mentorship and guidance but that's something that
6 we should be committed to as a body for all of
7 our groups that we serve. I think it's an
8 important piece to remember. So anyway that we
9 can come back and insert that here, probably
10 within our workgroup, we should.

11 The Chair recognizes Lorraine.

12 MEMBER EDMO: Lorraine Edmo, Region 4.

13 I had a question for Duane about the mergers. I
14 mean, if there are more than one, you mentioned
15 IQC of Arizona and Phoenix Indian Center. Did
16 they decide to merge because they have similar
17 clientele that they serve, and then did they
18 combine those resources?

19 MR. HALL: I believe so. We were just
20 made aware of this that we already put the
21 funding allotment notice out, and so you will see
22 the Intertribal Council of Arizona on there. And

1 then the FPO, Carl Duncan, informed us that they
2 were going to merge. So it was something that
3 they volunteered to do, and I'm not sure what
4 type of agreement they've made.

5 MEMBER EDMO: Oh, okay. Thanks.

6 Well, I know that they're probably looking in the
7 same city.

8 MR. HALL: Yes.

9 MEMBER EDMO: So they're probably 166
10 grantees?

11 MR. HALL: Yes, that's correct.

12 MEMBER EDMO: Okay. And then the
13 other question was I was wondering how many of
14 the grantees that don't receive grants now may
15 have, their funding may have gone away because of
16 poor financial management and if they were able
17 to get any kind of assistance in their financial
18 management area before they were, before the
19 funding was taken away.

20 MR. HALL: Yes, I think that's a very
21 good question. We haven't looked at, like, what
22 proportion of these grantees no longer with us

1 was because they merged or because they gave up
2 the grant and how much of it was because of
3 mismanagement, but I think that's a good point.

4 We did have under the Tribal Tech
5 contract a consultant that would provide
6 technical assistance on the financial side. I
7 don't know if we had the expertise in DINAP to
8 provide, you know, the in-depth financial
9 training that some grantees needed in the
10 accounting, so we did bring on a consultant that
11 would, when we had financial issues, that that
12 individual would help them, and she would, you
13 know, log in to their QuickBooks or they would
14 get online and she would give very basic training
15 and some advanced training.

16 MEMBER EDMO: Okay.

17 CHAIR QUINTANA: Thank you for that.
18 Are there any other questions or comments? The
19 Chair recognizes Darrell.

20 MEMBER WALDRON: Just finishing up
21 because I know we're moving on. So the question
22 about the responsibility for training and whose

1 really is that. And, secondly, if we could get
2 something out to the grantees that, you know, and
3 I use that formula because we're working on
4 closer to NASHP because we're doing more with
5 NASHP, so that's the formula that I did to come
6 up with a budget. But if we get something out to
7 the grantee community, then that cap at \$4,500, I
8 think you'd see significant change in their
9 budgets because, most of them, that's what they
10 think and they said it at that multi-regional
11 conference in Myrtle Beach. We had a little
12 panel discussion back and forth. Tribal Tech did
13 the monitoring of the questions, and it came up.
14 I said, no, that's not it, but that was the
15 answer that they got.

16 So I don't know how you can
17 communicate. I know you go to TEGs, but is
18 there just like just a letter or a comment or
19 something? Because the majority of them think
20 that.

21 MR. HALL: I think what we could do is
22 just take that terminology completely out of any

1 type of guidance or training that we do and
2 behind the scenes say here's your goal and don't
3 maybe tell how it's calculated. Because we try
4 to explain how we come up with the goal, and I
5 think people get confused as somehow that, you
6 know, that that's what they can spend, and we try
7 to explain it's just the methodology as kind of a
8 rule of thumb, a goal. But perhaps we can kind
9 of remove that from the vernacular of everyone
10 giving training and perhaps that would, you know
11 --

12 MEMBER WALDRON: So this morning I
13 asked an interesting question. I love the fact
14 that, when you guys put out the budget, you sent
15 it to all the staff. At first, I think I said
16 you sent it to the wrong person, but you had not,
17 so I think that's good. But I asked this
18 morning, we had probably 370 people, maybe 400,
19 and there was a lot of talk about funds and all
20 that. And I asked how many in the room knew what
21 their budgets were. It was a surprising answer.
22 Less than two percent raised their hand. Less

1 than two percent raised their hand. They had no
2 idea what their budget is.

3 And then I asked about what was one of
4 the bigger tribal impacts that their tribes may
5 be working on and what their budgets were and the
6 number fell to maybe one percent. I mean, you
7 could literally count, like, ten people. So
8 that's interesting, you know. Then we talked
9 about responsibility.

10 And I asked the day before how many
11 were brand new, and there was not a whole lot in
12 there that were brand new. So there's a concern
13 that -- so maybe a little bit more explanation on
14 what that is may help. Something easy perhaps
15 that could correct that. And then the
16 responsibility question because I always thought
17 it was the two of us, and we built for
18 partnerships, you know, and I see partnerships
19 coming with Coley; I like the way he works. But
20 I think we're going to get back to that piece.

21 CHAIR QUINTANA: Is there a hand up?

22 MR. ROULAIN: Yes, Kim Carroll has her

1 hand raised.

2 CHAIR QUINTANA: The Chair recognizes
3 Kim Carroll.

4 MEMBER CARROLL: Thank you, Mr.
5 Chairman. Duane, at one time, did we not have
6 the average cost per participant as one of our
7 reporting goals. It may have been under JTPA.

8 MR. HALL: We could have. Duane Hall,
9 Department of Labor. We may have. I don't
10 recall that, but we certainly could have.

11 MEMBER CARROLL: I believe it was back
12 when we had completed training, entered
13 employment, average cost of participant. But it
14 has been years ago, and I understand there is a
15 lot of confusion around the wording. We even had
16 a participant who had read the Federal Register
17 and never trained anybody as a paralegal. She
18 came in and told us that she read what the
19 average cost was, and we had spent most of that
20 on her, and she wanted the rest of her money.
21 So, you know, I mean, it can be confusing for
22 several people. Thank you.

1 CHAIR QUINTANA: Thank you for that.
2 Any other questions or comments? If none, Duane,
3 do you want to continue?

4 MR. HALL: Yes. Thank you, Mr.
5 Chairman. Duane Hall with Department of Labor.
6 And here are some of the things that we're trying
7 to do, and there's some things that I think we're
8 really good at and some things we probably need
9 maybe peer-to-peer training or maybe some other
10 technical assistance.

11 But, you know, when COVID hit, we
12 tried to get out a webinar and let all the
13 grantees know as soon as we could is that we
14 wanted, we didn't want, you know, them to just
15 drop participants, and we had a lot of
16 conversations in the Department how can we keep
17 participants on the program and keep getting
18 paid, as well as the staff. And so we tried to
19 do that. The Department and Kim talked about it
20 yesterday, which I think is great, is we owe a,
21 yes, we can. And so we have to be less of a
22 policing of grants and more of like, you know,

1 how can we better serve these participants. And
2 so I think there's some things that we could
3 better communicate to grantees, and one of the
4 things that we see, and this may be particular to
5 the Native American grants, is that some grantees
6 feel they can't serve people outside their
7 geographic area. And the Department, we want to
8 be transparent about how we do the formula and
9 the geographies that you're getting funded for,
10 but that has then kind of been taken as, well,
11 this is a funding I get for these counties, the
12 people must come from these counties, we can't
13 serve people outside of the counties. And
14 there's nothing in the regulations that says you
15 can't serve people outside your service area.

16 So that's just one example of kind of
17 a, yes, we can for Native Americans, and we
18 probably need to improve on that. And I think
19 we're good about monitoring folks who are
20 eligible and a lot of those types of things, but
21 there's things where perhaps maybe marketing,
22 like outreach to participants, you know, that's

1 probably not our strongest point, although, you
2 know, we do that when we give technical
3 assistance. But that's one item there.

4 And then, again, on the financial and
5 budgeting, you know, I think there's room for
6 improvement in there by bringing in some peer-to-
7 peer or maybe some technical assistance on that
8 from outside sources.

9 CHAIR QUINTANA: Thank you for that,
10 Duane. I want to call very quickly, going
11 virtual, we'll come back, Gary, here in a moment.
12 We'll start, the Chair recognizes Winona Whitman.

13 MEMBER WHITMAN: Winona Whitman,
14 Region 6. I just wanted to state that I agree
15 with Kim Carroll when she indicated that many
16 years ago grantees were guided by an average
17 participant training cost, so I don't know
18 whether part of this has continued on. I even
19 know that, for our application for program year
20 2023, on our budget narratives, we did add on the
21 bottom what the average participant training cost
22 would be based on how we budgeted.

1 So it's a different mindset, and I
2 know that we will have to look at areas to spend
3 more on a participant and, you know, keeping in
4 mind that we have to be considerate of this
5 certain level that we have to remain in for
6 average training participant cost. Thank you.

7 CHAIR QUINTANA: Thank you, Winona.
8 We'll go to Gary, and then we'll come back to
9 Candace. Gary Rickard. Did she? Okay. We'll
10 start over here. The Chair recognizes Candace
11 Lowry.

12 MEMBER LOWRY: Candace Lowry, Region
13 3. So, Duane, you had mentioned serving clients
14 outside of the service area. Now, whenever the
15 indicators and the performance and the reporting
16 is done, do they count toward those goals or do
17 they not count toward that because they're not
18 part of that service area that was in their plan
19 at the beginning?

20 MR. HALL: Yes. So the way we count
21 the participants is anyone who becomes active in
22 the case management system. If they're pending,

1 they don't count. And so once you give that
2 first, what we used to call qualified service or
3 service, they become active and then they count
4 as a participant. That's how we calculate that.
5 And no matter where they are, in or outside the
6 geographic area.

7 CHAIR QUINTANA: The Chair recognizes
8 Nat. I think he has a response.

9 MR. COLEY: And it sounds like your
10 question was, funding is distributed based on
11 area of dynamics, but you're saying, if you serve
12 someone outside of the area, do you still get
13 credit for the change that you've accomplished.
14 And I think we just make sure that, you know, I'm
15 clear because I'm still new, too, and I get to
16 ask you get credit for participants served, not
17 by the change in the census data. Yes.

18 CHAIR QUINTANA: Thank you for that.
19 The Chair recognizes Gary.

20 MEMBER RICKARD: On my travels here,
21 I traveled with two or three case managers. And
22 since I haven't worked in the programs for quite

1 a while, the age-old question was asked of me
2 what is considered on the on or near reservation,
3 what is considered near. Okay. Now, the second
4 part of that question to me was, if there's
5 somebody from another tribe living on said
6 reservation, can they be enrolled in the program
7 because they were living on that reservation,
8 even though they're not a member of that tribe.
9 And so I go, well, I haven't worked in the
10 program for quite a while and those definitions
11 seem to get moved around, so I think I'll ask
12 Duane about it and then try to get a definition
13 for him.

14 CHAIR QUINTANA: Thank you, Gary. The
15 Chair recognizes Duane Hall.

16 MR. HALL: Yes. And I think that's a
17 good question, and I think that's what we want to
18 do is allay the grantee's concern that you don't
19 have to worry about on or near or in your county
20 or what tribe they are. That does not matter.
21 You can serve anyone in any geographic location
22 of any tribe. If they're not part of your tribe,

1 we want to try to allay any concerns as it comes
2 to that matter.

3 And I think as you all probably know,
4 you've been here for some time, I think the
5 Department is very intentional in the regulations
6 when they said that, you know, who is eligible
7 for the program, and it's a Native American as
8 determined by, I'm sorry, American Indian, Alaska
9 Native, Native Hawaiian, as determined by the
10 grantee. So the Department of Labor does not
11 want to get into the business of determining
12 who's Native American, so it's really your policy
13 as who you consider as Native American.

14 MEMBER RICKARD: Gary Rickard, Region
15 6. That wasn't so much my question as can a
16 person who is not a member of a tribe living on a
17 specific reservation be considered living on that
18 reservation?

19 CHAIR QUINTANA: I'll come back to
20 you, Angel. The Chair recognizes Duane. Did you
21 have a response?

22 MR. HALL: Yes. So I think maybe what

1 you're getting to is --

2 MEMBER RICKARD: This is Gary again.
3 Let me give you an example. If somebody from
4 Alaska comes down and they go on to a reservation
5 in Nevada or wherever and you have like your
6 youth money where it's what you need, whatever it
7 is, that's reservation-only, right. And so that
8 youth has to be living on or near a reservation,
9 so can that Alaskan go to said reservation in
10 Nevada or California and be living on that and
11 receive services?

12 MR. HALL: Duane Hall, Department of
13 Labor. I think what you're saying is exactly
14 what we're trying to allay, and I can understand
15 how people can get confused for that because for
16 the youth, we'll use that as an example, the
17 funding is based on, we have to use census data
18 and we have to have a geographic area, so we base
19 your funding on the number of youth 14 to 21 that
20 are low income and that's how we do the formula.

21 So then I think folks, when they see
22 their geographic area, then they think, well,

1 that's what we get funding for, that's the area
2 we must serve. And we're trying to allay that.
3 Like, there's really no relationship to your
4 geographic area for funding purposes and the
5 people you can serve, but I can see where that
6 could be confusing and we want to try to get the
7 message out that the geographic areas are for to
8 determine your funding award.

9 MEMBER RICKARD: Gary Rickard, Region
10 6. But if you're in a specific case, like on-
11 reservation youth-only program, okay, so if
12 somebody from the outside comes in and they're,
13 whatever is going to be considered near that
14 reservation, is living there and they're not a
15 member of that reservation, they're not even from
16 that state, you can still serve them because
17 they're near that reservation?

18 MR. HALL: That's right, yes.

19 MEMBER RICKARD: Well, you need to
20 write up something and get that out.

21 CHAIR QUINTANA: Thank you. I think
22 Gary is asking a great question. Even though

1 we're kind of going back and forth around it, I
2 do think it's a great question --

3 MEMBER RICKARD: Yes, it's the --

4 CHAIR QUINTANA: -- and as Kim even
5 expressed it earlier is our people know every
6 single word and they're reading every word, and
7 it's how we present that information to them that
8 that maybe is something we need to consider.

9 MEMBER RICKARD: We need to make that
10 public because I've seen it over my years when I
11 was actually working the programs, you know.
12 It's kind of, you know, it's like when I was an
13 adjudicator for the Employment Development
14 Department. One administrator said pay him, the
15 next one said find a reason not to pay him, you
16 know, I mean, using the same regulation.

17 CHAIR QUINTANA: Yes. And we're
18 presenting all the same message. Before we move,
19 I just want to come over to Angel. The Chair
20 recognizes Angel.

21 MEMBER PEER: Actually, I was just
22 going to say what Gary was talking about that I

1 think he was referring to the youth funding
2 because we did talk about that in training with
3 Jennifer in one of the workshops a couple of days
4 ago what it mean to be near a reservation, and
5 her response to us was whatever land base that
6 particular tribe, I guess, like, claims or is,
7 like, in their stuff.

8 CHAIR QUINTANA: Thank you for that.
9 Before we come back, the Chair recognizes
10 Candace, and then we'll come back to Darrell.

11 MEMBER LOWRY: Candace Lowry, Region
12 3. So within our area, we have had a rise in
13 youth that came out of foster care that may not
14 know their family tree. They identify as
15 American Indian, but they don't qualify for a
16 tribal enrollment card because they can't prove
17 their grandparents' or parents' lineage. So can
18 they self-identify? Is that what we're, is that
19 what you're saying, sort of similar to that
20 situation there?

21 MR. HALL: Duane Hall, Department of
22 Labor. So our regulations, again, trying to not

1 get into that tricky area of who is American
2 Indian or Alaska Native or Native Hawaiian, and
3 our regulations states as determined, and I'm
4 paraphrasing here, as determined by the Native
5 American grantee or maybe as determined by a
6 policy.

7 So I think the important thing there
8 is to be consistent with how you determine
9 eligibility and that should be a policy, but that
10 would be your determination as far as, you know,
11 that would be a policy of your organization.

12 CHAIR QUINTANA: Thank you for that.
13 Hold on just a moment, Gary. Kim, we'll also
14 come back to you here in a moment. The Chair
15 recognizes Darrell.

16 MEMBER WALDRON: Yes. So I just got
17 a text, a little bit of a correction on the
18 meeting that we had in Myrtle Beach. I wasn't
19 speaking about anybody in particular who had
20 mentioned it, but they were saying that the words
21 were, it was suggested at \$4,500 per grantee,
22 that it was a suggestion in that panel discussion

1 we had. So they texted me they weren't actually
2 saying that, you know. That was a suggestion.

3 So the other thing I'd just like to
4 say because I did -- so I've been liking some
5 stuff I heard in the workshop, so I heard, yes,
6 we can hear, and I heard, well, we're there to
7 take those regulations and those guidelines, have
8 you call us, and let's see what we can do to make
9 it work for the client and that that's our
10 objective is to service the client. And I've
11 been servicing clients that they may enroll in
12 New Jersey but be in college, you know, some
13 place in Florida.

14 So I would suggest, and I don't know
15 if it's a resolution, it probably is not, that
16 maybe Labor, and I don't know who it would be I
17 would say it to, would create a real or, yes, I
18 can guidance so that we can say those things,
19 right. Because I think that's cool what you said
20 there, Duane, because I seen a relaxed
21 environment in your workshop. I spoke about it
22 yesterday, and, you know I was like, wow, the

1 whole time, right. And if we can get out
2 something that takes these discussions that we're
3 talking about today, they're simple, they're
4 easier things to do, and get it out there and
5 have a, yes, we can monthly or bimonthly one-
6 pager of facts I think would go a long way, and I
7 think we would reap the benefits with better
8 service to our clients.

9 Before we close this piece, I don't
10 know if that's got to be a recommendation that we
11 send to you and we all vote on or just how that
12 is done for us to do that. Can you hear me?

13 CHAIR QUINTANA: The Chair recognizes
14 Vitelli.

15 MS. VITELLI: You're allowed to make
16 any kind of recommendation that you want in a
17 formal fashion, but definitely we already heard
18 you and have already been like thought bubbling
19 about, like, how do we sort of help people
20 understand what they can and can't do. So you're
21 welcome, I'm not going to say that the Council
22 shouldn't make any kind of recommendation. You

1 can make whatever recommendation you want. But
2 we definitely hear you and we're already thinking
3 about how we can make it clearer for grantees to
4 know what they fully can do.

5 MEMBER WALDRON: So Darrell Waldron,
6 Region 1. So not that I'm known for being pushy
7 because I'm not a pushy guy, but is it possible
8 for us to get something out, you know, very soon,
9 and then, when we have our next advisory meeting,
10 see if there's a change? Are you able to collect
11 data that quick, Duane, and see if the numbers go
12 up?

13 MR. HALL: We get numbers quarterly,
14 and I don't know if we would see, there would
15 probably be a delay after it goes out before you
16 get that. But I'll defer to Kim and Nat. I
17 think we all are kind of looking at each other,
18 that makes sense and certainly we could put
19 something out like that.

20 CHAIR QUINTANA: The chair recognizes
21 Nat.

22 MR. COLEY: Nat Coley. I think that's

1 an excellent idea. Just even that idea and some
2 other comments and ideas are profound. And,
3 right now, we have four subcommittees. It would
4 seem useful to have maybe a training
5 subcommittee, maybe a communication and marketing
6 subcommittee, you know. Come together as a
7 council and bring all that institutional
8 knowledge, the connections that we have with our
9 grantees, and really comprehensively define a set
10 of real, yes, we can principles that we think
11 that our grantees should know because there's a
12 lot there, you know. From what constitutes a
13 quality training program, there's eight
14 principles that we have that we put out in a TEGL
15 back in January that are very profound. I mean,
16 if we had a comprehensive way from our committee
17 on what we should include as a communication to
18 our grantees on what a quality training program
19 looks like, it might be inspirational, it might
20 provide a lot of insights. You know, we talk
21 about training. Having these guidelines or goals
22 that our grantees could strive toward and, you

1 know, from a financial perspective, from a
2 training perspective. So having a guidance
3 document that's communicated to our community
4 from the elders would be powerful.

5 MEMBER WALDRON: So are you suggesting
6 that be a committee of the Advisory Board?

7 MR. COLEY: I'm suggesting that
8 throwing an idea over the Berlin Wall and then
9 DOL throws it back over might, it might be more
10 effective to work through this together.

11 CHAIR QUINTANA: Joseph Quintana,
12 Region 6. Very quickly, could we establish a
13 subcommittee of the effective management
14 workgroup since all of us are part of that and we
15 could bring back.

16 MEMBER RICKARD: I would head it up.

17 CHAIR QUINTANA: Thank you, Gary.
18 Very quickly, I also want to add to the
19 conversation virtually. Kim Carroll, I believe
20 you had your hand up. The Chair recognizes Kim.

21 MEMBER CARROLL: Thank you, Mr.
22 Chairman. One comment I had or question I had,

1 all of these things that we're talking about, who
2 you can serve, what area you can serve, the types
3 of training, the types of demographics of your
4 participants and everything, I thought that you
5 had to identify that in your plan, in your two-
6 year plan. And then so I'm confused about why
7 these questions. I'm sorry. Thank you.

8 CHAIR QUINTANA: The Chair recognizes
9 Duane Hall.

10 MR. HALL: No. I think that's a very
11 good point. I think somewhere on the SF-424 it
12 has congressional districts and it also asks for
13 service area. And I think what that, why that's
14 in there is, when there is competition, you do
15 have to indicate what geographic areas you are
16 applying for. But, again, I think that's where
17 the confusion comes. I think it's certainly
18 understandable. You see it on an application
19 what areas you're applying for and you see it on
20 the website this is my geographic area. It
21 certainly makes sense that folks would then feel
22 that's the people they have to serve. But if you

1 go to the regulations, like, you could never be
2 cited or written up or a finding because you
3 served somebody out of your service area because
4 it's just not a regulatory requirement.

5 So I think that's kind of where maybe
6 this idea about Native American and, yes, we can
7 is, like, no, think outside the box. This is
8 your service area for funding that you apply for,
9 but there's nothing that says you can't serve
10 somebody in that area. So I think that's a very
11 good point, Kim. Thank you.

12 CHAIR QUINTANA: The Chair recognizes
13 Gary.

14 MEMBER RICKARD: This is Gary Rickard,
15 Region 6. And part of the issue is, for those
16 programs that are funded by formula and that
17 formula is only used for that tribe and their
18 land base and let's say that formula gives them
19 ten youth, you know, workers. What if somebody
20 from Alaska, Washington, Montana comes down and
21 they're living near that reservation, and we use
22 one of their ten youth, summer youth slots for

1 that person, but the formula said the ten were to
2 be used for that reservation, you know. And I
3 would rather it be open, you know. But I work
4 with a lot of programs, and this is one thing
5 that no two programs agree on.

6 CHAIR QUINTANA: The Chair recognizes
7 Duane for a response, and then we'll go to Erwin
8 and then back to over to Holly.

9 MR. HALL: Thank you, Gary, because
10 that prompted me to give some clarification here.
11 So I think when we're talking about this, serving
12 people outside your service area, I think it's in
13 the context of expending money to those folks
14 that are underspent. Certainly, there are
15 grantees out there that struggle to serve all the
16 people in their service area. So, you know, so,
17 obviously, we were talking about, this was in the
18 context of those grantees who could have the
19 resource to just serve more people than they
20 could reach out, but certainly you'd want to
21 serve your area, and some grantees do have a
22 priority of service, and that's fine. I think we

1 were talking, this was kind of in reference to
2 those folks who could serve more peoples.

3 CHAIR QUINTANA: Thank you for that,
4 Duane. The Chair recognizes Erwin.

5 MEMBER PAHMAHMIE: Region 4, Erwin
6 Pahmahmie. And, you know, I'm glad to hear this
7 and stuff. I mean, I'm glad that, you know,
8 we're thinking of providing guidance as it
9 relates to our service area and the people we
10 serve. And so what I'm understanding is is that,
11 yes, I mean, it's based off our populations in
12 those areas. And then the people that live
13 outside of those areas, you know, like my tribe,
14 the Cheyenne Arapaho, you know, we have land
15 bases in Colorado and South Dakota, as well. And
16 our policy or our plan, I guess, like Kim Carroll
17 had said earlier, you know, we identify certain
18 things, you know, but those are not what were
19 identified in our particular plan. But if we
20 were to rewrite our plan or amend it to include
21 those areas, that would be fine. And that way,
22 when we're audited, we're not getting counted as,

1 you know, disallowed costs because, at one point,
2 I had a conversation with the Southern Plains BIA
3 in Oklahoma, and they were very strongly against
4 the thought of helping people outside our area in
5 Oklahoma.

6 But if we're going to be able to
7 provide guidance, I hope it's across the board.
8 I mean, we're 477 now, but I just wanted to share
9 that thought, though. But at least if I can say
10 my 166 money can do this, hey, I'm --

11 CHAIR QUINTANA: Thank you very much.
12 Thank you. First, we'll go, the Chair will
13 recognize Holly, and then we will come back to
14 you, Kim, here in a moment.

15 MEMBER MORALES: Holly Morales, Region
16 6. I was just going to mention that, while it
17 does have to be in your plan, I think sometimes
18 what happens is, especially new directors, they
19 keep the plan how it's always been, and so they
20 think that's the way it has to be. So having
21 this guidance to say it must be in your plan, but
22 you have this flexibility because, you know,

1 like, we always collect CIB tribal enrollment or
2 whatnot, and I always thought that's what it has
3 to be until you just said that, and I thought,
4 oh, I never thought to check what the actual
5 documentation requirements are.

6 So I think it's a matter of like even
7 having an FAQ or something that says here's all
8 the different things that you can do and how to
9 interpret the regulations to meet the full
10 flexibility for the people that you serve. And
11 if that means serving outside of your service
12 area, I think that people tend to equate the
13 funding formula to those are the people you have
14 to serve. And so the more information we have,
15 the better informed decisions we can make at our
16 different organizational and tribal levels.

17 The other thing is that, in our
18 strategic plan, we already have training and
19 education. So it feels like we could just expand
20 on one of those different goals that we have to
21 include some of that. Thank you.

22 CHAIR QUINTANA: Thank you for that,

1 Holly. I think that was a great point you just
2 made. We're going to go now, the Chair will
3 recognize Kim Carroll, and then we will come over
4 to Candace Lowry.

5 MEMBER CARROLL: Thank you, Mr. Chair.
6 First of all, I think that a subcommittee on this
7 issue is a wonderful idea, and thank you for
8 that, Nate.

9 The other thing I wanted to say was my
10 understanding is that the formula for your
11 funding is based on all Native Americans within
12 that area, not just your tribal members, correct?
13 Okay. So I see someone shaking their head, I see
14 Duane shaking his head.

15 So, you know, it's based on that
16 number in a specific period of time, but, of
17 course, people come and go, people age out,
18 people, you know, different things happen. And
19 that's what I meant about it being in your plan.
20 You have priorities. If you only have a limited
21 amount of money, you say we're not going to be
22 able to serve everyone within our area, everyone

1 we want to, so we're setting priorities, we're
2 only serving the neediest of the needy. And that
3 may be someone who is not a member of your tribe
4 but lives within your service area. That's the
5 way I've always looked at it.

6 But that's what I meant about it being
7 in your plan, you know. What is your plan? How
8 are you going to serve, who are you going to
9 serve, how are you going to use your limited
10 resources. Thank you.

11 And one more thing. As to what Holly
12 said, I think that is entirely correct. I think
13 that so many times new directors come in and they
14 see that there's a system in place, and so they
15 just keep going with that. And that may be one
16 of the reasons that they think there's a limit on
17 training. If you recall, it must have been JTPA,
18 there was a limit. You could only train someone
19 for so many hours, and that may be a carryover
20 that people have come to accept as gospel. Thank
21 you.

22 CHAIR QUINTANA: Thank you for that,

1 Kim. Really quickly, Joseph Quintana, Region 6.
2 Just really quick point to that was that I think
3 it takes the ability to be creative and to offer
4 solutions, especially at a time when we didn't
5 have very many, especially these last three to
6 four years or much longer. And so I think this
7 is a great time for us to be able to write that
8 guidance.

9 Going to you quickly, Gary, and then
10 we'll come over --

11 MEMBER RICKARD: I just want to make
12 a comment. Gary Rickard, Region 6. Kim, are you
13 there?

14 MEMBER CARROLL: I'm here, Gary.

15 MEMBER RICKARD: When you start
16 throwing out those acronyms, like JTPA and CETA,
17 we do have a couple of people in here that are
18 younger than 30 years' experience so --

19 MEMBER CARROLL: Don't remind me.
20 Don't remind --

21 MEMBER RICKARD: -- you may need to
22 qualify them.

1 MEMBER CARROLL: Don't remind me, but,
2 yes, I apologize. The Jobs Training Partnership
3 Act, which was before the Workforce Investment
4 Act but after the Comprehensive Employment
5 Training Act.

6 CHAIR QUINTANA: Thank you for that
7 history lesson. The Chair recognizes Candace
8 Lowry.

9 MEMBER LOWRY: Candace Lowry, Region
10 3. So I just want to have a point of clarity. I
11 do know what my plan is and the service area is
12 just that we have grantees in the area who cannot
13 serve, and, when we're called and we have those
14 funds, that would be a reason why we would serve
15 them. But as far as the -- we have the grantee
16 that can't serve them write a letter saying we
17 can't serve them and we'll be fine if you serve
18 them, we know they're from our service area, and
19 we just put it in their file. So I just wanted
20 to make that known.

21 CHAIR QUINTANA: Thank you for that,
22 Candace. Any other questions or comments? The

1 Chair recognizes Duane Hall.

2 MR. HALL: I'll just one last final
3 point on this. I think this is a really good
4 discussion, and I've learned a lot here. And
5 I've been around a long time, and I'm hearing it
6 and it's finally maybe starting to sink in on
7 some of the issues here. I kind of had a few a-
8 ha moments.

9 I started thinking, like, how did we
10 get here with these contentions, and I think it's
11 kind of the, I think it was always the idea you
12 want to serve your community. So when we talk
13 about community, we're talking about, obviously,
14 the people in your community, not people, you
15 know, off-reservation or maybe in another state
16 or anything like that. And that all made sense
17 because I think maybe because of limited
18 resources, and I think it's even in our strategic
19 plan when you wrote for your competitive grant
20 about priority of service.

21 So I think that's how we got here is
22 that, you know, make no mistake, the priority is

1 to serve your community. But I think we're
2 looking at maybe some catching up, if you will,
3 from the pandemic, so now, like, how do we think
4 out of the box. This may not be the case in the
5 future where you need to reach out to your
6 community, but maybe right now with those
7 grantees who are challenged with, you know,
8 trying to come out of the pandemic and spend
9 those funds, this might be some good guidance.
10 Thank you.

11 CHAIR QUINTANA: Thank you for that.
12 The Chair recognizes Nat.

13 MR. COLEY: Nat Coley. And I preface
14 what I'm about to say that I take advantage of my
15 opportunity of being new and naive that, you
16 know, my first week on the job, there was a
17 tribal strategic plan that came in in that
18 organization, and they were modifying their plan
19 to say on and off the reservation. And my
20 question was, well, the law doesn't say anything
21 about on and off the reservation as far as who
22 you serve. It says you're supposed to serve this

1 definition of the community, and I think that
2 that, you know, that was my question, like why
3 not change it to quote the law. The law says
4 you'll serve this community, and it says Native
5 American, Alaskan, and Hawaiian community, and
6 that's a big population. And I think it aligns
7 with the theme of this conference, unity equals
8 opportunity. So we're serving our community,
9 which was, you know, there's a reason for
10 everything on why we do things, but we're serving
11 our community, that's a community. It's not a
12 division of that. But then there's, as was
13 expressed earlier, some folks want to make sure
14 that their funds are kept focused, but it does
15 limit their flexibility. And I say that naively.

16 CHAIR QUINTANA: Thank you for that,
17 Nat. Joseph Quintana, Region 6. That
18 understanding, we all know how to deal with
19 finite dollars and knowing how we're trying to
20 serve large populations with small amounts of
21 money and how we make it work continuously, and
22 we've been able to do that. I think that's a

1 testimony to all people, the majority of the
2 people in the room who have operated programs for
3 so many years. But I think we also get to a
4 point where we also pigeonhole ourselves into
5 just thinking it's always been done like this,
6 there's no room for adaptation, especially when
7 we know things are constantly moving and changing
8 all around us and we don't necessarily have the
9 control that we would like to have in those
10 circumstances. But I think at least we have
11 hedge way as far as knowing that there's an
12 opportunity to improve right now, especially in
13 regards to what's being shared across grantees
14 and, most importantly, what's being shared with
15 our clients because, like what was shared
16 previously, they know what's being asked of them
17 and know how much money is available to them more
18 than some of us do. So I just want to make that
19 point known.

20 Any other questions or comments in
21 regards to this point? If not, we will move on.
22 Did we also want to discuss funding

1 announcements? The Chair will recognize Kim
2 Vitelli.

3 MS. VITELLI: I do have some
4 information in my head. This is also I want to
5 make sure not to forget anything, so I had
6 written myself some notes on my laptop.

7 Okay. Kim Vitelli, U.S. Department of
8 Labor. I wanted to highlight some upcoming
9 funding opportunities that tribes and tribal
10 organizations can apply for. And let me sort of
11 first acknowledge that we hear from many grantees
12 and our tribal grantees that competitive grants
13 really take time and effort to apply for and that
14 small organizations can't go chase after every
15 grant opportunity. Even large organizations
16 don't necessarily chase after every grant
17 opportunity. So we know that the competitive
18 grants aren't necessarily feasible for everyone.

19 Feedback that we've gotten from tribal
20 grantees and even from organizations as large as
21 states also ask the Department why we do grants
22 competitively, why can't we just turn these all

1 into formula grants so that there's predictable
2 funding. Predictable funding definitely has
3 value, so I want to note that, where we compete
4 the grants, it's because that's how the funding
5 has come to us from Congress. Where we can, we
6 put the money out in formula. It does leave us
7 with a fair number of grants to compete, and we
8 recognize that those grant competitions are not
9 costless to apply for. It's more than just, you
10 know, writing a note saying please give me a
11 grant. It's fairly extensive.

12 We've also been trying to think about
13 how we can make, even when we have to do grant
14 competitions, how we might design those so that
15 they're not so overly complex that it's only a
16 small number of very, very sophisticated
17 organizations that are able to apply. That's not
18 good for us, right. We want there to be a fair
19 number of people that are able to apply for the
20 grants.

21 And so we've been trying to think of
22 ways that we can make our grant applications a

1 little bit simpler. I think some of this you
2 might even have seen when we competed, as we have
3 to do by statute right now, the WIOA, Section 166
4 grants, we have to run a grant competition every
5 four years under the statute. And so we tried to
6 shrink down what we were asking from grantees for
7 that. There's a certain amount of information
8 that we have to get that has to go into a grant
9 plan, but, rather than make that super
10 complicated, we tried to sort of ease the access
11 there. So, hopefully, you saw that funding
12 opportunities are a little bit more simple to put
13 the documentation together for, and we've been
14 trying to do that in other grant competitions, as
15 well, really trying to take a look at what we
16 really need and what's sort of nice to have so
17 that we can adjust it.

18 Some of the changes that we've made in
19 some of our grant competitions are to do things
20 like have two application periods so that an
21 organization that is interested in the grant but
22 knows that it would take them a long time to

1 build the grant application and they need to sort
2 of do some work with other partner organizations
3 so that they could put together a good
4 partnership, that they have an opportunity, if
5 they can't pull all that together for the first
6 open period, that they can come in during the
7 second open period. So not all of our grants do
8 that, but we're trying to, where we can, do that
9 for more grant competitions. And that's
10 specifically designed to allow some smaller
11 organizations to have that extra time to fill
12 their grant application. And I'll highlight one
13 of those grants, too, in the grants that I list
14 for you.

15 And then the last thing I wanted to
16 mention just about the grant competition process
17 is that, in addition to sort of things that we
18 have heard over the last few years that we tried
19 to make adjustments for in the grant
20 competitions, we also held a little bit more
21 formal sort of public longstanding online public
22 comment period about grant competitions. So we

1 had held an online dialogue that we called
2 advancing equity in grant-making, and we asked
3 some specific questions about application process
4 challenges and grant program design challenges
5 and factors that are most important that we
6 should consider, DOL should consider, when we're
7 trying to make funding decisions about who would
8 get a grant that is designed to serve underserved
9 communities.

10 We were really pleased. We got over
11 100 different suggestions as part of that online
12 dialogue, and we got many from tribal grantees in
13 that online dialogue. So 100 suggestions are a
14 couple, you know, for us to sort through, so I
15 can't say that, you know, the grant competition
16 that we would post tomorrow would have these
17 suggestions incorporated into them already. But
18 we designed this on purpose so that we would get
19 a lot of information, and we are definitely
20 reviewing these so that we can make changes to
21 the grants that we'll now be writing. So the
22 ones that you would see posted, you know, later

1 in 2023 and 2024 will, you know, reflect some of
2 the suggestions that we got.

3 So there's two open grant competitions
4 right now that I want to highlight for you. One
5 is called Workforce Opportunity in Rural
6 Communities. We sometimes refer to that as WORC,
7 W-O-R-C. And the other grant competition is
8 called Building Pathways to Infrastructure Jobs
9 Grant Program. And you'll remember, too, that
10 building infrastructure, building pathways to
11 infrastructure is sort of a catchphrase, right.
12 We used it to talk about the bipartisan
13 infrastructure law investments and we used it to
14 talk about, it was, like, also the title of a
15 training and employment notice that UT put out.
16 So that same theme shows up in this grant
17 competition.

18 So for the Workforce Opportunity in
19 Rural Communities, or WORC, grants, those grants
20 facilitate the alignment of workforce development
21 and economic development, particularly in rural
22 communities and rural communities that are

1 experiencing economic transition. This is a
2 grant program that is established in our
3 appropriations law, and so there's certain
4 geographical constraints that are given to us in
5 that approps law. So this grant competition is
6 specifically for three geographic areas. One of
7 them is, the boundary is for the Appalachian
8 Regional Commission. The other is for the Delta
9 Regional Authority, which is for the Mississippi
10 Delta. And then the third area is for the
11 boundaries of the Northern Border Regional
12 Commission, and that's sort of upper northeast,
13 you know, between the border of U.S. and Canada,
14 the northeast border states.

15 If you were to open up the funding
16 opportunity announcement on grants.gov, you know,
17 we give a full list of which counties fall into
18 those areas. But if you know you're within the
19 Appalachian Regional Commission boundaries or for
20 Delta Regional Authority or the Border Regional
21 Commission, then you might know that already.

22 We run this grant competition jointly

1 with those three, they're sort of federal, I'm
2 saying sort of federal agencies. The Appalachian
3 Regional Commission, Delta Regional Authority,
4 and Northern Border Regional Commission are
5 established by Congress, but they're not like a
6 regular federal, you know, they're not like a
7 kind of agency size. And we jointly developed
8 the grant competition with them, and those
9 organizations also help provide technical
10 assistance to the grantees.

11 So we'll award \$44 million for this
12 grant competition. The grant award sizes can be
13 as large as \$1.5 million and the minimum grant
14 size is only \$150,000, so that's much smaller
15 than typical grant competitions. So
16 organizations that typically pass up DOL kind of
17 competitions because they're sort of for pretty
18 vague grants. This might be a grant that you
19 want to apply for.

20 The grant applications are due June
21 13th, and we'll award those grants by the end of
22 September.

1 The grant application is also a little
2 bit more streamlined and simple than other grant
3 competitions, but it is still, I mean, it is
4 still a couple of pages' worth of work that you
5 would have to put into the grant application. So
6 I don't want to make it sound like you could pull
7 it together overnight. Like, definitely look at
8 the requirements in the funding opportunity
9 announcement.

10 So that's the WORC grant, Work
11 Opportunities in Rural Communities.

12 The other grant competition is
13 Building Pathways to Infrastructure Jobs Grant
14 Programs. So this is designed specifically to
15 sort of prepare workers for the jobs coming out
16 of the infrastructure investments, and it's
17 designed to fund public-private partnerships for
18 worker-centered sector strategies. There's a lot
19 of evidence about sort of what training programs
20 worked, and sector-based training programs are
21 particularly effective, and public-private
22 partnerships are often particularly effective, so

1 that's how we designed this grant competition.

2 The grants will train job seekers in
3 advanced manufacturing, IT, and then certain
4 kinds of occupations in renewable energy,
5 transportation, or broadband infrastructure
6 sectors. So when I say certain occupations, I
7 mean those occupations that are professional,
8 scientific, or technical occupations. And the
9 reason that I'm using that sort of stilted
10 phrasing is that this grant competition is funded
11 with H-1B fees. When companies want to hire
12 foreign workers, they do so with an H-1B visa and
13 they pay a fee, and those fees sort of accumulate
14 in a pot, a portion of which the Department of
15 Labor can then run grant competitions out of, but
16 those grants have to be specifically for H-1B
17 occupations.

18 You don't necessarily have to be an
19 expert in H-1B occupations. We have a listing in
20 the funding opportunity announcement about what
21 kinds of occupations fall into that category if
22 you want to sort of dig a little bit deeper. In

1 general, H-1B occupations, though, are ones that
2 are sort of medium- and high-skill. So basic
3 construction labor would not be an H-1B
4 occupation, but some of the engineering
5 occupations associated with construction would be
6 considered an H-1B occupation. It doesn't mean
7 people have to be that already in order to be
8 served by this grant. This is the kinds of
9 occupations that we're aiming for and putting
10 people on a career pathway to get to or aiming to
11 prepare people for those sort of middle-skill and
12 high-skill occupations.

13 So applicants can apply for the
14 development track or the scaling track. So the
15 development tract is for establishing, you're
16 going to get a grant so that you can build a
17 local or a regional partnership to build this
18 worker-centered sector strategy. I'm using that
19 word worker-centered, meaning that workers would
20 be part of the team that's helping to build what
21 the training program would look like. We always
22 want to listen to what businesses are looking for

1 so that we're creating the kinds of training that
2 meet their skill needs but also don't want to
3 lose sight of workers also having a voice on that
4 and saying what they would want to see, right,
5 what kind of supports would be helpful for
6 workers to build that.

7 This is commonly a trait in labor-
8 management partnerships, commonly a trait in
9 union-funded training. But the grant competition
10 is not just for unions, but that's sort of, like,
11 the spirit of having workers at the table
12 alongside business to be able to develop the
13 training program. We're definitely invoking that
14 spirit with a worker-centered sector strategy.

15 So the development track is to
16 establish that kind of partnership, and then the
17 scaling track is kind of what it sounds like. If
18 there's already an established partnership that's
19 already been doing this kind of work in one area,
20 they can apply for a scaling track grant so that
21 they can do it in more places.

22 So there's sort of two forks in the

1 road that I want to name. One is that
2 development track and that scaling track. The
3 other is that we'll have two application periods.
4 So the first set of applications are due July
5 7th. We do plan on also awarding additional
6 grants later using the same funding opportunity
7 announcement, and we'll ask for applications
8 again in the spring of 2024. You can apply for a
9 development track grant or a scaling track grant
10 and submit your application by July 7th, or you
11 could apply for a development track grant or a
12 scaling track later in spring of 2024.

13 We held a webinar, I can't remember
14 the exact date but it was, like, within the last
15 two weeks, I want to say, specifically for tribal
16 grantees about grant applications in general,
17 like how to put together a good grant application
18 for a competitive grant. And the Building
19 Pathways to Infrastructure Jobs Grant Program was
20 one of the funding opportunity announcements that
21 we highlighted in that webinar.

22 We'll also have a pre-applicant,

1 there's like a recorded pre-applicant webinar
2 that's also available online that's just about
3 that grant competition that anybody in the world
4 can review. So tribal applicants sort of have
5 the opportunity to sort of hear about it twice,
6 like, first, in the sort of how to apply for
7 grants in general but with some extra information
8 about the Building Pathways grants, and then a
9 pre-applicant webinar that's just for the
10 Building Pathways Grant Program. So you can
11 listen to the recordings for either or both and
12 get pretty good information out of that.

13 And I didn't mention how we'll award.
14 We'll award \$80 million. The applications that
15 we receive in July and that we'll make awards,
16 you know, in the fall, we'll award \$80 million,
17 so then we'll award additional grants beyond that
18 \$80 million when we get the spring 2024
19 applications in.

20 So those are the two that I wanted to
21 highlight for you as grant competitions that are
22 open right now. We also hold grant competitions

1 every year for certain grants programs that, by
2 design, by appropriations, we have to compete
3 those every year. Holly mentioned one.
4 YouthBuild is a great competition that we run
5 annually. We also run annually grant
6 competitions to serve returning citizens coming
7 from incarceration. We typically do those in
8 sort of two chunks: one focused on adult
9 offenders, folks who have a criminal record; and
10 then also young adults that have been justice
11 involved. So those are two different grant
12 programs because they sort of meet slightly
13 different approaches. And, of course, you can
14 apply for both, and some of our grantees have
15 both kinds of grants.

16 So those are some of our annual grant
17 competitions that you can expect. We typically
18 publish those in the fall for YouthBuild award in
19 the spring and we just recently awarded our
20 latest YouthBuild grants. In our reissue
21 programs, we typically publish those sort of
22 early in the calendar year and then we award by

1 June.

2 And then, lastly, I will mention that
3 federally-recognized tribes, not necessarily
4 tribal nonprofits but federally-recognized tribes
5 can also apply for dislocated worker grants. The
6 Department of Labor has a pot of funds called the
7 Dislocated Worker National Reserve. These funds
8 are largely and traditionally used by states so
9 that, when a state sort of has a big layoff
10 that's more than what their regular dislocated
11 worker program can handle, they can ask for,
12 basically, supplemental funding, basically extra
13 funds from the Dislocated Worker National Reserve
14 and they get a dislocated worker grant.
15 Federally-recognized tribes are also eligible for
16 those dislocated worker grants, and some of you,
17 and I know Cherokee Nation has received these
18 grants before, Tanana Chiefs, Lumbee have
19 received DWGs before, and so you don't
20 necessarily need to wait for any sort of special
21 announcement from the Department of Labor. A
22 federally-recognized tribe can, at any point, ask

1 for a dislocated worker grant to respond either
2 to an economic change, like there's been a mass
3 layoff that lots of people in their tribe have
4 been impacted by, or to respond to a disaster.

5 So we made a lot of funds available
6 during the pandemic. We had additional funds
7 specifically for that and the pandemic was sort
8 of like a nationwide disaster, so we gave out a
9 lot of COVID dislocated worker grants. But even
10 though those sort of COVID-specific ones, the
11 pandemic declaration will sort of end shortly,
12 grantees can still apply for, federally-
13 recognized tribes can still apply for a
14 dislocated worker grant for any disaster that
15 they experience. Anyway, I just wanted to put a
16 plug in there for dislocated worker grants.
17 Sorry to go on about that one.

18 So those are some of the larger pots
19 of money available to tribes in addition to the
20 regularly-appropriated WIOA Section 166 grants.

21 CHAIR QUINTANA: Thank you for that,
22 Kim. Any other questions or comments with

1 regards to the information that was just shared?
2 The Chair recognizes Kim Carroll.

3 MEMBER CARROLL: Thank you. Kim
4 Kaniatobe Carroll, other disciplines. Thank you
5 for that information, Kim. That's very helpful.

6 I have two questions for you. One,
7 are you still taking suggestions on your grant
8 competitions? And, two, could an individual
9 apply for a development grant in the first round
10 and then turn around and apply for a scaling
11 grant in the second round?

12 MS. VITELLI: Two great questions. So
13 we'll definitely always take input on grant
14 competitions and, like, the design of grant
15 competitions. We put out that online dialogue
16 sort of specifically to capture a whole bunch,
17 but our door is not shut. Our door is still
18 open. We'll definitely take those comments
19 either from grantees individually or, certainly,
20 if the Council has recommendations.

21 And then on the Building Pathways to
22 Infrastructure Careers, it is possible for an

1 organization to apply for a development grant, a
2 development track grant in a first round and then
3 to apply for a scaling grant in spring of 2024.
4 Sort of conceptually, if someone was just
5 starting to put together a partnership that they
6 got a development track grant for, they might not
7 have a fully-mature and, like, ongoing
8 partnership, but it doesn't mean that we wouldn't
9 exclude it because, certainly, someone might be,
10 like, pretty mature in that but still sort of
11 fall into really on the cusp, right, of one or
12 the other and they go for the development grant
13 first and then go for a scaling second. People
14 can definitely apply that way.

15 MEMBER CARROLL: Thank you. My
16 thought was that perhaps you have informal
17 partnerships that you need time to develop a
18 formalized partnership, and that would not take
19 as much time I would think. But thank you for
20 that information. Appreciate it.

21 CHAIR QUINTANA: Thank you for that
22 question, Kim. Any other questions or comments

1 in regards to this item? If not, thank you so
2 much, Kim, for sharing. We'll now move on to
3 training and technical assistance contract. The
4 Chair recognizes Duane Hall.

5 MR. HALL: Thank you, Mr. Chairman.
6 Yes. So as you all know, we have a technical
7 assistance and training contract, and that
8 contract uses one percent of the appropriation
9 that we get for the Native American 166 program.
10 I've been the COR for that grant for, oh, gosh,
11 maybe five years, maybe a little longer. Because
12 of the staffing limitations within DINAP, I was
13 kind of assigned to that. I'm not really a COR.
14 I'm more of a federal project officer. So we
15 were always looking for someone with more
16 expertise on that where we could hand that off,
17 and I think we found them.

18 Our two most recent hires in DINAP,
19 Nat is what's called a COR 3. He's got a much
20 higher certification than I do. And then we also
21 have Jolene Aguilar who is also a COR. She came
22 from the Bureau of Indian Affairs. And so I'll

1 be handing those COR duties off to Nat and Jolene
2 probably starting right after this conference, so
3 they'll be handling the TAT contract. So I just
4 wanted to point that out to everyone. I don't
5 know if that affects anyone here but just wanted
6 to make you aware of that.

7 And also we want to make sure that
8 we're transparent on how the funds are being
9 used, and one of the exercises that we do in the
10 Department is that every year we have to put
11 together a spend plan, and we have to notify the
12 assistant secretary of how we use the total, the
13 appropriation we get from Congress. And so I'd
14 like to just take a few minutes and kind of go
15 through that with the Council, so we're fully
16 transparent on where our funds go.

17 So in PY 2022, Congress appropriated
18 \$57 million for the program; \$42,817,988 went to
19 the allocations for the 166 grant. So that's
20 where the grant awards went to our 166 grantees.
21 \$13,533,802 went to the 477 grantees, so those
22 are the grant awards that we transfer over to the

1 Department of Interior. And then, in addition,
2 \$60,000, we transfer \$60,000 of the technical
3 assistance funds over to the Department of
4 Interior, as well. \$79,000 was deducted for
5 program integrity activities, and I'll ask for
6 Kim's input on that. I think that's in law, but
7 part of the appropriations is that we must
8 appropriate some of that, our appropriation
9 towards program integrity.

10 CHAIR QUINTANA: The Chair recognizes
11 Kim Vitelli.

12 MS. VITELLI: Sure. The statute, the
13 appropriations law, this is like an annual thing,
14 right, what Congress passes annually, allows the
15 Department to reserve a certain amount of funds
16 across the board for program integrity, and the
17 Department does do that. So there's a reserve
18 for all, taken from all grant line items
19 specifically for program integrity. And so that
20 program integrity, these program integrity funds
21 is, right this second, largely being used for UI
22 integrity and also for, like, building the, in

1 order for DOL to manage its grants programs, we
2 have a grant IT system that Congress has not
3 appropriated funds for being able to manage
4 grants and, yet, being able to sort of count what
5 grants have been spent and what hasn't. Like,
6 there's a certain amount of systems that we have
7 to have in place, so the program integrity fund
8 allows us to be able to have a grant tracking
9 system.

10 MR. HALL: Thank you, Kim. And we
11 have another \$126,000 goes to what we call TA or
12 PA, or technical assistance to program
13 administration. And that is salary and fringe
14 benefits for Carl Duncan. And after all that has
15 been deducted from the one-percent TAT, \$372,000
16 -- I apologize. There's \$11,000 that goes to
17 support the cross-funded website for www.dol.gov,
18 and then, after all those items are deducted,
19 there is \$372,210 that we put into the contract
20 and that's the contract with Tribal Tech.

21 And so a lot of these expenses through
22 the contract you're aware of. The materials and

1 logistical support for in-person and online
2 training, Tribal Tech supports, I don't know if
3 you've all sat on Office Hours, but we have
4 Office Hours to provide training on GPMS. They
5 help us get out information through the DINAP
6 newsletter. And any time we have to have a
7 webinar, we have to have some technology and
8 somebody to help support on the backside to hold
9 webinars or virtual training, and so they assist
10 with that.

11 Peer-to-peer TA. So I think one of
12 the challenges is that we seem to rely on the
13 same grantees for expertise, and we don't want to
14 overuse them for peer-to-peer. So one of the
15 things that we try to use peer-to-peer is to
16 provide support to small grantees, grantees who
17 have a grant less than \$250,000, we want them to
18 come to this conference and to receive training.
19 So we will pay for the travel costs for small
20 grantees to come to the conferences, and this
21 year we made a concerted effort to reach out to
22 those small grantees and have the FPOs contact

1 them. I haven't saw the latest list. I think we
2 had, I want to say we had about maybe 30 grants
3 that were eligible, 30 grantees and maybe 10
4 grantees that took up our offer who confirmed
5 that they would like to come and get reimbursed
6 for training.

7 We also expanded that a little bit to
8 those grantees who seem to have what we were
9 concerned about, financial issues, and so we
10 wanted to, even though they may have not been
11 below the \$250,000, we wanted to pay for the
12 finance person to come into the conference, as
13 well. So we added that criteria to see if we can
14 get some finance folks to our conferences.

15 And then the training and help desk
16 support for the grant program management system,
17 we have a 1-800 number for grantees can call in
18 for GPMS. I don't know how many folks use that.
19 They probably email Jennifer or Terry, but you
20 all know Terry Clark or many of you do. Terry is
21 a key piece in helping grantees. Any issues they
22 have with GPMS, Terry Clark is there for support.

1 We have a 1-800 number for him, and he's
2 available to answer any questions. Obviously, we
3 have Jennifer Whitmore, as well, but Jennifer has
4 a full load of grants that she has to manage. So
5 Terry is key in helping our grantees.

6 And so I feel like we've really
7 provided a lot of support for this new GPMS. It
8 is a new system. It's been around since 2020,
9 but it was a transition from BearTracks to this,
10 and so we wanted to make sure we support grantees
11 on how to use that system and then now we're
12 moving into converting the old BearTracks
13 software to a GPMS system, as well, and that is
14 being tested right now and I think they're giving
15 presentations here at the conference. But that's
16 going to be released, and I apologize I don't
17 have the date, but I think it's going to be in
18 May we're going to release the Youth GPMS. And
19 so Terry will be available and there will be
20 support to help grantees learn the Youth GPMS, as
21 well.

22 And then, of course, we have the

1 support for the NAETC, that's this conference,
2 and so there's, as you see, we're required under
3 the Federal Advisory Committee Act to have a
4 court reporter. So you don't see the court
5 reporter, but there's one online, and they
6 provide us dictation at the end of this. And
7 then we also have Tribal Tech, we have a Tribal
8 Tech contractor taking a summary of this meeting.
9 We have Phillip over here helping us with any IT
10 issues.

11 So you have that, so there's some
12 costs there. But probably the biggest cost with
13 the Advisory Council obviously is travel
14 reimbursement, especially in Washington, D.C. A
15 typical Advisory Council meeting in Washington,
16 D.C. will run about \$40,000, depending on how
17 many Council members we have.

18 And then, lastly, one of the tasks in
19 the contract that we're going to try to really
20 focus on this year is some training modules.
21 Now, as you all know, the Department provides
22 training out here. We have federal project

1 officers providing training, but I think what the
2 Council has discussed with DINAP and something
3 that we want to try to focus in on is creating
4 some training where you can get a certification.
5 We talked about certification versus
6 credentialing where maybe you get this training
7 where you get a credential through a community
8 college, and we thought that perhaps the first
9 step is just where you get a certificate, if you
10 will, for completing certain training modules.
11 And I think we need to kind of maybe go back to
12 the basics and go through the whole grant award
13 and grant management process from what is a
14 strategic plan, what is in an strategic plan,
15 what is eligibility, how you determine
16 eligibility, and have different modules, perhaps
17 marketing and outreach and those types of things.
18 So that's our focus as one of the tasks that we
19 need to spend a lot of time and put some work
20 into.

21 The contract with Tribal Tech was a
22 one-year contract with four option years, so it

1 was essentially a five-year contract. This year
2 will be the last year for that contract, so the
3 contract with Tribal Tech will end June of 2024.
4 The Department, not so much requires but they
5 encourage us to look for 8(a) contractors, and we
6 certainly want to look for Native American 8(a)
7 contractors for this contract. Tribal Tech met
8 those qualifications. It's a Native-owned
9 company, and it as an 8(a) at the time. But they
10 are graduating from the 8(a) program, so we will
11 be looking for a new contractor for next year.

12 So thank you, Mr. Chair.

13 CHAIR QUINTANA: Thank you, Duane, for
14 sharing. We'll come over to Darrell and then to
15 Gary here in a moment. I do want the record to
16 show that our Vice Chair, Kay Seven, has joined
17 us virtually.

18 The Chair recognizes Darrell.

19 MEMBER WALDRON: Darrell Waldron,
20 Region 1. Well, it's just when you've been here
21 a long time, so I remember originally the one
22 percent came up around '96 or '97 and we talked

1 about taking one percent out of each grantee for
2 basically training, technical assistance,
3 provided primarily for the conferences, the
4 multi-regional conferences and the national
5 conference, and some of the expenses the Advisory
6 Board has in that nature.

7 I don't remember all of this stuff
8 being in it in its original intent, and I
9 remember when we got a lot of stuff in writing
10 around the budget, there were off-years where we
11 didn't do one percent. We would do a half
12 percent, and some years we did zero percent on
13 it, and it was this body here that did that.

14 So I guess the one question is when
15 did all of this stuff start getting pulled out of
16 the one percent and what would happen, other than
17 we know what would happen with the contractor if
18 they said they didn't want to take one person
19 out? I'm not saying nobody is going to -- but it
20 just seems like there's been a whole development
21 here, which I guess the definition falls under
22 technical assistance, and so that was in the way

1 -- when did that all happen, and was those items
2 brought to the Advisory Board, I guess.

3 MR. HALL: Those are really good
4 questions, and some of it is how you technically
5 charge something to a line item. So, for
6 example, Carl Duncan, as a TA/PA, Carl Duncan was
7 under Tribal Tech as a contractor, and so TA to
8 PA just kind of moves him under a category which
9 puts him under as a federal person. Now he can
10 do more as a federal person, such as monitoring,
11 you know, he can use all the Department of Labor
12 systems and that type of thing. So we feel that
13 that -- so he was still, there was always, I
14 think, somebody under the contract that provided
15 some type of technical assistance, and so that's
16 just moving somebody to provide more support to
17 our grantees. And I feel like Carl has been
18 valuable to our grantees. For all intents and
19 purposes, we call him an FPO.

20 There was always a little bit of
21 funding taken out for, I think it's, I want to
22 say it's capital improvement. There's a capital

1 fund in the Department that they take a little
2 bit of funding out of all grants out of the
3 Department of Labor, so I think that's always
4 been the case. Again, I've been on this contract
5 for five years, so I can't go all the way back to
6 what you're referring to, but I think a lot of
7 these things may have been in there but I can't
8 really speak to that.

9 MEMBER WALDRON: So Carl has been
10 asset for the program, and I remember when he was
11 working with Tribal Tech. We encouraged him, and
12 I'm happy that he went. I hope who benefits that
13 is --

14 MR. HALL: Yes.

15 MEMBER WALDRON: -- so what happens if
16 they end the one percent? That's not fair to an
17 who works for it, but, yes, it's in the law,
18 right, so that we can always do that. But I know
19 some years we didn't do that, and we used to get
20 a fairly detailed financial expense. I remember
21 seeing one financial report, I think it was maybe
22 the year before last, and I think, Gary, you were

1 there where they broke down Tribal Tech, and
2 three-quarters of their budget was not related to
3 the community. I think only \$100,000 of that --

4 CHAIR QUINTANA: The Chair recognizes
5 Gary.

6 MEMBER RICKARD: Gary Rickard, Region
7 6. And correct me if I'm wrong, but doesn't the
8 law state that the money is being used primarily
9 for peer-to-peer training? If you read the law,
10 the inference is on peer-to-peer training. And
11 so I go back and I look at where the money was
12 spent over the last four years, and I can't find
13 any money spent on peer-to-peer training. We're
14 calling some things that we always did at these
15 conferences, like technical assistance trainings
16 with the computer programs, and I see that that
17 was put in there as a line item as a peer-to-peer
18 training. But that isn't how, for many years,
19 our peer-to-peer training operated. It operated
20 by those people who were considered experts or at
21 least did very well in an area of the employment
22 and training programs, and they would go and

1 assist other programs. So it was really peer-to-
2 peer.

3 For instance, you would get a new
4 director, and they would get the little training.
5 And we used to have new directors training. We
6 used to have case management training, but we
7 would go to a new program, they would not have
8 developed forms, they would not have a manual for
9 program operations. All of these things were
10 missing. You would have four case managers all
11 developing their own forms. And this is where
12 peer-to-peer training provided those people with
13 the training they needed in order to become
14 successful. We look at it now and we say, oh, so
15 many of these programs are not meeting the
16 requirements and the needs. Well, you've got to
17 train the directors and you've got to train the
18 case managers so they know what the heck they're
19 doing.

20 And since we've gone away from that
21 peer-to-peer training, it seems that the program
22 has taken a downward turn on many of the grantees

1 that are not getting this peer-to-peer training.
2 And I do look at the law and I'm saying, well, on
3 this is the peer-to-peer training. That's what
4 it says right there in the law. And once again,
5 I looked over the last four years, and I didn't
6 see any of that, but I saw a lot of money go out
7 to experts on, I don't know, creating graphs and
8 different things that the average grantee didn't
9 need. What he needed was the training on how to
10 operate his program.

11 CHAIR QUINTANA: Thank you for that,
12 Gary. Darrell, we'll come to you here in a
13 moment. First, I'll got Kim Carroll. Kim, are
14 you there? There you are. We can't hear you.

15 MEMBER CARROLL: Sorry about that.
16 Kim Kaniatobe Carroll, other disciplines. I have
17 a couple of comments I'd like to make. This has
18 always been a point of contention for me, and
19 it's something that I wish that the Advisory
20 Council would take under consideration, the fact
21 that the money for a lot of the technical
22 assistance to operate our grants through

1 Department of Labor and DINAP comes from our
2 allocation. I understand that that's how the law
3 reads and that that's how the money is allocated
4 in the allocation bills, but there has to be a
5 better way.

6 For example, paying for the census
7 information, which would determine the formula
8 used to fund grantees, it seems to me that that
9 is a Department of Labor responsibility, and I
10 don't understand why the grantees themselves have
11 to pay for that.

12 The other comment is back to what
13 Darrell originally asked is who approved the
14 budget for these TA funds? It used to come to
15 the Advisory Council, and we would actually say
16 what we wanted to see in that TA contract. And I
17 don't recall the last time that happened. I have
18 missed a few meetings, and I apologize, but that
19 would be my question, too, is who approved the
20 budget to begin with? Thank you.

21 CHAIR QUINTANA: Thank you, Kim. The
22 Chair recognizes Darrell.

1 MEMBER WALDRON: Just in following up,
2 so we had an original intent which was agreed
3 upon, and it was really run by the entire body t
4 that conference. And it served us very well for
5 a period of time, and I understand bureaucracy
6 changes are going to govern the program and there
7 was things in there, but we always had control
8 over the one percent within this body, and there
9 were periods when there were carry-overs in the
10 one percent, and we didn't give out the one
11 percent.

12 But it seems like now it's like fully
13 out of the control of this body, and I'm not
14 saying that these things, don't misunderstand me,
15 have not been an improvement and that they're not
16 needed. But I think that if we were originally
17 in control of the one percent, we should still
18 maintain control of the one person and we all
19 would have a better understanding on how the
20 budget would work and how it would effectively
21 better our grantees.

22 So there's a lot of stuff in here that

1 is being spent on, and so, I mean, I would,
2 before we adjourn, I'd like to get a resolution
3 that we get back in control and get consulted on
4 it. And we don't have a written budget; I'm not
5 going to remember all of that. I'm just a
6 little, I guess, concerned that it was created
7 for the benefit of the grantees and it was
8 created to run through the Advisory Council, and
9 I think that, you know, it could still be
10 benefitting the community. I'm not saying that
11 you spent the money wrongly; please don't
12 misunderstand my intent. But if we're an
13 Advisory Board that was put in charge of it, then
14 we should be in charge of it. Otherwise, it
15 should be alleviated from us and give it back to
16 the grantees or where does the Department of
17 Labor step in and pay those expenses?

18 So, again, it goes back to the
19 responsibility question I had earlier. So I'll
20 stop there.

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

1 MEMBER EDMO: Okay. Lorraine Edmo,
2 Region 4. I am pretty much in agreement with the
3 other Council members and their concerns, Gary
4 and Darrell and Kim. I've managed TA contracts
5 before, and I know that there are some expenses
6 that are taken off for administrative type
7 issues. But it would nice to get, you know, an
8 actual electronic version of the budget that
9 Duane explained for the TA contract. And since
10 it's up for renewal next spring probably, I would
11 suggest we maybe have a committee of the Council
12 to work with DOL and maybe move Nat and Duane or
13 whoever, well, Nat and the other girl, the other
14 lady that you just hired, Jolene, to come up with
15 some ideas or to try to refashion or discuss the
16 provisions of the PA contract that will be
17 negotiated next year, and it has be an 8(a)
18 contractor, so that means you probably have to
19 put it in the, not Federal Register but in
20 grants.gov or AA, another federal outlook to
21 offer 8(a) contractors an opportunity to bid and
22 then maybe that committee of the Council could

1 help DOL to review the TA, either the people who
2 do apply or just some way to have some Council
3 input and also to see what the existing budget is
4 on paper and how things will work in the coming
5 years, so there is an opportunity to have Council
6 input in the next cycle for TA.

7 CHAIR QUINTANA: Thank you, Lorraine,
8 for that guidance. Are there any other questions
9 or comments in regards to the subject? The Chair
10 recognizes Erwin.

11 MEMBER PAHMAHMIE: Erwin Pahmahmie,
12 Region 4, Oklahoma. I like what Lorraine was
13 saying and everything. Would this still fall
14 under the effective management subcommittee in
15 this slot? I mean, I don't know if it will. I
16 mean, are we just going to composite everything
17 that you're --

18 CHAIR QUINTANA: The Chair recognizes
19 Patricia.

20 MEMBER HIBBELER: Patricia Hibbeler,
21 other disciplines. I think we have a couple of
22 options here. You could create another

1 committee, but, if it's part of the effective
2 management, we would handle it as we are doing
3 the other key strategic initiatives in the plan
4 is really creating a work team from the effective
5 management to develop it and then move it
6 forward. So I think that's the options to that
7 structure already exists.

8 CHAIR QUINTANA: Joseph Quintana,
9 Region 6. I think that was a great question,
10 Erwin, and it's also a good solution as far as a
11 way for us to move forward with it.

12 Any other closing questions or
13 comments in regards to this particular topic?
14 The Chair recognizes Kim Carroll.

15 MEMBER CARROLL: Kim Kaniatobe
16 Carroll, other disciplines. That's how we have
17 done it in the past. The Council at our Advisory
18 Council meeting would meet and determine what the
19 TA needs were and, with the help of the FCO, we
20 would develop the budget.

21 We also did sit in on the requirements
22 for the contractor, and I believe we also sat in

1 on our remade recommendations, I believe. We had
2 some input into that whole process.

3 CHAIR QUINTANA: Thank you, Kim, for
4 that clarification. We appreciate it. Any other
5 -- the Chair recognizes Kim Vitelli.

6 MS. VITELLI: This is really helpful
7 feedback. Some of the decisions that we made
8 along the way were ones that I think were brought
9 to the Council particularly when we shifted to
10 being able to hire federal staff where we used to
11 deliver through contracts for technical
12 assistance. But I hear what you're saying about
13 wanting to be able to see things early on in the
14 cycle.

15 I think Athena brought to the Council
16 when we sort of shifted from one contractor, to
17 the previous contractor to Tribal Tech. And so
18 this is really perfect timing because we, as
19 you're pointing out, are at this phase where we
20 would be shifting to re-competing or reexamining
21 the contract now that we're at the end of option
22 years within the current contract, so I think

1 that the effective management subcommittee is a
2 great place for us to seek guidance to be able to
3 describe, you know, there's certain steps that we
4 take as we're putting together the contract to be
5 able to sort of share, like, what we're putting
6 in there.

7 There's a couple of values of the
8 Council that have also been longstanding values,
9 even if they're not technically anywhere in the
10 statute or the regulations, like the value to do
11 peer-to-peer training. That's, while it's not in
12 the statute or the regulations, has been a
13 longstanding value that the Council wants to see
14 in the contract. I think it's just that matters
15 just as much as what the words in the statute and
16 regulations are, and so it would be really
17 helpful for us together in the effective
18 management workgroup to be able to reflect what
19 kinds of things that we're planning on putting in
20 the statement of work so that we can get
21 feedback.

22 I also think it's possible for us,

1 especially with this timely feedback, to be able
2 to share sort of prospectively what our spend
3 plan would look like. What Duane went over was
4 the spend plan that we already had in place for
5 this year, the year that we're in. But it's
6 perfect timing for us to be able to get the
7 Council's input, particularly input from the
8 effective management subcommittee on what our
9 out-year spend plan would be. So we'll look for
10 chances to do that.

11 So I think that the suggestions that
12 you're making are ones that we would be able to
13 accommodate in our process, particularly when we
14 work with the subcommittees.

15 CHAIR QUINTANA: Thank you for that
16 clarification, Kim. Any other questions or
17 comments in regards to this item? If none, I do
18 want to share again that we're going to make a
19 move in regards to the agenda, only because of
20 the availability of Brent Parton who is going to
21 be joining us at 4:00. He'll be joining us
22 virtually at 4:00. Instead, we will move up our

1 public comment. And instead, I know we've been
2 going for some time and going pretty good now, I
3 think we should instead think about taking a 15-
4 minute break and ask if we can have a motion to
5 recess for 15 minutes and then come back.

6 MEMBER HIBBELER: I so move.

7 CHAIR QUINTANA: Do I have a second?

8 MEMBER CARROLL: I second. Kim
9 Carroll.

10 CHAIR QUINTANA: Thank you. All those
11 in favor, say aye.

12 (Chorus of aye.)

13 CHAIR QUINTANA: All those opposed,
14 say nay.

15 Anybody abstain?

16 Let's go ahead. The time is now 3:14.
17 We'll take a 15-minute break. We'll come back at
18 3:30 and move in to public comment. Thank you
19 all.

20 (Whereupon, the above-entitled matter
21 went off the record at 3:14 p.m. and resumed at
22 3:30 p.m.)

1 CHAIR QUINTANA: Good afternoon,
2 everyone. Chair Joseph Quintana, Region 6, I'm
3 going to call the meeting back to order at 3:30.
4 We mentioned prior to our break that we had a
5 schedule change, as the principal deputy
6 assistant secretary of the U.S. Department of
7 Labor, Brent Parton, had to make a schedule
8 adjustment. So we will accommodate his schedule.
9 He will be delivering his words to us at 4:00
10 p.m.

11 Instead, we will move our public
12 comment up and do 30 minutes of public comment
13 which will start as soon as I'm finished. Once
14 Brent concludes his remarks, or his presentation,
15 we will then allow any others who had come into
16 the room who want to continue public comment. We
17 will then accept those words at that particular
18 point.

19 Just some housekeeping too is we will
20 ask that anyone who's in the audience who would
21 like to share to please come up to the podium.
22 And the mic is already on, and audio is available

1 there. At this particular time too, we also want
2 to note that any of the council members will not
3 speak or follow-up with any questions to any
4 remarks that are presented by public at this
5 particular time. Instead, we'll take it to the
6 director.

7 And also to note too that council
8 members too can also make public comment
9 themselves. So I just want to offer that

10 . MR. ROULAIN: Mr. Chairman, Phillip
11 Roulain with Tribal Tech. Please note, audience,
12 if you are providing public comments at the
13 podium, to state your name and your affiliation,
14 thank you, for the record.

15 CHAIR QUINTANA: Thank you, Phillip.

16 Phillip, while we're waiting to see if
17 there's anyone for public comment, I want to
18 check to see is there was anyone who previously
19 had signed up.

20 MR. ROULAIN: No.

21 CHAIR QUINTANA: Thank you.

22 Good afternoon, council members. We

1 do have a couple of the public who would like to
2 share. And we would like to invite Lorenda
3 Sanchez, she's the executive director of the
4 California Indian Manpower Consortium, for us to
5 start.

6 DR. SANCHEZ: Good afternoon, my name
7 is Lorenda Sanchez. I am the executive director
8 of the California Indian Manpower Consortium.
9 And I wanted to just share with you a little bit
10 about the California Indian Manpower Consortium,
11 and I will start using our acronym, CIMC.

12 On February 1st of this year CIMC
13 celebrated its 45th anniversary. And we've had
14 the pleasure and honor of serving a very large
15 geographic service area. Our service area is
16 228,000 square miles. We work in 39 counties
17 throughout the state of California. And 104 of
18 the 111 reservations in California are also
19 included in our service area.

20 For the last 24 years, we have also
21 provided services for Indian and Native American
22 Employment and Training Services to the entire

1 state of Illinois, Scott, Muscatine, and Clinton
2 Counties in the state of Iowa. We have eight
3 field offices between the California and Chicago
4 based-operations. We have 30 workforce
5 development employees, and they work very
6 diligently throughout our massive geographic
7 service area.

8 We have a very unique structure. We
9 are a consortium. Our consortium is the actual
10 grantee to the U.S. Department of Labor, and our
11 membership to the consortium includes
12 reservations, federally recognized, and we also
13 have some of the terminated and unrecognized
14 reservations in grant areas, many of which are
15 seeking acknowledgment.

16 We have community-based organizations
17 which provide human social services, and we have
18 enjoyed a very impressive number of services
19 throughout our 45 years. When we began 45 years
20 ago, we were designated for 27 counties
21 throughout the state of California and 42
22 reservations. And our primary service was

1 employment and training for Native Americans.

2 It's been amazing for us, and we have
3 grown significantly in the type of services that
4 we provide. And why do we grow? Our consortium
5 is made up of seven geographic service areas.
6 And those seven areas are fixed in the state of
7 California and the Chicago-based operation for
8 the Illinois and Iowa services.

9 There's an agreement that is signed
10 between the California Indian Manpower Consortium
11 and its membership. And in that consortium
12 agreement the members have designated and created
13 the California Indian Manpower Consortium
14 Incorporated as the administrative unit for our
15 consortium.

16 And I have worked for 45 years with
17 the CIMC, Inc., but I report both to the
18 California Indian Manpower Consortium and the
19 CIMC Incorporated body. Our Board of Directors
20 serves for both groups, and we operate the
21 consortium through a consortium agreement.

22 That agreement states that I will meet

1 with our geographic service areas quarterly.
2 That means at least 21 meetings a year throughout
3 that service area, and that's three quarters, and
4 then one annual membership meeting where all of
5 the consortium members come together.

6 Going out into the service area over
7 these years, I've learned, I've observed, and I
8 have been able to respond to our community as
9 they express what their needs are. And then it's
10 my job to evaluate and seek a means to address
11 those needs.

12 As I stated this morning, we now have
13 third generation staff at CIMC. Many of us have
14 been there for 25-plus years, and there's four
15 that have been there from the inception. And in
16 those 45 years, we've gone beyond just serving
17 the adult population, the population with
18 specific needs, and our youth population.

19 We have supported the Division of
20 Indian and Native American Programs within the
21 U.S. Department of Labor's Employment and
22 Training Administration. And we've had both

1 partnering years and some challenging years.

2 And throughout the past four decades,
3 I have been very open with what I feel is working
4 best for Indian employment and training, not only
5 to the U.S. Department of Labor, DINAP, but also
6 to the leadership of the California Indian
7 Manpower Consortium. And they have been very
8 receptive to creating positive change in Native
9 American communities.

10 And there are times when our program
11 has been challenged to be eliminated, not only
12 from funding but also the law. But through our
13 membership, our leadership, our partnership with
14 the National Congress of American Indians, our
15 programs still -- our programs, and when I say
16 programs I mean the Indian and Native American
17 programs in ETA, we have survived.

18 I changed my comments a little,
19 because a name came up at one of our plenary
20 sessions that caused me a little challenge in
21 sleeping last evening. And I feel that I want to
22 acknowledge the former Secretary of Labor, Martin

1 Walsh, because I feel he has made some very
2 specific needed and favorable response to this
3 program under his administration.

4 And I also feel that, in working with
5 the prior progress, his staff were helpful in
6 sharing how our program, our Indian program,
7 could be included in that legislation.

8 And we have some changes now in our
9 Congress. And the work that was done with the
10 prior Congress is now going to be reviewed again.
11 And we can start work on those changes that the
12 current Congress, especially on the House side,
13 are going to be able to present for the future of
14 our programs.

15 And there are probably very few in
16 this room that had the challenges on the -- I
17 always called it my employment and training
18 nightmare, and that was with Congresswoman
19 Virginia Fox. And I understand that she is now,
20 again, leading the Congressional representation
21 in the new crafting of whatever the next
22 employment and training law will be.

1 So I know now that we have to really
2 look at our program and make sure that what we're
3 doing is meaningful, meaningful for the
4 individuals that walk through our doors,
5 meaningful for the communities that we work in,
6 and meaningful for the Indian and Native American
7 communities.

8 And I believe some of the ways that we
9 can improve how we are presented is going to be
10 very critical and important as we begin following
11 the next and future of the Indian and Native
12 American inclusion in the Labor legislation.

13 I do believe that the language that is
14 in the current law, which has pretty much
15 survived the past four decades, needs to remain
16 closely as it is currently crafted. And we need
17 to be able to provide a picture of who we are,
18 and what our needs are, what are we doing to try
19 and address those, and demonstrate that our
20 programs are vital in accomplishing our goal.

21 Our funding is very small. And I had
22 the extreme privilege and pleasure of

1 administering our program in the early beginnings
2 with an annual budget for our programs at around
3 220 thousand -- million -- 220 thousand million
4 for our programs. And what were we able to do
5 with that? A lot.

6 And today, thanks to Secretary Walsh,
7 we've had some slight increases in the \$55
8 million that we have for our communities today.

9 And when I see the change and the impact that
10 adequate funding can do for our people in our
11 communities, it's very disheartening to know
12 that we are challenged with our funding level.

13 And as we look beyond where we are
14 right now, we want to make sure that, first of
15 all, that we have some provisions in the new
16 legislation and that, when we begin to craft the
17 regulations for the program, that there is
18 adequate funding for Indian country.

19 And one of the most important parts is
20 going to be what are the outcomes, what are we
21 doing? I think a lot of people here, over and
22 over our low numbers, and a significant carryover

1 of our funding and outcomes, don't fit a certain
2 level.

3 But I think we have to evaluate all of
4 the Indian and Native American employment and
5 training services and programs and be open to
6 adequately representing both the 166 programs and
7 the PL102477 programs.

8 Because if we come up with that
9 methodology to include our sister programs in
10 477, people would be amazed at what our Indian
11 workforce efforts can result in.

12 So that is one area, is looking at our
13 programs, and our performance, and reflecting, as
14 it states in the law, that it should benefit our
15 communities, and the programs that are designed,
16 and the outcomes to compliment those communities.
17 We are not a state program, not a governor's
18 program, and we cannot continue to be just lumped
19 in with that group.

20 Almost 50 years ago, when we looked at
21 the congressional record on the Comprehensive
22 Employment and Training Act, and we listen to the

1 late Senator Edward "Ted" Kennedy, and if we
2 listen to the comments shared by the late Robert
3 F. Kennedy, they felt that our communities that
4 they had visited should not be neglected as first
5 Americans and the original people. We needed to,
6 they needed to look at ways to what Senator Ted
7 Kennedy had said. We need to level the playing
8 field.

9 The Indian and Native Americans can go
10 to the mainline employment security, employment
11 departments, but many of them have been under-
12 served and neglected.

13 And so the Indian provisions were
14 incorporated, and language was written to
15 facilitate the Indian and Native American
16 provisions in the law for the Comprehensive
17 Employment and Training Act, the Job Training
18 Partnership Act, the Workforce Investment Act,
19 and the Workforce Innovation and Opportunity Act.

20 When you read the original
21 legislation, there's very, very few changes. To
22 me, that says we still have to level the playing

1 field for our communities. So our funding is
2 important.

3 So we're looking at new legislation.
4 And for funding levels, we have to come up with a
5 better means of determining how is our funding
6 going to be determined and addressed throughout
7 Indian country. And those issues now are both on
8 the table for us.

9 I do want to compliment Jacob on the
10 work that the census work group is doing. It is
11 definitely not an easy task. And I had time to
12 have a dialogue with Norm DeWeaver a couple weeks
13 before he passed away. And he asked that we
14 remember the census and the numbers, because that
15 is how we were getting our funding. And we don't
16 have sufficient funding.

17 And I made a promise to him that I
18 would do my best for him. This past 2020 census
19 was a the fifth Decennial census that I was a
20 part of. And it's very difficult and challenging
21 to count Indians, the American Indian especially.

22 We live in communities both on and off

1 reservation areas. And as sovereigns, our tribes
2 can determine who their members are. And I'm one
3 of those individuals that truly believes that we
4 need to make sure that we are counted. Because
5 if we are ever determined to be extinct, our
6 treaties would become an issue, and not a good
7 one. So we work very hard at the census.

8 Our organizational chart here, you'll
9 see that there are quite a few positions now.
10 Our funding from the U.S. Department of Labor is
11 right around \$3,250,000 for our adults for
12 comprehensive services and \$111,000 for our
13 youth. And our youth are our future.

14 With our funding we have 32 youth that
15 can go through our program, whether it's through
16 summer employment or your own programs. That's
17 not a lot of youth when you're looking at a
18 community that has 104 reservations.

19 So one year we looked at all of the
20 applications for youth that were submitted or
21 shared with our field offices just to see what
22 the need was. And we had 312 applications for

1 one summer. It was very challenging to take 30
2 positions and distribute them.

3 And we've been talking about, I want
4 to say, innovative ways of serving our programs.
5 The last 18 months we took advantage of not only
6 some of the Department of Labor funding
7 applications and programs. And unfortunately we
8 were not awarded the funding for the applications
9 we submitted.

10 But we have gone out and worked with
11 the state of California, and their community
12 college system, and the state's energy
13 commission, and private foundation. And now we
14 have received \$14,137,480 in funding to help meet
15 the needs of some of the data collected
16 throughout our entire service area.

17 So we know that there is a need much
18 bigger than what our workforce development fund
19 can support. So if we do a good job and we
20 present it in a way that is meaningful to some of
21 the funders, I'm sure our programs can meet some
22 of that need. And I would hope that our programs

1 do that.

2 I have quite a bit, but I know there's
3 probably other folks that want to speak. And so
4 I will share one more program with you. And
5 that is the education. It's not on the
6 PowerPoint that I had, because we're still
7 working on it.

8 We have a Condor education program
9 which now reaches five years old through college.
10 And education is important, so we're doing
11 different designs for that. And we had about
12 \$1.9 million to do that job.

13 And when I left to come here to this
14 meeting we were granted another \$400,000
15 foundation grant to really work with our
16 education needs. And that's both for, I said
17 five through college but also adults, including
18 parents and getting them high school diplomas or
19 GEDs, and certificate programs while their
20 children are in our programs.

21 So I thank you for listening and note
22 that I will probably be submitting some written

1 comments and sharing some of the work that we do
2 with our new division chief.

3 I know we have had changes, so I don't
4 want to go over some of the disappointing
5 history. I want to give our new chief our slate
6 of some of the -- our new DINAP team a chance to
7 work with us.

8 I know partnerships work. I saw it
9 from 1996 and I want that opportunity to be
10 something that we all look at and work with. And
11 maybe at the next national conference we can
12 share a number of other successes for our Indian
13 workforce programs. Thank you.

14 CHAIR QUINTANA: Thank you for that
15 comment. We also look forward to reading your
16 written comment as well.

17 We want to pause our public comment,
18 and we will come back to everyone who's added
19 their name to the list. But we do have a special
20 guest who is going to be joining us. We had
21 mentioned previously that we'd be joined by Brent
22 Parton. But unfortunately, because of a

1 conflict, in regards to the schedule, we had to
2 push back his time to 4:00 p.m. From what I
3 understand, he is now on the call with us.

4 And I want to offer an introduction
5 for Brent. And it'll be brief. Brent is the
6 Principal Deputy Assistant Secretary and the
7 Acting Assistant Secretary of the U.S. Department
8 of Labor's Employment and Training
9 Administration.

10 In that role he helps oversee many of
11 the Department's workforce development employment
12 and unemployment insurance programs and works to
13 ensure those programs' investments advance the
14 Biden-Harris administration's workforce and
15 equity priorities.

16 I do also want to add this in regards
17 to his formal bio, is that I feel like we've had
18 tremendous partnership over these last few years,
19 not only with the U.S. Secretary, previous U.S.
20 Secretary of Labor, Secretary Walsh, but also, of
21 course, with Kim Vitelli, with the new addition
22 of Nat, with everyone on the DINAP team,

1 including Dwayne and everyone else who's been so
2 supportive of us.

3 But also in regards to Brent, I feel
4 like Brent has made himself accessible to us.
5 And we talked about how we are going through
6 quite a bit of transition overall, but you try to
7 seek opportunities with individuals who provide
8 stability for us.

9 I think Brent has not only met
10 virtually with us, but he's also met in person
11 with us and continued to deliver our
12 communications back to the Secretary's office.
13 So thank you again, Brent, for your role, and I
14 what to offer you an opportunity to share more.

15 MR. PARTON: Thank you, much, Joseph,
16 Mr. Chair. It's really great to be back with the
17 Native American Employment and Training Council
18 again. I regret not being able to join you in
19 person, just actually in your back yard in Los
20 Angeles for an offer of other events and meetings
21 which the schedule could work.

22 But it's really, you know, important

1 to me to always find the time to spend some time
2 with this group. What you do matters, and I just
3 want to start out at the top by saying thank you
4 for your commitment, thank you for your input.

5 And thank you for being a partner to
6 us, paired to the Department of Labor in making
7 sure that we're putting what the needs of tribal
8 communities are first in what we do, and how we
9 leverage the resources we have, and how we make
10 the case and integrate these sources across the
11 board.

12 I want to encourage you. It's a
13 really important part of that ongoing partnership
14 that you mentioned to serve another term. And I
15 know that that's a decision, it's a commitment,
16 and I know we're coming up to the end of the
17 cycle. But the Federal Register notice will be
18 going out seeking nominations.

19 And I really want to thank everyone's
20 commitment to date. I've been a part of this
21 council and have really been provided thoughtful
22 things that we can be taking up, challenging us

1 on a number of different fronts I'll say a few
2 words about. And I want to encourage you to keep
3 doing it. Because continuity matters,
4 perspective and experience matters.

5 And so if you're on the fence, I want
6 to encourage you to think about it. Becoming a
7 consistent partnership with folks is really
8 important for that functional partnership we want
9 to have with the council.

10 I want to, you know, always elevate
11 what is something that you mentioned as well,
12 that this is a council that matters deeply to the
13 Secretary of Labor. And it does not matter who
14 we see in the next year right now, because
15 Secretary Walsh is deeply committed to making
16 sure that we opened up a very constructive
17 dialogue with the council.

18 And what I can tell you is that spirit
19 continues with our current acting Secretary,
20 Julie Su. Julie is of course our, or has been
21 our Deputy Secretary and also has been deeply
22 engaged with the work of the council, with this

1 idea of how we put equity first matters,
2 listening to communities. It's not just what we
3 do in target resources, it's how we do it that
4 matters.

5 And so Secretary Su has been
6 passionate about that, in everybody at work, her
7 time in California, what she's been doing at the
8 Department of Labor. And so that same commitment
9 to continue to work with this council, to
10 continue to listen and engage, something that not
11 only Secretary Walsh was passionate about, but I
12 assure you our Acting Secretary, Julie Su, is.

13 And what I'm here to say is that my
14 experience and time as the acting assistant
15 secretary is that commitment flows to the
16 Employment and Training Administration. And you
17 see that here with our people.

18 I want to thank Kim Vitelli who's been
19 a federal designee for this work. Kim is one of
20 the most consummate public servants, passionate,
21 incredibly hard-working, incredibly
22 knowledgeable, and is committed to doing work

1 right. And I want to thank her for her time and
2 commitment to engage.

3 And I want to, of course, use it as an
4 opportunity to congratulate and welcome Nat Coley
5 who is a big part of how we are continuing to
6 strengthen our DINAP program here within ETA.
7 And I assure you I've had the time to spend some
8 time with Nat, to hear about his vision, his
9 passion for the work.

10 Everything you see in Kim in terms of
11 that commitment to engage you will see from Nat.
12 And we could not be more proud for him to serve
13 as our next federal designee to the council. And
14 we are thrilled to keep that tradition going of
15 ensuring you have strong, committed public
16 servants to continue to engage with you.

17 Of course, our tribal liaison, Jack
18 Jackson, continues to also be a really credible
19 link to everything you do, not as just part of
20 the council but to our tribal communities
21 broadly. And I just always want to use the
22 opportunity when I can to thank Jack for his

1 commitment and passion to this work.

2 I want to say a few words about our
3 work to date. And we have much more work to do.
4 I want to acknowledge that up front. But
5 something that this council has been very clear
6 about is, through our engagement, is how can we
7 make sure that we're taking steps.

8 You know, and we heard you loud and
9 clear, to make access to our grants more
10 equitable for our tribal communities but, more
11 importantly, not just our grants that are
12 targeted there, our funding across the board, and
13 in integrating tribal communities into a range of
14 other programs and efforts across the Employment
15 and Training Administration. We heard you very
16 clearly about engaging more.

17 You know, it's a small thing, but it's
18 the important thing to show up, and talk about,
19 and make sure you know what's coming. And I know
20 our team at the Employment and Training
21 Administration led by Kim and the designee have
22 been working tirelessly to ensure that you know

1 when investments are coming, what those grants
2 are looking to do, and making sure you all can be
3 champions, not just for your respective
4 communities, but for our tribal communities as a
5 whole.

6 And it's a small step, but it's an
7 important step to show up and make sure that
8 we're building that awareness.

9 I want to also recognize that we have
10 to do work to make equity work. And what I mean
11 by that is not just enough to know, we have to be
12 doing a much better job. And this is for you
13 all, but I would say across the board for so many
14 community organizations that for so long have
15 struggled to access federal funding and federal
16 grants.

17 It's to be proactive about making
18 grants' equity real, to make sure that you have
19 information, and engagement, and can workshop
20 with our partners, with folks before investments
21 come onto the street. Holding webinars, convenes
22 like this, knowing who you can contact, who you

1 can ask questions to, these are basic things that
2 we can do to make sure that not only do you know
3 when something comes.

4 But we've all worked to stay together
5 to make you ready for when things come, put you
6 in a position to be successful, to secure these
7 funds, and most importantly to do it in a way
8 that's impactful.

9 I think those are things that -- I
10 think that's what we do internally, it's work
11 we're committed to from the highest levels within
12 the Department. At the same time, I think we
13 have to continue to work and get feedback from
14 you all on ensuring the structure of our funding
15 and grants is done in a way that enables the work
16 on the ground to happen the way you all see needs
17 fit within your communities to create
18 opportunities for folks that you are looking to
19 support with these funds.

20 So in addition to the dialogue around
21 how to access and be aware of funding, how we
22 continue structure these funds in a way that meet

1 the needs of whether those are job training,
2 supportive services, convening, strategic
3 partnerships in key industry sectors, these are
4 things that we always want to continue to have a
5 dialogue on, continuously improving to engage, to
6 make sure the funds themselves, the grants
7 themselves are structured in a way that is going
8 to serve the needs of tribal communities.

9 I want to also put my finger on
10 something that I think is critically important
11 for us going forward as well. And we need to
12 continue to kind of celebrate and tell the story
13 of success of the funds that are so critically
14 important, whether that's Section 166477, whether
15 those are how our tribal communities are
16 accessing other dislocated worker grants like the
17 career grants and the QUEST grants that we really
18 strive to make much more of an open opportunity
19 for our tribal communities to access.

20 Because we're at a really critical
21 moment. We, I think, and this is a challenge to
22 ourselves as well as a challenge to the council

1 to contemplate and work with us over the coming
2 years, which is whether it's about discussions
3 around a future authorization of WIOA or whether
4 it's around a need to continue to make progress
5 on increasing funding levels for our program
6 grants, for our committed programs for DINAP
7 which we have seen progress on in FY '23 and, of
8 course, the '24 budget.

9 But we still have a lot of work to do
10 to get it back to where the historic levels are.
11 How do we work with you to elevate and hold up
12 stories of success and tell that story?

13 And I think that that's something that
14 we are committed to in this moment. It's
15 something we need this council to help us with.
16 It's something that also we need advice on how
17 best to do that, how to best engage at the ground
18 floor to make sure that we can show how these
19 funds have impact, because we know they do.

20 Over 10,000 folks have been -- across
21 over 160 grantees, 10,000 folks in our
22 communities have received access to opportunities

1 through these funds. And 3,000 of those are
2 youth which is such a critical thing at this
3 moment to ensure we're equipping the next
4 generation with the skills but also the
5 experiences they need to be successful.

6 These are things that we know that
7 they work. The rest of the world needs to know
8 they work, so we cannot only consolidate the
9 progress that we're making, but we can increase
10 it and take it to the next level.

11 I know that there's a number of
12 opportunities coming forward beyond just what we
13 see at WIOA and our DINAP programs. And I
14 mentioned dislocated worker grants. There will
15 be more coming, and I hope our team will be able
16 to talk about them in the coming days.

17 But given the administration's
18 historic investments, the investing in America
19 vision, whether that's due to bi-partisan
20 infrastructure law or related investments in the
21 Inflation Reduction Act, or CHIPS, there are
22 going to be a lot of polls on really key, good

1 paying industries, whether that's construction
2 trades, advance manufacturing, IT and
3 engineering, clean energy.

4 And we want to make sure our tribal
5 communities are at the center of those
6 discussions. We want to know that even though
7 those funds have not come to the Department of
8 Labor, or going to our workforce partners, our
9 workforce partners are the key locus of where we
10 will position and create equitable opportunities
11 for workers that can access the jobs created by
12 those investments.

13 We are going to continue to work with
14 our federal partners, which of course includes
15 the Department of Interior, but all these other
16 investments too that are coming from these major
17 laws, to make sure our tribal grantees and tribal
18 communities are at the center of those workforce
19 conversations, particularly as they start to land
20 in communities across the country.

21 That's something we are going to
22 continue to try to find ways to connect our

1 apprenticeship funding to. We have a funding
2 opportunity on the street right now called
3 Building Pathways to Infrastructure Careers, an
4 \$80 million grant.

5 We are trying to make sure that every
6 investment we're making is aligned to the good
7 paying careers and jobs in these fields but, at
8 the same time, they're aligned to what we care
9 about at the Employment and Training
10 Administration, just funding community-based
11 organizations and, so importantly, targeting
12 tribal communities to make equity real with those
13 investments.

14 So please, over the coming days, with
15 our team and beyond, as you think about where
16 you're positioning yourself as grantees, or
17 positioning the work that you do to connect to
18 these jobs, think about how we can help. Think
19 about how we can help with your connections and a
20 lot of our other federal partners for whom these
21 investments will follow.

22 The last thing that I just want to say

1 is, and there's a few other strategic areas that
2 I think we can continue to work through, but I'm
3 still very much committed to figuring out how we
4 can continue to work together to integrate the
5 work of the council in tribal communities into
6 things like our apprenticeship expansion and
7 broader workforce strategies.

8 And I just want to say that you have
9 my commitment to always be thinking, and going
10 to you, and the council, and the members and,
11 Joseph, you as well, directly to think about how
12 we can work together to make that happen.

13 We use these formal forms to do this
14 for very important reasons. Please keep your
15 thoughtful recommendations coming. They matter
16 to us. And please, please consider finding
17 different ways that we can also continue to
18 engage and how we can always be making sure that
19 you know that we're taking those recommendations
20 to heart.

21 And where there's opportunity beyond
22 the recommendation itself to work together to add

1 broader information, that will probably create
2 equitable pathways to good jobs for folks in our
3 tribal community. We need you, we need a
4 council, we need your thoughtfulness. And you
5 have our commitment to continue to engage.

6 So with that, I want to -- you're in
7 good hands for the rest of the meeting with the
8 number of folks from our team. But I really
9 appreciate the opportunity to say a few words, to
10 be able to listen a little bit on the front end
11 before I logged on, it was incredibly valuable,
12 and before continuing to engage with the council
13 and being there, present in the future. Thanks.

14 CHAIR QUINTANA: Thank you, Acting
15 Secretary Parton. We appreciate your support and
16 your works. I feel like they do provide us
17 stability as we go through this transition. I do
18 also want to share just the conversation about
19 not just us having a seat at the table but us
20 formulating the solutions that continue to be
21 major challenges for all of our communities.

22 And I appreciate you also assisting us

1 with continuing to expand our networks, not just
2 within Department of Labor but, I think, also
3 utilizing Jack Jackson in order to provide access
4 to additional resources throughout the federal
5 government as well.

6 I understand you may have a little bit
7 of time to hear some comment and some questions
8 from our other council members. And I want to
9 ask that you please raise your hand if you do. I
10 will start with Darrell. Darrell, the Chair
11 recognizes Darrell.

12 MEMBER WALDRON: Thank you. It's good
13 to see you Brent, you're looking sharp there. So
14 I'll --

15 MR. PARTON: Always good to hear your
16 voice, Darrell.

17 MEMBER WALDRON: Yes, definitely. So
18 I just wanted to follow up on some work that we
19 were doing with Secretary Marty Walsh on the
20 competitive piece for the 166 grant to the Indian
21 communities in 477. I think we were successful
22 in just getting the word competitive moved or

1 changed. But I understand more work needs to be
2 done there. Is that going to continue to move
3 forward under your leadership?

4 MR. PARTON: You have my commitment on
5 that. And I can tell you that's not just mine,
6 it's that of acting Secretary Su's.

7 As you all know, we are in the process
8 of confirmation. WIOA and how we continue to
9 kind of make critical updates to that bill,
10 particularly as Congress begins to consider it,
11 is something that we want to make sure that we're
12 putting -- or not, you know, on one hand it's the
13 Employment and Training Administration that is
14 going to be highly engaged in the what the future
15 of that bill is.

16 But I don't believe we're here to
17 speak for what works on the ground for our
18 grantees. So the short answer is yes, Darrell.
19 The longer answer is yes, Darryl. The longer
20 answer is that commitment's not just mine, it's
21 at the highest levels of the Department, and it's
22 something we're following closely, of course,

1 with our other federal partners as well for the
2 administration as a whole.

3 MEMBER WALDRON: Awesome, thank you
4 very much.

5 CHAIR QUINTANA: Are there any other
6 questions or comments to share?

7 Nothing? You have answered
8 everything. We appreciate your time and all the
9 work -- MR. PARTON: I know that's
10 not the case.

11 CHAIR QUINTANA: -- that you have
12 shared with us.

13 MR. PARTON: I know that's not the
14 case.

15 (Laughter.)

16 MR. PARTON: But I mean this, I mean
17 it. Like, I value always my time to get to
18 address this council. It's one of the great
19 honors of my job to do it. We -- an open
20 dialogue is what's needed at any moment. And so
21 being there matters.

22 And apologies, I can't be there this

1 time around. It was raining here in Los Angeles,
2 Joseph. But it's is a strange thing in May. But
3 I look forward to continuing to engage in future
4 meetings, and I'm always in between. So again, I
5 appreciate the time.

6 CHAIR QUINTANA: Thank you again. We
7 actually have one other question or comment. The
8 Chair recognizes Patricia Hibbeler.

9 MEMBER HIBBELER: Thank you for
10 joining us. Patricia Hibbeler, Other
11 Disciplines.

12 One of our discussions and initiatives
13 that we had had with Secretary Walsh was the Good
14 Job Summit. And as I understand that's still an
15 initiative within the Department, so hoping we
16 can help advance that and have that summit happen
17 sooner rather than later as a training and
18 technical assistance piece for our grantees.

19 MR. PARTON: Thank you for following
20 up on that. Yes is the short answer. And
21 sooner rather than is how we all feel about it.

22 As you all are aware, we're in a

1 little bit of transition at the moment. But the
2 idea is that, I will say, Acting Secretary Su's
3 commitment to the Good Jobs Initiative and moving
4 it forward to having more focused conversations
5 with particular communities is something she's
6 very excited about doing.

7 So we will keep you updated on that
8 soon. We have not lost the narrative on it, just
9 asking for a little bit more patience to bring
10 that broader discussion together and want to make
11 sure it's not to the broader leadership but our
12 panel level to be able to engage as well.

13 MEMBER HIBBELER: Absolutely, I
14 appreciate that and any way that our council can
15 help with that piece to make it relevant for our
16 grantees. Thank you.

17 MR. PARTON: We'll need all the help
18 we can get, I promise you that.

19 CHAIR QUINTANA: Thank you for that,
20 Patricia, Joseph Quintana, Chair, Region 6.
21 Thank you again for your time.

22 I know that we'll be working closely

1 along with Nat and Kim Vitelli in regards to
2 recommendations that will be coming your way.
3 Looking forward to meeting and welcoming you and
4 Acting Secretary Su in the near future. So thank
5 you again, appreciate your time.

6 MR. PARTON: Thank you, everyone.
7 Have a good one.

8 CHAIR QUINTANA: Thank you. So we're
9 going to go ahead and move forward and return
10 back into public comment.

11 At this particular time I will also,
12 unfortunately, have to step away and will be
13 transferring my responsibilities to Secretary
14 Robert Houle who will continue to conduct the
15 meeting. And he will call the next community
16 member to speak.

17 MEMBER HOULE: Thank you, Mr.
18 Chairman, safe journeys, and we will stay in
19 touch.

20 So continuing with the public session
21 for your time to speak, public comments, I have
22 some names. And there is a Jonathan Goombi.

1 Thank you, Jonathan. Jonathan, please restate
2 your name and who you represent, please.

3 MEMBER EDMO: Excuse me, Mr. Chairman,
4 Lorraine Edmo, Other Disciplines. I've got to
5 leave too. I've got to take someone to the
6 airport, so I'm going to have to be excused.

7 MEMBER HOULE: Lorraine will be
8 stepping out, and safe journeys as well.

9 MEMBER EDMO: Thank you.

10 MEMBER HOULE: Thank you for
11 everything. Okay, Jonathan?

12 MR. GOOMBI: Yes, my name is Jonathan
13 Goombi. I am with the American Indian Council
14 out of Kansas City and just want to make known a
15 few desires and even a concern that I just keep
16 hearing.

17 I have been with WIOA 166 since last
18 year, March, learning the lingo, administrative
19 assistant over at the Indian Council, and just
20 hearing from the conference and everyone around
21 just to support the idea and desire for deeper
22 trainings that lead to certifications, both for

1 executive directors, even someone in my position
2 who is directly under the executive director, to
3 really just gain more support, both practically
4 through training and even funding-wise. You
5 know, that's a big concern that I've just seen
6 through a lot of people here. And I just wanted
7 to also address this.

8 Someone who is younger and is also
9 kind of stepping into these roles that I know
10 Darrell and a lot of the advisory board have
11 concerns about is who's going to step, who's our
12 next generation. And I, one, am a part of that.

13 And so hearing these things about
14 deeper trainings, deeper certifications, that is
15 something that is super appealing to me. And so
16 I just want to affirm that that is a desire, at
17 least for me, and I'm sure a lot of other people.

18 And also, just to address the concern
19 is the high turnover rate at times in this job,
20 in this line or work. I love my job, and I seek
21 outcome versus income. Because helping people
22 like myself, who is a beneficiary of the 166

1 programs, being able to get me through school and
2 all that, you know, it's now my to turn and do
3 that for other people.

4 But one of the bigger concerns I've
5 seen is a high rotation of people leaving this
6 job. Because they don't feel support, both
7 financially or maybe they didn't get the
8 training, and they weren't cut out for it.

9 So I just wanted to make my voice
10 known that I see that problem, whether that's
11 deeper funding for our own organization or people
12 in it, and deepening the reach that we have for
13 other clients that just aren't getting reached.

14 I mean, we can do a lot more with a
15 lot more support. You need this position that we
16 often do a lot with a little. And knowing that
17 we have deeper, greater support, both financially
18 through trainings and stuff, me as someone who is
19 younger, who is, you know, growing more and more
20 in this field, those are things that I want to
21 see.

22 And I have desires to just know that

1 the government, whoever our funding opportunities
2 are, these people are actually on our team and
3 want to see is grow. Because we want to grow,
4 and we want support, and recognition. And, yeah,
5 that's all I have to say.

6 MEMBER HOULE: Jonathan, thank you so
7 much for your perspective and contribution to our
8 discussion. So next on the list, I have Margaret
9 Zientek, Margaret? So this is Potawatomi Nation?

10 MS. ZIENTEK: Good afternoon, and
11 thank you for this chance to speak to the
12 council.

13 I appreciate the assistant deputy, and
14 I might not get all the right titles correctly,
15 Brent, I believe you called him, who was on the
16 phone. And he actually answered one of my
17 comments, but I do want to have it on the record.

18 If there are vacant positions in this
19 council, they need to be filled and filled
20 quickly. And I believe we have had some vacant
21 positions for at least a year that I'm aware of.
22 That's too long. We need them filled and filled

1 quickly so that you're getting all of our voices
2 heard. I don't know who all's online, but I do
3 believe you may have some positions.

4 I heard numbers thrown out, I heard
5 reference to the successes. I heard 166477. But
6 earlier today I heard some numbers quoted, and I
7 had to point out your numbers are not the full
8 picture. You are only quoting what was provided
9 by the 166, and I'll use the term, stand-alone
10 grantees. You did not have the 477 numbers.

11 They have been provided to various
12 people at the Department of Labor over the years.
13 I am asking that those numbers be utilized when
14 you're providing reports, whether that is to the
15 secretary, assistant secretary, deputy assistant.
16 Those numbers need to be referenced and provided
17 as well. They are made available to you from the
18 Department of Interior. That will show the
19 success of 477 in combination with our brethren
20 in the 166.

21 I'm asking you, ask Congress to fund
22 Department of Labor, ask the secretary to use

1 discretionary funds to fund the WIOA grantees at
2 a level that will help us to serve our people.
3 We need more dollars.

4 I'm also asking Department of Labor,
5 any funds, I hear reference that there are more
6 coming in various areas. Why are we competing
7 against states and public entities? We are
8 nation to nation, sovereign nation. There should
9 at least be a set aside and that we are getting
10 those.

11 WIOA does not have to have a
12 competition. WIOA tribes can be funded without a
13 competition. It's not necessary. We are a
14 sovereign nation. You should assign those funds
15 accordingly.

16 Again, nation to nation, do not make
17 us subject to utilizing a program for reporting
18 that was developed for the states by the states,
19 might have been tested with some tribes, but it
20 was created for the states. And reporting
21 mechanisms and measures are being applied to
22 tribes that are meant for states. We don't have

1 the same population. We have a unique
2 relationship with federal government. We have
3 treaties, we are a sovereign nation, deal with us
4 as a sovereign nation.

5 Many years ago, I've not been here as
6 long as some, but I've been around a little
7 while, 26 years. And in some of those 26 years,
8 I remember with Tom Dowd, and the tribes met with
9 him and said we need technical assistance. And
10 we said take one percent of the funds allocated.
11 Ask to provide technical assistance.

12 Well, you know what, I've seen that
13 one percent taken, and we don't know where it
14 goes. It is meant for tribes and technical
15 assistance. You need to provide that assistance
16 to the tribes. We need more. The secretary has
17 discretionary dollars. Use those.

18 Census, our dollars are supposed to be
19 figured by census. Census stopped counting
20 people's income. Well, you know what, the
21 Secretary can pay and request a special run.
22 They could use discretionary dollars to pay for

1 that, not the tribal dollars, and get those
2 numbers and start looking at those.

3 I know you have a group, and I
4 appreciate they've been looking at it. I know
5 from past history having served on DINAP as a
6 subcommittee and helping with the census. And I
7 know that there are numbers, and there is a
8 variance.

9 Each time you look at that you might
10 look at it and see how will this affect us. One
11 tribe maybe looking at as much as a 400 percent
12 decrease in funds. One may be looking at a 400
13 percent increase in funds, or some number maybe
14 not so big of a swing but still a swing. I'm
15 asking you to keep in mind hold harmless practice
16 that DOL at that, that over a few years we reach
17 those numbers. But let's move forward.

18 I know this is Department of Labor,
19 but you can add your voice to the Bureau of Labor
20 Statistics. Where is the tribal resident Indian
21 population report, the AIANPLR (phonetic), in
22 jargon, American Indian population, blah, blah,

1 blah. You get it. You know what I mean.

2 Again, we need technical assistance.

3 There are too many 166 grantees that have
4 disappeared, too many suffering. And from what I
5 understand many of those that have disappeared
6 each year weren't meeting whatever the
7 requirements were. They weren't getting the
8 technical assistance that they needed to succeed.
9 They need that.

10 So my points, very quickly, I do have
11 something for Ms. Kim, so I would like to step
12 aside for just a moment, Lorenda.

13 MEMBER HOULE: Thank you, Margaret,
14 for those comments, some good advice and a
15 recognition, I'm sure that is well deserved and
16 acknowledged. Good job.

17 So next, for public comments I have
18 Jacob Timmons. Jacob is the division
19 administrator, Aleutian Pribilof Islands
20 Association. So, Jacob?

21 MR. TIMMONS: Hi, good afternoon. My
22 name's Jacob Timmons, I'm with Aleutian Pribilof

1 Islands Association. My organization serves ten
2 communities along the Aleutian chain and the
3 Pribilof Islands. They are some very remote
4 windswept islands, volcanic islands, and some of
5 the most difficult to reach communities.

6 And because of this they are also some
7 of the most difficult to get numbers for in terms
8 of census data. And despite that, their voices
9 are so very important and important to count.
10 And DOL funding is very important to keep our
11 communities vibrant and economically viable.

12 A few of our communities no longer
13 have enough children to keep their school open.
14 One of our communities isn't even able to keep
15 our store open. And the cost of groceries there
16 has skyrocketed. They have to ship in groceries
17 from a nearby community, paying the cost of air
18 freight on top of the cost of the barge to that
19 community. So I just wanted to make known that
20 even the small tribes, please keep us in mind.
21 Thank you.

22 MEMBER HOULE: Jacob, thank you for

1 your comments and your consideration for the
2 small tribes. Are there any other public
3 comments, anyone else? The Chair recognizes
4 Darrell, Darrell Waldron.

5 MEMBER WALDRON: I can do it from
6 here, right? You're picking it up on the mic.
7 Thanks.

8 So I just want to actually get it on
9 the record that I appreciate the new staff that
10 was put forth in the Division of Indian and
11 Native American Programs. We had dialogue back
12 and forth with Secretary Marty Walsh. We asked
13 him for eight things. He delivered them, maybe
14 not at the level for all of them, but he did
15 deliver them.

16 And I really appreciate the new blood.
17 I had an opportunity to meet them all. And I'm
18 very enthusiastic about the year coming. I also
19 want to recognize Nate. I think he's well on his
20 way to building the partnership which was formed
21 in '96 that brought our program such success.

22 And I also want to remember that,

1 truly and honestly, probably a really large
2 portion of successful Indian programs, and
3 successful Indian individuals, and businesses
4 have been a product of this program, the 166 and
5 477.

6 And I don't want to -- they have to be
7 under-counted. With so little we've done so
8 much. But we have a lot of work to do. And I
9 think that training needs to be key on the issue,
10 and full transparency, and a focus on the
11 condition of our Indian communities.

12 We know \$60,000 is the average income,
13 anything below that is in the poverty area. And
14 I think we actually lost a dollar in income for
15 native people in our last year during the COVID.
16 So I look forward to that.

17 But I do want to go forward to Kim.
18 I know she worked very hard on moving at an
19 aggressive pace to get us a new chief of the
20 program as well as all the new fed reps that are
21 here. And I'm looking forward to hearing the
22 success from the communities and Regions 1 and 2.

1 Thank you.

2 MEMBER HOULE: Thank you, Darrell, for
3 those comments. The Chair recognizes Gary.

4 MEMBER RICKARD: Yeah let me comment.
5 I'd ask our Chairman of the Board of Directors
6 for California Manpower to come up, but he's a
7 little bashful. He's from up in the mountains,
8 doesn't get to get around people a lot.

9 But here's something I want you all to
10 know. The money we spend on training our
11 participants is well spent money. But I want to
12 tell you this. The training that people get
13 working in these programs, the people who work so
14 hard to help our people, get training also.

15 So many people that I've worked with
16 over the years that worked in these programs have
17 gone on to bigger and better successful careers,
18 and have gone onto those careers because of what
19 they learned while working in these programs.

20 And he was -- Ben Charley, stand up,
21 so everybody can see you. Ben worked years ago,
22 like I did, for California Indian Manpower. But

1 then he went onto a very successful career with
2 the Bureau of Indian Affairs, you know. And he's
3 just one example of many.

4 And I think Lorenda would tell you
5 that in California, pretty close to, what, half
6 of our tribal chairmen are products of California
7 Indian Manpower's job training program. Now
8 they're running multi-million dollar businesses.
9 And so when they look and say, well, we don't
10 like these numbers, but that's not the whole
11 picture. The whole picture is the training that
12 you get while working in these programs is so
13 valuable.

14 And I'm a product of that. I went on
15 to, you know, very successful, working with the
16 state, ran my own program. I've been a
17 consultant to tribes. And none of this would
18 have been possible for me had I not worked in the
19 program itself. So it's not just the people who
20 we put on the program, it's people working the
21 programs who benefit from the federal dollars.
22 Thank you.

1 MEMBER HOULE: Gary, thank you for
2 your contribution, your words. Continuing with
3 the public comments, I do have another name,
4 Gloria Cobb, Director of Economic Development
5 from the Lac du Flambeau Tribe. I can say Lac
6 du Flambeau real well, because I'm just north of
7 you.

8 MS. COBB: (Native language spoken.)
9 And I want to thank you for allowing me this
10 opportunity. I also want to apologize to my
11 elders sitting before me for speaking out before
12 them.

13 When I walked in here, I was just
14 going to listen and hear what everybody had to
15 say. But I have to add accolades to some words
16 that were said here earlier and the need for more
17 funding, the need to listen to the smaller
18 tribes. Because I come from a tribe that's 144
19 square miles, about 4,000, 4,500 membership on a
20 good day.

21 We've got high case of overdoses,
22 drugs, taking drugs off a reservation. We've got

1 homelessness, we don't have enough housing. We
2 have jobs that we can't fill. We can't fill them
3 because of the opioid epidemic. And we don't
4 have a qualified workforce.

5 I see, and I've been coming to this
6 conference for years, and I see the larger
7 organizations, you know, they get hundreds of
8 thousands of dollars. And, you know, I have to
9 make \$46,000 for my adult program work and
10 \$12,000 for my youth work. But I do it, and
11 we're successful. So when I have a client that
12 gains a job, that's a success.

13 We do need more funding. And when I'm
14 creative enough to operate the program where I
15 find funding to pay my WIOA coordinator, all
16 those other programs, but they're cooperative
17 joint efforts. You know, they raise, they help
18 the kind of training, so therefore I can allocate
19 a certain part of funds. So I become very
20 creative in my funding cycle.

21 But I would really love to someday
22 hire, keep my WIOA coordinator and fund him

1 through WIOA, because he spends a lot of time
2 with adults and youth finding gainful employment.

3 I believe NCAI started to go towards
4 this government to government that we're all
5 hearing about. And there's obstacles, and I
6 believe NCAI is addressing it, there's obstacles
7 to helping tribes be self-governance. It's an
8 outdated, bureaucratic process, lack of federal
9 agency coordination, and regulations and laws
10 that prevent tribal governments from being
11 equitable to our so-called partner with the
12 state.

13 We're not equitable. We're still the
14 little men. And I'm looking at if this council
15 has vacancies, they need to be filled. Because
16 without that, they're not a benefit to me.

17 And also, I have to say what's on my
18 heart. Sitting in this morning's session, and
19 seeing the tiny bit of conflict that happened at
20 that stage, that was a little bit awkward to sit
21 through. So where I come from, when you throw a
22 pebble into a pond, that pebble just doesn't

1 sink. It sends out ripples. So if there's
2 conflict happening at that level, it's happening
3 elsewhere. And we, as attendees, don't need to
4 see that.

5 And I say that because it's on my
6 heart. Because I've been running big
7 organizations, and I come from a tourism
8 industry. Now I work in economic support, and I
9 run a welfare office. I help people get jobs.

10 So I'm telling you from the grass
11 roots community, we can feel, I felt it this
12 morning. And it's heavy on my heart. And I'm
13 hoping that it's corrected. I'm hoping that we
14 don't see any more of that. Because that's not a
15 benefit to me. That's not a benefit to those
16 that I serve.

17 But I do want to -- I appreciate you
18 for your time. I say everything with the utmost
19 respect for everybody and what they do here.
20 Because we are all working for Indian country,
21 and (Native language spoken).

22 MEMBER HOULE: Gloria, (Native

1 language spoken). In Anishinaabe language that's
2 thank you. Many thanks for your words and your
3 comments.

4 I kind of want to wrap up. Darrell
5 just gave me a little jab in the ribs here to
6 remind us on the timing. So I appreciate
7 everyone understanding that we are coming to a
8 close here. I just want to ask if there are any
9 last public comments.

10 No? Okay, let's close that, and let's
11 move on. The agenda actually says adjournment,
12 but I know there's a couple of Council members
13 that may have some things. The Chair recognizes
14 Patti.

15 MEMBER HIBBELER: Patricia Hibbeler,
16 Other Disciplines. So I want to just take a
17 moment and thank everybody for their comments,
18 but also thanks for the work from this committee.
19 I think we've done -- or this council. We've
20 done some really good work in the last two days.

21 We know that our next meeting will be
22 coming up in November. And I think we have lots

1 of work to do in between. So it's my
2 recommendation that we ask the department or
3 recommend that there is another meeting of the
4 council that would happen towards the end of June
5 or mid-to the end of July, which puts us halfway
6 in between that November meeting.

7 We really want to come into that
8 November meeting really positioned and well ready
9 to move some of our initiatives forward. And
10 when we wait six months to kind of meet together,
11 we kind of lose that momentum. So I think a
12 meeting in mid-to end June or mid-to end July
13 would be warranted for this committee. And I
14 would like to make that recommendation on our
15 behalf.

16 MEMBER HOULE: Thank you, Patricia.
17 Would that come in the form of a motion or just a
18 recommendation?

19 (Simultaneous speaking.)

20 MEMBER HOULE: So there's a motion on
21 the floor to ask that Department of Labor approve
22 a meeting late June or late July in anticipation

1 of the meeting in November.

2 So, Gary, motion, seconded by Darrell.

3 All in favor, say aye.

4 (Chorus of aye.)

5 MEMBER HOULE: Any negative or no
6 votes or abstentions?

7 Motion passed. The Chair recognizes
8 Darrell.

9 MEMBER WALDRON: I'd like get a couple
10 more motions out before we leave. One of the
11 motions is to reaffirm removing the competitive
12 status for our 166477 grant. We're partially
13 there, but we've heard another positive yes, so
14 I'd like to reaffirm it as the council, put that
15 motion on the floor. We'll do that one first.
16 And then I have another one. And so can I get
17 someone to support my motion?

18 MEMBER HOULE: Second the motion by
19 Darrell to take off the language on competitive
20 within the grant structure of the grantees?

21 Second by Patricia, all in favor, say
22 aye.

1 (Chorus of aye.)

2 MEMBER HOULE: Nays? Any abstentions?

3 Motion passed.

4 MEMBER WALDRON: So the next motion
5 I'd like to get on the table is to get back in
6 alignment with our one percent, and within the
7 Department of Labor maybe get it on our June
8 agenda so we can further discuss and lay out a
9 strategy that works best for both the Advisory
10 Council of the Department of Labor and most of
11 all the community which we service. That would
12 be my motion.

13 MEMBER HOULE: So Darrell has a second
14 motion to, more clearly, what pertaining to the
15 one percent?

16 MEMBER WALDRON: Yeah. Just get that
17 control in partnership with the Department of
18 Labor.

19 MEMBER HOULE: Okay, so get that
20 control back in partnership with the Department
21 of Labor.

22 MEMBER CARROLL: I'll second, Kim

1 Carroll, Other Disciplines.

2 MEMBER HOULE: Thank you. We have a
3 second.

4 (Simultaneous speaking.)

5 MEMBER HOULE: Before we go -- Gary?

6 MEMBER RICKARD: Call for a quick
7 discussion. Yeah, and I think we also want to
8 include in that motion that it gets back to the
9 original law of it being peer to peer training.

10 MEMBER WALDRON: I'll accept that
11 addition.

12 MEMBER CARROLL: I'll accept.

13 MEMBER HOULE: Okay, so we have Gary
14 recommending that it goes back to reference to
15 the law in the one percent motion that was made
16 by Darrell. And it was seconded by Kim?

17 MEMBER CARROLL: Yes.

18 MEMBER HOULE: Okay, seconded by Kim.
19 Do I have a vote for yea, all in favor of?

20 (Chorus of aye.)

21 MEMBER HOULE: Any nays?

22 Any abstention?

1 Okay. Motion passed, thank you. Does
2 anyone else have anything before we adjourn?

3 It's been a long day, a long two days.

4 MEMBER RICKARD: Yeah. I'd like to
5 make a motion to adjourn.

6 MEMBER WALDRON: I second it.

7 MEMBER HOULE: Gary has made --

8 (Laughter.)

9 MEMBER HOULE: Gary has made a motion
10 to adjourn, seconded by Darrell. All in favor,
11 say aye.

12 (Chorus of aye.)

13 MEMBER HOULE: Nays, abstentions?

14 Motion carried. We are officially
15 adjourned.

16 (Whereupon, the above-entitled matter
17 went off the record at 5:05 p.m.)

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Training Council

Before: US DOL

Date: 05-04-2023

Place: Ledyard, Connecticut

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