

# UNITED STATES DEPARTMENT OF LABOR

## NATIVE AMERICAN EMPLOYMENT AND TRAINING COUNCIL MEETING

*Thursday, May 16, 2024*

The Council met in Salon 13 of the Rosen Plaza Hotel, located at 9700 International Drive, Orlando, Florida at 1:00 p.m. ET.

### **Present**

Kathy Atkins, Region 3  
Lora Ann Chaisson, Region 4  
Robin Counce, Region 4  
Patricia Hibbeler, Other Disciplines  
Robert Houle, Region 5  
Candace Lowry, Region 3  
Holly Morales, Region 6  
Erwin Pahmahmie, Jr., Region 4  
Angel Peer, Region 5  
Joseph Quintana, Region 6  
Kay Seven, Other Disciplines  
Darius Lee Smith, Region 4  
Omer Tamir, Other Disciplines  
Darrell Waldron, Regions 1 & 2  
Orlanda Wauneka, Region 6  
Winona Whitman, Region 6  
Jacob Wojnas, Other Disciplines

### **Did Not Attend**

Gary Rickard, Region 6

### **Also Present**

Nathaniel Coley, Designated Federal Officer, Division Chief, Division of Indian and Native American Programs (DINAP), Employment and Training Administration (ETA)  
Heidi Casta, Office of Workforce Investment (OWI), ETA  
Duane Hall, DINAP, ETA  
Jobany Osorio Chavez, DINAP, ETA  
José Javier Rodriguez, Assistant Secretary, ETA  
Kimberly Vitelli, Administrator, OWI, ETA  
Cynthia Forland, GA Team/Forland Consulting  
Annette Summers, GA Team


### **Blessing/Call to Order/Roll Call**

Mr. Nathaniel Coley, the Designated Federal Officer, opened the meeting and Member Robert Houle performed the blessing. Mr. Coley conducted a roll call and determined the presence of a quorum.

### **Approve Minutes and Follow-Up of Motions and Resolutions from the December 2023 Council Meeting**

Action postponed until the May 17, 2024, session so that members would have an opportunity to review.

### **DOL Leadership Welcome**

Assistant Secretary Rodriguez emphasized the President's and the U.S. Department of Labor's (DOL) commitment to not just reducing unemployment among Native people, but strengthening and creating pathways to better jobs and careers for Native youth in particular. In support of that statement, Assistant Secretary Rodriguez cited Executive Order 14112, issued in December 2023, Reforming Federal Funding and Support for Tribal Nations  To Better Embrace Our Trust Responsibilities and Promote the Next Era of Tribal Self-Determination.

Assistant Secretary Rodriguez stated that the Native American Employment and Training Council (NAETC) is critical to ETA's work, and how he appreciates the alignment between DOL and NAETC's work. He made clear that all of the recommendations NAETC has made have informed and will continue to inform DOL and NAETC's work together.

Assistant Secretary Rodriguez emphasized the difficult and necessary work of engaging grantees in the context of changes necessitated by the U.S. Census data. In that context, he stated the importance of enhancing the technical assistance that DINAP provides, including communicating funding opportunities available ETA competitive grants.

Assistant Secretary Rodriguez closed welcoming new NAETC members and thanking all of the members for their continued service.

Kim Vitelli expressed her regrets that she could not join the NAETC in person. She affirmed DOL's commitment to continue working alongside 166 and 477 grantees in supporting their success. Ms. Vitelli emphasized that DOL remains a strong partner in the Federal/Tribal Workforce Development (477) Administrative Workgroup, which aims to minimize burdens placed on Tribes.

Ms. Vitelli flagged relevant "Yes, WIOA Can!" guidance. This included Training and Employment Guidance Letter (TEGL) 03-23, which encourages grantees to conduct outreach activities to meet the needs of its customers and to fulfill grant objectives, and TEGL 10-23, which provides direction in developing policies, procedures, and practices that reduce unnecessary administrative barriers to serving customers seeking employment and training services.

Ms. Vitelli highlighted recent DOL funding opportunities that may be of particular interest to tribal organizations:

- [Workforce Pathways for Youth](#) for serving youth that have been historically underserved and marginalized
- [Building Pathways to Infrastructure Jobs](#) to fund public-private partnerships to develop, strengthen, and scale promising and evidence-based training models in H-1B industries and occupations
- [Workforce Opportunity for Rural Communities](#) to fund grants that create economic mobility, address inequities for historically marginalized communities of color, rural areas, and other underserved and underrepresented communities
- [Critical Sector Job Quality Grants](#) to support transformative efforts to improve job quality and availability of good jobs, particularly for the benefit of historically marginalized populations and communities that have experienced barriers to employment in good jobs

Ms. Vitelli described how some funding opportunities are smaller, developmental grants, while others are larger, scaling grants, the former providing more accessible opportunities for smaller organizations.

Member Seven stated that she was blessed to be serving another two-year term on NAETC. She also observed that she had not seen previous councils create a strategic plan to guide their work as NAETC now has.

Member Seven expressed the need to focus on industry sectors and occupations in demand in Indian country. She stated that she also sits on the 21<sup>st</sup> Century Energy Workforce Advisory Board at the U.S. Department of Energy, and sees DOL as key partner in that work as well. Member Seven raised the idea of a national training center(s) to prepare the workforce for the energy sector.

Member Seven sees an increasing interest in recruiting and including marginalized and underrepresented populations. She emphasized the importance of DOL working with the U.S. Department of Interior as well as the Department of Energy in order to meet the needs of Indian country in a way that is not fragmented. She pointed back to the enactment of the Workforce Innovation and Opportunity Act (WIOA) in which Congress intended to address the fragmentation of governmental services. Member Seven expressed the importance of meeting the needs of Indian country, whether tribal members are living in urban areas or on tribal land.

Member Seven raised the question of how tribal nations may be able to serve as apprenticeship intermediaries when it comes to workforce development.

Assistant Secretary Rodriguez affirmed that the questions and strategies Member Seven proposed are a key part of DOL's mission. He stated that the Biden-Harris Administration and DOL is making unprecedented investments in critical sectors, as well as unprecedented partnerships amongst agencies, including Transportation, Commerce, and Energy.

Assistant Secretary Rodriguez emphasized that DOL is making regionally specific partnerships with industry a priority in workforce development. He stated that beyond a strategic plan, implementation on the ground relies heavily on partnerships. Assistant Secretary Rodriguez stated that DOL is looking to increase apprenticeship in industries where it previously wasn't present.

Member Lowry stated that past secretaries were instrumental in supporting the Good Jobs in Tribal Communities Summit. She asked whether that event will that happen again, and whether it will include additional Tribes and tribal grantees.

Assistant Secretary Rodriguez affirmed that DOL will consider an event similar to the Good Jobs in Tribal Communities Summit, and would appreciate the feedback on expanding the scope of that event.

Ms. Vitelli followed up on Assistant Secretary Rodriguez's comments. She spoke to the strength and potential of apprenticeship intermediaries, and offered to have the Office of Apprenticeship present to NAETC in the future as they have in the past. She also provided a reference for further information on [apprenticeship industry intermediaries](#).

Ms. Vitelli stated that DOL has worked to make their funding opportunity announcements easier to compete for, particularly for smaller organizations. For example, DOL made adjustments in the YouthBuild opportunity to waive the match requirement. They also offer a planning grant option and a scaling option particularly for organizations that aren't ready to launch a large-scale project. Some tribal organizations may be ready to launch those larger-scale projects, but there are also opportunities for tribes or other smaller organizations that are ready to step into something new.

Ms. Vitelli explained that, in approaching Executive Order 14112, DOL is determined not to sit on their laurels and not keep doing the things that they have been doing even though they have made progress. DOL wants to take things to the next level, to make funding opportunities more accessible to tribes and consider opportunities for tribal set-asides.

Member Waldron stated his interest in returning to some of the problems at home. Representing urban areas from Vermont down to New York City, he highlighted that 80 percent of the skilled labor force is between ages 60 and 67 and are retiring in massive numbers. But even with this increased need for skilled workers, racism is alive and well. Member Waldron expressed concern about representation, particularly with unions. He is seeing difficulty in getting jobs, and then harassment on the job.

Member Waldron stated that DOL has wonderful policies and regulations to address those issues, but they are either not enforced or take so long to be enforced. Member Waldron pointed to women in the carpentry trade complaining that they were so hassled on the job that they had to eat their lunch in the porta potties, and then a lot of times those porta potties were tipped over with them in them. He stated that he has heard the same thing with other ethnic groups. He emphasized that enforcement needs to be happening on the job.

Member Waldron expressed his opinion that training opportunities should be locally available, that individuals shouldn't have to leave home to be trained. He also reiterated his frustration to see so much opportunity not accessible to Native individuals. Member Waldron explained that it took him 10 years to get appointed to the Rhode Island Governor's Workforce Board. Serving on that board, he stated that he was blown away by the opportunities and amount of dollars for training. He affirmed that partnership is definitely the key, but you have to feel good about your partner when you come in.

Member Waldron reflected on his length of time working for his community, chief of his nation on both his mom's and dad's sides. He emphasized that the major problem is an education process for the Native community where non-Native communities have control over these programs. In Indian country, it takes an individual a long time to ask for help. Member Waldron stated that the language has been great, but

there's not real enforcement. He raised concerns about the WIOA reauthorization bill, particularly the 10 percent limit on administrative costs. He stated that this provision would be killer for smaller programs.

Member Waldron closed by expressing how impressed he was with the time that Assistant Secretary Rodriguez spent with the NAETC, and the work that he has already put in. He also positively described meeting the Acting Labor Secretary Julie Su, and reemphasized the importance of getting the education out and getting it to DOL leadership.

Assistant Secretary Rodriguez affirmed that Acting Secretary Su shares Member Waldron's frustration with the challenges in fighting for a seat at the table. He pointed out that ETA is not an enforcement agency, but there are many enforcement agencies within DOL and Acting Secretary Su takes those responsibilities very seriously. However, Assistant Secretary Rodriguez pointed out that some relevant labor enforcement agencies are located outside of DOL, such as the National Labor Relations Board. He affirmed that ETA can provide assistance in identifying where those enforcement agencies reside.

Ms. Casta pointed out that DOL does have a ["Know Your Rights" one pager](#) focused on information relating to workplace discrimination. It is a nice tool that is simple to follow so that individuals know where they need to file a complaint or compliance request to help trigger enforcement.

Member Houle emphasized the need to look at key industry sectors in demand, particularly healthcare, which he represents and has worked in for over 30 years. Tribal healthcare is funded partly by the Indian Health Service and partly by grants, and partly through third-party billing. Member Houle pointed to suicide as the number one cause of death in Indian country, which is preventable. He described a lack of medical professionals particularly in behavioral health, nursing, and other healthcare sectors. He also described time he spent in Alaska. He recalled individuals having homes without running water, proper sewer, or clean air. Member Houle pointed out that those infrastructure limitations add to health concerns. In addition to suicide, he pointed to disproportionate rates of heart disease, cancer, COVID-19, methamphetamine and fentanyl use, alcohol use, and maternal healthcare. Member Houle reiterated the need for safe and affordable housing. Member Houle expressed his appreciation for what has been done, but that we need to do more—our people are dying, dying too young. He closed by thanking Assistant Secretary Rodriguez for listening and for his efforts, and how he is looking forward to further dialogue.

Assistant Secretary Rodriguez responded that Member Houle was speaking DOL's language in terms of the priorities they've been operating under. He pointed out that under Acting Secretary Su, the healthcare sector has been elevated as one of the critical sectors in DOL's priorities. Assistant Secretary Rodriguez pointed to two ways in which DOL is focusing on the future healthcare workforce: 1) better job quality for those in the healthcare sector, and 2) access to healthcare for all workers.

Mr. Coley pointed out that DINAP had an intern who looked at participant and labor market data to see where participants are being directed, and found a direct correlation between some of the industry trends and where we're directing our participants. Mr. Coley stated that some of that information would be presented to NAETC on the following day, including relevant international practices.

Member Hibbeler began by echoing her colleagues' comments. She then pointed to the difficulty in attracting healthcare staff and employees to Tribal communities where housing is very expensive, if available at all, on the reservation. It's not just the training, but providing a viable living situation to

attract workers. She emphasized the need to think outside of the box to solve some different holistic problems.

Member Hibbeler pointed to a Department of Energy grant to the Confederated Salish and Kootenai Tribes for vehicle electrification. The Department of Energy is wanting to start projects in rural areas, and provides the necessary expertise for grantees to develop these programs.

Assistant Secretary Rodriguez stated that he recognizes and acknowledges the issues with increased housing costs in desirable areas, and that DOL indirectly deals with the cost of housing through the Good Jobs Initiative. He reiterated that the crisis around the cost of housing across the country impacts DOL's work. He reflected on seeing youth wanting to stay in their communities but find that challenging with the cost of living. DOL is racing to put together workforce strategies to meet historic investments, such as those in infrastructure and clean energy in partnership with other departments and agencies.

### **Update from DOL's Tribal Liaison**

Jack Jackson, Jr., Tribal Liaison, Office of Congressional and Intergovernmental Affairs, DOL, expressed the honor of being able to represent tribal governments and tribal organizations at DOL. He pointed to 2021 when President Biden announced that the Department of the Interior and other agencies, including DOL, were formally committing to protecting tribal treaty rights. This work included the establishment of a work group that is developing a five-part training series for federal agencies on tribal consultation when considering tribal treaty rights and reserved rights. The training will be rolled out later this year.

Mr. Jackson turned to a discussion of Executive Order 14112, which he described as demonstrating respect for tribal sovereignty. More specifically, he pointed out that the order demonstrates the Biden-Harris Administration's commitment to ensuring that tribal nations have greater autonomy over how they invest federal funding and that federal agencies make federal funding less burdensome and more accessible to tribal nations to ultimately boost tribal economies and support future generations of Native Americans. The administration is looking to set up policies to create financial autonomy and additional room for self-governance, based on assessed unmet federal obligations to support tribal nations—creating a one-stop shop for federal funding available to tribes.

Mr. Jackson reported that an executive order implementation committee has been established, co-chaired by the White House Office of Management and Budget and the Domestic Policy Council with two task forces that will meet biweekly and be the real drivers of implementation of the order. Beyond formal meetings of those task forces, Mr. Jackson shared that DOL has already held two internal brainstorming sessions to focus on reform of administrative and funding processes, including development of a comprehensive list of ETA programs and grant opportunities for which tribes are eligible. Mr. Jackson shared his recommendation for DOL to host a tribal consultation focused on expectations, potential barriers, and potential solutions to those barriers under the order.

Mr. Jackson sees the task force meetings as an opportunity for federal agencies to hold each other accountable and share best practices across agencies. Ultimately, the implementation committee will result in a set of recommendations for the federal government to take towards better living up to its trust responsibilities.

Mr. Jackson shared that he creates and sends out a weekly tribal newsletter, including updates on relevant grant opportunities, to all federally recognized tribes.

Member Seven expressed appreciation for the update on Executive Order 14112. She posed the question of tracking how many tribes use the authority of Public Law 102-477 and how many tribes have agreements with the Department of the Interior as those tribes are addressing their tribal nation-building through workforce development.

Mr. Jackson responded that they were looking at the feasibility of tracking that information.

Member Seven stated that she has heard at the National Indian and Native American Employment and Training Conference (NINAETC) this week that the Department of the Interior has 78 477 Plans that represent 289 tribes with nine additional plans pending approval. She pointed out that this increases the number of tribes involved that are using that authority.

Member Waldron pointed out that he is 100 percent behind sovereignty, but that 75 percent of the Indian population resides off reservation—are these opportunities extended to them in the language, or should we be fostering partnerships with our local tribes? He made the point that there is a tremendous amount of opportunity for training in those urban areas.

### **Overview of the Federal Advisory Committee Act**

Joseph Plick, Solicitor's Office, DOL began with a history of the federal government's reliance on advisory committees. The Federal Advisory Committee Act (FACA) was passed in 1972 to increase transparency of advisory committees. Some advisory committees are established in statute, like NAETC, but that isn't necessarily required. In general, FACA meetings must be public with advanced notice of those meetings. The public can attend advisory committee meetings, and may be permitted to file written statements or be allowed to speak. All advisory committee materials must be publicly available.

Mr. Plick continued by describing that each advisory committee's charter is approved by the Committee Secretary at the federal General Services Administration which is charged with overseeing the FACA process. The charters must be renewed every two years. Detailed minutes must be kept—recordings don't meet that requirement. Those minutes need to be certified by the advisory council chair within 90 days of the meeting.

Mr. Plick explained that federal agencies have a number of responsibilities for their advisory committees. They have to ensure that the advice and recommendations of the advisory committee are not inappropriately influenced by the appointing authority or any special interest. The designated federal officer (DFO) has a number of responsibilities, including approving or calling meetings, approving agendas, and maintaining records on costs and membership, and overall ensuring efficient operations of the advisory committee. The DFO also has the ability to adjourn the meeting if they make the determination that's in the public interest.

Mr. Plick continued, stating that there are limited circumstances under which an advisory committee can hold a closed meeting that track exemptions to the federal Freedom of Information Act. Advisory committees can establish subcommittees. Subcommittees are not subject to FACA requirements, but they need to report out to the full advisory committee.

Mr. Plick concluded his remarks by pointing out that Congress is considering legislation to amend FACA.

Member Waldron asked whether they could go “on” and “off” record.

Mr. Plick affirmed that is okay if it’s a procedural question.

Member Seven suggested looking at how other federal advisory committees operate and share information with the public.

### **Election of NAETC Officers**

Mr. Coley asked members how they would like to proceed with selecting their chair, vice chair, and secretary.

Member Waldron described how in the past NAETC selected their officers with nominations and discussion during the live meeting, followed by a vote.

Member Seven expressed her preference to have voting in person, and understand who is being nominated for each position and why.

#### *Chair Nominations*

Mr. Coley called for nominations for the position of chair, and clarified that self-nominations are allowed.

Member Seven nominated Patricia Hibbeler, describing her as a returning member who led the effort to develop an NAETC strategic plan. Member Hibbeler accepted the nomination.

Member Chaisson nominated Darrell Waldron based on his leadership and advocacy for Indian country. Member Waldron accepted.

#### *Vice Chair Nominations*

Mr. Coley called for nominations for the position of vice chair.

Member Waldron nominated Erwin Pahmahmie, Jr., based on his experience and integrity. Member Pahmahmie accepted.

Member Hibbeler nominated Kay Seven based on her past leadership of the NAETC. Member Seven accepted.

Member Quintana nominated Candace Lowry. Candace accepted.

#### *Secretary Nominations*

Mr. Coley called for nominations for the position of secretary.

Member Waldron nominated Kathy Atkins based on her decades of work. Member Atkins accepted.

Member Hibbeler nominated Holly Morales based on her experience in workforce development. Member Morales accepted.

The nominees for chair shared their reasoning for why they should serve in the position for which they were nominated.

#### *Nominee Speeches and Voting for Chair*



- Member Hibbeler expressed that she was honored to be nominated for president. She described that she has a number of years of experience in workforce development and state and federal programs across multiple departments. She expressed her desire for the group to move forward collectively. She pointed to the strategic plan as having started to bring NAETC members together in the last two-year session. She pointed out that there were still some administrative issues to work out with the DFO that would make the NAETC even stronger.
- Member Waldron expressed that he was honored to be nominated for president. He stated that he had previously held the position. Member Waldron affirmed that he would be a strong voice. He stated that he also serves on many other committees where he has gained a great deal of experience and would love the opportunity to really create change.

Mr. Coley asked members to vote using paper slips in the room and passing those to Ms. Forland with members joining virtually providing their votes to Ms. Summers.

#### *Nominee Speeches and Voting for Vice Chair*

The nominees for vice chair shared their reasoning for why they should serve in the position for which they were nominated.

- Member Lowry stated the importance of having a good mix of representation from 407 and Section 166 grantees, as well as increased collaboration with partners in Washington. Member Lowry expressed her desire to be mentored by the chair and other leaders in the room. She emphasized looking to the future and the sustainability of the NAETC.
- Member Seven expressed thanks for her nomination as vice chair. She stated that she is serving her eighth two-year term on NAETC. She described the opportunity to sit amongst each other, share knowledge from each member's areas of interest, and come together to formulate policy recommendations to the Secretary of Labor.
- Member Pahmahmie expressed being honored to have been nominated as vice chair, now serving his fourth two-year term on NAETC. He stated that he has learned a lot, including understanding the need to stop, pause, listen, reflect, and then speak. He pointed to having worked his way up and his desire to share his knowledge and experience.

Mr. Coley asked members to vote using paper slips in the room and passing those to Ms. Forland with members joining virtually providing their votes to Ms. Summers.

#### *Nominee Speeches and Voting for Secretary*

The nominees for secretary shared their reasoning for why they should serve in the position for which they were nominated.

- Member Morales stated that she did not expect to be nominated for secretary, particularly next to Member Atkins. She described her experience working under 477 for 26 years. She stated that she too had slowly worked her way up and has now found her voice in her second term on NAETC. She also expressed her support for Member Atkins.
- Member Atkins expressed being honored to be nominated for secretary. She stated that she has been involved in this work since 1994, and has previously served in NAETC officer positions.

Mr. Coley asked members to vote using paper slips in the room and passing those to Ms. Forland with members joining virtually providing their votes to Ms. Summers.

#### *Announcement of Officers*

Ms. Casta tallied the in-person and virtual votes, and announced the following elected officers:

- Chair: Patricia Hibbeler
- Vice Chair: Erwin Pahmahmie, Jr.
- Secretary: Holly Morales

Mr. Coley transitioned leadership of the meeting to Chair Hibbeler.

#### **Census Subcommittee Report**

Member Wojnas stated that the Census Subcommittee had convened once since the December NAETC meeting. He affirmed acceptance of DOL's decision to use the most current data (i.e., 2014-2018 American Community Survey data) for allocating funding, although there are concerns about the accuracy of that data. He pointed out that the rate of undercount in any given community can vary dramatically from the national average, and that undercounting is often most significant in small rural census blocks and reservation areas. Member Wojnas spoke to the importance of ensuring that data are comparable and that DOL's methodology is beyond reproach in order to build trust in the new process.

Member Wojnas stated that NAETC has recommended that DOL circulate statistics that summarize the range of impact to programs. Although DOL had not furnished that information as of the last Census Subcommittee meeting, Member Wojnas described that back of the envelop math suggests that service disruption risk under the proposed allocations is meaningful. Of the 169 adult programs listed, one in five will experience a reduction in funding greater than \$20,000 or the reduction represents at least an eighth or 12.5 percent of their grants. If one considers these criteria independently, one in three or 53 in total will experience either a funding reduction of \$20,000 or 12.5 percent of their grant amount. That statistic includes six of the 10 largest programs. Member Wojnas stated that if DOL chooses to proceed, a thoughtful and extended hold-harmless construct will be an absolute necessity. And DOL is required by statute to consult NAETC and the grantee community in designing the hold-harmless implementation. He emphasized that the magnitude and human impact of these changes deserves a process of openness, patience, and clarity.

Mr. Hall thanked Member Wojnas for taking the lead for the Census Subcommittee. He then explained that the Census Subcommittee was formed about a year ago. DOL provided the subcommittee with 2000 numbers, new Census numbers, and the difference between those two—but what's most important is plugging those numbers into the funding formula to see how it affects grantees. Mr. Hall recognized that the change could be pretty dramatic for some grantees, with some receiving over a 100 percent increase and others losing around 40 to 50 percent of their funding.

Mr. Hall stated that the law requires DOL to use the most current Census data available, and DOL has not been in compliance with that requirement. They have continued to rely on 2000 Census data. Mr. Hall described how DOL has tried to get the new estimated numbers of funding out to grantees, putting them on DINAP's website and in DINAP's Digest. He then described the proposed hold-harmless approach which attempts to minimize the impact to grantees. Mr. Hall stated that DOL is proposing a 95 percent

hold-harmless—a grantee would receive 95% of funding from program year (PY) 2023. The hold-harmless would span over three years, with losses of no more than 5 percent in first year, no more than 10 percent in the second year, and no more than 20 percent in the third year. Mr. Hall recognized that this approach reduces the increases for grantees that would be receiving increases with the new data.

Mr. Coley pointed out that Mr. Hall has been vociferous about making sure that grantees are away of the change, working diligently, over long hours. He also stated that in addition to publicizing the new numbers more broadly, DINAP has had one-on-one conversations with grantees specifically discussing the changes as well as personal emails.

Chair Hibbeler stated that this is going to be really hard, a big change for grantees. She expressed her appreciation at hearing how judicious and transparent DOL has been.

Member Quintana shared his appreciation for Member Wojnas' work on this issue. He also pointed out that the Census Subcommittee's conversations have not been easy, but that they've had the right people in the room.

Member Seven asked that NAETC receive a printed copy of the hold-harmless plan that Mr. Hall described. She also asked about DOL's plan to implement the hold-harmless, as well as when the next update of data will occur.

Mr. Hall responded that DOL will implement the hold-harmless starting this year. Mr. Hall suggested keeping the Census Subcommittee intact and continuing to move forward with the next edition of Census numbers since the 2014-2018 numbers are already somewhat old.

Member Chaisson asked whether the 2000 Census was the first time that Indian was separate. She stated her recollection that they saw a lot of cuts with that change, and the need to advocate for more money.

Mr. Hall was unsure of the 2000 Census question, but believes Member Chaisson is correct.

Member Waldron stated that the situation is terrible, and it goes back to a lack of understanding of what's going on in Indian country. Even a bigger budget would not have prevented the change. He referred back to the decision to have Indian alone as an attempt to somewhat level the playing field. But he stated that the real issue is the need for a better understanding in our communities filling out Census data. He was involved with the census during COVID that was shut down early—expressed that those numbers are going to be devastating. Member Waldron suggested leveraging some of the opportunities mentioned by Assistant Secretary Rodriguez to put some money back in those budgets. He stated his certainty that the small grantees will feel it the worst.

Vice Chair Pahmahmie expressed his thanks for the work that Mr. Hall and Member Wojnas have done, but cautioned not to wait another 20 years before doing this again. He pointed out that if the data is updated every five years and you have a three-year hold-harmless, then you would be in a constant state of flux. Vice Chair Pahmahmie also pointed out that tribal membership criteria can change over time.

Mr. Coley stated that DOL is looking for guidance from NAETC on how often to update the data.

Member Wojnas stated that a five-year cadence could be beneficial.

Member Smith pointed out that during COVID, some tribes' numbers went up. Some tribes have done a really good job of really starting to capture all of their members. He asked to be considered to be a part of the Census Subcommittee going forward.

Member Lowry asked whether federal project officers (FPO) will meet with each grantee to see the decreases over time.

Mr. Coley responded that FPOs have been meeting with grantees to have these discussions, and will share information about the impact of the hold-harmless as soon as that process is approved internally.

Chair Hibbeler asked to confirm that DOL has already had conversations with grantees that will realize the impact.

Mr. Hill affirmed that FPOs have monthly and quarterly meetings with grantees where they have been sharing this information. However, he clarified that what has not yet been shared is the three-year hold-harmless plan since they have been working out the details with the DOL budget office. FPOs have had individual conversations with grantees expecting decreases to discuss that the first year would be limited to a 95 percent decrease.

Member Quintana asked about an overall plan to disseminate the full three-year hold-harmless information.

Chair Hibbeler asked whether NAETC would need to take some sort of action on the hold-harmless plan. She also asked whether there might be a way to use Census' information on estimated undercounts of American Indians.

Member Wojnas replied that undercount estimates are at the national level, and likely vary across local communities, but they can take that question back to the subject matter experts at Census and the Bureau of Labor Statistics.

Chair Hibbeler asked what it looks like with the effects of COVID.

Member Wojnas clarified that COVID will be issue in next dataset, which they haven't looked at yet. He affirmed that should be top of mind moving forward.

Member Seven asked what Indian country needs to advocate for. What are the response rates for the ACS? Are there problems with the ACS? Census will only mail to residential addresses, but tribal members may receive email at post office boxes.

Mr. Coley clarified that NAETC has already laid out a framework for implementing this process, so there is no need for further action today. He also stated that Census is setting up a committee that members could join.

Member Quintana nominated Member Wojnas for that committee. Chair Hibbeler seconded that nomination.

Chair Hibbeler stated that she looks to the Census Subcommittee to make recommendations to the full council about the timing of future updates to the data, and that she wants to see the Census Subcommittee be ongoing.

Member Wojnas affirmed that the Census Subcommittee will look at recommendations regarding the timing of future updates.

Mr. Hall made a point of recognizing all of the work that Norm Weaver did on this, and recognizing that he is no longer with us. DOL could not have done this work without Mr. Weaver's input and guidance.

Member Waldron motioned to adjourn for the day.

Member Lowry seconded the motion.

Chair Hibbeler affirmed the vote to adjourn.

## UNITED STATES DEPARTMENT OF LABOR

### NATIVE AMERICAN EMPLOYMENT AND TRAINING COUNCIL MEETING

*Friday, May 17, 2024*

The Council met in Salon 13 of the Rosen Plaza Hotel, located at 9700 International Drive, Orlando, Florida at 9:00 a.m. ET, Patricia Hibbeler, Chair, presiding.

#### **Present**

Kathy Atkins, Region 3  
Lora Ann Chaisson, Region 4  
Robin Counce, Region 4  
Patricia Hibbeler, Other Disciplines, Chair  
Robert Houle, Region 5  
Candace Lowry, Region 3  
Holly Morales, Region 6, Secretary  
Erwin Pahmahmie, Jr., Region 4, Vice Chair  
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#### **Did Not Attend**

Gary Rickard, Region 6

#### **Also Present**

Nathaniel Coley, Designated Federal Officer, Division Chief, Division of Indian and Native American Programs (DINAP), Employment and Training Administration (ETA)  
Heidi Casta, Office of Workforce Investment (OWI), ETA  
Jobany Osorio Chavez, DINAP, ETA  
Cynthia Forland, GA Team/Forland Consulting  
Annette Summers, GA Team

#### **Call to Order**

Chair Hibbeler opened the meeting and proposed a delayed start of 10:00 a.m. ET since a general session of NINAETC was still underway. Member Smith motioned for adjourning until 10:00 a.m. ET. Member Lowry seconded the motion.

Chair Hibbeler re-opened the meeting at 10:00 a.m. ET, conducted a roll call, and determined the presence of a quorum.

### **DINAP Update**

Mr. Coley discussed having had the opportunity to visit with grantees and meet NAETC members during his first year in his position.

Mr. Coley provided the following Indian and Native American (INA) program performance data for PY 2022:

- The INA program served 12,585 participants in PY 2022 (the latest data available), with 8,588 adults and approximately 4,000 youths.
- Adult performance outcomes showed a 68.4 percent employment rate in the second quarter compared to 69.4 percent in 2021 and a 69.5 percent retention rate in the fourth quarter compared to 90 percent in 2021.
- Median earnings in the second quarter were \$5,881 compared to \$5,670 in PY 2021, with a credential attainment rate of 46.7 percent compared to 52.3 percent.
- Measurable skills gains were at 41.7 percent compared to 37.4 percent in 2021.
- Youth performance outcomes, based on the legacy system data, showed an attainment of two or more goals at 87 percent compared to 75 percent in PY 2021, educational attainment for dropouts at 6 percent, and a work readiness attainment and summer employment completion rate both at 88 percent.

Mr. Coley provided that Congress maintained funding levels from the previous year at \$60,000,000 for the Comprehensive Services Program (CSP), not including the Supplemental Youth Services Program (SYSP) funds of \$14,161,107.

The program did not face a WIOA program reduction in funds for PY 2024 as all other WIOA programs are required to contribute, allowing \$68,000 to be reinvested into the program.

Mr. Coley reported that DINAP is getting ready to issue the funding TEGL for the upcoming year, which will use the new Census data for making allocations, following the framework developed and recommended by NAETC over the past decade.

Mr. Coley described a robust communication campaign to ensure grantees are aware of the changes. DINAP's communication activities have included several discussions of the change in the DINAP Digest since the winter of last year, numerous emails from the DINAP Chief and FPOs to all levels of grantee organizations, direct conversations between grantees, Virtual Q&A discussions between DINAP, the Bureau of Indian Affairs, and 477 grantees, and their DINAP FPOs, and workshops and webinars focused on the topic. A federal register notice will be published with the TEGL.

Chair Hibbeler asked for the anticipated time frame for getting the TEGL out.

Ms. Casta responded that TEGs needs to go through agency and Office of Management and Budget review. She is hoping for release in early June.

Member Quintana wanted to commend DINAP for the performance numbers, especially coming out of the global pandemic. He asked whether DINAP is tracking the overall estimated time for grantees to receive funding.

Mr. Coley responded that DINAP is working with DOL's Office of Grants Management to facilitate that process and ensure that DINAP grantees are being prioritized. He also pointed out that grantees need to avoid any discrepancies in their documentation (e.g., between four-year plans and financial documents) to prevent unnecessary delays.

Mr. Coley emphasized that DINAP is collaborating with other offices at DOL. DINAP and NAETC members are involved in work with DOL's Chief Evaluation Office focused on evidence-based practices, particularly integrating Native individuals into the wider workforce. Mr. Coley reported that DINAP is collaborating with DOL's Office of Apprenticeship, including on an upcoming webinar series (Engage Series: Uniting RAPs & Tribal Workforce/College Career Centers for Apprentice Recruitment) to be announced in the forthcoming DINAP Digest. DINAP is also working with DOL's Office of Job Corps which is launching a "Job Corps 2.0" campaign. This campaign is to include new remote or virtual options, which should be particularly valuable for Native communities to further participate in those training opportunities across the country.

Mr. Coley reported that DINAP is looking to improve their technical assistance to grantees. For instance, this week, DINAP held the new director's training here at NINAETC. DINAP is also looking at offering more localized peer-to-peer training sessions in addition to a national and regional conferences. Mr. Coley reported that DINAP fielded a survey on technical assistance needs at the Western conference as well as here at NINAETC, and will be reviewing those results.

Chair Hibbeler expressed her appreciation for what DINAP is saying about more localized and peer-to-peer training and technical assistance as it fits very well with what is currently in the NAETC strategic plan.

Member Waldron expressed his concern that pre-apprenticeship and apprenticeship training lead to jobs with contractors. Individuals need to get employed under a master's license so that they can get their own.

Member Lowry asked who would be providing the peer-to-peer training. She expressed the need for the trainers to be those who are currently doing the work, and her particular interest in being involved in the process.

Member Seven stated that it was really good to hear about the upcoming apprenticeship series. She then asked whether Job Corps would be open to working with DINAP on occupations and industries in particular interest to NAETC and tribal nations. She pointed out that the Job Corps cost per participant is high, and she would like to see some of that investment go to Native youth. Member Seven expressed her desire to see Native youth go through training together as a group. She supported the idea of peer-to-peer technical assistance and training. She emphasized that training topics need to be of specific interest to grantees, and suggested having a co-trainer from the grantee community alongside DINAP staff.



Member Waldron pointed out that there is already a list of peer-to-peer trainers and training topics maintained at DOL that Mr. Coley can refer to.

Member Seven recommended strengthening relationships among DOL, the Department of Energy, and the North America's Building Trades Unions. She expressed the importance of ensuring pathways for Native individuals across the country for the available work. Member Seven also expressed the need to learn more about Native youth across the country—specifically their training and education interests—and opportunities to partner with youth-focused organizations like Unity, Inc.

Member Quintana suggested working with additional groups, such as the National Indian Education Association. He pointed out that individuals are different, and there is a need to look at low-skill, mid-skill, and high-skill positions based upon what individuals may be interested in. Member Quintana then asked for confirmation that the Good Jobs in Tribal Communities Summit will continue in the future.

Member Chaisson noted that this year the United Nations Permanent Forum on Indigenous Issues focused on youth, which was great to see. She also pointed out that the National Congress of American Indians has a very strong Youth Commission. Member Chaisson also expressed an interest in partnering with the American Indian Alaska Native Tourism Association—work where our people are telling our stories.

Member Lowry shared that North Carolina has developed a workforce app specifically designed for youth that's being implemented in all of the middle schools. She expressed an interest in seeing data gathered on the trends in interest amongst Native American youth across the country.

Member Seven discussed how the Florida Governor's Council created a virtual youth program, contracted with different agencies in Florida and in other states to teach STEM programs, trades, as well as certification in OSHA. She suggested there might be an opportunity to develop a program amongst NAETC members that could be piloted.

Member Waldron discussed a potential grant he is working on with Senator Reed from Rhode Island to support an apprenticeship program that leads to a full master's level in panelized building.

Member Houle proposed working with the Indian Health Service to develop a program similar to the Community Health Aid Program (CHAP) in rural Alaska to better serve tribal communities and provide career pathways for Native youth.

Mr. Coley pointed to research that Jobany Osorio Chavez, a DINAP intern, did on practices of other countries in engaging indigenous populations, which will be presented later in the meeting.

Mr. Coley explained that DINAP is issuing a search for a new tribal contractor to support DINAP's work.

Mr. Coley then described DINAP's grant oversight activities. That work has included identification of risk factors for grantees, and working more closely with those at-risk.

Mr. Coley walked through [NAETC's recommendations to the Secretary of Labor](#), and the [Secretary of Labor's response to those recommendations](#). He affirmed DOL's support for each of those recommendations, and explained that some responsive actions are still under development.

Mr. Coley shared that he sees opportunities to look holistically at what DINAP and the greater community are doing. He expressed his interest in grantees continuing to work together to achieve objectives and support the community.

Mr. Osorio Chavez presented information based on his research of workforce programs for indigenous populations. He highlighted the following challenges of indigenous workforce development programs:

- Adequate funding
- Awareness of programs
- Challenging compliance requirements
- Policies that lack integration with indigenous needs
- Lack of services that target indigenous area
- Lack of adequate wrap-around services and resources
- Inadequate exposure and preparedness to career opportunities
- Discrimination

Mr. Osorio Chavez highlighted the following promising Canadian practices:

- The 10-Year Grant (New Program)
  - Grant that allows indigenous recipient to use funds provided by Indigenous Services Canada (Canadian Government Organization) for consolidated services for indigenous populations over a 10-year time (Similar to BIA 477-program)
  - 5 organizational eligibility measures:
    - Fiscal growth ratio – total revenue in current year vs previous year
    - Operating margin ratio – annual total revenue in comparison to total expenses
    - Asset maintenance ratio – is investments enough to maintain its existing capital assets and new assets
    - Net debt ratio – manageability of overall debt
    - Interest expense ratio – ability to pay interest gained from debts
  - Flexibility in our service delivery to enable us to focus on the most urgent needs in our community
  - Guaranteed 10-year worth of funding—creating stability in program implementation and in the achievement of long-term goals
  - Respects tribal sovereignty
  - Addresses needs by fostering employment and promotes development of local opportunities
  - Helps establish partnerships and promotes cultural exchange between indigenous organizations and partners
- Skills and Partnership Funds – Est. 2010
  - Training-to-Work program that funds specific projects that prepare indigenous people for a job once completing the training program
  - Funds proposals for specific training-to-work programs
  - Since 2010 has funded 130 projects, serving more than 52,500 indigenous clients with over 19,300 employed and over 2,900 returning to school
  - Provides tribal sovereignty in developing career-oriented programs
  - Promotes cultural exchange between indigenous organizations and partners

Mr. Osorio Chavez highlighted the following promising Australian practices:

- Tailored Assistance Employment Grants (TAEG) – Est. 2021
  - Performance-based funding grant that increases with program participant employment outcomes
  - Provides increasing funding for evidence-based programs
  - Aims to connect indigenous secondary school students and indigenous job seekers with sustainable jobs
- Indigenous Australian Government Development Program (IAGDP) – Est. 2016
  - Government funded credential-based apprenticeship program (project management, human resources management, or procurement and contract management)
  - 15-month government rotational program that provides participants who complete the program with a government job
  - Increases indigenous representations in government agencies
- Community Development Program (CDP) – Est. 2019
  - Successfully increased employment opportunities in remote/rural indigenous communities in Australia
  - Participants in rural communities receive personalized assistance from their local service provider to help build skills, get a job, etc. (virtually)
    - Formal training (gain qualification and certifications upon completion)
    - Foundational skills training such as language, literacy, numeracy, and driver's training
- Remote Jobs and Economic Development (RJED) – Est. 2023
  - Provides funds to non-profit community groups in remote/rural indigenous areas for community-based projects (preserve cultural artifacts . . .)
  - Over 3,000 jobs will be funded but they must employ INAA-eligible participants (e.g., indigenous people)
  - Community-controlled organizations and local government can identify projects the community needs

Mr. Osorio Chavez closed with what can be improved:

- Establish more remote jobs and training opportunities (not just formal training but foundational training as well)
- Offer more beneficial certifications/diploma for various fields of employment
- Develop government internship programs that can help bring more indigenous people into the public sector/increase indigenous representation into federal government
- Offer more cultural awareness and diversity training in jobs nationwide
- Provide adequate federal funding to establish new programs that will be beneficial to tribal communities in rural area
- Develop a more unified relationship between federal and tribal governments
- Enhance existing youth programs to provide more work experience or promote higher education to benefit youth participants that are motivated to continue school

Chair Hibbeler asked that the presentation be provided to NAETC.

Member Waldron stated that the presentation was right on point.

Member Quintana asked for additional quantitative and qualitative data—are we talking about gainful employment, livable wages? He recommended looking at indigenous programs in other parts of the world, including New Zealand, Peru, and Africa. Member Quintana stated his appreciation for the move in the philanthropic sector to “trust” giving.

Member Seven suggested that at future conferences, they have workshops focused on youth to provide insight on who they are.

Following a break for lunch, Chair Hibbeler entertained a motion to approve the minutes from the last meeting.

Member Lowry moved to approve the minutes. Member Peer seconded the motion. Members voted in the affirmative to approve the minutes from the last meeting.

### **Youth Subcommittee Report**

Member Whitman recapped the historical background and mission of the Youth Subcommittee. She explained that Jennifer Whitmore with DINAP has served as the lead of the subcommittee, which was established to improve employment and training services to American Indian, Alaska Native, and Native Hawaiian youth and young adults.

Member Whitman stated that subcommittee meetings have reviewed a wide variety of allowable WIOA Youth services with grantees that are defined in the Youth Grantee Performance Management System (GPMS). She also shared that the subcommittee has discussed establishing co-chairs to represent Section 166 and Public Law 102-477 grantees, respectively.

Member Whitman shared that the subcommittee is inviting more members, especially youth and young adults, identifying potential peer-to-peer providers, and identifying ways to improve outreach to youth. She highlighted that the subcommittee prioritized working with the Youth GPMS development work group to support launching Youth GPMS by June 2023. Member Whitman shared that the GPMS deadline was met, and Ms. Whitmore and her team are monitoring modifications and enhancements of the system.

Member Whitman referred back to a Youth Apprenticeship Week presentation held on May 8, 2024. She closed by asking NAETC members to email recommendations for additional Youth Subcommittee members.

Member Seven spoke to her participation in the youth apprenticeship webinar, and how it connected back to NAETC’s strategic plan.

Chair Hibbeler expressed her desire to continue seeing webinars featuring the good work going on in Indian and Native American programs alongside more general workforce webinars.

Mr. Coley gave credit to Kayla Hilario with DINAP who took the lead in organizing the youth apprenticeship webinar with DOL’s Office of Apprenticeship.

Mr. Coley clarified that he will be supporting all of the NAETC subcommittees. From the DINAP staff, he will be joined by Ms. Hilario on the Youth Subcommittee, Ms. Whitmore on the Performance Subcommittee, Mr. Hall on the Census Subcommittee, and Jolene Aguilar on the Effective Management Subcommittee.

Member Seven pointed out that there are a number of workforce development initiatives going on across federal agencies. She suggested that DOL serve as the central point that can help organize those workforce programs with respect to Native American populations.

Mr. Coley affirmed DOL's central role in coordinating federal workforce development programs and initiatives.

Member Seven asked about the new contract coming up, in terms of support for NAETC with things such as data analysis and report-writing.

Mr. Coley responded that DINAP is looking to get more support from the next contractor, and will be building in accountability measures. He pointed out that an interim contractor is providing support to bridge the gap between the last five-year contractor and the next five-year contractor.

Mr. Coley discussed an economic study of labor market information that David Munoz, an intern, had conducted and that would be made available to NAETC in the future. That work focused on market trends in the wider labor market compared to individuals served through INA programs and available through GPMS data. In looking at those trends, Mr. Munoz also made recommendations.

Member Whitman emphasized that the Youth Subcommittee will need to prioritize what to focus on next.

Member Quintana asked whether there would be an opportunity to formally create a report-out on the information collected and analyzed by Mr. Munoz.

Mr. Coley confirmed that could be scrubbed and made available.

Vice Chair Pahmahmie asked for further clarification on plans for the new contractor.

Mr. Coley clarified that plans for the new contractor were developed based on NAETC recommendations. He also solicited any additional feedback from NAETC on what to include in the contract in order to assure that it's a comprehensive contract to meet their needs.

Chair Hibbeler asked NAETC members to share any additional feedback regarding the contract quickly.

### **Performance and Reporting Subcommittee Report**

Ms. Whitmore shared that the Performance and Reporting Subcommittee had not met during the past year. She discussed the new GPMS, a web-based system funded by DOL that serves as a case management and reporting tool for DINAP grantees. She stated that both the WIOA Section 166 adult and youth programs are now using GPMS.

Ms. Whitmore explained that DINAP is working with ETA's Office of Policy Development and Research (OPDR) and Social Policy Research Associates (SPRA) to develop an interactive dashboard to be posted

on the DINAP website. Ms. Whitmore demonstrated the dashboard’s functionality, including the ability to search program performance by youth or adult, quarter end date, and by quarter or rolling four quarters, down to the grantee level. She shared that DOL is able to match grantee records with Unemployment Insurance wage (UI) wage records to get employment outcomes. Ms. Whitmore shared that the dashboard includes not only WIOA indicators, but also well as additional performance indicators outlined in TEG 04-19.

Ms. Whitmore shared the following adult performance outcomes for PY 2022:

<b>PY 2022 INA Adult Performance Outcomes</b>	<b>Supplemental</b>	<b>UI</b>	<b>Combined</b>
Employment Rate in the 2 <sup>nd</sup> Quarter After Exit	26.3%	63.7%	<b>68.4%</b>
Employment Rate in the 4 <sup>th</sup> Quarter After Exit	24.9%	64.3%	<b>69.5%</b>
Median Earnings in the 2 <sup>nd</sup> Quarter	\$7,540	\$5,826	<b>\$5,881</b>
Credential Attainment	46.7%	-	<b>46.7%</b>
Measurable Skill Gains	41.7%	-	<b>41.7%</b>
<i>Percent in Training (INA additional measure)</i>	<i>50.2%</i>	-	<i><b>50.2%</b></i>
<i>Employability Skills Enhancement (INA additional measure)</i>	<i>42.5%</i>	-	<i><b>42.5%</b></i>

Ms. Whitmore shared that DINAP has about three years of grantee adult performance data, and is now tasked with setting performance targets for grantees. She explained that the Performance Subcommittee will be asked to assist in the development of those targets, for adults, to ensure the standards reflect the unique conditions and characteristics of Indian and Native American communities. Ms. Whitmore also shared that DINAP will be developing a statistical adjustment model taking appropriate economic factors into account, with the support of research economists from OPDR and SPRA. Ms. Whitmore clarified that DINAP will begin with adult performance targets, with youth performance targets to follow next year.

Ms. Whitmore explained that she only has access to data for WIOA Section 166 programs, not 477 grantees.

Chair Hibbeler asked about the timing of the roll-out of the dashboard.

Ms. Whitmore stated that they are hoping to publish the new dashboard within two weeks. She also demonstrated Workforce Investment Act results currently on the DINAP website from the previous system, the Common Reporting Information System.

Member Seven asked what is needed for a UI wage record match for programs in other agencies serving Native populations.

Ms. Whitmore explained the matching process used at DOL for DINAP grantee data.

Chair Hibbeler observed that there might be additional processes to work out for UI wage record matches when it comes to tribal organizations.

Mr. Coley gave Ms. Whitmore accolades for her work on the data systems and working with the data itself.

### **Strategic Plan/Effective Management Subcommittee Update**

Chair Hibbeler walked through the NAETC's [2022-2024 Strategic Plan](#). She pointed out the areas where NAETC did not meet their objectives, B.1 and B.2 under Training and Technical Assistance, and an area where they chose not to proceed, C.3 relating to sharing the strategic plan with outside partners.

Chair Hibbeler pointed out that the Effective Management Subcommittee is made up of all NAETC members. Meetings of that group provide the opportunity for the whole council to really dialogue, process information, and move things forward.

### **Subcommittee Leadership**

Chair Hibbeler asked for volunteers to lead the four subcommittees moving forward.

Chair Hibbeler emphasized the need to think further out than two years as NAETC develops the 2024-2026 strategic plan.

Member Lowry nominated herself to lead the Effective Management Subcommittee.

Chair Hibbeler nominated Member Wojnas to lead the Census Subcommittee.

Member Seven nominated herself to lead the Performance and Reporting Subcommittee.

Chair Hibbeler asked Member Whitman to continue chairing the Youth Subcommittee. Member Whitman stated her preference that a new NAETC member chair the subcommittee. She also raised the possibility of having subcommittee co-chairs.

Chair Hibbeler confirmed that there could be co-chairs of the subcommittees.

Member Chaisson nominated Member Smith and Member Tamir as co-chairs for the Census Subcommittee.

Member Counce volunteered to co-chair the Youth Subcommittee with Member Whitman.

Member Atkins volunteered to serve on the Youth Subcommittee.

Member Peer volunteered to serve on the Youth and Performance and Reporting Subcommittees.

Member Chaisson volunteered to serve on the Performance and Reporting Subcommittee.

Member Wauneka volunteered to serve on the Youth and Performance and Reporting Subcommittees.

Member Quinata volunteered to serve on the Census and Performance and Reporting Subcommittees.

Chair Hibbeler closed the discussion, and asked additional members to volunteer to serve on subcommittees after the meeting.

Member Whitman affirmed that she will continue serving on the Census and Youth Subcommittees, but does not want to be the chair of the Youth Subcommittee.

Chair Hibbeler asked Member Counce whether she would be willing to chair the Youth Subcommittee, and assured her that both Member Peer and Member Atkins would be willing to co-chair.

Member Lowry stated her desire to remain on the Census and Performance and Reporting Subcommittees.

Chair Hibbeler stated that a subcommittee membership list would be circulated, and NAETC members could then confirm.

### **Public Comment**

Chair Hibbeler opened public comment.

Margaret Zientek, Co-Chair, Public Law 102-477 Tribal Work Group, commended each council member on their work. She asked that NAETC take a look at American Community Survey, the Census, and the labor force report required under Public Law 115-93. Ms. Zientek stated that she would like to see a blending of the three reports to see a much better picture of the number of people in the areas served.

Tianna Porter, Economic Empowerment Director, Native American Community Services expressed her support for the NINAETC General Assembly resolution about looking at data when it comes to the Census. She shared that her organization is one of the grantees that is going to be getting a budget decrease, and that she knows there are Natives her organization serves that are not being counted. They serve a reservation that chooses not to be counted because they maintain their sovereignty.

Elk Richardson, retired Section 166 Director, North Carolina, shared that he previously served on the council and is happy to see that the council still exists. He explained that Indian set-asides have been around for a long time, at least with DOL programs. Mr. Richardson encouraged the council to continue the fight to look out for services for Indians, regardless of where they live. He urged the council not to fall into divisions, as services and resources are already too few.

Lorenda Sanchez, Executive Director, California Indian Manpower Consortium, Inc., emphasized the importance of history. She expressed her concern with the 10 percent cap on administrative costs in the WIOA reauthorization bill being considered by Congress, that it would strangle smaller programs. Ms. Sanchez shared her concerns that language in the proposed law does not match up with the Executive Order. She emphasized the importance of flexibility in program design and in reporting outcomes to DOL. She expressed her concerns with the 2020 Census, that many Indian communities did not receive the actual Census form although it was virtually available, and data collection ended when it was around 2.5 percent completed nationwide. Ms. Sanchez shared that there is a study underway in California with three tribes to look at the numbers.

Elk Richardson, retired Section 166 Director, North Carolina, shared that the administrative rate in the WIOA reauthorization bill will kill a lot of small grantees. That will encourage going back to the states for services, but Indians weren't getting services from the states. Seems almost unheard of to impose term limits given Indian traditions—encouraged NAETC to fight for keeping NAETC members allowed to serve until their successors are named and appointed.



Jonathan Goombi, Administrative Assistant, Kansas City American Indian Council, expressed his concerns about the 10 percent cap on administrative costs in the WIOA reauthorization bill. He asked for trust, help, and guidance.

Travis Bryant, North Carolina, emphasized the importance of good quality education. He assured NAETC that they can do good work if they stay focused as a united group on their strategic plan. He cautioned that the Census as the basis for a funding model is not useful.

Margaret Zientek, Co-Chair, Public Law 102-477 Tribal Work Group, expressed concerns about language in the WIOA reauthorization bill, including the 10 percent administrative limitation and definitions of youth work placements. She urged looking very closely at the bill and reaching out to individuals' Congressmen.

Wanda Ammons, North Carolina Commission of Indian Affairs, shared Indian student success stories.

Chair Hibbeler inquired whether anyone else wanted to give public comment, either in the room or online. Hearing none, she closed out the public comment period.

### **Next Steps**

NAETC members discussed various options for meeting dates, including whether to coordinate with the National Congress of American Indians Annual Convention or a White House Tribal Nations Summit. No decision was made on specific dates for the next full council meeting.

Chair Hibbeler expressed her desire to convene the Effective Management Subcommittee within the next 30 days to begin work on updating the strategic plan.

Chair Hibbeler invited a motion to adjourn the meeting. Member Lowry moved to adjourn; Member Tamir seconded the motion. Chair Hibbeler adjourned the meeting.