

UNITED STATES DEPARTMENT OF LABOR

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NATIVE AMERICAN EMPLOYMENT AND TRAINING COUNCIL

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MEETING

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FRIDAY
MAY 17, 2024

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The Federal Advisory Council met in a hybrid meeting at the Rosen Plaza Hotel Orlando, Florida and virtually at 9:00 a.m. EDT, Patricia Hibbeler, Chair, presiding.

PRESENT

PATRICIA HIBBELER, Region VI, Chair
ERWIN PAHMAHMIE, JR., Region IV, Vice Chair
KATHY ATKINS, Region III
LORA ANN CHAISSON, Region IV
ROBIN COUNCE, Region IV
ROBERT HOULE, Region V
CANDACE LOWRY, Region III
HOLLY MORALES, Region VI
ANGEL PEER, Region V
JOSEPH QUINTANA, Region VI
KAY SEVEN, Other Disciplines
DARIUS LEE SMITH, Region IV
OMER TAMIR, Other Disciplines
DARRELL WALDRON, Region I & II
ORLANDA WAUNEKA, Region VI
WINONA WHITMAN, Region VI

ALSO PRESENT

HEIDI CASTA, Deputy Administrator, Department of
Labor

NATHANIEL COLEY, Incoming Designated Federal
Officer

B.C. ECHOHAWK, Tribal Tech, LLC

CYNTHIA FORLAND, President, Forland Consulting

DUANE HALL, Federal Project Officer

ANNETTE SUMMERS, President, The GA Team

JENNIFER WHITMORE, DOL, DINAP, Federal Project
Officer

AGENDA

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

2 10:03 a.m.

3 CHAIR HIBBELER: Good morning,
4 everyone. Patricia Hibbeler, other discipline
5 Chair. I'd like to start by opening our meeting
6 this morning. And certainly state that we
7 recognize that general session is happening
8 downstairs until 10:00.

9 It's my recommendation that we adjourn
10 and do a delayed start at 10:00. If you all
11 agree, if we can get a motion on that please?

12 MEMBER SMITH: I'll motion that we
13 adjourn till 10:00.

14 CHAIR HIBBELER: Motion by Darius
15 Smith.

16 MEMBER SMITH: Thank you. Sorry about
17 that. Darius Smith, representing Region IV.

18 CHAIR HIBBELER: Thank you. Do we
19 have a second?

20 MEMBER LOWRY: Candace Lowry, Region
21 III. I second.

22 CHAIR HIBBELER: All in favor?

1 (Chorus of ayes.)

2 CHAIR HIBBELER: Any opposed? And any
3 abstentions? Motion passes.

4 Thank you for those that are online
5 with us. We'll do official roll call and start
6 the meeting at 10 o'clock. Thank you.

7 (Whereupon, the above-entitled matter
8 went off the record at 9:02 a.m. and resumed at
9 10:03 a.m.)

10 CHAIR HIBBELER: This is Patricia
11 Hibbeler representing other disciplines and
12 Chairwoman of the Council. We're going to go
13 ahead and get started.

14 I'd like to call this meeting to
15 order. And, Nat, I'm going to ask you if you
16 would do roll call.

17 That's okay, I'm sure our Secretary
18 will be in the room momentarily.

19 MR. COLEY: Kathy Atkins? Robin
20 Counce? We know that Robin is on line.

21 Patricia Hibbeler?

22 CHAIR HIBBELER: Present.

1 MR. COLEY: Robert Houle? Candace
2 Lowry?

3 MEMBER LOWRY: Candace Lowry, Region
4 III, present.

5 MR. COLEY: Erwin Pahmahmie?

6 MEMBER PAHMAHMIE: Erwin Pahmahmie,
7 Region IV, Oklahoma, present.

8 MR. COLEY: Angel Peer?

9 MEMBER PEER: Angel Peer, Region V,
10 present.

11 MR. COLEY: Kay Seven? Darius Lee
12 Smith?

13 MEMBER SMITH: Darius Lee Smith,
14 Region IV, present.

15 MR. COLEY: (Audio interference.)
16 Orlanda Wauneka?

17 MEMBER WAUNEKA: Orlanda Wauneka,
18 Region VI, present.

19 MR. COLEY: And is there anything in
20 the chat, Jobany?

21 MEMBER COUNCE: And Robin Counce,
22 Region IV is present. In the chat.

1 MR. COLEY: Holly? Holly is present.
2 Thank you, Chairwoman.

3 CHAIR HIBBELER: Thank you for roll
4 call. We have a quorum. We have a quorum.

5 I just want to clarify, was Winona on
6 line?

7 MEMBER WHITMAN: Yes. Aloha, and good
8 morning. Winona Whitman, Region VI, Hawaii,
9 present.

10 CHAIR HIBBELER: Thank you, Winona.
11 We wanted to make sure that you made the roll
12 call. We know that --

13 MEMBER WHITMAN: Thank you.

14 CHAIR HIBBELER: You're welcome. We
15 know that we have some of our Council Members
16 that are downstairs in the general session
17 meeting. We'll recognize them as they come into
18 this meeting.

19 So welcome everybody to Day 2 of our
20 Native American Employment and Training Council
21 meeting. We've got a full agenda ahead of us.
22 Want to thank you for your time and your

1 commitment to this service of this particular
2 Committee and the Native People and programs that
3 we all represent. So thank you.

4 With that said I'm going to go ahead
5 and turn it over to Nat Coley who can give a
6 report from our division of Indian and Native
7 American programs from DINAP.

8 MR. COLEY: This is Nat Coley. I
9 think, you know, I'll start off by just saying
10 and mentioning that this represents sort of my
11 first year in the program. And I've had a chance
12 to visit grantees and speak with council members
13 pretty routinely.

14 And I really had a good understanding
15 of some of the challenges that we face in our
16 program. And in my updates I'd just like to go
17 over some of the activities that has happened
18 over the, since we've met in December, and just
19 some of the things that I have seen since this
20 year has progressed.

21 And I'd like to share some points that
22 I would like for us to consider as a Council as

1 far as developing a shared vision on
2 accomplishing some goals over the next two years.
3 Or at least creating a framework on how to
4 approach addressing some of those goals.

5 I think I'll start with just like just
6 describing the performance of our program. Right
7 now we're reporting and accumulating reports and
8 performance metrics on our FY 2022 program.

9 We served about 12,585 participants in
10 our program in program Year 2022. With 8,588 of
11 those representing adults, and approximately
12 4,000 representing youths. 3,997. And these are
13 participants enrolled in our programs.

14 Our adult performance outcomes showed
15 the results that 68.4 percent were employed in
16 the second quarter after exist and 69.5, almost
17 70 percent remain employed in the fourth quarter
18 after exit. So those are pretty good numbers.
19 Not perfect, not good enough, I think we can do
20 better, but 70 percent retained employment rate
21 seems progress.

22 The meaning earnings, mean earnings in

1 the second quarter has been, stood at \$5,881.
2 And credential obtainment rate of 46.7 percent
3 in, for Year 2022.

4 Measurable skills gains at two or more
5 goals was at 87 percent. So we had almost 90
6 percent measurable skill gains in our participant
7 rates.

8 And educational attainment for drop
9 outs was at 6 percent. And work readiness
10 attainment and summer employment completion rates
11 were at 88 percent. So I think those are sort of
12 pretty good numbers.

13 Discussing funding from a program, as
14 many of you may have heard Congress did
15 appropriate our funding late this year, but they
16 did maintain our levels from last year. And our
17 levels last year were a percentage increase of
18 the year, continuous increase from the two years
19 before. So we did fare better than many of the
20 other programs throughout the government,
21 throughout federal government, who saw its
22 dramatic cuts in the program. We did sustain our

1 level.

2 In addition to us maintaining our
3 levels in our program, in previous years and
4 every, we've been required, as every program
5 under WIOA is required to contribute to program
6 integrity and take down in our funds to support
7 different website initiatives, different
8 activities that support different WIOA and other
9 programs at the Department of Labor.

10 The Council has voiced concerns about
11 different take downs in the INA program. In
12 this, in program Year 2024 we won't see that
13 reduction in our program. So I think that's a,
14 you know, indicative of the support of this
15 administration, this secretary in supporting INA
16 programs.

17 So last year that take down was about
18 \$68,000. So our program will be able to reinvest
19 \$68,000 into our grantees. And we'll see that on
20 our funding TEGL.

21 We are in the process of getting
22 approval to issue our funding TEGL, which is the

1 process that we use in our training employment
2 guidance letter which spells out how we go about
3 distributing our funds, as well as how to apply
4 for those funds through grants.gov. So we're
5 working through the process of getting that
6 approved.

7 And that process, as every other
8 program under WIOA and, you know, programs in the
9 Department of Labor have to go through that
10 process of approval. And we have received
11 indication that there is an indication of a
12 priority of awareness that we have smaller
13 grantees, and grantees in general that need their
14 funding as soon as possible.

15 Of course the funding doesn't become
16 available until July 1st, but every year we know
17 that there is some lag between the government
18 processes that moves funds between these
19 different accounts that makes it available for
20 issuing. But I just want to make sure we're
21 aware that there is already in the agency to
22 ensure that these funds are expeditiously

1 distributed to the INA grantee. So we're working
2 through that process.

3 And in the context of our new TEGL,
4 which captures many of the concerns and facts
5 about the law that requires us to use recent
6 census bureau data, we've been on the process, I
7 know the Council has been working for over a
8 decade to develop the process of implementing an
9 updated data set. And the Council subcommittee
10 recommended over the past year and a half the
11 process of implementing, created a framework for
12 implementing this data.

13 And the approach that we're taking is
14 capitalizing on the framework that was outlined
15 and adopted and recommended by the committee. In
16 the process of full disclosure, implementing it
17 in a way that impacts grantees as least as
18 possible and adheres to the legal requirements
19 there.

20 So there have been a campaign by DINAP
21 to make sure that all grantees were aware, as we
22 issued detailed guidance and instructions in our

1 DINAP, our roughly DINAP digest, that describes
2 the process, what's happening, how it's
3 happening. Our grantee, many of our FPOs, there
4 were some gaps in our communications with some of
5 our FPOs, but I think we're in the process of
6 closing those gaps to make sure that
7 communication is consistent across all of our
8 grantees.

9 And I think the way we've approached
10 it in the past was having sort of a FPO specific
11 grantee interactions. And we've seen the need to
12 have more of a all inclusive communication
13 channel with all of our grantees.

14 So we're improving that process,
15 communication, because we understand that few
16 grantees did not receive some of the information
17 that they should have received or that they may
18 have missed in our DINAP digest or in emails
19 direct to all grantees from me, or emails from
20 their FPOs to those grantees which may or may not
21 have happened from the FPO.

22 But we did market the changes in our

1 allocation or performance with the law. And the
2 DINAP digest, we posted it on the website with
3 various documents relating to some of the changes
4 and the counts of unemployment and unemployed and
5 those in poverty, and the different census tracks
6 according to the Code of Federal Regulations, 20
7 CFR 684, the different sections in there require
8 how we calculate those processes and the data
9 that we use in that.

10 So the focus has been on trying to
11 make sure that we prepare our grantees for the
12 process. And like I said, there were a few
13 hiccups there.

14 And I think one of the things we
15 really need to communicate better is for our
16 grantees to pay attention to some of the emails,
17 as well as communication channels that we are
18 using to share information. And some of those
19 could be more, we can work to make those more
20 streamline communications.

21 I think some of the, should we stop
22 for any questions on any of those issues? The

1 performance or any of the TEGL or funding
2 distribution. Any questions on either of those
3 before I continue?

4 CHAIR HIBBELER: I have one quick
5 question. What is your anticipated time frame
6 for getting the TEGL out?

7 So we heard that your prioritizing it
8 and working that forward. When, do you have a
9 timeline when that might be distributed?

10 MR. COLEY: (Technical difficulties)
11 Office of Division of Indian and Native American
12 Programs, we don't control the process of when
13 it's distributed, it has to go through an
14 interagency approval process and review. I don't
15 really have a sense of how long that takes. I
16 don't know if there is any thought on what that
17 might look like.

18 I'll ask Heidi Casta, who is our
19 deputy administrator of the Office of Workforce
20 Investment. Division of Indian and Native
21 American Programs is under Heidi.

22 CHAIR HIBBELER: Okay.

1 MS. CASTA: I see Ethics people take
2 aim between 30 and 60 days to be issued, just as
3 it goes through the departmental process. We do
4 need to share it within the agency, and then also
5 with OMB. So I'm anticipating that it will be,
6 I'm anticipating June, hopefully, right. As
7 early as possible in June as we can. So fingers
8 crossed it goes through the process a little
9 quicker. Okay, thank you.

10 CHAIR HIBBELER: Thank you. Any other
11 questions about what Nat has reported so far?
12 Joseph?

13 MEMBER QUINTANA: Joseph Quintana,
14 Region VI. Not specifically related to the TEGL
15 or the funding question, but I definitely wanted
16 to share or commend you all.

17 I think especially it seems like the
18 numbers that you shared were extremely
19 encouraging, especially coming out of the global
20 pandemic. I think now we're starting to see some
21 of these numbers adjust.

22 Especially in regards to the

1 retention. I think that's much higher than we've
2 seen in the past. So keeping our employees
3 longer and making sure that they have access to
4 the training and resources that they need, it is
5 extremely important of course.

6 One other area that I do have a
7 question on though is, are we tracking the
8 overall estimated time that you mentioned some of
9 the smaller agencies have in them receiving their
10 funding. Is there projections as far as how long
11 that actually takes some of our tribes while
12 they're waiting in between that July timeline and
13 do we track that at all, and is that a concern
14 for us, or is that something that we should not
15 be worried about?

16 MR. COLEY: Yes. So this is Nat
17 Coley. Your question was about, will some of the
18 more risk, tribes at risk of funding lapses be
19 prioritized in the distribution of funding?

20 And the answer to that is, we've given
21 that thought and we've asked, so once we get
22 approval and issue our TEGL, and once the funding

1 becomes available, we have our office of grants
2 management proceeds with coordinating with the
3 grantee and facilitating the official agreement
4 between, the contractual agreement between the
5 grantee and our office and the Department of
6 Labor.

7 And we've ask them to actually
8 prioritize that and call Duncan on DINAP's team,
9 who has actually volunteered to participate in a
10 cross office activity where he is going to be
11 working with our Office of Grant's Management in
12 facilitating this office to be sure that our
13 grantees are being prioritized in an order of
14 funding distribution, as well as ensure that he
15 brings back the skill set to understand what we
16 need to do to make that office's job easier and
17 communicate to that, back to our grantee.

18 Simply things, like making sure that
19 their four year plan matches their financial
20 documents that they submit because if there is a
21 discrepancy there it delays the process. In the
22 office of grant, that office is, they're focused

1 on getting the job done, but they have
2 requirements and activities that they have to
3 adhere to as well.

4 So if there is discrepancies between
5 the different documents, then they have to follow
6 their process. But of course having Carl there
7 he can do more than, a more intimate approach to
8 ensuring that those documents are resubmitted in
9 a timely fashion and that the process doesn't
10 move forward or get derailed because of the
11 discrepancies between those documents.

12 And Stephanie West of DINAP, you know,
13 she actually went through all of our four year
14 plans last year. A tremendous undertaking. And
15 reviewed the financials on all those documents
16 and worked with, you know, tens of dozens of
17 grantees to improve those documents to make sure
18 that once they submitted them into the grants
19 management system that they were accurate and
20 that it didn't delay the process.

21 So I just wanted to point out that
22 DINAP is working hard on our side. You know, our

1 role is to service grants managers. That's our
2 fiduciary role as federal employees is to make
3 sure that the oversight of these grants is
4 managed effectively.

5 The fact that all DINAP employees,
6 except myself, grew up on a reservation and
7 participated in this program demonstrates the
8 commitment that we have as a collateral duty to
9 make sure that our program is successful. So,
10 I'm sorry, did I answer your question? I think I
11 was going on a tangent.

12 CHAIR HIBBELER: Thank you, Joe, for
13 your question. And Nat, thank you for ironing
14 out that process for us and making sure that
15 DINAP is doing whatever you can on your end to
16 help it move smoothly, so, placing Carl there is
17 probably a good move.

18 Any other questions based on what Nat
19 has provided so far? He's not done with his
20 report, but we're taking a break to respond to
21 what he's reported so far. Okay?

22 MR. COLEY: Okay.

1 CHAIR HIBBELER: Anybody else have any
2 questions, thoughts regarding his report so far?
3 Okay. We'll have you continue, Nat.

4 MR. COLEY: Thank you. So, one thing
5 I'm just delighted to say is that all of DINAP
6 are involved in collaboration activities with
7 other offices in DOL.

8 We are currently, members of our
9 Council are working with our chief evaluation
10 officer for developing tools under their equity
11 to action initiative for use in INA programs.
12 And they're focused on developing evidence-based
13 practices that help, our goal is to help
14 integrate INA and programs into the wider
15 workforce.

16 So they're looking at tools that will
17 help integrate and help our grantees, and the
18 wider workforce, be able to collaborate better in
19 Tribal and Native activities. So looking forward
20 to that.

21 I have a list of members here.
22 Patricia Hibbeler, Holly Morales, Kay Seven,

1 Joseph Quintana, Candace Lowry, Darrell Waldron.
2 And there are a couple other people involved in
3 that. And our representative from the Cherokee
4 Nation is also involved. Oh, here we go. Here
5 it is. Gary Rickard and Hunter Palmer is
6 involved.

7 And so all those folks are involved in
8 advising our chief evaluation office of how, and
9 what those products can look like. We're at a
10 intermediary stage of developing those products.

11 But we're looking for, Kay needs
12 recommendations on the need for data. So one of
13 the potential products might be something for
14 data. And other activities might look at how to
15 instruct a wider workforce to integrate better
16 with Native participants, so we're looking
17 forward to that and excited about it.

18 We've also been collaborating, very
19 aggressively, with our Office of Apprenticeship.
20 They've been leading various activities.

21 Right now we have a planned three part
22 webinar series called Engage the Engaged Series.

1 And it's titled, 19 Registered Apprenticeship
2 Programs and Tribal Workforce/College Career
3 Centers for Apprentice Recruitment. And those
4 webinars are scheduled for June 6th, June 13th
5 and June 20th.

6 The goal of those series is to bring
7 awareness to registered apprenticeship programs,
8 sponsors and to provide valuable pathways and
9 recruitment information to tribal career centers,
10 including our grantees. And we'll have
11 information, detailed information, about how to
12 connect to that webinar, each of those three
13 webinars, in an upcoming DINAP digest which is
14 supposed to be distributed next week. So we'll
15 have that there.

16 We also did a webinar last week were
17 Kay Seven, James Smith of, participated in that
18 webinar. And that webinar was about the
19 apprenticeship programs and different
20 organizations. So Kay was on that.

21 We also had a representative from our
22 office of apprenticeship who presented some of

1 the particulars about apprenticeship programs and
2 some of the resources that are available. She
3 did discuss, as we discussed yesterday, some of
4 the intermediary opportunities for apprenticeship
5 program has intermediaries that are working with
6 different organizations to either setup an
7 apprenticeship or how to get their participants
8 into these apprenticeship programs across the
9 country.

10 And they do have the
11 apprenticeship.gov, and I just point that to you
12 because I'm going to mention that into my point
13 that I wanted to raise to the Council as far as
14 developing a shared vision on how we market our
15 program nationally rather than each individual
16 organization having to develop their own
17 communication strategy.

18 The Office of Apprenticeship Program,
19 the Job Corps programs, they all have national,
20 national campaigns. And they may be an
21 opportunity for us to think on a national level
22 on how we market our programs throughout the

1 country through branding, through resource
2 awareness, through different channels. So
3 perhaps that's something we can discuss and
4 develop as a vision for our programs.

5 Also excited about the collaboration
6 between our Office of Job Corps. Our Office of
7 Job Corps, they're launching their campaign
8 called Job Corps 2.0 where they're describing as
9 a re-invention of their Job Corps program. And
10 they're really thinking outside the box.

11 They're looking at historically
12 residential based program where we have centers
13 and center directors and contractors and grantees
14 throughout the country who are running these
15 centers to potentially having, you know, some
16 type of remote or virtual participation catering
17 more to brining understanding to our INA grantees
18 about the potential opportunities to direct
19 grantees to some of their programs which may
20 exist in different areas of the country. They
21 may have truck driving in California and IT in
22 Seattle, in Washington State, or they may have

1 nursing down in Texas in one of their centers.

2 So looking at where these centers are
3 and the centers of excellence within each of
4 those centers and looking for ways to leverage
5 the opportunities for Native communities to
6 participate in some of the benefits, and thinking
7 outside the box on how, what that participation
8 looks like. So more to come from the Office of
9 Job Corps on that, but they're actively involved.

10 They do have a FACA meeting that's
11 coming up. And we're looking for participation
12 from, perhaps our Council or the DINAP team to
13 participate in that FACA meeting to bring some of
14 the concerns that we raise here. I'll have more
15 information about that, and potentially we can
16 discuss it maybe a subcommittee meeting on what
17 we would like that interaction to look like.

18 One thing that we talked about in the
19 Council, and I heard downstairs, that we want to
20 approve our TA, our technical assistance
21 abilities. And I've heard from the Council,
22 someone mentioned earlier, having more intimate,

1 we had the new director's training on Monday with
2 quite a number of new directors in that training.
3 And we had a good conversation back and forth,
4 one-on-one, peer-to-peer. And the Council has
5 expressed more interest in doing more localized
6 peer-to-peer training sessions which where staff
7 didn't have to leave their programs for a week.

8 Of course continuing to support our
9 national conference in regional or however, you
10 know, NINAETC organization votes to continue that
11 process. But looking to enhance our TA by
12 including more peer-to-peer opportunities, DINAP
13 has created a, and it will be on our website
14 soon, Kayla Hilario is improving our website to
15 display a map of the country where all of our
16 grantees are, and all of our grantees, 166, 477.
17 So where they are in the country.

18 And when you look at that map you see
19 clusters. You see clusters of grantees
20 southeast, northeast, southwest, mid-America. If
21 we were to have targeted training in the middle
22 of those clusters one or two days, I think that

1 would, I look for Council to provide sort of a
2 strategic plan on how we address the need for
3 more peer-to-peer training in leveraging the
4 limited funding that we have.

5 So maybe providing, you know, I think
6 in the past few years we've provided a certain
7 level of support for the national conference and
8 the regional conferences. Perhaps some of the
9 support could be focused more on this, these
10 better TA and focused training in the center of
11 these clusters where it doesn't cost as much for
12 participants to attend those training costs as
13 far as dollar value and costs as far as impact to
14 their operations as far as being away from their
15 responsibilities.

16 So definitely DINAP has been looking
17 for, to develop a list of topics from feedback
18 from grantees as far as what training they need.
19 We had a survey that we did at the Western
20 Conference. And we have had to serve it here, I
21 don't think we promoted it as well, a QR code,
22 but we'll look to see what that survey looks like

1 as well as far as the needs from the nation on
2 those areas.

3 I'll stop for some questions.

4 CHAIR HIBBELER: So I'm happy to hear
5 what you're saying about training and technical
6 assistance because I think it fits very well in
7 line with what's currently in the strategic plan
8 for the Council, and something that we'll be
9 updating because there was the survey piece and
10 then there was also the development of the peer-
11 to-peer training moving forward.

12 I also heard those comments made this
13 morning by Kathy of moving forward to a peer-to-
14 peer model. Something that's a little more
15 localized. So I think the Council is very much
16 in synergy with what we're hearing from DINAP
17 around that particular issue.

18 Darrell and then Candace. And then
19 Kay.

20 MEMBER WALDRON: Good morning, Darrell
21 Waldron. I just wanted to back up a minute on
22 the apprenticeship. Maybe I'm confused, but we

1 do pre-apprenticeship, apprenticeship, but it
2 does not lead into a job until a contractor picks
3 up the individual, and then the individual does
4 2,000 hours working under a mastered license to
5 get it. So it's one thing to do a bunch of
6 apprenticeship training.

7 In some of my comments yesterday
8 around actually getting entered into that
9 particular union, if it is a union or into a PLA,
10 is the difficulty that we're seeing. So you can
11 train them, but they've got to be picked up. And
12 they are scored. And the contractors go and look
13 at the graduates and, you know, they sort of have
14 a selection.

15 And so we can train thousands. If
16 they're not being picked up by a company they're
17 not going to get their full apprenticeships.

18 So I just been hearing a lot about the
19 training, I haven't been hearing about that
20 second level of it is getting them actually
21 employed under a master's license so that they
22 can get their own. Darrell Waldron, Region I.

1 MEMBER LOWRY: Candace Lowry, Region
2 III. So for the peer-to-peer training, for the
3 peer-to-peer training with the individuals that
4 would be doing that actual peer-to-peer training,
5 will Council have the ability to one of us do the
6 training in those cluster areas or will it be
7 DINAP staff?

8 Because for the peer-to-peer training
9 I think it needs to be someone who is in actually
10 doing the work, like Darrell, myself, you know,
11 actually seeing clients and seeing what these
12 issues are and for the re-teaching of staff as
13 well because there is a echo all over the
14 conference about re-teaching of staff because
15 there is a lack of training because there's such
16 a big turnover. So I would be, I would like to
17 be involved with that process.

18 CHAIR HIBBELER: Thank you, Candace.
19 Kay?

20 VICE CHAIR SEVEN: Kay Seven, other
21 discipline. Now what was the name of the
22 apprenticeship program? It's called the engaged,

1 what was it?

2 MR. COLEY: Let's see here. It's now
3 called the, the webinar series that's coming up
4 is called the Engaged Series --

5 VICE CHAIR SEVEN: Okay.

6 MR. COLEY: -- United Registered
7 Apprenticeship Programs and Tribal
8 Workforce/college Career Centers for Apprentice
9 Recruitment.

10 VICE CHAIR SEVEN: Okay, great. And
11 that was really good to hear in that
12 apprenticeship series that was becoming a product
13 of the Council's strategic plan. And so I look
14 forward to this series coming up.

15 And I guess related to apprenticeship
16 is the Job Corps work too because there are
17 national job corps training centers across the
18 country. And I believe the Cherokee Nation is a
19 contractor for one.

20 And going back to the idea of industry
21 sectors and in-demand occupations, especially for
22 the energy industry with electricians, plumbers,

1 HVAC technicians, whether it's operators, truck
2 drivers, and the health industries, I was
3 thinking that, is the Job Corps Center open to
4 working with DINAP in saying the Council and
5 Tribal Nations have an interest in these industry
6 sectors and in these occupations?

7 And your Job Corps Center offers that
8 training program, is Job Corps open to selecting
9 a date in the near future where for a block of
10 time grantees from across the United States will
11 prepare an applicant who is selected to be at
12 that Job Corps Center for that period of time to
13 finish their training, maybe finish their GED,
14 and then the grantees workout, would follow-up
15 and then do the follow-up after training at Job
16 Corps, or Job Corps already has recommendations
17 that the youth are hearing about opportunity to
18 enter employment and begin that pathway?

19 So I was thinking outside the box with
20 the Job Corps concept since their, I know that
21 I've heard Congress invest in youth and the cost
22 for participant for Job Corps is high. Like

1 what, \$30,000 per participant. Well let's put
2 some of the investment in Native youth and maybe
3 open up a time period where that Job Corps
4 Center, if it's in Texas for health or for
5 another trade, that is the Native presence is
6 there. Native youth together as a group out
7 working with that training center and partners
8 for that placement into employment.

9 With the peer-to-peer, with the
10 technical assistance in training, I like that
11 idea. You spoke of the staff looking at topics
12 to bring up.

13 And Candace, however, I wanted to
14 comment on there too is, there needs to be a
15 topic from the perspective of the grantee. For
16 years we've known Lorenda to be that key trainer
17 for 166 grantees. And that I think continuing
18 that topic and having a co-training from the
19 grantee community be sharing that role with
20 staff. And I believe that is my question.

21 And then also, Darrell, with the
22 apprenticeship, so we heard a partner here,

1 Melissa Wells, the Special Assistant to the North
2 American Building Trades Union, there is an
3 interest to connect with Indian Country Tribal
4 Nations. Rhode Island is the area that they have
5 an interest in.

6 So it's connecting partners with the
7 organization. And how is it that we create that
8 movement from pre-apprenticeship to
9 apprenticeship until they journey out of a craft?
10 So I think that we continue our work with that
11 partner.

12 CHAIR HIBBELER: Thank you, Kay.

13 Darrell?

14 MEMBER WALDRON: So two issues.

15 Darrell Waldron, Region I. Nat, there is already
16 a list of peer-to-peer trainers at the
17 department. Duane can probably bring it up for
18 you. We've been using them for years and they
19 stopped it for a little while, but there is a
20 list of them in the locations where they, you
21 know, went out and actually worked in the topics.
22 So I know Kerry Jevsevar is one of the financial.

1 On the other topic there. So my
2 visits with the unions, and their issue because
3 we were trying to get them to be able to train a
4 bunch of native trainers in the unions across the
5 country so that we have access to them on
6 reservations that fit the unions criteria. Their
7 big issue is the general contract is, and the
8 access to those folks and how to get them on the
9 job sites.

10 I think there is a \$10 million a year
11 grant there that is for three years. It goes up
12 to \$30 million. That is up where they begin to
13 kind of put that feeler out and see how they're
14 going to get that training working to get the
15 unions on board with it because they're so
16 starving for, you know, young apprenticeships.

17 But still the bottom line is, they got
18 to get the employment. And I went to visit the
19 site. They time the young people doing the work,
20 so how many screws they do, it's eight screws per
21 sheet, or whatever the case may be. And there is
22 a timing format.

1 And then at the end the general
2 contractors get a list of that information and
3 they make their selections. But a lot of them
4 get left out. They end up just going to the
5 hall.

6 So a lot of my comments yesterday was
7 that, you know, we need to push on that a little
8 so our folks get a chance. And folks in rural
9 areas, you know, their ability to travel, support
10 our services in Rhode Island and up there,
11 support our services up to \$15,000 per
12 participant to help in that area. So there's
13 some work.

14 And I'll give you a call on it, Kay,
15 maybe we can get you down for one of the meetings
16 there and talk with them, but that's sort of
17 what's going on there on that topic. Thank you.

18 CHAIR HIBBELER: Thank you, Darrell.
19 Kay?

20 VICE CHAIR SEVEN: Kay Seven, other
21 discipline. So listening to Jack Jackson
22 yesterday and working with the White House,

1 working the connections with the other federal
2 agencies on the Hill here, what I would recommend
3 for that piece, going with Darrell here, is that
4 we can strengthen the partnership between
5 Department of Labor, Department of Energy and the
6 North American Building Trades Union for a higher
7 level discussion on the Tribes interest to have
8 presence of apprentices for pre-apprenticeship to
9 apprenticeship to journeyman who journey out with
10 the work around the country because right now
11 there is work in Ohio, millions.

12 NABTU talked to me about work that's
13 beginning in Boise, Idaho. There's work in Rhode
14 Island. There's work. And so how is it that as
15 a nation we're making sure that there is a
16 pathway for a Native individual from across the
17 country to think about going to what I call the
18 Ivy league school for the building trades.
19 They're the Harvard's, the Yale's, the
20 Stanford's.

21 And we talk about the issue of maybe
22 our people from, our citizens from our areas

1 don't want to leave the area. But other kids
2 from those communities leave to go to college and
3 pursue academic programs. This is the same
4 concept with the building trades. Leave the
5 reservation or your urban area to be trained in
6 the ivy league training center that the unions
7 have.

8 I think there's an opportunity if we
9 continue these type discussions, Darrell, that
10 we'll get to that point because they have an
11 interest based on my conversation with the
12 special assistant just the overnight over dinner.

13 So, and then also speaking about
14 youth, one of the things I was asked, wondering,
15 with the youth committee of our Council is, what
16 do we know about Native youth across the country.
17 And I'm really glad that we have Unity here
18 because I wonder if, is it Unity Albuquerque?
19 The national --

20 MR. HALL: National Indian Youth
21 Council?

22 VICE CHAIR SEVEN: Yes, the National

1 Indian Youth Council and the folks at Unity. I
2 don't know if it's at these national events for
3 your native youths. If there's a partner there
4 looking at youth and collecting information
5 about, where are, what are the training interests
6 or education interests of our youth, what
7 industry sector, what occupations are they
8 interested in.

9 So through your leadership that would
10 be real interesting for me to know. I don't even
11 know if they even talk career pathways at these
12 national events or regional events. And the
13 shortage of workers in Indian country and where
14 the opportunity is at.

15 CHAIR HIBBELER: Thank you, Kay. I
16 think there is a lot of opportunity to partner
17 with Unity as a national organization and have
18 some discussions with Mary Kim and her team about
19 how, you know, what happens at their national
20 events and what are their topics and how do they
21 kind of roll those out. So I think there is some
22 synergy there that we can bring.

1 Joe, and then Lora Ann.

2 MEMBER QUINTANA: Joseph Quintana,
3 Region VI. Just to touch on the point that was
4 just described, I also think that we could work
5 with other groups too.

6 Like we had a partner from the
7 National Indian Education Association. We can
8 actually work with educators and they're going to
9 be hosting their annual conference later this
10 year in Palm Springs, California.

11 In order to talk about career
12 exploration and identifying, not the jobs that
13 we're presenting to them, but what are the career
14 fields that they're interested in. And giving
15 them opportunities to learn and, just as we're
16 talking peer-to-peer, but how do we, also shadow
17 figures could be, you know, people and directors,
18 people in the executive level, people across many
19 different sectors. I think there is a tremendous
20 opportunity there.

21 In regards to one question I did have
22 in regards to our work in apprenticeship training

1 and getting our folks headed in that direction,
2 are we actually tracking the statistical data to
3 say that our community members are actually
4 looking at those fields as a source of income.
5 Are they looking at establishing those, not
6 career paths, but career path. Because we know
7 everybody is individually different.

8 Or are we also tracking and
9 identifying what data tells us from everywhere
10 from low-skilled positions to mid-skilled
11 positions to high-skilled positions. And are we
12 finding that there might be certain trends,
13 especially within the communities that we serve.
14 We know a vast majority of the members we serve
15 are from underserved and with limited educational
16 backgrounds, so what could we do to best address
17 that and help prepare them for the future. I'm
18 just thinking about that out loud.

19 And lastly, do we, this is a question,
20 do we have any confirmation that we will continue
21 with the Tribal Good Job Summit. I know those
22 are recommendations that we presented to the

1 Acting Secretary, Julie Su.

2 And do we have any movement forward,
3 is that something that we want, we will continue
4 with and have some committed obligation that we
5 will continue to bring tribal leaders and
6 apprenticeship groups in the room together. And
7 so definitely I want to end on that particular
8 question, so thank you.

9 CHAIR HIBBELER: Thank you, Joe. Lora
10 Ann.

11 MEMBER CHAISSON: Hi, Lora Ann, Region
12 IV. Lora Ann Chaisson. So one of the things we
13 were talking about is the youth. This year at
14 the UN, the United Nations Indigenous Forum,
15 their focus was youth. And they brought youth
16 from all over the world. And that was their
17 focus.

18 And it was really nice to see young
19 people actually speak. One of our tribal
20 citizens, she actually testified. She works for
21 NCAI and she testified. And so it was really
22 nice to see that. And NCAI also has a very

1 strong youth council.

2 One of the other things that we could
3 look at is partnering. And I've always felt this
4 very strongly about this for many years is the
5 AIANTA. The American Indian Alaskan Native
6 Tourism Association.

7 And because I always thought it was a
8 good fit because it's our, AIANTA is tourism.
9 It's our voices telling our stories. It's our
10 people telling our stories. Our history. And
11 that's employment. That's employment for our
12 people.

13 There's programs for training. There
14 is certificate training that we, I said we
15 because I'm the Vice President of the board, but
16 we train, you know, we have these certificate
17 programs that you can actually give that
18 certificate to train our own people.

19 And it's our people telling our story.
20 And that's been a big push. We've actually,
21 Camille Ferguson, Sherry Rupert, myself, actually
22 work in passing the Native Act. And so I think

1 that that's a partnership that has not been
2 looked at. And so I would really like to see,
3 you know, see about what we could do important.
4 So thank you. Just another resource.

5 CHAIR HIBBELER: Thank you, Lora Ann.
6 Candace?

7 MEMBER LOWRY: Candace Lowry, Region
8 III. So I'm also on the workforce development
9 board for the State of North Carolina. And for
10 the youth, what we developed through our youth
11 committee was an app where it's implemented into
12 all of the middle schools, because the trends of
13 employment are changing drastically because the
14 kids, they're not going into trades. They don't
15 see a benefit for it in trades.

16 But we see a benefit because we don't
17 have plumbers now. There is a lot of the trades
18 that are lacking. But the trend was heavily to
19 revoke working IT support. And it's all non-
20 social type positions that the kids are being
21 geared towards from the data that we collected at
22 the very beginning of that study.

1 I think it would be great if there
2 would be something that DINAP, or the Council, we
3 could create some type of survey, some type of
4 app that could go out to the grantee communities
5 and we could gather that data so that we can see
6 the trends because the trends, they are changing.

7 The workforce, you know, there are
8 lots of jobs available, but there aren't any
9 interests in the youth to go into those
10 positions. And a lot of them are trades.
11 They're trades. A lot of people are being
12 entrepreneurs. They're wanting to go out and be
13 social influencers.

14 So it's someone, we need to be that
15 vessel that sort of helps through that because
16 I'm, you know, in 30 years from now we're not
17 going to have any one of those industries and
18 what are we going to do. What are we going to do
19 then because the population is changing
20 drastically as well.

21 So we really need to figure out a way
22 how to look at that data. Gather that data

1 ourselves because we have to be sources of our
2 own data because there is no own out there
3 collecting Native American data really and truly.
4 And so I think that should be part of our, part
5 of our plan. Part of our next plan of how can we
6 bridge those gaps.

7 CHAIR HIBBELER: Thank you, Candace.
8 Before we move on I want to make sure that it's a
9 point of record for those who joined us after we
10 took roll call. So if you could just give us
11 your name and your region as a check in, starting
12 with Kathy.

13 MEMBER ATKINS: Kathy Atkins, Region
14 III.

15 MEMBER WALDRON: Darrell Waldron,
16 Region I.

17 MEMBER CHAISSON: Lora Ann Chaisson,
18 Region IV.

19 (Off microphone comment.)

20 CHAIR HIBBELER: Thank you. Kathy,
21 you had some comments?

22 MEMBER ATKINS: Yes. Talking about

1 the youth programs, Florida Governor's Council,
2 I'm in Region III, Florida Governor's Council
3 started a youth, well we had a youth program
4 prior to COVID, so we were trying to figure out
5 what to do with our youth program with COVID so
6 we created a virtual youth program.

7 So what we did, we contracted with
8 different agencies in the State of Florida, and
9 other states, to teach STEM program. So we had a
10 STEM program. But we also had someone from OSHA.

11 And OSHA taught them what they could
12 virtually, but the following year he came back
13 and we had six students that were certified in
14 OSHA. So we continued to do our youth program on
15 a STEM program.

16 But we also, getting into the plumbing
17 and the carpentry, we have our students actually
18 do carpentry. So they made, you know,
19 birdhouses. But they learned how to use the
20 tools. They learned how to use those. They
21 learned how to build a small house, but they had
22 to use all of the correct tools to do it. They

1 learned how to do wiring and electrically on a
2 plug for a wall.

3 And then they also learned how to do
4 plumbing. So they created a small board with the
5 actual copper tubing and they went through the
6 whole process of how to do that.

7 So with that being said I think that
8 if we put our heads together and come up with
9 different plans that maybe case program does or
10 Candace, we could probably collaborate and do a
11 program that we could pilot to where we could
12 counteract with each other. I mean, we'd pull in
13 students all the way from Miccosukee, Seminole
14 and they all come to Tallahassee, and we do our
15 youth program in Tallahassee.

16 CHAIR HIBBELER: Thank you, Kathy.
17 Darrell?

18 MEMBER WALDRON: Yes, so just
19 following up a little bit on the youth and the
20 apprenticeships. So we're creating this business
21 panelization for contracting companies, right?
22 So if somebody needs 50 walls, eight feet tall,

1 20 feet long, drywall packed with fiberglass and
2 all of that.

3 So we go, the youth will get in easier
4 than the adults because the adults, the problems
5 we're having in our area is everybody is smoking
6 marijuana, right, and so they fail the hair
7 follicle test. But for the youth, up to 25, 24,
8 that's not a requisite to get into it, right?

9 So we're working on a grant now with
10 Jack Reed, with Senator Reed, where we build a
11 small business of panelization. And so we take
12 on, we built doors. It could be garage doors,
13 house doors, pre-hung.

14 The individuals in the apprenticeship
15 training, go from the apprenticeship training to
16 working for the company. This is an ideal
17 package for reservation areas. They go into the
18 company, they work for the company, they receive
19 payment in the company. They get their hours.
20 You hire four masters to run the company. They
21 get their hours in for their O test and then they
22 graduate out for masters. And they can get into

1 their own business. So we're working on that.

2 And the second concept to it is some
3 of the leftover product of wood we want to be
4 building mini houses, four of them fit on a
5 flatbed, and send them out to areas that have
6 tornados, hurricanes, you know, wetter areas,
7 stuff like that. So we're kind of trying to work
8 that out right now with the building and the
9 company.

10 And the contractors, like Gilbane was
11 the number one that said they would purchase, we
12 met, they cannot keep up to the demand in
13 building, so panelization and pre-modelization is
14 going to go off stick built.

15 Native organization can build the
16 steel, erect it, build them fairly cheap, under
17 \$200,000, and put a panelization building in it
18 and then work with the general big contractors
19 and build sections. And pre-hung doors,
20 stairways, all the things that take time that
21 they could be built onsite and then mailed out.
22 So that that's a way to get the young people

1 through their apprenticeship hours working in a
2 company and gaining experience. So it will be
3 ideal for them.

4 That's how we're kind of looking at
5 getting them a job at the end because it's up to
6 the contractor. And they want so many
7 contractors in an area where they're doing the
8 training. So just an idea that may help.

9 CHAIR HIBBELER: Thank you, Darrell.
10 We'll entertain one more comment now, and then
11 have Nat continue with his report.

12 I want to acknowledge that we're a
13 little behind in our agenda. We started an hour
14 late. And I'd like to propose that we're going
15 to break for lunch at 11:30 instead of 11:15.
16 And our subcommittee reports will be wrapped into
17 the effective management group report after lunch
18 as we reorganize.

19 I'm going to go to Robert.

20 MEMBER HOULE: Thank you. Robert
21 Houle, Region V. Discussions on networking with
22 other agencies and areas of youth development.

1 And, Holly, I want to take some
2 privilege here, our Secretary, our newly elected
3 Secretary Holly Morales, to talk a little bit
4 about the experience I had in Alaska. And it's
5 now going to dovetail into my current role in my
6 Tribal system in Northern Wisconsin, Northern
7 Minnesota and parts of Michigan where the region
8 is from Indian Health Service.

9 During my time in Alaska I had the
10 privilege of working with a program called the
11 CHAP. Community Health Aide Program.

12 The Community Health Aide Program,
13 CHAP, consists of a network of approximately 550
14 community health aide practitioners in over 170
15 rural Alaska villages within the guidelines of
16 the Alaska Community Health Aide Manual in
17 accessing and providing emergent acute and
18 chronic care for residents of their perspective
19 communities. Alaska CHAP programs are in the
20 front line of health care in their communities.

21 And I mention this because it's drawn
22 attention recently to the region for Indian

1 Health Service that I represent. Or that I have
2 been asked to represent. Part of being the
3 administrator for my clinic and my Tribe.

4 I will be working with a group of
5 folks from Indian Health Service regional and
6 national to look at all of Indian country in
7 developing rural health care needs for our tribal
8 nations. Especially where there is a need to go
9 out, it's like the old days of having the doc and
10 having the little black bag and they go out and
11 service the needs of our community. And some of
12 our communities are spread out in the southwest,
13 in the northern tier states, and even in the mid-
14 west, et cetera.

15 But in Alaska I had the privilege of
16 seeing that work first hand in the 170 villages.
17 I was in the Yukon-Kuskokwim Health Corporation
18 as a director, and part of my job was to help
19 facilitate providers to go out to the sub-
20 regional clinics where the CHAP personnel were
21 stationed.

22 These individuals predominately were

1 identified by us going to colleges and high
2 schools, and even grade schools, in identifying
3 and saying we would promote and provide you the
4 training and the needs to get into the health
5 care field, starting off with basic triage and
6 how to do blood pressure checks, et cetera. How
7 to listen to heart rates. And then a little bit
8 more advanced, more advanced.

9 I saw a number of participants go from
10 that program within a relatively short period of
11 time go on to nursing school. And even become a
12 physician assistants, which was fantastic.

13 So the cooperation and the
14 interdepartmental, or intergovernmental
15 relationship, I think Indian Health Service is
16 another key area that we could take a look at and
17 identify since we are speaking the same language.
18 We're talking, in this case, a good understanding
19 of youth, a good understanding of filling a need.

20 In this case, as you know health care
21 is a big one. And what we can do collectively,
22 collaboratively, to help maintain and sustain if

1 I'm able to assist in getting the CHAP program
2 identified and put out there in many other tribal
3 communities that would be a great goal for me to
4 represent, so thank you.

5 CHAIR HIBBELER: Thank you, Robert.

6 I'm going to turn it back over to Nat to continue
7 with his report. I've also asked him to, just at
8 a high-level respond to the comments that were
9 made by Assistant Secretary in response to the
10 letter that this committee authorized Joe to
11 submit in May so that we're all familiar with
12 those responses and what thoughts are moving
13 forward.

14 MR. COLEY: Thank you. This is Nat
15 Coley. One thing, just in response to some of
16 the conversation that we just ensued on, Jobany
17 Osorio, our DINAP intern, did some research over
18 the past eight to ten months on practices of
19 other countries and engaging their indigenous
20 populations. And towards the conversation we
21 just had he's going to elaborate on an
22 apprenticeship to work program.

1 So he'll talk about how they're
2 funding programs that says the number of
3 participants that enter this program, they get a
4 job at the end of that program. And that
5 includes one company that has a program for
6 internship and credential obtainment that leads
7 to more representation into government agencies.
8 So it's an internship within a government. Like
9 I'm posing to Jobany.

10 So, you know, he's not in a program
11 that gives a government job, but he is funded by
12 an organization representative of his
13 nationality. His heritage. But that's an
14 opportunity that we might want to consider.

15 A couple things that I had also was,
16 just before we talk about the recommendations
17 that we made to the Acting Secretary and her
18 response, was that as we have been discussing
19 over the past year we are issuing our contract
20 pursuit for new contractor as our previous
21 contractor, their contract is expiring and
22 they're no longer eligible under the programs

1 that we are trying to seek Native representation.
2 And so we are in the process of, Jolene Aguilar
3 is our contract specialist on our DINAP team. So
4 she is in the process of issuing that search for
5 a new tribal contractor to support our program,
6 so that's ongoing.

7 Let's see, so performance, the
8 funding. One other thing is we talked about, as
9 addition to TA, just more oversight of DINAP.
10 DINAP being out in the field doing site reviews
11 and overview and reviewing of grant operations
12 and things like that.

13 You know, we agree that this is an
14 opportunity for us to make sure that our programs
15 remain viable. And that's something that's been
16 brought up by the Council, is that the absence of
17 oversight leads to the opportunity of, you know,
18 misimplementation of programs, so we want to make
19 sure that we all stay on target.

20 So we, DINAP, and we've actually
21 created a list and we've identified some of those
22 various factors over the years. Low

1 participation rates, spending rates, reporting,
2 you know, so we want to make sure, so we've gone
3 through our list of grantees and we've identified
4 those that are systemically late on their
5 reports, missing reports, never reported. Some
6 grantees that have low participation rates, some
7 grantees that have excessive carryover.

8 So we're really going out to look at
9 some of the grantee that we can provide some
10 resources to help them implement their program
11 more effectively in serving participants.

12 And we did make recommendations to the
13 Acting Secretary. We actually made six, Joseph
14 signed recommendations as chair of previous
15 council.

16 The first was ensure that this
17 implementation of our census data and our update
18 of our allocation strategy is transparent and
19 that it incorporates the recommendations of the
20 Council. And the Secretary agreed with that, and
21 DINAP has been, all of DOL has been following
22 that procedure.

1 And as I mentioned yesterday, Duane
2 Hall has been very active in making sure that
3 that process meets the needs of our grantees in
4 having served as a representative in the grantee
5 organization earlier in his career. So he
6 recognizes, and has intimacy with all of our
7 grantees. He knows everyone, so.

8 The second recommendation was to
9 enhance awareness and access to workforce
10 resources. I think we heard from Kim Vitelli
11 that the Assistant Secretary, and even Heidi
12 Casta shared information about how we're making
13 access to grant funding opportunities more
14 available.

15 We're actually calling out in these
16 grant opportunities that tribal participation,
17 tribal set asides, bonus participation, equity
18 measures into these grants. So the Secretary has
19 definitely agreed with those.

20 And as was mentioned by the Acting
21 Secretary herself during the video, you know, we
22 had that White House initiative for improving the

1 in-country participation and different resources
2 available from the federal government. And so
3 we've been all hands on deck.

4 Jack Johnson mentioned some work that
5 Heidi Casta did in just collaborating and pulling
6 together all of our resources to make sure that
7 we are able to make recommendations to the White
8 House Council that's working on that executive
9 order to initiate that. So the Secretary
10 definitely agreed with that recommendation.

11 Streamlined grants management and
12 funds distribution. We know that last year we
13 implemented our new grants management system and
14 that caused some hiccups on our report
15 requirements are duplicative.

16 We've narrowed that down. Duane has
17 worked hard to make sure that grantees don't have
18 to report on the same grant multiple times. And
19 Heidi has been instrumental in that process in
20 helping us with that as well. So we're
21 definitely in collaboration with that, reducing
22 administrative barriers.

1 TEGL that came out last year which
2 primarily talked about eliminating those barriers
3 from participants to participate in programs
4 requiring birth certificates or driver's licenses
5 and the ability to help them get those documents
6 that's needed or self-attestation to be able to
7 participate in those programs.

8 So the Secretary definitely leaned
9 into our recommendation for streamlining grants
10 management, funds distribution. So we're still
11 working through some of the hiccups. And of
12 course with the late appropriations from Congress
13 that's going to impact our ability to get funding
14 out, but we're working actively to get that
15 grantee support.

16 I just discussed that, more oversight
17 in the field. I talked about the strategies of
18 DINAP as we created a list of risky grantees and
19 we're, not just focusing on those risky grantees
20 because of course if we neglect those grantees
21 that are performing well they could end up being
22 risky grantees as well so we want to balance

1 between those that are at risk and keeping those
2 from becoming at risk. So definitely trying to
3 balance that approach.

4 But we do have support from internally
5 to prioritize our availability to that. We do
6 have limited funding, but we do have support from
7 leadership. And Kim Vitelli, Heidi has
8 appropriated funds for DINAP to be out in the
9 field and be visible.

10 So, enhanced tribal workforce through
11 initiatives like the Good Job Summit. And I
12 think the Acting Secretary leaned into that as
13 well that where it makes sense that we want to
14 pursue more activities like that and we want to
15 have more involvement from the Council.

16 I think we did engage the Council
17 early on at that point and interviewed several
18 organizations, including the Cherokee and Nez
19 Perce and Navajo Tribal Utility Authority so we
20 could have some participation there. But
21 increased participation would always be better,
22 so there is definitely support there.

1 And then our sixth recommendation was
2 ensuring continuity of effectiveness in Council
3 operations. And that is something that has been
4 raised before. I think in the past we had
5 staggered terms. We just want to make sure that
6 we're thinking through that.

7 Thinking, I'm not sure if it worked
8 well in the past or why it was removed, but just
9 some of those activities. And the DOL leadership
10 is definitely looking for ways to address that
11 recommendation. And that's still being discussed
12 internally.

13 There is a uniform process in DOL for
14 the FACA committees that exist there. Of course
15 our FACA committees in law, some of the other
16 FACA are termed base. They exist for a certain
17 period and then once that mission is accomplished
18 those FACA committees are turned down. But ours
19 has been sustained.

20 Especially through some of the
21 activities of the last administration where many,
22 some FACA committees were turned down. But ours

1 did survive that exercise as well. But just for,
2 as far as the recommendation, there is work going
3 on in agency to try to accommodate that
4 recommendation, so.

5 And those are in your folders so
6 everyone will have a chance to take a look at
7 those real quickly. And then we're going to
8 break soon.

9 I think we have maybe five minutes for
10 Jobany, if you want to get queued up to give your
11 presentation of your findings. I'll just discuss
12 in closing for my remarks, just some of the
13 things I have seen.

14 As I mentioned earlier, you know, one
15 thing I saw during my course of my year here is
16 that there was an opportunity for one of our
17 grantees that had excessive carryover to transfer
18 fund to a grantee that had so much demand that
19 they, one grantee was able to support the other
20 grantee. Like, I think that there is some
21 opportunity for us to look holistically at what
22 we're doing.

1 Some of the points that were raised
2 earlier about perhaps, you know, one of our
3 grantees hosting a summer program for all the
4 grantees and sponsoring them to come on site to
5 do, you know, things like that. So I think
6 working together more to achieve objectives and
7 support the community is an opportunity.

8 And that would include a national
9 approach. As I mentioned, you have
10 apprenticeship.gov. Should we have an INA app to
11 collect data, do we need to develop that? Does
12 the Council recommend that we invest in some
13 resources to mimic that app that Kathy mentioned
14 that we could assess the need.

15 I think that's a big thing that I
16 talked about with Winona. Talked about it with
17 Joseph. That we need to do an assessment in
18 Indian county. What do we need to do and where
19 do we need to be going?

20 I mean, we're strategizing right now.
21 I feel that we have collective knowledge. And
22 putting that knowledge together into a

1 qualitative and quantitative aspect where we can
2 act on it from information.

3 Because right now we just have data,
4 and we have experiences by putting it together
5 into information that we can act on as far as it
6 being knowledge is where we need to go. And
7 perhaps we need to have a contractor go out there
8 and survey Indian country to do an assessment
9 from a youth perspective, an assessment from
10 sectors, assessment from anywhere where we need
11 to go, I think that's something that I'd like to
12 see.

13 And as I said, this national
14 implementation from, like I said,
15 apprenticeship.gov. We can have, maybe we need
16 an ina.gov where someone can go to a website from
17 anywhere in the country, identify where they are
18 and the resources that are in their vicinity.

19 Because I've seen a lot of plans that
20 say we're going to serve folks on our
21 reservation, we're going to serve this community.
22 But the law doesn't say you have to restrict your

1 ability to serve a collective effort.

2 So something that we can look at is,
3 how do we get this national level approaches
4 that's represented many of the other programs out
5 at DOL, out at the Department of Transportation,
6 out of other agencies where they're leading from
7 a national perspective and not relying on our
8 individual organizations to go out and creating
9 all these marketing and campaign efforts
10 individually. We can do that together.

11 I also see, and once, Jobany, are you
12 ready to go?

13 (Off microphone comment.)

14 MR. COLEY: Oh. Well, in the interest
15 of time I think that I do have it here. Can I
16 plug in there?

17 (Off microphone comment.)

18 MR. COLEY: Email it to your --

19 MS. FORLAND: Or if he sent it to
20 Annette. Yes.

21 MR. COLEY: Okay, let me send that
22 over real quick. Let me try to talk through it

1 just to expedite things. Let me find out where
2 it is.

3 Well, Jobany did a study of Canada.
4 Do you want to talk through it a little bit while
5 I try to search for it?

6 MR. OSORIO: Okay. So basically what
7 I was doing, so hello, everyone, I'm Jobany
8 Osorio, I'm an intern with DINAP. I started with
9 them in January.

10 Oh sorry. Perfect, thank you. I'm
11 not exactly --

12 So primarily what I was doing on that,
13 I'm not Indigenous or have any background in
14 that, but I tried my best to educate myself with
15 DINAP and going over different programming
16 durations from GTPA and going now into the WIOA,
17 the Workforce Innovation Opportunity Act.

18 I was just doing, seeing different
19 things that challenges from programs where
20 grantees are trying to improve on. And so what I
21 primarily was doing was, it was a sociopolitical,
22 like an analysis on different workforce or

1 government programs in Australia and Canada and
2 seeing what they're doing, what positive outcomes
3 are they having in those programs and what we can
4 introduce here in DINAP.

5 So I'm going to share, if you're able.
6 But basically I'm just going to give you a
7 rundown of what they have. I have two key, two
8 key practices from Canada, and as well as
9 Australia. Perfect.

10 Let's see, sorry about that guys.
11 Maybe if we can send it to this one I can screen
12 share.

13 (Off microphone comments.)

14 MR. OSORIO: So, for sure. So
15 basically it's a review of indigenous workforce
16 development programs in Canada going over just
17 the different government policies they have, the
18 workforce development programs. They also did a
19 workforce surveys, just going over that analysis.

20 I was able to meet with, not meet with
21 but just have a quick conversation with a
22 committee that does surveys with indigenous

1 communities out in Canada, or no, I'm sorry, in
2 Australia and seeing what job markets and what
3 the participants, where are they going. And
4 specific, like what fields are they going into.

5 Let me see. So let me just get my --
6 (Off record comments.)

7 MR. OSORIO: So some challenges that
8 workforce development programs, specifically
9 indigenous programs face are inadequate funding,
10 awareness of programs, challenging compliance
11 requirements, policies that lack integrations
12 with the indigenous needs.

13 You know, a lot of services are not
14 being offered in these target areas that our
15 Indian communities are in. There is not a lot of
16 inadequate exposure and preparedness to create
17 career opportunities and overall just
18 discrimination.

19 Just let me go into some of those
20 points. So program awareness. In terms of that
21 there is not a lot of, from what I was seeing,
22 there was not a lot of outreach still. There

1 still needs to be, in terms of people being aware
2 of the programs that are available from grantees,
3 there still needs a lot of improvement.

4 From my hand and my perspective, going
5 into DINAP I wasn't really aware that was even a
6 thing. Like I didn't know grantees were thing.
7 I didn't know people were getting funds from the
8 government for, I mean, sorry, indigenous
9 communities were getting funds from the
10 government to support their workforce development
11 programs. And that is important to be, I feel
12 like not just within the indigenous community but
13 overall throughout the nation is important to
14 express that.

15 So, let's see. So in terms of
16 compliance there is a lot of paperwork, report
17 requirements that some grantees, you know,
18 struggle with, and that is also makes it harder
19 for them to serve those programs of participants
20 and going over things like that. Could maybe,
21 can maybe --

22 (Off microphone comment.)

1 MR. OSORIO: Okay, for sure. Let's
2 see. Yes, for Canada, they actually integrated a
3 ten year grant. So instead of a four year grant,
4 which I know 144 falls in, 477 as well.

5 The ten year grant is basically, it
6 allows them for, it was a Treaty, Memorandum of
7 Understanding that the tribal chiefs and council,
8 tribal council with the committee government
9 going over, like basically they wanted to enforce
10 the ten year grant policy that they wanted to
11 include and contribute to the grantees, would
12 make it easier for them to, long-term plan, make
13 it easier for less reporting. Not having many
14 reporting guidelines.

15 And as well it would just basically
16 help the indigenous communities push to actually
17 do the things that they wanted to do in their
18 specific communities. So it doesn't, it doesn't,
19 it will make it easier for the grantees to plan
20 long-term wise.

21 Skills and partnership fund was
22 established in 2010. This is a training to work

1 program that prepares -- perfect. There it is.

2 (Off microphone comments.)

3 MR. OSORIO: Not exactly, yes.

4 Without a, you know --

5 (Off microphone comments.)

6 MR. OSORIO: Perfect. The next one if
7 you can. The next slide.

8 MS. FORLAND: Yes. Yes, just tell me
9 next slide and I will advance.

10 MR. OSORIO: Okay, got it. Next
11 slide. Thank you so much.

12 MS. FORLAND: Okay.

13 MR. OSORIO: Yes. So these are some
14 of the challenges that I just saw that indigenous
15 workforce development programs just suffer with
16 and struggle with just throughout, not just in
17 the United States but in kind of down in
18 Australia as well.

19 So adequate funding, awareness of
20 programs, compliance requirements. I went over
21 these. Okay. No worries. So some were -- Next
22 slide, please. Next slide, one more slide. Yes.

1 So basically -- Okay, next slide.

2 Yes, next slide, next slide. Yes, it's in there,
3 yes, for sure. So, yes, this is the Skills and
4 Partnership Fund. They established this in 2010.

5 It's a training and work program that
6 funds just specific projects that are planned
7 from indigenous communities, different indigenous
8 organizations from non-profits to for-profits and
9 they basically propose these plans to the, it's
10 the Crown-Indigenous Relations and National
11 Affairs Office in Canada.

12 They basically get, depending on how
13 successful the programs are they get more funding
14 and then they are able to get employers to
15 combine whether it's private organizations,
16 government related, like I said non-profits.

17 They are able to meet with the
18 different workforce agencies out there that are
19 not indigenous and as well are indigenous, so
20 they connect them with those organizations out
21 there to fund these projects and give these
22 clients jobs.

1 So you can see right there, since 2012
2 it surrendered over a 130 projects serving over
3 52,000, almost 53,000 clients, and has employed
4 almost 19,300 since it has started, this specific
5 program.

6 So it provides career oriented jobs,
7 so it's not just jobs like that you're just going
8 to to collect a paycheck. So they are actually
9 getting long-term careers out of this.

10 MR. COLEY: Jobany, I think the
11 biggest point on this one is that it funds
12 specific projects that leads to work, it leads to
13 jobs.

14 MR. OSORIO: Jobs, not just
15 apprenticeships, not just training, it's just
16 jobs, so leading to jobs.

17 MR. COLEY: But some of them did
18 result in credentials, what I found.

19 MR. OSORIO: Exactly.

20 MR. COLEY: So specific projects are
21 funded where a --

22 MR. OSORIO: Yes, exactly. So, yes,

1 credential-based projects.

2 MR. COLEY: School to work, almost
3 like --

4 MR. OSORIO: Exactly. So --

5 MR. COLEY: (Simultaneous speaking).

6 MR. OSORIO: So there was a lot of
7 community colleges or high schools as well that
8 were offering these services where they gave
9 credentials and then that led into the job
10 placement.

11 MR. COLEY: You can move on to --

12 MR. OSORIO: Next slide, please. This
13 is just the different methods of Australia. They
14 have a focus on democracy, constitution,
15 monarchy.

16 You know, they have a king and they
17 have six national territories, seven external,
18 and over 500 indigenous tribes just in Australia
19 alone. Next slide. Perfect.

20 So the tailored assistance employment
21 grants is similar to what Canada is doing. It's
22 connecting Australian indigenous people to

1 different jobs, jobs that are available in
2 Australia with different employment organizations
3 as well.

4 It's just a performance-based fund as
5 well that is giving these grants, these more
6 funds, based on how many participants they are
7 placing into these jobs, how many they are
8 serving, and also successful implementations
9 into, back into school.

10 And then the Indigenous Australian
11 Government Development Program is a government-
12 funded program. So this is actually an
13 apprenticeship program that gives indigenous
14 participants into the government position.

15 So they have a 15-month rotational
16 program that provides the participants going
17 into, let's say they go into the Department of
18 Labor and you want to work with DINAP, they will
19 be rotated within DINAP FPO, they'll go a little
20 bit into like HR, a little bit into -- A little
21 bit of everything that gives them knowledge on
22 government relations, government policies, and

1 just gives them just more knowledge and more
2 representation of indigenous people in the
3 government as well.

4 This is a very -- It started in 2016
5 but it's been very successful. There has been a
6 lot of -- I did a couple, went over a couple like
7 biographies and talked to some of the
8 participants and they were actually able, from
9 these jobs they were actually able to promote the
10 indigenous challenges in their own communities
11 while also working with the government and doing
12 what they can to just better themselves in the
13 government career as well as just bringing that
14 overall attention to indigenous challenges. Next
15 slide, please.

16 And this is actually a new program
17 that Australia is developing. This one is
18 primarily focusing on, there were more areas. I
19 know in the United States there are still a lot
20 of remote areas and tribes that are within them
21 that, you know, there are not a lot of jobs in
22 those areas and they do know what they need to in

1 order to get these jobs going and seeing what
2 challenges their community faces, but, you know,
3 they are just not getting the attention or the
4 awareness for them.

5 But Australia is actually dumping a
6 lot of money and giving these tribes the
7 necessary, I guess the necessary voice they need
8 in order to voice what they want in those remote
9 areas as well as the jobs that they need in order
10 to create those opportunities available.

11 As well, they are also doing -- While
12 working with remote jobs and planning, that they
13 are also helping the participants in rural
14 communities with assistance in training and
15 technical assistance, and that is all done
16 remotely as well, so it is done online.

17 MR. COLEY: Jobany, just part of this
18 is that the organization, the community
19 organization or non-profit or consortia, or
20 tribe, they get to determine the projects that
21 they want to work on.

22 MR. OSORIO: Exactly.

1 MR. COLEY: And then they get funding
2 for the project with indigenous folks
3 participating in the construction or management
4 or whatever of the project.

5 MR. OSORIO: Yes.

6 MR. COLEY: And so the term "remote"
7 could be misleading because, Jobany, what you
8 found is that it's not virtual. Sometimes its
9 virtual --

10 MR. OSORIO: Yes.

11 MR. COLEY: -- and sometimes "remote"
12 means a rural area. It means from, you know, out
13 --

14 (Simultaneous speaking.)

15 MR. OSORIO: Exactly, yes.

16 MR. COLEY: -- rural area, so --

17 MR. OSORIO: So --

18 MR. COLEY: Go ahead.

19 MR. OSORIO: Yes. So the remote area
20 it's --

21 (Laughter.)

22 MR. OSORIO: No, yes, definitely.

1 MR. COLEY: You're doing a good --

2 MR. OSORIO: I'm trying to learn the
3 -- presentation, so thank you guys.

4 But, yes, basically it is an
5 indigenous-led project. It just basically allows
6 the indigenous community and indigenous people to
7 really give the voice of what they want to build,
8 what they want to create, and what they want to
9 expand on in those remote areas.

10 Right there it says within the next
11 three years they plan on getting, over 3000 jobs
12 will be funded. That's amazing. That's a good
13 amount of jobs and that it will be within three
14 years is pretty amazing I would say myself.

15 Like I said, it's community controlled
16 so it's not the government giving you ideas, it's
17 not people that are knowledge born, the actual
18 challenges, so it's the actually community. Next
19 slide, sir.

20 I'm doing my own thing and forgot.
21 All right. Yes, so and then overall what can be
22 improved. So establish more remote jobs and

1 training opportunities, not just formal training
2 but foundational training.

3 I know a lot of people struggle seeing
4 a lot of the people that were giving the awards
5 last night, you know, a lot of people were
6 struggling with drug counseling, rehabilitation
7 services, just needing formal training in terms
8 of English speaking, in terms of writing.

9 So these things are foundational
10 training that we need to help these participants
11 be more successful and overall get more benefits
12 of these programs.

13 And develop government internship
14 programs. So I believe -- I know Indian legal
15 groups have several governments within their own
16 regions, but I feel like if we develop government
17 programs and we can send out these participants
18 into different areas, whether it's DOL, whether
19 it's Department of Energy, whether it's BIA.

20 It will help just bring indigenous
21 representation to government and bring, firsthand
22 bring these challenges to like the people in the

1 government.

2 I would say offer more cultural
3 awareness as well and diversity training in jobs
4 nationwide. You know, racism is still a thing.
5 I remember Darrell said yesterday that he pointed
6 out, you know, some apprenticeships and some
7 ladies in Rhode Island were suffering from
8 harassment and racism issues.

9 So provide adequate federal funding to
10 establish new programs that would be beneficial
11 to the tribal communities in the rural area. So
12 that is definitely a thing that I have been
13 hearing around, too, federal funding, funding
14 just in general is lacking.

15 Develop a more unified relationship
16 between federal and tribal governments. Like I
17 said, Canada was working with the chiefs of
18 tribes and organizations, tribal organizations
19 out in Canada to develop that 10-year grant.

20 So they were actually, you know,
21 planning that out and working together to make it
22 established and work better for the indigenous

1 people in Canada, enhance youth programs to
2 provide more work experience and to promote
3 higher education to benefit youth participants,
4 and there are more ways to continue to do.

5 So overall, yes, benefitting these
6 youth programs, and I know a lot of people
7 reiterated that youth programs are the future,
8 you know.

9 These people, we need new leaders, the
10 elders you know you guys are stepping out and we
11 need the new people to come in. I feel like that
12 is an untapped --

13 (Laughter.)

14 MR. OSORIO: No, I'm sorry, I'm sorry,
15 I'm sorry. But, no, you guys are all doing an
16 amazing job.

17 These programs are needed in order to,
18 you know -- If this doesn't come from the youth
19 then it won't ever, that outreach potential won't
20 ever expand because they're just being stuck
21 within the older people, older generation and,
22 you know, like I believe you mentioned that a lot

1 of these youth programs are based on like trade,
2 but some youth don't want to do that anymore, you
3 know.

4 They want to go into social media, IT,
5 computer. I know the code thing is like a big
6 thing right now, Python, like doing all of that,
7 just learning more like just computer-based
8 things and more remote jobs, more virtual jobs.

9 I think that's where I will end, but
10 I also wanted to reiterate one point. I know you
11 guys -- I think it was Kay Seven that was talking
12 about the Department of Energy.

13 Earlier while interning at the, I
14 believe like a couple months ago I had the chance
15 to sit in on the Department of Energy, like their
16 conference that they had, and they mentioned that
17 the American, let's see, it's called, they are
18 introducing the American Battery Workforce.

19 So this is something that I primarily
20 kind of, I was like, oh, this is something that
21 can bring jobs to these indigenous communities.
22 They are planning to build battery factories that

1 are working with lithium, different things to
2 create batteries for EV cars.

3 Of course, you know, batteries are
4 needed everywhere now. (Technical difficulties)
5 battery, but, you know, these things can be
6 promoted and pushed into these areas in rural
7 areas like in indigenous communities because, you
8 know, they'll need to make those factories from
9 the ground up, you know, so they'll need
10 contractors to help build those.

11 They will need employees to help
12 manufacturer those batteries. They will need
13 people in the office, you know. So these are
14 just jobs that are being, you know, that are
15 being advertised but I feel like it's not being
16 advertised to the indigenous population.

17 This is one thing and then let me see
18 if I have one more point. No, yes. No, yes,
19 that's pretty much it. I don't want to hold you
20 guys up too much. I know we probably went over
21 the time.

22 CHAIR HIBBELER: So Jobany, is that

1 right?

2 MR. OSORIO: Yes, Jobany, yes.

3 CHAIR HIBBELER: Yes. So we want to
4 thank you for the research you have done and
5 bringing that forward to us.

6 MR. OSORIO: Thank you.

7 CHAIR HIBBELER: My question would be
8 -- Nat, can we get this PowerPoint sent out to
9 the council.

10 MR. OSORIO: Yes, yes, yes, yes.

11 CHAIR HIBBELER: I think that would be
12 helpful.

13 MR. OSORIO: Definitely.

14 CHAIR HIBBELER: It's interesting to
15 see how many of our own programs and concerns
16 that we have are in line with Canada and
17 Australia and a couple of kind of new ah-ha's
18 that we might consider moving forward.

19 So thank you for your work and
20 bringing that --

21 (Simultaneous speaking.)

22 MR. OSORIO: No, no, thank you so

1 much.

2 CHAIR HIBBELER: Darrell?

3 MEMBER WALDRON: Darrell Waldron,
4 Region 1. I just want to say that the
5 presentation is right on point, it really is, and
6 that's what we are trying to do and dealing with
7 here with our indigenous population, so you did
8 an excellent job.

9 MR. OSORIO: Thank you.

10 MEMBER WALDRON: And you worked hard,
11 good job.

12 MR. OSORIO: Appreciate it. Thank
13 you.

14 CHAIR HIBBELER: Thank you, Darrell.
15 Candace?

16 MEMBER LOWRY: Candace Lowry, Region
17 3. Thank you, Jobany, for your presentation.
18 The battery factories, that is something that is
19 coming to North Carolina so I am working with the
20 Department agencies within our state, like DOT,
21 Department of Energy, Department of Commerce,
22 because we need representation there.

1 So the one thing that I am doing is
2 developing the MOUs with each of those
3 departments with the Commission of Indian Affairs
4 and our WIA program to have interns go into each
5 of those departments or develop OJTs with
6 openings that they have.

7 So it's great to know that they're
8 doing that. That is where --

9 MR. OSORIO: Sure.

10 MEMBER LOWRY: Because it's very
11 important to have that representation there.

12 MR. OSORIO: Yes.

13 CHAIR HIBBELER: Thank you, Candace.
14 Joe?

15 MEMBER QUINTANA: Joseph Quintana,
16 Region 6. Thank you for your presentation. My
17 recommendation to Nat is that we continue to
18 offer these types of presentations, just a little
19 bit slower and hold that mic right up close up
20 to.

21 MR. OSORIO: Yes, I was -- I know I
22 was struggling a bit.

1 MEMBER QUINTANA: But great job, a lot
2 of information. I would suggest if there is a
3 way to also add some qualitative data and
4 quantitative data, including some actual numbers.

5 MR. OSORIO: Sure.

6 MEMBER QUINTANA: Some of the
7 questions that I have is in regards to not only
8 just placing individuals into roles, was this
9 gainful employment, are we are actually providing
10 livable wages?

11 MR. OSORIO: Yes.

12 MEMBER QUINTANA: What was the dollar
13 amounts that these programs, the tribes, or the
14 individuals who are actually being funded? I
15 think that was also a question of mine.

16 Although there is a lot of things to
17 compare with the Canadian tribes and the tribes
18 within the Australian government, there is
19 another group within New Zealand I think that the
20 Maori also do a terrific job that we can also
21 follow in some of their examples but there are
22 also groups all around the world.

1 You are talking about indigenous as
2 far as original peoples on the continents, people
3 in Peru, there is established groups in Peru,
4 there is other places in Africa, too, if we are
5 also trying to look at how other people who are
6 coming from limited backgrounds and limited
7 access to resources and services.

8 I think there is other examples to
9 also pull from, but I know that there is also --
10 It seems like where there has been a shift within
11 the philanthropic sector moving away from real
12 rigidity as far as how people are giving, there
13 is now a perspective of trust giving and
14 understanding that the tribes or the community-
15 based organizations actually have the expertise
16 and the know how in order to resolve the
17 solution, or provide solutions from their
18 communities that they serve.

19 So moving away from a rigid 3-year
20 reporting cycle or something like that and moving
21 to long term, giving I think is an opportunity
22 that we could also potentially look to in the

1 future.

2 MR. OSORIO: Sure. Thank you.

3 MEMBER QUINTANA: Thank you.

4 CHAIR HIBBELER: Thank you, Joe. Kay?

5 VICE CHAIR SEVEN: I just have a quick
6 comment. A few weeks ago, I participate with our
7 statewide ecosystem and we at our convening we
8 have the chief science schools, a group of high
9 school students be a big part of our event of
10 adults and they offered one workshop called
11 social influencing, how to be a social
12 influencer.

13 That was a really fun course for me as
14 a person who doesn't do things like that. I had
15 to create my own social influence video and put
16 it online with the state convening homepage.

17 I think it would be really cool if
18 maybe at a conference or our next conference we
19 are offering -- Maybe we see from the work with
20 the national, the unity group from Albuquerque
21 that maybe we see a strong presence of youth
22 participants with the adults and offer us

1 workshops that give us some insight to who they
2 are, because at that workshop I heard that it was
3 large percent of youth based on a poll, youth
4 just want to be social influencers.

5 They know how to make money off being
6 a social influencer and the big thing is is they
7 don't have a boss, so just a comment.

8 CHAIR HIBBELER: Thank you, Kay, not
9 a bad idea. We need to learn more about our
10 youth so we are creating relevant programming for
11 them, absolutely.

12 I am going to go ahead and wrap up our
13 morning session. We are going to break for lunch
14 and we'll reconvene. Promptly at 1:30 our
15 meeting will begin. Thank you.

16 (Whereupon, the above-entitled matter
17 went off the record at 11:41 a.m. and resumed at
18 1:35 p.m.)

19 CHAIR HIBBELER: Good afternoon. I
20 hope everybody has had a good lunch and we are
21 ready for a strong afternoon as we move through
22 our agenda today.

1 So we're going to go ahead and get
2 started and reconvene the afternoon session.
3 Before we move into our new topics I want to
4 first entertain a motion for the approval of our
5 past meeting minutes.

6 They are in your packet. I hope
7 everybody has had a chance to review them. I
8 would entertain a motion or a motion with
9 changes.

10 MEMBER LOWRY: Candace Lowry, Region
11 3, I will motion to approve the minutes.

12 CHAIR HIBBELER: Motion to approve by
13 Candace Lowry. Do we have a second?

14 MEMBER PEER: Angel Peer, Region 5,
15 second.

16 CHAIR HIBBELER: Thank you, Angel.
17 Angel Peer with a second. All in favor of
18 approval of the minutes say aye?

19 (Chorus of ayes.)

20 CHAIR HIBBELER: Any opposed?

21 (No audible response.)

22 CHAIR HIBBELER: And any abstentions?

1 (No audible response.)

2 CHAIR HIBBELER: Thank you. Minutes
3 pass. Nat, I just wanted to check with you to
4 make sure you had a chance to introduce all of
5 the comments that you wanted to as your report
6 this morning before we move on.

7 MR. COLEY: Yes. Nat Coley. I did
8 have one more. We have updated our website with
9 all of our new council members.

10 Just a quick question, we have always
11 listed council members' email addresses, is all
12 council members still comfortable with listing
13 their email addresses on our DOL NAETC website?
14 Are there any objections to that?

15 (No audible response.)

16 MR. COLEY: Okay. Thank you.

17 CHAIR HIBBELER: It looks like
18 everybody is okay with that and I am going to
19 assume the same from those that are online with
20 us. If you have concerns please let Nat know.
21 Thank you.

22 We are going to go ahead and jump into

1 our strategic planning this afternoon. We are
2 going to start with some report outs and where we
3 are at with the activities in our plan and then
4 we're going to talk about the plan itself and
5 organize a strategic planning update process
6 along with choosing our chairs for the workgroups
7 moving forward.

8 So first report on the agenda is from
9 the Youth Committee. Winona, are you there?

10 MEMBER WHITMAN: Hello. Winona
11 Whitman, Region 6, Hawaii. Can everyone hear me?

12 CHAIR HIBBELER: We can. Thank you,
13 Winona.

14 MEMBER WHITMAN: Okay, all right.
15 Thank you. Excuse me.

16 CHAIR HIBBELER: And I just want to
17 point out to everybody in your packet is the
18 strategic plan. If you want to pull that out you
19 are welcome to walk through it as we discuss.

20 MEMBER WHITMAN: Okay. The historical
21 background of the youth workgroup, especially for
22 the new council members, the youth workgroup

1 under the DINAP lead of Jennifer Whitmore was
2 established to improve employment and training
3 services to American Indian, Alaskan Native, and
4 native Hawaiian youth, and young adults.

5 Its mission is to foster leadership,
6 education, and workforce opportunities to native
7 youth residing on reservations, pueblos,
8 villages, homelands, rural and urban areas across
9 the country to enrich their lives, also improve
10 their overall well-being and increase their
11 success in their future career pathways.

12 Through this initiative we want to
13 promote equal access to opportunities and provide
14 the tools and resources for youth to make
15 positive change in their lives and their
16 respective communities.

17 At our meetings the workgroup has
18 reviewed a wide variety of allowable WIOA youth
19 services with grantees that are defined in the
20 youth GPMS, which is the Grantee Performance
21 Management System.

22 The workgroup has also discussed

1 establishing co-chairs on the workgroup to
2 represent Section 166 and Public Law 102477 that
3 we want to entertain at our next meeting.

4 The workgroup is also inviting more
5 members, especially youth and young adults. The
6 youth workgroup is identifying potential peer-to-
7 peer providers. The workgroup is identifying
8 ways to improve outreach to our youth.

9 The youth program discussed career
10 pathways, apprenticeships, and pre-
11 apprenticeships, and good jobs.

12 Last year interested youth workgroup
13 members re-focused to prioritize working with the
14 youth GPMS development workgroup under the
15 leadership of Jennifer Whitmore.

16 We were piloted grantees to work on
17 the system to assist meeting the timeframe of
18 implementing youth GPMS by June 20, 2023, which
19 was met on time.

20 The initial pilot grantees were
21 American Indian Council, California Indian
22 Manpower Consortium, Navajo Nation, Santa Domingo

1 Tribe, Ysleta del Sur Pueblo, and Alu Like.

2 The monitoring, modification, and
3 enhancements of the GPMS is ongoing for Jennifer
4 and her team. On May 8th the Youth
5 Apprenticeship Week presentation was coordinated
6 by Kayla Hilario. I was unavailable during that
7 week so Nat can add additional comments about
8 that Youth Apprenticeship presentation.

9 Also, council members today, Kay,
10 Robert, Candace, Kathy, Darrell, and in Jobany's
11 presentation, addressed areas that are very
12 forward moving that our youth program needs to
13 work on with your young people.

14 So in conclusion, we welcome new
15 members to the youth workgroup. Holly Morales
16 and Robin Counce have participated in a previous
17 meeting.

18 So please email me your
19 recommendations, excuse me, for additional
20 members with their contact information. Are
21 there comments, questions?

22 CHAIR HIBBELER: Patricia Hibbeler,

1 Chair. Kay, is there anything you want to add
2 about last week's webinar, you were a presenter
3 on it?

4 VICE CHAIR SEVEN: Kay Seven, Other
5 Discipline. Yes, I thought when I was invited to
6 be on the webinar and listened to the webinar I
7 thought, hey, this is an outcome of our strategic
8 plan.

9 Thank you DINAP for that because that
10 is something we need to see more of. We need to
11 promote and get that out more across to to the
12 tribal nations, so I think that was a really good
13 thing.

14 What else? There was another comment
15 I was going to make, but keep going.

16 CHAIR HIBBELER: Thank you, Kay. I
17 agree. So that was a great connection when that
18 webinar was planned, is getting Kay to present,
19 and we would like to see that more as we move
20 forward.

21 So getting our Indian and Native
22 American programs and the good work that we are

1 doing out there in front along with those general
2 webinars that may be happening across DOL.

3 MR. COLEY: This is Nat Coley. I just
4 want to say, just give accolades to Kayla Hilario
5 who really took the lead on organizing and
6 partnering with the Office of Apprenticeship.

7 She saw that from the beginning to the
8 end and even hosted it on your behalf Winona, so
9 I just wanted to highlight Kayla's efforts there.

10 I just want to make a point of order
11 that Kayla is now our -- So I am going to be on
12 every committee, sort of our DINAP lead, and
13 Kayla is going to be working with me on the youth
14 committee and Jennifer is going to be working
15 with me on the performance committee.

16 Duane is going to be working with me
17 on the census committee and Jolene Aguilar is
18 going to be working with me on the effective
19 management workgroup committee.

20 CHAIR HIBBELER: Kay Seven?

21 VICE CHAIR SEVEN: Kay Seven, Other
22 Discipline. So with the youth committee and

1 knowing that this one webinar reached the
2 grantees with the Department of Labor's DINAP
3 program, but in future events that there are a
4 number of workforce development initiatives going
5 on across the federal agencies and that in the
6 documents or the workgroups that I am associated
7 with I know that on the Hill here with federal
8 agencies there is agreements amongst federal
9 agencies working with one another, education,
10 health and human services, energy, agriculture,
11 commerce, transportation, that somehow that other
12 Indian programs with the other federal agencies
13 are also seeing the same information and maybe
14 can contribute to a webinar that maybe addresses
15 youth that is outside the building but it is we
16 know that because maybe the White House Council
17 on Indian Affairs is, this is a table on their
18 topic that later becomes like the I guess central
19 point that can help organize the needs of other
20 agencies when we are dealing with workforce
21 development or a sector strategy and whatnot.

22 CHAIR HIBBELER: Thank you, Kay. Nat

1 Coley?

2 MR. COLEY: Yes. Thank you, Kay.
3 This is Nat Coley. I agree. I think there is a
4 role that we can play as a council and leading
5 other agencies in this area since it's our focus,
6 even on this 477 workgroup, you know.

7 Other federal agencies are all
8 constantly asking, well, how does DOL do it, and
9 so that's a point that I have taken seriously. I
10 am part of an interagency technical assistance
11 workgroup and always highlight the needs our
12 native representatives in the technical
13 assistance arena.

14 There are five different federal
15 agencies that participate in that monthly call.
16 I'm also on a workgroup with internal, with
17 Department of Labor where we are actually working
18 with other offices, including apprenticeship, job
19 corps, and some other offices on also disability
20 and employment programs as well.

21 So we are definitely internally
22 working on initiatives, but like you said, Kay,

1 expanding it to other agencies and making sure
2 that we are all coordinated.

3 And this webinar was actually promoted
4 by our Office of Apprenticeship on their multiple
5 venues, so it was part of their youth
6 apprenticeship week which had, you know, over a
7 hundred different activities across the country
8 that were sponsored by different agencies.

9 So this was on their wider, you know,
10 all of the social media they have and everything
11 else, so definitely marketed well.

12 CHAIR HIBBELER: Chair recognizes Kay
13 Seven.

14 VICE CHAIR SEVEN: Kay Seven, Other
15 Discipline. So as I think about this strategy
16 and a part of our plan and then working within
17 the Department of Labor building I had a question
18 in terms of the new contract coming up.

19 I was wondering what the
20 specifications looked like within that contract
21 and what additional support is the council going
22 to receive from that contractor, because, like I

1 said, I am familiar with the Federal Advisory
2 Committee with Department of Energy and I see the
3 support that that group has within their
4 technical assistance the attorney contracted, the
5 DFO within the energy building, but then their
6 contractor, too, that provides some of the tasks
7 that a true council really needs in terms of
8 getting access to report writing or data, things
9 like that.

10 CHAIR HIBBELER: The Chair recognizes
11 Nat Coley.

12 MR. COLEY: This is Nat Coley.
13 Definitely, Kay, we are looking to get, you know,
14 enhanced products from our next contractor and
15 Jolene Aguilar is our contracting representative
16 for that. She is not here today, but she is
17 definitely looking to make sure we are building
18 in accountability measures.

19 I think in the past there was a lot of
20 interaction between the contractor and the
21 council and there may be some protocols that we
22 need to adhere to for that, so Jolene will be our

1 communication with the contractor to achieve
2 those outcomes that we are looking for.

3 So we want to make sure that we check
4 in with Jolene on the different tasks that we are
5 looking to achieve. I am pretty sure that's the
6 way things work at your other FACA committee, you
7 have to work through the federal representative
8 who actually is responsible for the tasks and
9 products and payments for those contracts and
10 will be held accountable for that.

11 So I think going forward the
12 relationship that the council had with the
13 contractor in the past will have to come to the
14 norms that are expected in the regime, but
15 definitely want to be more attentive and produce
16 products that we are looking for.

17 I think since I came on board we have
18 been looking for different products and I think
19 going forward we'll have the chance to achieve
20 some of those products.

21 CHAIR HIBBELER: Nat, can I ask you to
22 remind us what's your timeframe for that

1 contract?

2 MR. COLEY: Yes. And, again, we are
3 DINAP does not control the contracting process.
4 We are the contracting officer's representative,
5 so there is a literal contracting officer who
6 signs the checks.

7 We recommend this for the person
8 signing the checks and we are working with that
9 office through that process now and I can't see
10 it going beyond mid-June.

11 So we're working diligently on that so
12 hopefully -- And we were looking to have this new
13 contract on board to have some handoff from our
14 old contractor to this new contractor.

15 You may have seen the contractor here
16 supporting us for this meeting. We try to put in
17 a safety net so that we weren't left without
18 coverage between the old contractor and the new
19 contractor, so this short-term interim contract
20 with this contractor is to get us through that
21 process to make sure that we have a smooth
22 handoff between our old 5-year contract and our

1 new 5-year contract and you can see we have some
2 pretty good products from our interim contractor
3 as well.

4 CHAIR HIBBELER: Thank you. Any other
5 questions regarding the youth committee? Nat
6 Coley.

7 MR. COLEY: And, you know, Darrell
8 told me with the voting issues you should have
9 asked someone, you know. I actually worked with
10 -- Kayla and I were working together to put
11 together sort of a strategic plan and I did that
12 with Joseph as well, and we talked with Winona
13 about this, these ideas that we had put together
14 like an assessment and working more with, you
15 know, different offices like the Office of
16 Apprenticeship and things like that.

17 Winona, you did share that there -- I
18 think it was you or Jennifer shared that there
19 was a strategic plan that the youth committee had
20 worked on in the past and so I think on Winona's
21 wisdom we decided that we would wait till the new
22 council, the new subcommittee was adopted and

1 then we would look to see where the youth
2 committee would be moving forward from there.

3 But, you know, we did discuss just
4 some, you know, things that we've talked about so
5 far, you know, assessment, what are some of the
6 needs in the youth community, like Kathy
7 mentioned that app.

8 That's directly in line with one of
9 the things that we had on that discussion was
10 doing an assessment of our native youth to see
11 where they are and where they saw themselves
12 going.

13 We had the intern, his name was David
14 Munoz, he did that economic study of labor
15 marketing information and matching our
16 participants with the overall labor market to
17 identify where the market trends were going, and
18 I will make this available to the council as
19 well, where the market trends are going in a
20 wider market and comparing that with our INA
21 grantees out of our GPMS dataset.

22 So he looked at some of those trends

1 which are -- And looking in the rearview, not
2 necessarily looking in the future, but he did
3 make some recommendations on where we should be
4 pointing participants in our system.

5 His recommendations were on a national
6 level. On a national level, here are the
7 regions, he did a regional based, sector based,
8 so I'll make that all available.

9 We just wanted to make sure we had a
10 chance to look through that, so --

11 MEMBER WHITMAN: Winona Whitman,
12 Region 6, Hawaii. There are so many forward
13 moving areas to work with our youth, but we will
14 as a group with the 477 and 166 try to prioritize
15 what do we want to start working first, I mean
16 it's broad. Do you have questions? Answer, am I
17 off-base or --

18 CHAIR HIBBELER: Winona, I think you
19 are right on target and I appreciate Nat talking
20 a little bit about some strategies that he has
21 been working on not only for the youth group but
22 kind of across the board and as we build our

1 strategic plan we certainly want to make sure
2 that those strategies are discussed by the
3 council and then incorporated in our plan where
4 we see that makes sense moving forward so we have
5 one succinct plan that kind of leads us forward
6 over the next two years.

7 Joseph, did you have a comment?

8 MEMBER QUINTANA: Joseph Quintana,
9 Region 6. Would there be an opportunity to
10 formally create a report or some type of
11 mechanism for report out in regards to the
12 information that you have gathered up until this
13 point?

14 You mentioned both national data has
15 been collected and then it's broken down
16 regionally as well. It seems like a terrific
17 opportunity in regards to the youth population to
18 have some type of document like that that could
19 be shared not only within this particular body,
20 but we'd share it with our partner agencies as
21 well and the organizations and the awardees as
22 well.

1 MR. COLEY: Yes, we can scrub that and
2 make it available. Nat Coley.

3 MEMBER HIBBELER: Thank you, Matt,
4 that would be great. I think it's very useful
5 data.

6 Any other questions or thoughts for
7 Winona and the youth committee before we move on?
8 Erwin?

9 MEMBER PAHMAHMIE: Yes, this Irwin.
10 I was wondering, I know you were
11 talking earlier, Nat, about the thoughts of like
12 including other things inside the contract.

13 But then, you kind of said we were
14 weren't a part of the process.

15 So, how can we achieve that if we want
16 something in there such as, you know, financial
17 reporting, you know, and too, I'm not saying like
18 performance or anything, but just to see like
19 where, you know, where are our TA dollars going
20 to and, you know, how is this benefitting all
21 grantees on 66 and 477?

22 Thank you.

1 MR. COLEY: Yes, thank you, Erwin.

2 I apologize if I didn't communicate to
3 the counsel that the requirements of this
4 contract were based on recommendations from this
5 council.

6 So, there are other recommendations as
7 far as the needs of our TA contractor, please
8 share those with me because we want this to be a
9 comprehensive contract that meets our needs.

10 And as far as financial reporting,
11 that falls to me to make sure that I keep the
12 council updated on how much money's going into
13 the contract reporting, you know, off national
14 conferences and supporting our localized TA
15 activities or so, that's my responsibility, not
16 necessarily the contractor.

17 So, I'll make sure that I include
18 those types of reports in the future.

19 MEMBER PAHMAHMIE: Thank you for
20 that.

21 Erwin Pahmahmie, Region IV, Oklahoma.

22 MEMBER HIBBELER: Thank you, Erwin

1 for the question.

2 And thank you, Matt.

3 And I would assume if people have
4 thoughts and ideas and want to respond to you
5 directly, that that should happen quickly?

6 MR. COLEY: That's correct.

7 And we'll try to move forward with it.

8 MEMBER HIBBELER: Any other questions
9 before we move on?

10 (NO AUDIBLE RESPONSE)

11 MEMBER HIBBELER: We're going to move
12 on to the performance report.

13 And that's Joseph.

14 MR. COLEY: Is Jennifer Whitmore on
15 line.

16 MS. WHITMORE: I am here.

17 Can you hear me?

18 MR. COLEY: Yes, we can.

19 MS. WHITMORE: Great.

20 Are you passing it over to me?

21 MR. COLEY: I think Joseph.

22 CHAIR QUINTANA: Joseph, Region VI.

1 Jennifer, if you don't mind, I'm
2 bouncing it over to you.

3 MS. WHITMORE: Sounds good.

4 Okay, my name's Jennifer Whitmore. I
5 work for the Division of Indian and Native
6 American Programs.

7 It's a pleasure to be joining you
8 virtually.

9 So, today, I'm just going to give a
10 brief update, what we've been working on
11 performance wise.

12 The performance work group hasn't met
13 this past year, but we have had many
14 accomplishments.

15 And I'm just going to talk a little
16 bit about what Department of Labor, performance
17 wise, program performance, just a few things that
18 we've accomplished since we've implemented WIOA.

19 And for the new folks, the WIOA,
20 right, is the Workforce Innovation Opportunity
21 Act.

22 It was implemented in 2014.

1 Everybody's been talking about the
2 grantee performance management system. That
3 grantee performance management system is a web
4 based system that is funded by Department of
5 Labor.

6 And it's really great that that tool
7 -- that case management and reporting tool is
8 provided to our grantees.

9 Right now, for our adult program, we
10 fund about 98 grantees, median grant size, about
11 \$200,000.

12 And they're all using this web based
13 system that is -- that was developed and
14 maintained by Department of Labor.

15 Just this past year, we implemented
16 the youth system. And we started reporting on
17 WIOA.

18 We implemented that in June as Winona
19 had mentioned. We were quite busy rolling that
20 system out within a year. So, we got that system
21 out and 65 grantees are using that system, about
22 200 users.

1 And for our adult program, we have 345
2 users using that system.

3 So, we have quite a few users in the
4 system.

5 In total, we have about 28,000 records
6 already in the system.

7 And what I wanted to share real
8 briefly because I know we're short on time and
9 this is only for our Section 166 grantees, but
10 I'm just -- can I share my screen and just show
11 kind of like this new tool?

12 Hopefully, content sharing -- oh, I
13 guess I'm not allowed to share.

14 MS. SUMMERS: Give me a second, let
15 me see if I can help out. One second.

16 MS. WHITMORE: Okay, thanks for that.

17 So, what I was going to share right
18 now was just our -- as we're talking about
19 performance and we have questions, we're working
20 -- so DINAP is working with Office of Policy
21 Development and Research associates.

22 Yes, wait, no, the Office of Policy

1 Development Research Performance team and we're
2 working on developing this tool -- this
3 interactive dashboard that we're going to post on
4 our DINAP website.

5 So then, you'd be able to see our
6 performance outcomes, not just nationally, but
7 also by grantee, by tribe or tribal organization.

8 So, I was going to just kind of demo
9 that new tool. We're hoping to have it -- we
10 were wanting to have it live today, but we're
11 working on a few little kinks before we can
12 publish it live.

13 Here, let me see if I can share now.

14 MS. SUMMERS: You should be able to,
15 Jennifer.

16 MS. WHITMORE: Okay, I'm just going
17 to share my screen, share, got it.

18 So, you should be able to see -- right
19 now, I'm in this dashboard and I'm looking at
20 grantee performance.

21 So, this is -- and I'm going to scroll
22 to the right.

1 So, this new tool, you'll be able to
2 search by our adult program performance and in
3 our youth.

4 And then, you'd be able to search by
5 quarter and date.

6 And then, either by quarter or rolling
7 four quarters.

8 And so, if you wanted to see our
9 national performance, you'd be able to click here
10 and see all our WIOA performance results.

11 And we would have like our total
12 participants, who went into training, who exited.

13 And then, we would have our
14 performance outcomes.

15 And so, like for WIOA, which for all
16 of you are performant outcomes for the Indian and
17 Native American programs or the same as like the
18 state and other discretionary programs. We all
19 have this common reporting.

20 So, we have entered employment,
21 quarter two which is 66 percent.

22 And so, we're -- this is we're just

1 looking at the 12/31/2023 data.

2 So, if you scroll across, you'd be
3 able to see entered employment for fourth
4 quarter. We're at 67 percent.

5 We'll have our credential information,
6 measurable skill gain.

7 And then, you'd also be able to drill
8 down by grantee.

9 So, like just scrolling down, we see
10 like Tucson. They service 130 individuals, 12
11 went into training, 130 exited in their
12 performance -- they have 81 percent go into a job
13 in the second quarter after exit, 86 percent
14 still working in the fourth quarter.

15 So, this is something new that we're
16 working on. We're hoping to put out very soon
17 just for full transparency.

18 And then, what's really cool with our
19 program for performance is, when our grantees
20 submit those reports through that web based
21 system, we're able, on our side at Department of
22 Labor, if the Social Security numbers are

1 submitted, which a majority of our grantees do
2 submit that information, we do wage record
3 matching.

4 And we get those wage record results
5 in aggregate. We get those aggregate results
6 back and that's what this information is here.

7 So, it's based on what the grantee is
8 entering, plus those wage record matching
9 results.

10 And again, this is going to have all
11 of our WIOA performance indicators which is
12 common with the state programs.

13 Now, in the law in itself, and this is
14 where -- what's important for the council, in the
15 -- when we implemented WIOA and in the law itself
16 in Section 116 of WIOA, for the Indian and Native
17 American programs, it requires us to report on
18 these WIOA indicators.

19 And then, also, for the Indian and
20 Native American programs, it also states that, in
21 addition to those WIOA indicators, we also have
22 another -- additional performance measures.

1 And those will be defined in
2 consultation with the Native American Employment
3 Training Council.

4 That work was accomplished in 2019 --
5 2018-2019, for those of you that have been around
6 the council for a while. We met several times.

7 And those additional performance
8 indicators are outlined in Training Employments
9 Guidance Letters 419.

10 And for adult, that would be like
11 first in training and employability, skills
12 enhancement.

13 So now that -- so, not only do we have
14 these WIOA indicators, we also have these
15 additional performance indicators that the Indian
16 and Native American programs are reporting out
17 on.

18 And so, I'm just going to open up my
19 little document where I started writing some
20 notes down, just so you can kind of see the
21 results here.

22 So, once we -- I hope you can still

1 see like this Word document.

2 Here is like our performance results
3 for 2022.

4 The combined is like with the wage
5 record matching and supplemental.

6 So, you can see once we apply like the
7 wage record results, we jump up significantly.

8 If we were just using the data entered
9 by grantees, we'd be at 26 percent employed in
10 the second quarter.

11 Once we do the wage record matching,
12 and in combination, we jump up to 68 percent.

13 So, that's really good for 2022.

14 And here, down below, are those
15 additional performance indicators, the percent in
16 training.

17 And it's really good for our program.

18 Typically, we service about 8,500 on
19 an annual basis, but half are going into
20 training. And we know how important that is for
21 them to get a good job.

22 So, with that said, we've been

1 reporting -- for the adult program, we've been
2 reporting out on WIOA since 2020.

3 So, we have about three years of data
4 available.

5 And so, we're looking at that data now
6 and we're tasked with setting targets or levels
7 of performance for our grantees.

8 And so, that's where the performance
9 work group is going to come in.

10 So, it's important that we, moving
11 forward, that we will be asking the performance
12 work group, right, to assist in the development
13 of those targets to ensure the standards reflect
14 the unique conditions and characteristics of
15 Indian and Native American communities.

16 We know the outcomes are strongly
17 related to their characteristics of the
18 participants being served.

19 So, for example, you know, they might
20 be a drop out, basic skills deficient, all of
21 those factor in to those outcomes.

22 And then, also, the economic

1 conditions of their communities, you know, what
2 is job opportunities for that area?

3 Those will impact performance. And
4 so, that's why we were going to be needing to
5 build a statistical model that takes these
6 adjustment factors into account.

7 So, as we move forward and start
8 researching this, because we're supposed -- it's
9 in the law, we have to set targets for our
10 programs and it's a good thing. Right?

11 Our programs are accountable. I will
12 tell you that since we've implemented GPMS, we've
13 had a 100 percent reporting.

14 We don't have -- well, of course, we
15 have the conference going on this week, so I
16 think we're at like 85 percent reporting for
17 quarter ending March 31st. Yes, some are going
18 to report when they get back home.

19 But some were able to submit this week
20 because it's a web based system. They can easily
21 get into their -- access their system and submit,
22 right, as long as they had access to internet.

1 Which in the old way, we only had
2 access and they didn't have that perk of the web
3 based system.

4 So, as we move forward, some of those
5 considerations that we're definitely going to be
6 taking into account is the characteristics.

7 We're going to be looking at the data
8 that's being received by our grantees.

9 Who are they serving?

10 What kind of barriers do they have
11 that will take into account those -- we'll take
12 that into account when building these targets.

13 We're also looking at the economic
14 conditions and we're being mindful.

15 We just implemented, you know, those
16 new census numbers.

17 And we know that the (audio
18 interference) especially because those are small
19 populations. So, we might have data
20 suppressions, things like that.

21 So, we're looking -- we're going to be
22 looking at that over this next year and updating

1 or building a statistical adjustment model to try
2 to set those targets.

3 Now, we're going to be focusing on the
4 adult program because we have about two and a
5 half, three years of data for the comprehensive
6 services programs for youth.

7 We just implemented youth and just
8 started collecting WIOA. So, we'll revisit that
9 next year and see how much data we have.

10 We understand it's going to be
11 challenging. We typically are only servicing
12 about 4,000 youth.

13 And the median size grant for our
14 youth is like \$35,000, \$40,000.

15 Lastly, I just did want to mention
16 that the DINAP team, in coordination with the
17 performance work group and keeping the council
18 updated on this endeavor, it -- we are working
19 with the Office of Policy Development and
20 Research, economists from there, because they
21 build these types of adjustment models for the
22 state programs.

1 We'll also be working with the Schools
2 for Policy Research Associates. And for those of
3 you that know them, they have been working with
4 our program for 25, 30 years.

5 And they were instrumental in
6 designing the -- or former regression model that,
7 for those of you that have been around through
8 JTPA and WIOA, that was, yes, we -- the last time
9 we did this for our program was under JTPA.

10 So, we have not done this for 25, 30
11 years.

12 So, we're going to go back and look at
13 what was done under JTPA and we're looking at
14 updating that.

15 We kind of -- we had a kick off
16 meeting, but we are planning future meetings to
17 start building or updating that statistical
18 adjustment model, being mindful of these unique
19 communities we service and in partnership with
20 the tribes and the council.

21 Thank you.

22 Oh, and then, I just wanted to say

1 last, sorry, so, I gave you an update on program
2 performance. I do not have, you know -- we also
3 have financial reporting.

4 This is purely on performance
5 reporting for programs. And this does not
6 include our 477 data.

7 Twenty million dollars is since over
8 transferred Department of Interior BIA under 477
9 on an annual basis approximately.

10 So, I'm only -- I do not have that
11 information -- that data to share with you.

12 But yes, if we had that data, we would
13 love to provide that to the council, that
14 information. But for right now, I only have
15 access to the 166 WIOA information.

16 Thank you.

17 MEMBER HIBBELER: Thank you,
18 Jennifer, for that thorough report and sharing
19 this information with us.

20 I know you said that you're
21 anticipating that that web based portal that you
22 showed us will be on the website soon.

1 Any specific time frames and deadlines
2 that you're setting for yourself to get that in
3 place?

4 MS. WHITMORE: Well, yes, do you guys
5 have a suggestion?

6 I'm hoping next week. I'm going to --
7 since I'm still showing my screen, I'm going to
8 pop over to our -- I have it --

9 Let me just open up -- just because
10 this is pretty cool.

11 We did this at the end of last year.
12 And we share this --

13 So, at the end of last year, since we
14 started using GPMS for our grantees, we retired
15 our old system. Right? This is a whole effort
16 of ETA to modernize our systems.

17 So, we retired like our old reporting
18 portal.

19 So, when we knew that was going down,
20 I'll just show you just kind of a look see.

21 Like on our website right now, I'm on
22 our public website. And if you go to -- here

1 like you'll see our census data.

2 And if you go down to performance
3 results and reporting, you'll see all of our WIA
4 results here which is really cool.

5 So, you can see our national summary
6 and individual grantee performance reports.

7 So, I'm hoping -- we are hoping to
8 post something similar next week. We are --

9 So, I will -- can I -- let's just say
10 two weeks just to keep it safe.

11 And the only reason we're having a few
12 problems, Patti, is if you notice, this is just
13 giving us performance results Chris.

14 Now, we're trying to connect the total
15 served with that.

16 So, I guess I'll say two weeks, let's
17 give it two weeks.

18 But as soon as it is, I will
19 definitely -- yes, I'm sure Nat will send you
20 guys -- send an email out -- blast out letting
21 you know that our website has been updated and
22 we've published this -- our certified data.

1 And then, if you have any comments,
2 please let us know.

3 Yes, if you have any feedback, things
4 you would like to see or -- yes, please let us
5 know and we'll -- we'd be happy to make those
6 changes.

7 I am excited to say that we are the
8 first discretionary program they're building this
9 for. They're hoping to do it for the others as
10 well.

11 So, yes, they welcome our feedback.

12 MEMBER HIBBELER: Thank you,
13 Jennifer.

14 This is an exciting endeavor as it
15 moves forward and I'm sure Nat will let us all
16 know when it's live on the website and we can go
17 look.

18 Thank you.

19 Any questions for Jennifer?

20 Chair recognizes Kay Seven.

21 VICE CHAIR SEVEN: Kay Seven, Other
22 Discipline.

1 Hi, Jennifer, you look good on the
2 screen, love your smile, love hearing your voice.

3 So, yes, this is really good
4 information and I'm really glad that you appear
5 to be the subject matter expert in the DINAP
6 program that has real strong experiences working
7 with social policy research and especially their
8 economists on the design for a discretionary
9 program.

10 So, congratulations for being a first
11 as a program to have this available for the
12 programs.

13 I was wondering, what do you mean by
14 aggregate data? What is it that is -- what's
15 involved with aggregate data?

16 And then, I guess what data points are
17 needed in order to do a wage record matching
18 exercise?

19 And the reason why I'm asking is, if
20 there were working interagency Labor with other
21 departments and other departments are asking
22 Labor as the expert with collecting data like

1 this, and for the agency, let's say, it's Energy.

2 We want to know what the wage records
3 or earnings are for the Native population for
4 special projects for entering the energy sector
5 or for entering the health sector or the
6 hospitality sector.

7 Are there certain data points that
8 those other agencies to say, well, we should
9 probably collect this so that we can get -- have
10 Labor analyze the data and get a reliable report
11 on wage record information.

12 Because I saw where you had the
13 differences the grantees were reporting some data
14 set.

15 But when you go and get aggregate
16 data, the numbers improve increase.

17 And I know that in our past, that's
18 been an issue with a prior administration who
19 claimed that the Division of Indian and Native
20 Americans was not performing because of, I think,
21 performance outcomes.

22 And so, I guess how is that -- this

1 will take care of it for just the programs within
2 the building, but if other -- if somebody in the
3 future, ten years, let's say, because all of us
4 agencies were sharing a project together for
5 tribal nations, how would we get this
6 information?

7 And Labor's the expert at collecting
8 it.

9 So, I'm just really thinking outside
10 the box, but I'm really curious about what is
11 aggregate data?

12 What data elements are required in
13 order to come up with the determination for wage
14 record matching?

15 MS. WHITMORE: That's a great
16 question, Kay.

17 So, to my knowledge, when our -- so,
18 just for our program, when our grantees are
19 submitting and certifying their data to
20 Department of Labor through this portal, which is
21 really cool because only one log in and they can
22 just transmit the report seamlessly without

1 having to log into a separate system.

2 It submits individual data. And in
3 that individual data, it submits a Social
4 Security number and then, also the exit date.

5 Because our performance measures under
6 WIOA, you know, is looking at specific quarters
7 after exit.

8 So, I believe we get the exit date,
9 their Social Security number. And then, we have,
10 which, thankfully, for us, for DINAP, we are able
11 to go under an MOU that I believe OPTR, this
12 other group, you know, they negotiate on our
13 behalf.

14 So, I think that took a really long
15 time, this Memorandum of Understanding with this
16 outside entity to do the matching.

17 So, what happens is, when our grantees
18 submit that file over to Department of Labor, we
19 combine all of our grantees information all into
20 one file and then, that gets sent to this outside
21 entity. And it's all encrypted. Right?

22 And so, when this individual data goes

1 over, when it comes back to us, the results, we
2 see just the summary.

3 So, we can see, and I'll just give an
4 example, like maybe the Navajo Nation, they need
5 for quarter ending 12/31, they had like 500
6 exiters.

7 And of their 500 exiters, we can see
8 60 percent were working.

9 So, that's when -- so, the individual
10 information is going across but we're only
11 getting that summary information back, you know,
12 for the -- at a grantee level and then, at the
13 national roll up.

14 And what happens, and here, maybe I
15 can show you on the screen if I have any.

16 Sometimes if a grantee's really small,
17 their data is suppressed.

18 And so, our WIOA data is looking -- I
19 mean WIA data is looking okay.

20 But if I go back, and here, I'll just
21 show you kind of some of our -- the problems
22 we're having.

1 So, we'll look at like the Alamo
2 Navajo School Board in New Mexico.

3 They're a small program. They service
4 seven individuals.

5 So, what happens when you see this
6 negative one, it -- their data's getting
7 suppressed because of -- worry of the
8 confidentiality.

9 So, that means like they had three or
10 less in this total.

11 So, that's sometimes when you're
12 working with the data and those small subsets of,
13 you know, the small numbers, your data gets
14 suppressed so you don't always have the
15 information.

16 So, sometimes that's an issue.

17 But thankfully, for DINAP, just
18 because if like 477 or the tribes are looking at
19 doing that outside, I know -- I think the tribes
20 would just have to negotiate -- yes, get an MOU
21 established.

22 And I don't know that, or maybe

1 someone else can speak to that.

2 But -- and I -- we could always
3 research and then, I can send information at a
4 later time. I'm not sure if I answered your
5 question.

6 Does that somewhat help?

7 When we only get that information
8 back, then we post it. We post it in the
9 grantees report individually.

10 And then, eventually, we're hoping to
11 make it public on our website.

12 VICE CHAIR SEVEN: Yes, it helps
13 because it -- I guess as a 477 tribe, do I have -
14 - is this available on a state level like an MOA
15 data sharing agreement?

16 (SIMULTANEOUS SPEAKING)

17 MS. WHITMORE: The cool thing with
18 us, we're able to get all -- we get all the state
19 data.

20 So, for example, if someone moves from
21 like Hawaii over to California and maybe Winona
22 can't -- or staff can't find that person.

1 You know, once we do the wage record
2 matching, we can find them, you know, if they're
3 working still.

4 MEMBER HIBBELER: So, Jennifer, thank
5 you for walking this through for us.

6 Thank you for the question, Kay.

7 I think when it comes to tribes,
8 there's still more kind of processes to work out
9 in those data sharing agreements and what they
10 might look like.

11 I'm going to entertain one more
12 question and then, we want to move on in our
13 agenda so that we are in a good place and had a
14 break before our public comment period at 3:00.

15 So, Candace, did -- do you have a
16 comment?

17 MEMBER LOWRY: Candace Lowry, Region
18 III.

19 So, what we did, Jennifer, for our UI
20 data, we have an MOU contract with our American
21 Jobs Centers so they will give us that
22 information there.

1 But there was some talk in one of the
2 -- I think it may have been our regional meeting,
3 that the UI data we were going to have to
4 purchase it with our funds.

5 So, is that something that we're
6 doing? Is that what we're doing at DOL?

7 MEMBER HIBBELER: Chair recognizes
8 Nat Coley.

9 MR. COLEY: I am not familiar with
10 that at all.

11 Of course, Unemployment Insurance
12 information is collected by our Office of Bureau
13 of Labor Statistics Unemployment Insurance
14 Office.

15 And you know, kind of out of the
16 question that Capos was, you know, Jennifer just
17 gave an overview of our performance system and
18 our performance reporting and she was sharing how
19 we match our grantee data with unemployment
20 insurance information to cross reference those
21 Social Security numbers with performance
22 outcomes.

1 And Kay was asking how can that type
2 of structure and matching be done on a wider
3 level?

4 And Jennifer was pointing to your old
5 office, OPTR, and how you were able to organize
6 different types of research reports.

7 And just to make sure the council
8 knows, how you used to manage that, was in charge
9 of that office.

10 But the question was, how could we
11 leverage some of that ability on other agency
12 initiatives like the Department of Energy and
13 different projects that they have going on to
14 demonstrate some of the benefits tied to Indian
15 Country for employment outcomes and things like
16 that.

17 And then, you know, just to your
18 question, Candace, I've never heard that we were
19 going to have to pay for any type of unemployment
20 data. We do that automatically in the system so
21 you wouldn't have to do that.

22 And I think there are -- there wasn't

1 a notice of proposed rulemaking or some type of
2 activity related to access to UI data for tribes
3 or something like that.

4 But I'll turn it over to you, Heidi,
5 it seems like you had something.

6 MS. CASTA: So, this is Heidi Casta,
7 with ETA.

8 The scenario that Candace was
9 mentioning about partnering with an AJC where
10 then you have to pay for the UI wage, is that
11 what I'm hearing you say?

12 MEMBER LOWRY: No, I don't pay for
13 the UI wage. I know other grantees were saying
14 that they had to -- they were being asked to pay
15 for it from a third-party.

16 But with the American Jobs Centers,
17 you know, they can provide us that information.

18 MS. CASTA: Right.

19 MEMBER LOWRY: I know in North
20 Carolina, so I was just wondering, isn't it the
21 same in other states where you can do it?

22 MS. CASTA: It would be the same if

1 the INA grantee is partnering with the American
2 Jobs Center, that's one of the benefits would be
3 that both programs are reporting the individual.

4 So, that's the co-enrollment. That's
5 called the co-enrollment.

6 And so, then, when they are reporting
7 for whatever services they're receiving from the
8 other programs, they are getting that data
9 already from their state workforce agency. So,
10 it doesn't have to be like we don't have to pull
11 it out and send it to Chris, which is the other
12 process that we do for our national grantees.

13 So, in that scenario, you should be
14 paying and the grantees shouldn't be paying for
15 it. Right? Like it actually is being done by
16 the state funded formula, WIOA dollars.

17 MEMBER HIBBELER: Chair recognizes
18 Nat Coley.

19 MR. COLEY: Yes, I'm sorry, Candace,
20 you're referring to the MOU with AJC Centers
21 where, if you once partnered, be part of that AJC
22 Center, you have to participate on the cost

1 sharing within the context of that MOU. I think
2 that's what you're referring to.

3 So, that regime of data sharing and
4 things under that structure is part of that MOU
5 and your contributions to that and many of our
6 organizations aren't involved in that.

7 And I think Darryl talked about some
8 of the strategic opportunities to contribute to
9 that architecture with, you know, if the -- if
10 our grant -- if the INA grantee came in and did
11 webinars or hosted sessions or contributed other
12 types of resources rather than financially
13 participating, I think they talked about some of
14 those strategies as well.

15 And one thing I'd just like to take
16 the time to just give Jennifer accolades. She
17 spends a lot of time on that system. She puts
18 her heart into it.

19 You know, she used to be a grantee as
20 well and that's her baby. You know, she has big
21 babies, but that's her little baby and she really
22 cares for that baby. And it is an awesome

1 product.

2 Not just GPMS, but what she's doing
3 here. She is our data expert and we rely on her
4 heavily.

5 So, thank you for all your hard work,
6 Jennifer.

7 MEMBER HIBBELER: Absolutely.

8 Thank you, Jennifer.

9 And thank you for your report for us
10 today.

11 Good to see you.

12 MS. WHITMORE: Thank you.

13 MEMBER HIBBELER: All Right, I'm
14 going to move on to our strategic plan.

15 I'm just going to give some overview
16 comments about it. I'm not going to go through
17 each key strategic initiative here.

18 We had 15 key strategic initiatives in
19 '22 to '24. So, in the -- right along with when
20 the last council was instituted, we held a
21 strategic planning session and really looked at -
22 - we did a swat analysis and we looked at what we

1 thought were the issues that this council wanted
2 to focus on.

3 And that's what ended up being in this
4 plan.

5 We passed this plan for -- in our
6 meeting in Sacramento.

7 And this has been helping to drive
8 some of the activity of this council moving
9 forward.

10 It's been organized into three
11 separate areas, infrastructure development,
12 training and technical assistance, and increase
13 visibility and awareness for the council.

14 So, those were the three different
15 kind of topical areas it was organized in.

16 As it was put together for the key
17 strategic initiatives, we assigned a work group
18 that was going to be responsible for the
19 oversight and moving that particular initiative
20 forward.

21 If there was a time line projected
22 with it, we added a projected time line.

1 And then, we also added the resources
2 to that particular key strategic initiative.

3 And then, we, probably in year two, we
4 got a little better at it.

5 We set up meetings with the chairs of
6 these committees and really advising and seeing
7 where we were and where we wanted to be at
8 particular points in time.

9 As I looked over this particular
10 strategic plan with 15 initiatives, we've clearly
11 met 13 out of the 15.

12 So, we have about an 86 percent
13 completion rate in relation to this strategic
14 plan, which I think is really great work by this
15 committee over the past two years.

16 I am starting the third year on the
17 council. And since I've come we've had, you
18 know, before I came, we didn't have a strategic
19 plan.

20 I don't know if one really existed in
21 the past because I wasn't on the council, but I
22 don't think there was.

1 I do believe if we have some sort of
2 a plan that really kind of drives our initiative
3 to -- and things forward, right, so where does
4 this council want to be within two years.

5 And then, our strategic plan helps
6 drive us forward.

7 I think we, even to think further out
8 than that, right.

9 So, where do we want our American-
10 Indian workforce to be in 10 years or 15 years
11 and 20 years?

12 And what can this council do in our
13 two-year reign to help move us down that
14 trajectory?

15 Those are things that I would like for
16 us to think about as we update and develop our
17 2024 to 2026 strategic plan.

18 So, as I said, I'm not going to go
19 through each of them, you can all read.

20 I will point out ones that we clearly
21 did not meet were B1 and B2. And that's under
22 our training area.

1 We had plans to implement our own
2 needs assessment and determine what are the needs
3 for training and technical assistance for our
4 grantees.

5 We did not do that as a council. But
6 we know there's lots of data out there because
7 there have been surveys that have sent out to the
8 grantees along with surveys that were done at
9 these events.

10 So, there's some data for us to look
11 at if that's an area that continues that we
12 advise DOL or DINAP as they're putting together
13 their training plan and their peer to peer plan
14 that we heard Nat talk about earlier.

15 So, I think there will be some overlap
16 in synergy around some of these as we move
17 forward and develop this plan.

18 The other one is B2. We didn't
19 actually complete that because that was based on
20 B1.

21 Although many of the committee members
22 here are active and participating in the Western

1 Regional, the Eastern Regional, and the National
2 Conference, and they are advising them on
3 workshops that need to be there to assist with
4 training and technical assistance with our
5 grantees.

6 So, some of that is already happening
7 at different levels, even though it may not be
8 directed by the entire council in this past two
9 years.

10 The last one that I'll remark on, we
11 have one in here, where is it, C3 which is really
12 about taking our strategic plan and sharing it
13 with different partners, different individuals
14 that we might create some synergy with in our
15 efforts as a council.

16 We did not do C3 primarily because, as
17 this council continued to talk about our
18 strategic plan, we felt it was a, as a group, it
19 was a plan that drove our efforts internally and
20 the plan was not developed as something to be
21 shared widely.

22 So, that one, we also didn't do, but

1 we directed that ourselves as to what our
2 definition to a strategic plan was.

3 So, that's a little bit of feedback
4 about the plan, what we did, what we didn't do.

5 On the very back page, it does list
6 the four work groups that really drive the
7 efforts of the plan.

8 So, we have the effective management
9 work group. I was the chair for that.

10 The membership on the effective
11 management work group is the entire council.

12 So, this is our opportunity when the
13 effective management work group meetings are held
14 for our whole hat council to get together to
15 really dialogue, to process information and to
16 move things forward in a quicker manner than
17 waiting for our council meetings.

18 Because we only meet twice a year face
19 to face.

20 So, this is a way for us to get our
21 work done and move forward.

22 We also have the census work group

1 which was chaired by Jacob, who you heard from
2 yesterday and you'll see the members there.

3 The performance and reporting work
4 group chaired by Joseph and co-chaired with
5 Jennifer from DOL.

6 The youth work group chaired by Winona
7 who's on line with us.

8 And also, co-chaired with Jennifer
9 from DINAP.

10 So, those are our four work groups
11 that really drive the strategic plan forward.

12 We, of course, don't have time today
13 to develop a full range strategic plan.

14 But what I'd like us to do in the next
15 ten minutes is, if we could, choose chairs for
16 the work groups.

17 And then, I would ask the effective
18 management work group to work with me or chair
19 and work group to really organize with me to
20 develop and updated strategic plan. And we would
21 do that virtually probably over the next month or
22 two.

1 And then, I'd also like for us, if we
2 can get to it before we move into public comment,
3 otherwise we'll do it right afterwards, but
4 that's really a discussion about when our next
5 face to face meeting times will be of this
6 council.

7 So, that's how I'd like to kind of
8 move forward and end our meeting today.

9 So, effective management work group,
10 I'm first going to ask if there are any
11 volunteers, if anybody is wanting to lead one of
12 those work groups.

13 As -- and we'll start there first and
14 see if anybody wants to put their name forward.

15 Candace?

16 MEMBER LOWRY: Candace Lowry, Region
17 III.

18 I would like to put my name forward
19 for the effective management group chair.

20 MEMBER HIBBELER: Thank you, Candace.

21 Jacob is not on line with us, I
22 believe, this afternoon.

1 But I -- you get assigned things when
2 you're not here, right, is that what you were
3 going to Lora Ann?

4 I would recommend we continue with
5 Jacob as our chair for the census committee.

6 And yes, I think we're all in favor of
7 that.

8 Anybody for performance and reporting
9 chairperson?

10 VICE CHAIR SEVEN: Kay Seven.

11 I'll chair the performance and
12 reporting. It's a good way to, as a 477, to
13 better understand our Department of Labor system
14 and the work that you do as 166 grantees.

15 MEMBER HIBBELER: That's a great
16 match, thank you.

17 And what about the youth work group?

18 Winona, are you still with us and
19 would you like to continue chairing that work
20 group?

21 (NO AUDIBLE RESPONSE)

22 MS. SUMMERS: Winona, you're on mute.

1 MEMBER WHITMAN: Thank you for the
2 vote of confidence.

3 But I would like to see new members on
4 the council getting involved on the work groups.

5 You know, I mean, I'm happy to
6 continue being on the work group or in other work
7 groups, but I think the chair, we need to
8 entertain new members for the work group.

9 MEMBER HIBBELER: So, Winona, am I
10 hearing that, yes, you're willing to chair?

11 MEMBER WHITMAN: Well, I --

12 MEMBER HIBBELER: And for -- I was
13 just going to say and for membership, I will say
14 we expect and would love to see all of the
15 council members serve on one of the work groups.

16 So, there may be new members coming
17 your way, Winona.

18 MEMBER WHITMAN: Yes, well, and also,
19 you know, in my report, I also brought up how,
20 you know, in previous meetings, there was
21 discussion about having co-chairs, 166 and 477.

22 I mean, it could be that or just one

1 chair.

2 But I'm, yes, I will be supportive to
3 whatever the council decides.

4 MEMBER HIBBELER: Thank you, Winona,
5 for bringing up that recommendation.

6 I'm asking for chairs, but there is no
7 reason we couldn't have co-chairs. There's
8 nothing in statute or anything that says that we
9 cannot do that.

10 The Chair recognizes Kay Seven.

11 VICE CHAIR SEVEN: Kay Seven, Other
12 Discipline.

13 I did -- my suggestion would be is
14 that we stay away from the co-chair type
15 situation.

16 Let's keep a chair and the chair's
17 responsibility is to look at the composition of
18 the work group and that if there's at least a
19 designate representing of the 477 and a 166, that
20 would be good within the composition of the
21 committee.

22 But also looking at what subject

1 matter experts we have sitting and joining the
2 group there, too.

3 MEMBER HIBBELER: And my response to
4 that, Kay, is that's a lot of the responsibility
5 of the entire committee, right, to make
6 recommendations as what subject matter experts
7 should join the committee.

8 I really think that the chair's role
9 is to call the meetings, get the Zoom link set
10 up, and really set the agenda and facilitate the
11 meeting and keep the committees moving.

12 But I think if you want co-chairs,
13 that's entirely up to you.

14 MEMBER WHITMAN: Well, also, about
15 setting up meetings, you know, we -- I mean, BC
16 was, you know, very helpful and helping, you
17 know, Tribal Tech was very helpful in setting up
18 those meetings, getting the information out.

19 But we have -- on the youth committee,
20 we have several members that I felt, you know,
21 could step up and, you know, also take the lead
22 role.

1 MEMBER HIBBELER: Thank you, Winona.

2 Chair recognizes Angel.

3 MEMBER PEER: Angel Peer, Region V.

4 I think it's important to have co-
5 chairs because if you haven't chaired before, it
6 gives you the opportunity to shadow somebody and
7 for it to becoming a learning experience.

8 MEMBER HIBBELER: Chair recognizes
9 Nat Coley.

10 MR. COLEY: It sounds like Angel was
11 volunteering to be a co-chair.

12 MEMBER HIBBELER: And which one might
13 that be, Angel?

14 (OFF MICROPHONE RESPONSE)

15 MEMBER HIBBELER: And I'll also say,
16 there is no reason you couldn't participate in
17 more than one committee if you feel you have the
18 time and would like to.

19 Chair recognizes Lora Ann.

20 MEMBER CHAISSON: Yes, Lora Ann
21 Chaisson, Region IV.

22 These two young men, they just -- they

1 want to be the co-chair of the Census. They just
2 -- that's the ones they like battle in, who's
3 going to be the chair?

4 So, all of a sudden now, we have co-
5 chairs.

6 And I nominate both of these guys for
7 the co-chair of the Census.

8 MEMBER SMITH: Darius Smith, Region
9 IV.

10 I, you know, I'm a big proponent for
11 what my colleague over here said about the co-
12 chair model.

13 Because I -- this is my first meeting
14 and I'm trying to observe and I'm holding back.

15 I have the ability to speak as much as
16 my colleague over here to my right.

17 So, I'm interested in the Census, but
18 I also wanted you all to know that the National
19 Indian Youth Council, we don't work with youth.
20 That's why we changed our -- rebranded our name.

21 We're the Native Professional
22 Advancement Center.

1 We've been around -- we're one of the
2 oldest program grantees.

3 However, we work with 18 to 50-year-
4 olds.

5 And so, I just wanted to put that
6 information out because everybody's looking at me
7 and I'm feeling kind of guilty over here.

8 So, thank you.

9 MEMBER HIBBELER: Thank you, Darius.

10 MEMBER WHITMAN: Well, also, Robin
11 and Holly have been, you know, members of the
12 youth work group.

13 So, if, you know, if they're
14 interested in a co-chair or chair, I can work
15 with either.

16 MEMBER COUNCE: Robin Counce, Region
17 IV.

18 Winona, if you would co-chair, I'll be
19 a co-chair with you.

20 This is my second term and so, I would
21 be that model of I really need a mentor.

22 MEMBER HIBBELER: Thank you, Robin

1 and thank you, Winona.

2 Chair recognizes Omer.

3 MEMBER TAMIR: Thanks.

4 Similar to Darius, I'm doing the same,
5 just kind of observe.

6 I have many, many thoughts, a lot of
7 things I want to jump in and help out. But I
8 thought as a new member, I should sit back and
9 kind of watch.

10 I'm also very interested and I've done
11 a lot of work on the Census. So, I would love to
12 be a member if you want to be co-chair or
13 anything like that, go right ahead, I won't fight
14 you on it.

15 But if you guys want me to serve in
16 that role, I'd be happy to. Same with the
17 others, I'll help out with any committee where
18 you know best where you need most help and where
19 you need more members to step up, I'll step in
20 wherever you need me.

21 MEMBER HIBBELER: Thank you.

22 MEMBER ATKINS: Kathy Atkins, Region

1 III.

2 I'll be on the members with the youth
3 leadership work group.

4 MEMBER HIBBELER: Thank you, Kathy.

5 MEMBER PEER: I would also like to --
6 oh, sorry.

7 MEMBER HIBBELER: Chair recognizes
8 Angel.

9 MEMBER PEER: Angel Peer, Region V.
10 I would also like to be on the work
11 youth group and the performance and reporting as
12 well.

13 MEMBER HIBBELER: Thank you, Angel.
14 Chair recognizes Lora Ann.

15 MEMBER CHAISSON: Lora Ann Chaisson,
16 Region IV.

17 I would like to be on the performance
18 committee.

19 MEMBER HIBBELER: Chair recognizes
20 Orlanda.

21 MEMBER WAUNKA: Orlanda Wauneka,
22 Region VI.

1 I would like to be on the youth and
2 the performance committees.

3 Thank you.

4 MEMBER HIBBELER: Chair recognizes
5 Joseph.

6 CHAIR QUINTANA: Joseph Quintana,
7 Region VI.

8 I would like to be on Census and
9 performance, please.

10 MEMBER HIBBELER: Thank you, Joseph.

11 I'm going to close this discussion
12 right now. If anybody else wants to be on a
13 committee, please let us know so we can get our
14 lists correct.

15 MEMBER WHITMAN: I would like to make
16 a comment.

17 Winona Whitman.

18 I think to make it easier for the
19 youth committee, I mean, I, you know, I've been
20 involved, you know, in, you know, as the vice
21 chair for the council for several years and on
22 the youth work group.

1 But I, you know, but I do think it's
2 time for other members to step up. So, I will
3 decline being the chair for the youth program.

4 And I will continue being a member of
5 the Census work group and the youth work group,
6 but I would like to decline being chair.

7 MEMBER HIBBELER: Thank you, Winona.
8 So, Robin, are you comfortable being
9 chair?

10 MEMBER COUNCE: With Winona being on
11 the committee, I think that she -- I can lean on
12 her for questions.

13 Robin Counce, Region IV.

14 MEMBER HIBBELER: What was that, I'm
15 sorry?

16 MEMBER COUNCE: You -- Robin Counce,
17 Region IV.

18 Winona, you're going to be on the
19 committee? The work group?

20 MEMBER WHITMAN: Yes.

21 MEMBER COUNCE: So, I feel like that
22 I can ask you questions.

1 MEMBER WHITMAN: Yes.

2 MEMBER HIBBELER: And Robin, just to
3 reiterate, we also have Angel and Kathy that are
4 willing to co-chair with the youth work group
5 also.

6 So, I think there's lots of great
7 helpers to lead that forward.

8 MEMBER COUNCE: Okay.

9 MEMBER HIBBELER: Candace?

10 MEMBER LOWRY: Candace Lowry, Region

11 III.

12 So, the individuals that were on the
13 council before will stay on the committees that
14 we were on before or do we need to announce them
15 now?

16 MEMBER HIBBELER: I'm sorry?

17 MEMBER LOWRY: The committees?

18 So, I was on the Census committee and
19 the performance committee. I want to remain on
20 those committees, the same committees from
21 before.

22 MEMBER HIBBELER: Correct.

1 I'm assuming those names stay.

2 So, we'll do an update, send it out to
3 everybody and you can all confirm what that looks
4 like.

5 What I'd like to do now is to take a
6 brief break.

7 We have about seven minutes. And
8 then, we'll begin public comment promptly at
9 3:00.

10 So, if we could have everybody back at
11 3:00.

12 Thank you.

13 (Whereupon, the above-entitled matter
14 went off the record at 2:54 p.m. and resumed at
15 3:02 p.m.)

16 MEMBER HIBBELER: Good afternoon.
17 It's now shortly after 3:00 o'clock. We're going
18 to go ahead and reconvene after our quick break,
19 and we will open up for public comment. No sign
20 in sheet. As a note of protocol, everyone will
21 speak from the podium. Introduce yourself and
22 make your comments.

1 Please note that the council will not
2 respond to your comments, but your comments will
3 be part of the public record. Thank you.

4 MS. ZIENTEK: Good afternoon, Margaret
5 Zientek, citizen Potawatomi Nation, and co-chair
6 for Public Law 102477. I commend each of you for
7 the work you're starting on this work group, or
8 picking up where it was at. I also ask you to
9 look at the American Community Survey, the
10 census, and the labor force report, that by law
11 is supposed to be done.

12 And it was in 115-93, so Public Law
13 115-93 requires it. Department of Labor passed
14 it to Census Bureau, and there it sits, and we
15 are in the year 2024, and there has yet to be a
16 labor force report, which could be very helpful
17 information when determining funding levels, as
18 has been said earlier in our general session, and
19 in fact we have a resolution on it.

20 The data that is collected in the
21 American Community Survey is a very small
22 sampling, and does not reach rural areas of the

1 nation where our people are. So, it is a major
2 undercount by using that as funding, it is not
3 enough. Census stopped gathering full
4 information, they are all short form, so they may
5 not gather everything we need.

6 But if we could do a blending of the
7 three reports we would get a much better picture.
8 Still probably some under count, but a better
9 picture of the number of people, and the people
10 in the areas that we serve. So, my
11 recommendation for the council to consider that,
12 I know you have a census committee.

13 And I would hope that they would add
14 your voice to our voice for the tribes of 477
15 calling for the labor force report to be
16 conducted, and available for use as a potential
17 source of data that could be used to determine
18 funding purposes. Thank you.

19 MEMBER HIBBELER: Thank you for your
20 comments. Do we have others that would like to
21 provide public comment? Please provide your
22 name, and we're glad that you're here to provide

1 comment that will be part of the public record.
2 The council will not respond to your comments
3 today.

4 MS. PORTER: Okay, thank you. Hi
5 everyone, I'm Tianna Porter, economic empowerment
6 director at Native American Community Services,
7 so I oversee the WIOA program there. I'm a
8 little bit of a newer director, but I have been
9 in this space, in this field for over ten years.

10 And I just wanted to mention that I am
11 in support of the resolution that Kerry had
12 mentioned, and drafted out earlier in the general
13 assembly about looking at data when it comes to
14 the census. Just because we are one of the
15 grantees who is going to be getting a decrease in
16 our budget, and I know for a fact that we have
17 natives that we serve in our counties that are
18 not being counted.

19 We have a reservation that chooses not
20 to be counted because they maintain their
21 sovereignty, but as a result they're not being
22 counted, and we are serving them, but we're

1 getting a decrease. So, I just wanted to make a
2 comment about that. But I am in support of a
3 resolution that would help us to look at that so
4 in the future we can have the appropriate
5 funding. Thank you.

6 MEMBER HIBBELER: Thank you for your
7 comments today. Do we have other public
8 comments?

9 MS. SUMMERS: There is nothing online
10 from what I can tell.

11 MEMBER HIBBELER: Thank you, Annette.

12 MR. RICHARDSON: Good afternoon
13 friends and colleagues. I have a note here I
14 prepared myself. I am Elk Richardson, I am a
15 retired Section 166 director from North Carolina.
16 For many years I sat in the seats that you're
17 sitting in on this council, and even before it
18 was a council, when it was an advisory committee
19 to the secretary of labor.

20 I am happy and pleased to see that we
21 still have this council. I know there have been
22 times in recent years that we were worried that

1 we wouldn't continue to exist. So, I thank our
2 friends in Congress, I thank you all across
3 Indian country for continuing on. I'm a little
4 nervous because I'm not as used to standing up in
5 front and speaking anymore.

6 But being at this conference, this is
7 my first one in six years I think. So, some of
8 the issues have changed, and yet there are some
9 that remain the same. As you all are probably
10 full aware of, I'm sure you are, Indian set
11 asides have been around a long time, well I'll
12 speak in terms of labor.

13 Since prior to the days of the old
14 MDTA, Manpower Development Training Act, and then
15 we had JPTA, or we had CETA, I'm sorry, after
16 MDTA there was CETA, there was an Indian set
17 aside. We had JPTA, Indian set aside. WIA, and
18 now WIOA. So, we've survived those, we banded
19 together for those. We fought to provide
20 services to Indian country everywhere.

21 So, I want to encourage you to
22 continue that fight to look out for services to

1 Indians regardless of where we live. Of course
2 the Indian set asides were fulfilling government
3 response to its obligations to us as Indians, to
4 tribes and to Indian citizens everywhere.

5 These set aside programs are the
6 government's efforts, and our leadership's
7 efforts to enhance tribal communities' ability to
8 be self supporting through individual training,
9 services, and business and economic development.
10 The creation of Indian set aside programs
11 facilitated equality and work force to open
12 services to Indians everywhere.

13 They were initially a response through
14 LBJ's Great Society initiatives and programs. As
15 I said before, they served Indians everywhere,
16 whether reservations, urban centers, rural and
17 off reservation communities. The key thing to
18 remember too is these were created because states
19 were not being responsive to our Indian people,
20 or to tribes.

21 The relationships between states,
22 Indian tribes, and Indian citizens was nil,

1 zilch. So, now we have this, we have come a long
2 ways if you think about it, we have come a long
3 ways. Let's continue that path. Currently I am
4 hearing lots and lots about political agendas,
5 and a ploy to divide and diminish services across
6 Indian country.

7 Let's not fall into that. Those ploys
8 and movements will divide us, and then they will
9 diminish us. Let's not fall into that. Do not
10 help the government and the ploy to continue
11 conquering Indians. We've had 500 years of it,
12 we've fought it the whole way, I have sat around
13 this table with you all and fought it.

14 I ask you, continue that fight. Don't
15 fall into the trap of helping destroy us. We
16 already have service and resources, they're
17 already too few. We need to build that, not
18 destroy that. The fight should be to grow and
19 enhance services and programs to Indians, but not
20 by diminishing the ability of services to some
21 elements of our populations.

22 Lastly, I'll say as leaders, we all

1 have responsibility to work together to build a
2 better future for Indian people. And I challenge
3 each of you to rise to that challenge. So, thank
4 you for allowing me to stand and speak before
5 you. And if I can ever do anything to help any
6 of you, or the council, or the department, please
7 reach out to me, let me know. Thank you.

8 MEMBER HIBBELER: Thank you for your
9 comments. Do we have other public comments
10 today? No. You can take the podium and
11 introduce yourself please.

12 MS. SANCHEZ: Good afternoon. My name
13 is Lorenda Sanchez, I am the executive director
14 of the California Indian Manpower Consortium, and
15 I've had the distinct privilege and pleasure of
16 administering an Indian employment training
17 program since 1972. The last 46 years have been
18 with the California Indian Manpower Consortium,
19 one of the largest consortiums in the U.S.

20 We have 104 reservations of the 111
21 reservations in California. We have a presence
22 of 39 counties throughout the state of

1 California, 110 counties in the state of
2 Illinois, and Scott, Muscatine, and Clinton
3 Counties in Iowa. I thank the council, and the
4 division of Indian and Native American Employment
5 Training staff for meeting and having public
6 comment from one of your grantee communities.

7 There are a couple points that I just
8 want to make before the council today, and I
9 appreciate each of you around the table, and I do
10 not want you to feel that I am trying to make
11 difficult the work that the DINAP team has before
12 them, but I want you to know that I speak from my
13 heart.

14 I feel that there are some educational
15 processes that need to be made for the
16 administrative staff on the second floor of the
17 U.S. Department of Labor Building. And also some
18 history that would be useful for our division
19 chief, and some of our new federal project
20 officers.

21 And I hope to provide a short paper
22 sharing some of those, I think historical moments

1 that we've had, and let you know that from the
2 very beginning of the Comprehensive Employment
3 and Training Act, we were thrown into a fight
4 with the Department of Labor. In fact that is
5 where I met Mr. Ben Charlie, Jr., Norm DeWeaver,
6 Sister Mary Rose, one of my mentors, Grace
7 McCullough.

8 And at the time Ms. McCullough worked
9 for the Intertribal Council of Arizona, Benjamin
10 Charlie, Jr., was with the Intertribal Council of
11 California, and I was with the Intertribal
12 Council of Nevada. And we all met because the
13 legislation that had been passed for the
14 Comprehensive Employment and Training Act, there
15 was specific funding that was to be provided to
16 the Indian and Native American grantees.

17 And what was included when we received
18 our notices to begin implementation of the
19 program was about 180 million dollars short. As
20 representatives of what was then the region nine
21 area of the Labor Department, we all met outside
22 of Flagstaff, Arizona, looked at the law, and was

1 very moved, and very impressed with the late
2 Norman C. DeWeaver.

3 He delivered such a strong message,
4 and not once did he stray from wanting to make
5 sure that the Indian and Native American
6 community and people receive what was in the
7 statute. And at that point had said the only way
8 that that's going to happen is if we sue the
9 Department of Labor.

10 The language in the law is clear, and
11 we all went back to our agencies, and talked with
12 our boards, and got together, and had a team of
13 attorneys put the language together, and before
14 it left the building in D.C. we were -- our
15 funding was raised to a level of 220 million
16 dollars.

17 But of course that didn't last very
18 long, probably started to deteriorate over five
19 years. But nonetheless, that happened through
20 appropriations and regulations, but the law was
21 still very clear. And I think one of the things
22 that is very important is the congressional

1 record on the language and the discussion to
2 implement the Comprehensive Employment and
3 Training Act in 1972.

4 Up until the House bill recently, that
5 language had really never -- those provisions
6 that support that language really never changed
7 until this past year. And it is quite a drastic
8 change for us in the reauthorization. I chose
9 not to prepare a resolution for our conference
10 because there's some history that needs to be
11 included in that resolution, and some support
12 from the National Congress of American Indians
13 that is going to be critical to carry our voices.

14 I know it's not easy, but there are a
15 couple provisions that seemed to resonate in that
16 reauthorization language that is somewhat
17 detrimental, I think, to our program, and
18 delivering services. And I think some people may
19 have made comments, I know at our discussions. A
20 ten percent admin for grants that are funded so
21 small for Indian and Native American programs in
22 most cases, in the majority of cases I would say,

1 is going to strangle some of the programs.

2 And those programs are going to have
3 to find other means of support to effectively
4 administer the balance of their funding, and
5 where are they going to get those funds? I also
6 feel that some of the language that incorporates
7 what appears to be some of the outcomes that
8 cannot be met with small allocations are added to
9 that legislation.

10 And I think all grantees may have to
11 look at having two very difficult choices to make
12 if that bill passes on the Senate side. I do
13 know it's on the Senate side, they want to try
14 and rush the bill, because it was so
15 overwhelmingly passed on the House side, I
16 understand that the Senate is just going through
17 and not really rewriting anything.

18 So, the strength of this original
19 language for the law came from the Senate side.
20 So, I am hoping that information can get to the
21 Senate to really look at the Indian provision in
22 that law. It's quite lengthy, it's about a

1 little over total 1200 pages, and of that, I
2 think that about only three or four pages of that
3 whole document that are the Indian and Native
4 American piece of that law.

5 And in the law, there are just changes
6 that were recommended for the current law. So, I
7 wanted to make sure that what we share with the
8 grantees is not just the very sketchy language,
9 but to clearly have a document that represents
10 the full document with the additions and
11 deletions clearly identified for our grantee
12 community.

13 And we will get that out very soon.
14 But at the same time, when the speakers were
15 talking this week during the plenary session,
16 there was very, very positive news on President
17 Biden signing the historic executive order to
18 usher in the next era of tribal self
19 determination.

20 And all the language that was shared
21 with us is not represented in that language in
22 the law. Because our programs need to address

1 our respective economies, and foster the
2 development of our people in those communities.
3 And to do it with flexibility, and I'm thinking
4 flexibility in the design of the program, and
5 flexibility in how we are going to report those
6 outcomes to the Department of Labor.

7 And that, I would like to also include
8 in one of the provisions in the information we
9 share with our grantees. And people may say well
10 that only applies to the tribes in the
11 reservations, and I feel very much connected to
12 the reservation that I am enrolled in. I am
13 enrolled in the Yerington Paiute Tribe in Nevada.

14 And sometimes people will say but
15 you're an urban Indian. And I say no, I am a
16 member of the Yerington Paiute Tribe. And they
17 say well, is it a federally recognized tribe?
18 And I say yes. And they say okay, but people say
19 you are urban. So, that's where I live. But if
20 you want to know if I'm federally recognized or
21 not, I suggest you read the Federal Register
22 issued by the Department of the Interior, and the

1 Bureau of Indian Affairs.

2 And if you can show me in that
3 document where it says urban Indian is a
4 federally recognized tribe, then maybe I'll give
5 you some slack on this. But we are citizens of
6 many urban communities, but we are Indian, Native
7 American, or Alaskan Native because of our
8 affiliation with our tribal tribe, rancheria,
9 reservation, or village.

10 And in California it's an even more
11 tragic picture, because we have so many that are
12 similar to others across the country. They are
13 actually going through federal recognition. And
14 when they do get their federal recognition
15 reinstated, then we have the challenge of their
16 traditional lands, which many cities, large
17 cities sit upon now, and our tribes have to
18 purchase land, and then put it into trusts.

19 And sometimes there is no boundary, or
20 reservation because we haven't had our tribes
21 have that purchase cleared. And it's ongoing.
22 So, I believe that the executive order is

1 critical to have us remember. 2020 was the fifth
2 decennial census that I have worked or been a
3 part of, and it was tragic.

4 Many of our communities did not
5 receive the actual census form. It was virtually
6 able to be filled out. But because of COVID-19
7 many of our tribes, many of our communities shut
8 down. And the decennial census also ended when
9 it was around two and a half percent completed
10 nation wide.

11 California Indian Manpower Consortium
12 worked with the governor's office, and because we
13 have a very strong working relationship with the
14 tribes throughout California, we delivered close
15 to 100000 census packets to 68 tribes, as well as
16 receiving 100 computers from the state of
17 California to deliver to the tribes that were
18 shut down so that their community members could
19 respond.

20 And even though we had that effort,
21 people were afraid to go into a single place and
22 share the computer stations that were up, but we

1 had some. So, the numbers were not the best, and
2 I feel that the resolution that was presented
3 this morning to our general membership asks for
4 some reviews on the methodology for the census.

5 And I wholeheartedly support that, and
6 I want everybody to keep in mind that we have a
7 very short window to really make an impact with
8 the current administration. But we do have the
9 ear of the Census Bureau Director Santos, who
10 I've had opportunity to meet with, and I shared
11 with him the Consortium's report on the Census
12 2020 effort in California.

13 And he said I will read it, and people
14 say nice things to you all the time, but two
15 weeks after he had left California and came back
16 to Washington, D.C., we got a call from him, and
17 he actually commended the work that we did, and
18 said that it was tragic for us, and that he had
19 hoped that there would be some way that this
20 could be resolved.

21 So, at this point we do have a study
22 going on in California with three tribes, and

1 we're looking at the same numbers, the 2000
2 numbers, the American Community Survey numbers,
3 and then the tribal numbers. And those tribes
4 that we're working with were a part of a 1996 to
5 2003 labor market survey and study that CIMC
6 conducted with our tribes.

7 We had 73 tribes in California that
8 went through the process. Today we have 28 that
9 still maintain that same methodology to collect
10 their data. But it's not just CIMC, it's across
11 the country there are a number of tribes that use
12 that same process for their people. And I hope
13 that we can do some justice for people to think
14 about methodology, as well as what that may cost
15 for us.

16 But bottom line, it will still be up
17 to each tribal government if they want to use
18 that. Some will, but I think a lot of them
19 would. So, I think the council also has a lot of
20 work ahead of them, and know that I will share
21 with you the information that I can. You have
22 your executive team from the council, and I will

1 make sure that they get the information, and it
2 will be their call to distribute to the council.

3 At the same time we'll be working with
4 the grantee side. I really don't have anything
5 more to share right now. But I'll let you know I
6 wish you well, and I will say out of the eight
7 recommendations that were made to the House side
8 originally, six of them were in the bill that
9 died after the fall elections.

10 But only one survived in the new House
11 bill. But it has to do with our council. And
12 having the council not have a stagnant term.
13 That they should look at having language that's
14 in the law now that the council members will
15 continue until they've been reseated or their
16 appointments are continued.

17 So, there should be no downtime, or
18 dormant time for our council. So, I thank you
19 all.

20 MEMBER HIBBELER: Thank you for your
21 comments. Do we have anyone else for public
22 comment today?

1 MR. RICHARDSON: Good afternoon.
2 Again, I am Elk Richardson. This time I didn't
3 bring any notes or anything, but just recalling
4 some old issues, and listening to how they're
5 changing the administrative rate, that will kill
6 a lot of small grantees. Without regard to
7 whether they're a small federally recognized
8 tribe, a small urban grantee, a small rural
9 tribe, it's not going to matter.

10 You might say well, tribes are
11 encouraged to go over to the 477 side. For a
12 tribe that makes a sovereign choice not to, for
13 whatever its reasons are, and it can sovereignly
14 do that, are you interested in killing that
15 tribe's ability to provide effective services?
16 And you might question are they providing
17 effective services?

18 They are doing what is their sovereign
19 choice for their people through their people.
20 That ten percent, it will really just help kill
21 services to Indian people. They will be
22 encouraged to go to the states, and as I said

1 earlier, it seems like we're evolving to a time
2 where we're forcing people to go back to the
3 states.

4 But remember, we weren't getting
5 services from the states, that's why these
6 programs were created. So, are we going to allow
7 that to happen again, or are we going to fight
8 for the best possible services to our
9 communities? So, I wanted to say that. Lorenda
10 just reminded me about the -- I haven't seen the
11 language in the new law proposals regarding the
12 council.

13 But in tribal communities, there's a
14 lot to be said for longevity, always has been
15 that way. If we had a leader who we absolutely
16 love, he or she's done great service to our
17 tribal community, to our people, we kept them, we
18 continued to elect them, everybody was happy. It
19 seems almost unheard of to impose term limits in
20 an Indian realm.

21 In line with that old traditional
22 belief that if we had someone we kept them. We

1 wanted to keep that longevity, that experience.
2 So, I encourage you to fight for, to keep members
3 allowed to serve until their successors are
4 named, and appointed. There was one more item,
5 and I didn't sit over there and write notes like
6 I sometimes do when I'm listening.

7 But again, I thank you all or
8 indulging me, and allowing me to speak a second
9 time. And again, if there's anything I can do
10 any time, reach out to me. Thank you.

11 MEMBER HIBBELER: Thank you for your
12 comments.

13 MR. GOOMBI: My name is Jonathan
14 Goombi, I'm an administrative assistant American
15 Indian Council of Kansas City. I mentioned last
16 year that Native people, we have a unique
17 disposition to make a lot with the little that
18 we're given. We do a lot of good things, but
19 often times the resources that we have are very
20 minimal.

21 We wouldn't have fried bread without
22 that, right? And we have people that take those

1 things and create something beautiful with it.
2 And so I also just want to acknowledge everyone's
3 hard work that is done in this room behind closed
4 doors, and fighting for our Native people, and
5 just our own sovereignty rights, and resources,
6 and those things.

7 But I also acknowledge just the
8 wording of H.R. 6655171, some of these concerns,
9 and the wording, and phrases are very scary for
10 some grants. Things we don't really know what
11 this is going to do for the future of our
12 participants, our organizations, our tribes, our
13 sovereignty, ability to do things for our people,
14 and help them flourish, and work towards better
15 things.

16 The administrative limits to no more
17 than ten percent, just some of the ways we
18 collect data. I've been in Native communities my
19 whole life, and to see some of the percentages of
20 these things dropping, I don't see that when I'm
21 in the trenches. Many of these grantees are in
22 the trenches fighting the good fight.

1 Listen to them, listen to what they're
2 saying about these things. So, I just don't have
3 much to say beyond that. I heard someone talk
4 about don't give us one leg to stand on, and then
5 be surprised that they're half stepping.
6 Continue to fight for these things, this council,
7 I thank you for that.

8 Government people give us these
9 resources, train us on these resources, don't
10 take more away. We're here fighting for these
11 things, we want more, we want to do more, and
12 grow with more. We're going to fight in the
13 trenches no matter what, we're not going to stop.
14 But trust us, help us, guide us, and give us
15 those abilities to help us to flourish our
16 communities. Thank you.

17 MEMBER HIBBELER: Thank you for your
18 comments. Yes, please take the mic.

19 MR. BRYANT: Good afternoon, my name
20 is Travis Bryant of North Carolina. I just have
21 just a few quick things to share, talk about.
22 I'll tell you, I'm kind of new to this, this is

1 my second conference that I have attended. I
2 worked 31 years in public service, so I've kind
3 of -- my last 11 years I was in higher education.

4 So, education is really, really
5 important to me. I grew up in a home where
6 education was the center focus on everything that
7 we did. Our whole success was driven by
8 education. So, one of the things that I look for
9 when I've come to this conference the last two
10 years, and I'm just going to speak kind of to the
11 conference if it's okay.

12 Was I was looking to see what I could
13 take home with me, because I'm used to -- I'm a
14 little church boy from a Baptist church, so when
15 I go to church on Sunday, I go to church on
16 Sunday to be fed, I want to leave full of
17 something because I come hungry. When I came to
18 this conference I came hungry. I came last year,
19 I was hungry.

20 And I was even more hungry this year
21 because I've had a year to be part of a program,
22 and now I've identified gaps that I have

1 professionally that I need to fill. So, one of
2 the things I would say is that being in higher
3 education, and being in the background that I
4 have, I'm used to working in a field where there
5 is curriculum.

6 Where there is a focus on what I need
7 to know. So, one of the things that I have
8 looked for the last two years that I have come
9 here is for there to be a clear focus for an
10 individual in my position on things I need to
11 know. What is the expectation of DINAP, the
12 federal government, my folks, on what I need to
13 know.

14 How do I be a great performer in my
15 program? How do I provide the best service that
16 I can provide to my participants, and can help
17 them to be the best participants, and be
18 successful participants? Because one of the
19 things I looked at when Ms. Whitmore showed some
20 of the charts earlier, as she was going through
21 the charts I was pulling up some of the data that
22 you have as far as performance indicators for

1 your program across the nation.

2 So, I mean I look at how many
3 individuals actually complete your program, it's
4 some were doing exceptionally well, some of them
5 need some help. I'll tell you one of the things
6 from being in the public school system and being
7 in higher education, we all look at performance
8 indicators.

9 If we want our people to be better, to
10 be successful, we've got to figure out ways that
11 we can identify what these performance indicators
12 are for our programs, and for our participants,
13 because we just don't want them to come there to
14 get their mileage paid for to go to school.

15 We want them ready to take something
16 valuable away, we're paying for you to go to
17 school, and helping you to remove those barriers
18 so that you can be better. I was -- like I
19 shared, I think it was earlier this week. I grew
20 up a little chubby kid on the farm picking
21 cucumbers and cropping tobacco, so I mean I had
22 to have barriers removed for me to become

1 successful.

2 One of those barriers was access to
3 good, quality education. So, that's what we're
4 doing, I think as a goal of this program, is to
5 provide opportunities for our participants to get
6 good, quality education so that they can remove
7 some of the barriers that we've identified in the
8 room, some of the things we've talked about
9 today.

10 I think that's the goal. How do we
11 remove barriers so that all of our participants
12 can become self sufficient, so that they can go
13 out and live with a good quality of life. That's
14 one thing I would ask, is I know we talked about
15 -- I listened earlier, and I've been in here the
16 last two days in this particular committee
17 because I was looking for something this week
18 that I could walk into, and get fed.

19 And when I looked at the agenda, when
20 I sat in here yesterday for the first hour, I
21 said okay, I can get fed in here. So, I elected
22 to stay in here because the language that I heard

1 around this table was the language that I'm
2 accustomed to, strategic planning, committees
3 with a clear focus.

4 A two year goal of the group to come
5 in and really look at their entire programmatic
6 focus, and see where the future can be. Because
7 I think if this group right here begins, and you
8 work from your strategic plan, and you have a
9 clear, driven focus, then I think you can solve a
10 lot of problems that have been in the rooms this
11 week.

12 And we can all come together as a
13 unified people, and we could really, really do
14 great things for our people. Ms. Whitmore gave
15 some great data up here, and one of the things I
16 wondered was in Lorenda's presentation, and Elk's
17 presentation, they all talk about data. And up
18 here I've heard census multiple times here.

19 And I'll tell you, our public schools
20 in our nation, our universities in our nation are
21 all funded based on census. And we know from a
22 lifetime of relying on that data, along for

1 funding for education, that's the poorest funding
2 model we can ever have in the world for success
3 in our educational models.

4 We have to figure out ways, and be
5 innovative, and creative. Because we understand
6 it, I mean the census has been around for a long
7 period of time, and it's important, I don't want
8 to discredit the use of census, I just want us to
9 realize that census is valid and useful in its
10 right place. But here it may not be -- I don't
11 think it's useful here, not totally useful.

12 One of the things we need to look at,
13 is we need to look at our performance indicators.
14 Ms. Whitmore had tremendous data that she put on
15 the board earlier. So, I wonder how we're going
16 to use her expertise, and some of the data that
17 she provided, and look at that, and see where
18 some of our agencies are performing great, and
19 may need some additional funding, and use that as
20 a model.

21 I think for too long we've relied on
22 others to tell us what we needed to do, and we

1 need to take charge of things, and we need to
2 tell them what we need, and allow them to help us
3 to have the resources to do these things. But I
4 just appreciate your time, I think that I've
5 heard great -- I've enjoyed this week.

6 I'm really excited by what I've heard
7 the last two days in this room right here. I
8 think if you come together as a unified group
9 with this committee right here, and you look
10 strongly at your strategic plan, you work
11 together in a unified fashion, and you really
12 focus on what is the end that you expect to
13 achieve in your appointment -- I mean I'm a
14 Stephen Covey guy.

15 So, I mean one of the things I liked
16 from Covey was begin with the end in mind. I
17 took leadership training about 25 years ago,
18 everywhere I've been that statement is entrenched
19 in my mind. Begin with the end in mind. So,
20 what is the end that you hope to achieve? And if
21 you know what the end is, you can get there,
22 because you've got to be geared, and focused on

1 that. I appreciate your time, thank you.

2 MEMBER HIBBELER: Thank you for your
3 comments. Do we have any more public comments in
4 the room before we go to online?

5 MS. ZIENTEK: Margaret Zientek,
6 citizen Potawatomi Nation, co-chair for Public
7 Law 102477, and co-chair for the NAETC conference
8 this year, it changes next year, I'll be vice
9 chair. You've heard about the House bill, and
10 you've heard about the ten percent limitation.
11 But I think this bears very close scrutiny, and
12 it also has very, very strong language in here
13 that defines youth work placements.

14 It expands limitations, takes it out
15 of the hands of the grantee to make decisions if
16 someone can be placed for working less than 20
17 hours a week. It's very specific that youth has
18 to work 20 hours, and how long they can work. It
19 also makes some changes in what we would call
20 Section 166, as now another section, and it
21 strikes some periods, and adds ands.

22 And it adds an entire section that I

1 think you will find very limiting. And I said
2 that, it just scrolled the heck out of here. But
3 bottom line, you need to look very closely at
4 this, and we need to reach out to our
5 congressman, our legal folks, and get in here to
6 the Senate, and get this taken care of.

7 Because there is quite a bit of
8 language in here that could be very bad for us as
9 tribal grantees. It does away with our inherent
10 treaty rights and responsibilities of the federal
11 government. And I know I'm not legal, and maybe
12 I'm saying that not quite right because I am not
13 a lawyer, but this is scary, y'all.

14 Read it in full, be sure you read
15 about the youth, not just the ten percent
16 administration. Look where they have struck the
17 period and added the word and, and, and added an
18 entire paragraph about measurements. It's not
19 good. Thank you.

20 MEMBER HIBBELER: Thank you for your
21 comments. Annette, do we have anyone online that
22 would like to provide comment?

1 MS. SUMMERS: Not that I'm aware of,
2 but if there is somebody that I'm not, please let
3 us know by speaking up right now.

4 MEMBER HIBBELER: Thank you. Any
5 further comment?

6 MS. AMMONS: Wanda Ammons, North
7 Carolina Commission of Indian Affairs. And if
8 you would allow me, I would like to -- all the
9 politics, and all the other stuff has been said
10 here today. But if you would allow me to just
11 inform you of some of the outcomes and some of
12 the stories by me assisting kids to go to
13 college, then they wind up getting awesome jobs
14 that they were applying for.

15 If you would allow me to speak about
16 that, I would appreciate that. Those kids, the
17 students, I call them kids, they're all my
18 babies. When they come in my office and fill out
19 that application, and then we see they're
20 qualified, they go to school. And when they go
21 to school they come back.

22 And then I'm constantly on the phone,

1 have you found a job yet? Okay, as soon as you
2 do, please let me know. And they do. Now, some
3 of these success stories that I have heard in the
4 past year has been amazing. We just had one
5 graduate, he's a lineman, and his mother came to
6 me, she is a counselor in the school system, she
7 said Wanda, my son is making more money than I
8 am.

9 She said I can't believe that, but
10 he's a good lineman, he works down in South
11 Carolina. I also had two students go and be
12 general assistants, and they're happy with their
13 job, there was one, she absolutely told me, she
14 says I don't want to apply for a job here, I want
15 to go to Raleigh, where I can make more money,
16 where I can live, and be comfortable.

17 So, I just found out the other day,
18 about two weeks ago, that's exactly what she did.
19 Now she's in Raleigh working as a general
20 assistant. And during the time that she was
21 going to school, there she received about five
22 certificates of everything that she did, and so

1 happy, and we have a tribal graduation at our
2 tribal center once they complete the program that
3 they went to school for.

4 We set up a separate tribal ceremony,
5 and we invite them out to have dinner, and once
6 they're there, and we do our ceremony, we do it
7 all Native American way, we come in to the beat
8 of the drum, march, and wear the cap and gowns,
9 and we give them a beaded hawk feather, the color
10 of their school.

11 So, they'll always have something that
12 they can remember. We make their honor cords the
13 color of their school, and then we give them a
14 certificate from the tribe. Now, by the time we
15 get through giving these students all of this,
16 they are so excited. So, the other day one came
17 in my office, and we see it, and we talked for
18 almost two hours.

19 This student did his CDL trucking
20 license, and he said Ms. Wanda, he said they
21 don't want to hire me because I'm 18. Oh baby,
22 your time is coming, is what I said. I said just

1 give it a little bit of time. He came back the
2 next week, he said Ms. Wanda, I got a job. He
3 said I'm making 23 dollars an hour, and I'm only
4 driving a cement truck, but I want to go across
5 the road.

6 But right now, being 18 years old,
7 you're not allowed to do that. So, now I have
8 partnered with a lady at the community college
9 that she seeks out those that graduate that
10 college, she seeks out the ones that graduate,
11 and if they don't have in a few days, I can
12 contact her, and she is going to refer them to
13 someone at the college who can provide a job for
14 them, or tell them where to go.

15 So, that's not all my success stories,
16 I've even had one who is a traveling nurse, he's
17 a guy, also have another one who is in college
18 right now as a nurse. Now, this guy left from
19 around North Carolina, and he went back to South
20 Dakota. He is now making 54 dollars an hour as a
21 traveling nurse.

22 These success stories, these students

1 come in my office, and we sit, and we talk, and I
2 can see the smiles on their face. They come all
3 the time, I just love to talk. But anyway, he
4 came in, now he's going as a certified welder.
5 He wants to be able to weld underwater, that I
6 can't wrap my brains around, but it happens.

7 But anyway, I looked at him, and all
8 I could do was just look at him. I said you look
9 good, because the stress of what he was going
10 through, and now he's able to get back in school
11 and do what he wants to do, and love what he's
12 wanting to do is just amazing. And I feel like
13 if that's ever taken away from my Indian
14 students, I don't know what would happen to some.

15 And then I just had one graduate who
16 is moving onto the university. Another one that
17 just graduated with her doctor's degree from
18 Liberty. The success stories out there is
19 amazing for some of our Indian students. Two
20 years ago I had one, she was having a fit to get
21 into this chemical pharmaceutical plant, that's
22 where she wanted to go.

1 But when I asked her what was she
2 making an hour, I could not believe it. She said
3 I got what I wanted, I said if you're happy, I'm
4 happy. So, making those smiles happen on those
5 faces, and those eyes just light up, it's amazing
6 just to sit back, and hear them talk, and tell
7 their stories. And Ms. Kathy -- I'm sorry, Ms.
8 Atkins, I would like to say what she said this
9 morning in -- I call it general assembly.

10 But when you said that one thing about
11 having continuous workshops to where we can
12 receive a certificate, I thought that was a
13 wonderful idea. Because sometimes receiving
14 those certificates adds to whatever we may be
15 doing. So, I like the fact of that idea.

16 And then once we go into our DINAP, or
17 DPMS, and add all that information, and measure
18 of outcomes, and all of that, and then we can't
19 hardly wait to just tell our success stories. So
20 those, if something ever happens to that, what's
21 going to happen to our kids, our students? So,
22 for that reason, I appreciate you guys for

1 letting me speak, and thank you. And just think
2 about our students.

3 MEMBER HIBBELER: Thank you for your
4 comments. Did we reach everyone in the room?
5 And I'm just going to check one more time before
6 we close out public comments, with Annette to
7 make sure nobody joined online.

8 MS. SUMMERS: No one else has joined
9 online, but I will give a pause in case there's
10 anyone online that would like to still give a
11 public comment.

12 MEMBER HIBBELER: Thank you, Annette.
13 So, I'm going to close out our public comment
14 period. Thank everybody for your comments today,
15 and coming in, and talking to the council. We're
16 going to go back to resuming our meeting. And as
17 we end our meeting, what I'd like us to talk
18 about is our next meeting dates.

19 So, when you look at the strategic
20 plan, the council has traditionally decided to
21 meet during the national conference, which is
22 where we are now, and that's normally in the

1 spring. And then in the fall we were going to
2 meet during the NCAI conference. I think we were
3 there once when we were in Sacramento.

4 And then last year we changed our
5 mind, we didn't go there, and we met in D.C. with
6 the Eastern Regional. So, council will need to
7 make a decision about our next meeting date if
8 we're able to do that today. Lora Ann?

9 MEMBER CHAISSON: NCAI is going to be
10 midyear, and is too soon, I know that, but it's
11 going to be in October. It's going to be in
12 Vegas. There's -- I have a conflict that time,
13 because AIANTA, which I also sit on that board.
14 So, Chairman Puri and I have decided, because
15 we're in Louisiana, and it's being held there,
16 he's going to take the first part of the week,
17 and I'm closing the conference that Thursday.

18 So, and I know I'm going in that
19 Friday. So, and I'm going to have a board
20 meeting all day that Saturday. So, it's tough
21 for me as a board member to participate while
22 NCAI is going on, it's really difficult, because

1 I have to -- it's a double role, I know, but I
2 don't know. I mean, if it's prior to that, you
3 know, leading up, and that way people could
4 actually stay for the conference.

5 And if there's a resolution here, then
6 you can advocate it during NCAI or prior, because
7 you have to turn in your resolution prior.

8 However, there have been exceptions. But, I
9 mean, if you all want to meet prior to that, I'm
10 fine with that, leading up to the NCAI, I'm good
11 with that.

12 MEMBER HIBBELER: Lora Ann, do you
13 know what dates those are in October?

14 MEMBER CHAISSON: Yes.

15 MEMBER HIBBELER: Kay Seven?

16 VICE CHAIR SEVEN: Kay Seven on the
17 discipline. Looking at our last strategic plan,
18 we had originally thought meet during the
19 National Conference of American Indians, but in
20 actuality we met once at NCAI, and then the other
21 in Washington, D.C. Maybe for this next two year
22 period, maybe it's this year in D.C., and the

1 next year during NCAI to plan it further out.

2 And then also I was thinking too, once
3 we get a new contractor on board, that for our
4 committee work, that those are strategically set
5 for the whole next year too, so that we have a
6 planned cycle of when committee will meet, so we
7 can plan ahead for those.

8 MEMBER HIBBELER: Thank you, Kay.
9 Joseph?

10 CHAIR QUINTANA: Joseph Quintana,
11 Region Six. It was a terrific opportunity to
12 align it with NCAI when we did meet in
13 Sacramento, because at that time we did also have
14 the opportunity to provide a workshop, I think at
15 that time, and we did get to network, and be a
16 part of NCAI.

17 And even though we did switch it when
18 we met in Washington, D.C. to align with the
19 eastern conference, it was, I don't know to our
20 benefit or not, but I think that was also during
21 the mid regional for NCAI as well. So, I think
22 we got to meet with a number of folks that were

1 there from NCAI, and we got to attend the White
2 House Summit.

3 That was actually part of my question,
4 I know we're in the middle of an election year,
5 so doing it probably after November may be
6 difficult. But what, is there any conversation
7 that the Tribal White House Summit will continue
8 this year, or that's not taken place up until
9 this point? And if so, could we think of
10 possibly doing it prior to NCAI's conference in
11 Las Vegas as a lead in?

12 MEMBER HIBBELER: I heard from Jack in
13 his comments yesterday that there was plans for a
14 White House Summit. That traditionally happens
15 in November, or early December, and that was also
16 the planning for the Good Jobs Initiative to have
17 coincide with it at that time. If that moves
18 forward, and occurs, that would probably be a
19 good time for us to look at having our council
20 meeting. Nat, you have anything to add?

21 MR. COLEY: Yeah, I just wanted to
22 point out that the White House Tribal Summit is

1 dependent on the president's -- on his staff, and
2 their agendas, their calendars. So, just like
3 this year, we didn't know it was occurring until
4 almost a week before. So, if we make a
5 resolution to hold our meeting, if it's leading
6 up to NCAI we can have concrete dates.

7 But if it's the White House Tribal
8 Summit, our resolution would need to be flexible
9 enough to say meet in the fall, and then our goal
10 is to do something rather than we will do this.
11 Because the last time we had sort of an issue
12 where we made a resolution that we would do
13 something, and then the opportunity wasn't there.
14 So, I just wanted to point that out.

15 MEMBER HIBBELER: And as we make those
16 recommendations, we could make them as this is
17 our preference, but if not this, then that. Kay
18 Seven?

19 VICE CHAIR SEVEN: Maybe we're at a
20 point where we need to maybe work on a map the
21 next month. Maybe by July 1st we have more of a
22 solid plan how we're going to move forward. Or

1 should we leave today knowing that we're going to
2 go this way or that way.

3 MEMBER HIBBELER: I think it's
4 helpful, so that way people can hold times on
5 their calendar, even if we want them to hold two
6 separate times while we make that decision. But
7 I think it's important that -- people's calendars
8 book up very quickly.

9 VICE CHAIR SEVEN: I think the other
10 problem we had with doing this through NCAI was
11 seeing if we could align our meeting with their
12 meeting, but ended up outside their meeting
13 place, and were in a separate place in a hotel.
14 Are we going to be in that same situation this
15 year? If we do like a Sunday, Monday, I guess
16 pre-conference event to their annual conference.

17 MEMBER HIBBELER: What happened in
18 that situation last time is our planning time
19 happened too late to be able to really coordinate
20 with them for space in the hotel space that they
21 were using. So, we were in the city, not far
22 away, but we were in a different location. Lora

1 Ann, were you able to get dates?

2 (Audio interference.)

3 MEMBER HIBBELER: So, we could
4 certainly hold those dates open. It'll be a
5 little difficult to hold any dates open for the
6 White House Summit, and dates around that,
7 because we have no idea when that's happening.
8 We could go back and have Jack do some further
9 exploration to see if the White House has any
10 part of their planning around that event.

11 And then my recommendation is that you
12 hold what you can around NCAI right now. We'll
13 work with Jack, and see if we can get some clear
14 determination about a possibility for a White
15 House summit. In the meantime I'll be working
16 with Candace to put together a planning process
17 for updating our strategic plan.

18 We will be having an online virtual
19 effective management work group meeting for
20 everyone. And hopefully at that time in the next
21 30 days when we have that first meeting we can
22 begin to iron out exactly what date our next

1 council meeting will be before the end of the
2 year. Does that sound amenable to everyone?

3 Lora Ann?

4 MEMBER CHAISSON: It's Lora Ann
5 Chaisson, Region Four. I know we want to take
6 these meetings around tribal leaders, but I think
7 it's really important that we have these meetings
8 in D.C., and we maybe take a day to Congress and
9 Senate, split up, let's go, let's work, because
10 they need to be educated.

11 Especially with this right here, this
12 is a pure lack of education on their part. And
13 that's a lack of our part by not lobbying --
14 well, I can't say the word lobbying, but by not
15 educating our congressmen. So, I think that it's
16 time for this board to be able to do -- educate.
17 Yes, sir.

18 MEMBER HIBBELER: Nat Coley?

19 MR. COLEY: I just wanted to remind
20 everyone on the council that the council is
21 formed to advise the acting secretary. Any
22 comments or going to the Congress is on an

1 individual basis, so just not as a council. So,
2 just want to make sure folks are aware of that.
3 And I point that out, because as I mentioned
4 earlier, we survived some cuts.

5 And one of our commenters during our
6 open period stated that, that there were some
7 FACA committees that didn't survive. And it's
8 been mentioned to me, and some of the discussions
9 internal to DOL that some of the DOL FACA
10 committees were turned down, that we still exist,
11 and there's a reason for that. So, I just want
12 to make sure we stay within those guidelines.

13 MEMBER HIBBELER: Joseph, did you have
14 a comment you wanted to make?

15 CHAIR QUINTANA: Joseph Quintana,
16 Region Six, I did, but I was listening to Nat on
17 that last one. But the only other comment was
18 that don't we have the ability to add an
19 additional meeting to this year, or does it have
20 to be within that only one in the fall schedule?
21 That was a question that I had.

22 I do agree that that would be my

1 alternative, is that I do feel that we have to be
2 at the Lewis Perkins Building in the federal
3 side, and we do have to meet with Kim, and
4 individuals at DOL, and we also have to hear from
5 representatives, some of our partners from
6 Commerce, or Transportation, or Education, and
7 other groups.

8 I think that's a good reason we're
9 there, and we do have to help educate them on
10 what we're seeing, and provide guidance, it helps
11 us, especially the new members to this council.
12 I also will continue to advocate on the benefits
13 of our tribal leaders knowing what we do, and the
14 benefits that we have in offering them
15 information like what DINAP is creating now, or
16 our performance reporting that was shared
17 earlier.

18 Because I do not think that our tribal
19 leaders also are aware of what this particular
20 council has to offer, and what we can do together
21 in building stronger partnerships, and expanding
22 our network, and reach with tribal leaders.

1 That's why I will continue to advocate, and work
2 alongside NCAI or other associations that allow
3 us that opportunity to do so.

4 MEMBER HIBBELER: Thank you, Joseph.
5 As I think we've discussed in the past, we can
6 add another meeting should we have council
7 business that we need to process. And then of
8 course that budget is identified to support that
9 travel. Lora Ann?

10 MEMBER CHAISSON: Lora Ann Chaisson,
11 Region Four. One of the things that I always
12 preach this all the time, and Elk just reminded
13 me again. Our tribal leaders needs to be
14 educated. Because if you mention JTPA, or
15 Manpower Service, or CETA, they know. Not all of
16 them knows what this is, these programs.

17 Even though the terminology has
18 changed, it's still the same program. And so,
19 when we're creating these things, these papers,
20 we need to make sure that they know they have a
21 little brief history on the acronyms of this
22 right here. It's the same -- they really need to

1 know, because they don't, I'm telling you, I know
2 that they don't. And the only reason why I know
3 is I'm here, I've been through it.

4 MEMBER HIBBELER: Thank you, Lora Ann.
5 Nat?

6 MR. COLEY: One thing on our FACA
7 responsibilities, and reporting to Congress, and
8 the Library Congress is a development of a
9 budget. And when we go outside of the tolerances
10 that we put into those budgets, it raises
11 eyebrows at the agency that manages all FACA
12 committees across the federal government.

13 I had put in an increase, and I was
14 hoping to have more meetings this year, and the
15 feedback that I received was this is going to
16 have to go before folks to get approved. So, our
17 consideration to add another meeting, like you
18 said, just considering on the budget, and I can
19 check more about how we would achieve that, if we
20 have the budget, can we do what we need to do,
21 but I just wanted to bring that to the
22 committee's awareness.

1 That annually I have to create a
2 budget that goes into the library of Congress
3 that forecasts the amount of funding, and the
4 amount of funding that we spend in the previous
5 year, and that's kept in the archives, and when I
6 submit that for approval through DOL, it goes to
7 the federal advisory board that handles all FACA
8 committees, and it does go through scrutiny.

9 If we can justify it, then we should
10 push ahead with what need to do.

11 MEMBER HIBBELER: Thank you, Nat. Kay
12 Seven?

13 VICE CHAIR SEVEN: So, I know that
14 when we were talking about the Good Jobs
15 Challenge, that first happened when we first came
16 on board as an advisory for '22, '23, but it took
17 almost two full years for that to happen. I am
18 thinking that what should happen between now and
19 November, December, should we go to Washington,
20 D.C.

21 Is that our DFO returns to the desk,
22 and begins working within the building on -- the

1 council has some really good, solid ideas about
2 what training opportunities or ideas. Can Job
3 Core do this, can you slice out a piece of your
4 schedule for a training center to provide time
5 out for your center for a Native group to come in
6 on your property.

7 The infrastructure is there, the
8 buildings, the instructors, everything. Can we
9 start working on a model, or plan between now and
10 December so that we could roll that out in the
11 first year or second year of this council. Those
12 type of reports I think would be so much more
13 interesting to listen to for a council meeting,
14 just like the young man we had today on the
15 research you're doing.

16 So, maybe from the apprenticeship
17 office, maybe by then you'll have a better idea,
18 maybe some of the webinars that you can organize
19 with the other departments. I think a higher
20 level of discussion to go to the secretary, a
21 higher level discussion between interdepartmental
22 strategies on addressing sector strategy for

1 tribal nations where we're sharing a cost.

2 And maybe it's to use the Job Core
3 Center for that purpose. I'm thinking out loud,
4 but if we had some more solid approaches
5 available within the first six month versus late
6 in the second year would be better. But I guess
7 that would be up to Nat, what year was possible,
8 and what can you go back and do.

9 MEMBER HIBBELER: Right, what could we
10 organize to make that happen.

11 MR. COLEY: Nat Coley. I think
12 there's a lot of ventures right now in equity,
13 particularly in Native communities, and we are
14 getting interest weekly from folks with that
15 engage activity by the -- that's going on, the
16 three webinars, Carl Duncan, they reached out to
17 Carl about that.

18 I have a meeting next week with the
19 Department of Transportation who wants to know
20 information on how they can support tribal
21 communities. I mentioned the TA group with the
22 multiple federal agencies. If we'd like to have

1 like a, what is it called, speed networking
2 session, where we have a three day meeting.

3 Where have a day the first day where
4 we talk business, the second day all the federal
5 agencies rotate through, and the third day we
6 talk about some activities. I mean, I think
7 there's a lot of interest right now, and as I've
8 said before that level of support, we need to
9 seize it.

10 So, I can definitely garner the
11 support, and participation from federal agencies
12 who are interested, who have asked that the
13 council is going to be in town, and they would
14 like you to come and speak to them.

15 MEMBER HIBBELER: I think that's a
16 great idea as we kind of look at what our other
17 resources to take out to Indian country to begin
18 to have those dialogues. Perhaps what we do is
19 let Nat take it back, and have some
20 conversations, and maybe send us some options for
21 dates to make that happen for a meeting in D.C.
22 Kay Seven?

1 VICE CHAIR SEVEN: And should there be
2 other funds available, and we have an additional
3 meeting within the program year July to June, to
4 bring awareness to the tribal leaders. This
5 could be maybe a meeting during the executive
6 session of NCAI next February where there's some
7 more solid information to share with tribal
8 leaders that we could take to them at that point.

9 MEMBER HIBBELER: Joseph Quintana?

10 MS. SUMMERS: And we have a hand
11 raised online.

12 CHAIR QUINTANA: Joseph Quintana,
13 Region Six. In regards to that conversation
14 then, I would then offer a suggestion that we
15 then consider an earlier date prior to November
16 so we're not in any conflict with the elections
17 that are going to be taking place in November to
18 January.

19 And I think that then I would suggest
20 a priority of Washington, D.C. first, and then
21 the second option B coinciding with NCAI's winter
22 session in February as an option as well. And I

1 would think too, if there is an option, I love
2 the idea that you just presented, Nat, in regards
3 to a three day session.

4 Where not only are we being able to
5 discuss, and meet as a group, but we're also
6 hearing from our federal partners, and other
7 partners who need to be in the room. But then
8 the option of doing something where we actually
9 see something tangible come from it, either an
10 event, if there's a way that we can either expand
11 on the good jobs for tribal communities event, or
12 something like that.

13 I think that there's a great deal of
14 opportunity there, or perhaps it's a listening
15 session with other federal partners where we can
16 also present, and help educate as far as some of
17 the issues and concerns that we're currently
18 addressed with. And they can ask questions of us
19 in a safe environment.

20 MEMBER HIBBELER: Thank you, Joe. We
21 have someone online, and then Kay.

22 MEMBER PAHMAHMIE: Erwin Pahmahmie,

1 Region Four, Oklahoma. I know this is a really
2 good discussion, and I'm really glad that we're
3 looking ahead here soon to think about trying to
4 do something, because this is an understanding
5 that affects all of us. But just as a reminder
6 too, I mean we, here, this body is only to advise
7 the secretary of labor.

8 And we are not -- I mean, this
9 legislation is very crucial to us at this point,
10 but I would like to see, could we possibly meet
11 after this off the record? I apologize I can't
12 be there today, but I'm not feeling very well.
13 Madam Chairman, I was wanting to see if we could
14 meet off record.

15 MEMBER HIBBELER: Yes, Erwin, I
16 personally will follow up with you. We also will
17 be having an effective management workgroup
18 probably meeting within the next 30 days, where
19 we could talk about concerns.

20 MEMBER PAHMAHMIE: Thank you. Because
21 the secretary of labor can't do anything about
22 the legislation, and stuff. And that's what this

1 body is here to do, so we need to reconvene at a
2 different understanding, and I understand us to
3 note be in conflict either. What Nat's saying
4 too, because you know, we want to make sure that
5 yeah, let's go break the rules.

6 I mean, if you're saying that those
7 others all got wiped out, because I guess maybe
8 they were breaking rules, who knows. Thank you.

9 MEMBER HIBBELER: Thank you, Erwin,
10 yeah. The concern is if we do anything on behalf
11 of the council, it's on behalf of our
12 continuation of education and learning, and
13 advising the secretary. Kay Seven?

14 VICE CHAIR SEVEN: So, along the lines
15 of advising the secretary, it would be good to
16 update our strategic plan, and maybe that's
17 something we could do working in partnership with
18 our DFO on this idea. And it could be submitted
19 to the secretary, the DFO can go up the line and
20 say this is the updated report.

21 Can we have the secretary's support
22 within our building to begin implementing

1 strategies based off this plan? So, it aligns
2 the right people in the department who can then
3 begin the work, and begin the discussion. Also
4 thinking Jack Jackson is going to be important
5 too.

6 Because is he the building
7 representative that goes to the White House
8 Council on Indian Affairs, to go with him to also
9 bring the secretary's request at this table to
10 bring the federal agencies together, and work
11 with labor, working on behalf of the building,
12 and the council's interest on behalf of Indian
13 programs across the country.

14 MEMBER HIBBELER: And so as we build
15 our strategic plan, which we want to get in place
16 within the next 60 days, then we have that ready
17 to go for whatever meeting we might have in late
18 October, early November as Nat is able to
19 organize that on behalf of the council. I think
20 it all flows together. Joseph?

21 CHAIR QUINTANA: Joseph Quintana,
22 Region Six. I was only going to just refer back

1 to the previous letter. I felt like that we
2 offered those recommendations to the secretary of
3 labor acting, Julie Su, in our previous letter,
4 which she responded to in regards to establishing
5 or continuing the good jobs for tribal
6 communities.

7 And working through Nat, and DINAP in
8 order to continue to expand partnerships, and
9 increase visibility and awareness of this group's
10 work.

11 MEMBER HIBBELER: Thank you for
12 bringing us back to that Joseph. It's just
13 really telling us, as Nat said, I think the time
14 is right, we want to move. Hopefully we don't
15 lose that momentum in the future as the political
16 realm changes. But we want to move while we can,
17 and advance everything we can while we're in
18 office for the next two years.

19 So, I think what I'm hearing, if I can
20 wrap up, and capsulize what everybody has said,
21 we're going to work towards getting our strategic
22 plan in place, and we're going to do that

1 virtually. We'll work with DINAP and our TA
2 provider to organize the online sessions to help
3 that happen.

4 We want to work with Nat and his team
5 in putting together the council meeting late
6 October, early November, and then also work
7 towards our next meeting after that, the winter
8 session of NCAI.

9 CHAIR QUINTANA: All right, Madam
10 Chair, Joseph Quintana, Region Six. Just a quick
11 question, do we have to have a resolution in
12 regards to establishing such a meeting in the
13 fall?

14 MEMBER HIBBELER: I don't remember
15 that we have in the past. So, I don't think it's
16 necessary. The discussion will be in the
17 minutes. Any last thoughts or comments before we
18 adjourn for the day? Okay, would someone like to
19 make a motion to adjourn?

20 MEMBER LOWRY: Candace Lowry, Region
21 Three, I make a motion to adjourn.

22 MEMBER HIBBELER: Motion by Candace

1 Lowry, do we have a second?

2 MEMBER TAMIR: Second.

3 MEMBER HIBBELER: Second by Omer. All
4 in favor?

5 (Chorus of ayes.)

6 MEMBER HIBBELER: Objections? And any
7 abstentions? All right, our meeting is
8 adjourned. Thank you for a great two days.

9 (Whereupon, the above-entitled matter
10 went off the record at 4:40 p.m.)

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C E R T I F I C A T E

This is to certify that the foregoing transcript


In the matter of: Native American Employment
and Training Council Meeting

Before: US DOL

Date: 05-17-24

Place: Orlando, Florida

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