

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  
DECEMBER 8, 2023

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The Council met at the Department of Labor Frances Perkins Building, 200 Constitution Avenue, NW, Washington, D.C., at 9:00 a.m., Joseph Quintana, Chair, presiding.

PRESENT

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

## ALSO PRESENT

NATHANIEL COLEY, Designated Federal Official

DUANE HALL, DINAP

LENITA JACOBS-SIMMONS, ETA Deputy Assistant  
Secretary

JACK JACKSON, DOL Tribal Liaison

CHERYL MARTIN, Office of Workforce Investment

KIMBERLY VITELLI, Administrator, ETA Office of  
Workforce Investment

JULIA WAKEFORD, National Indian Education

Association

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

2 (9:05 a.m.)

3 CHAIR QUINTANA: Good morning,  
4 everyone.

5 (Chorus of good morning.)

6 CHAIR QUINTANA: There you are. A  
7 pleasure to see you all today. We're going to  
8 call the committee to order. The time is 9:05.

9 I'm Chairman Joseph Quintana. I  
10 wanted to just offer a couple brief remarks.

11 I wanted to just thank you all for the  
12 continued work that you all have done. I felt  
13 like I've been tremendously impressed by  
14 everything that we've been able to achieve  
15 together. I felt over the last year-and-a-half  
16 that this has been a tremendously productive  
17 Council, and it's really a testament to each one  
18 of you.

19 So, I know that we're heading into the  
20 latter part of this particular leadership term,  
21 but just want to place everything in perspective.

22 We've still got three to four months

1 to accomplish all the goals that we have in  
2 place, especially we talk about the strategic  
3 plan, later today.

4 So, just wanted to reinforce that.  
5 So, thank you all for the work that you all have  
6 done.

7 Secretary Houle, could you please  
8 start us off with a roll call.

9 MEMBER HOULE: Yes. Good morning,  
10 Council members and Chairman as we begin to meet  
11 today. Trying to balance scheduling between a  
12 busy Friday here at home and this is very  
13 important work, and I look forward to our  
14 conversation today.

15 So, roll call.

16 Jacob Bernal. Jacob?

17 (No response.)

18 MEMBER HOULE: Kim Carroll. Kim?

19 (No response.)

20 MEMBER HOULE: Lora Chaisson. Lora?

21 (No response.)

22 MEMBER HOULE: Robin Counce.

1 MEMBER COUNCE: Present.  
2 MEMBER HOULE: Thank you, Robin.  
3 Lorraine Edmo.  
4 MEMBER EDMO: Present.  
5 MEMBER HOULE: Thank you.  
6 Patricia Hibbeler.  
7 MEMBER HIBBELER: Present.  
8 MEMBER HOULE: Thank you.  
9 Robert Houle. Present.  
10 Shawn Isaac. Shawn?  
11 (No response.)  
12 MEMBER HOULE: Candace Lowry.  
13 MEMBER LOWRY: Present.  
14 MEMBER HOULE: Thank you.  
15 Erwin Pahmahmie.  
16 MEMBER PAHMAHMIE: Present.  
17 MEMBER HOULE: Erwin.  
18 Joseph Quintana.  
19 CHAIR QUINTANA: Present.  
20 MEMBER HOULE: Gary Rickard. I think  
21 Gary's left.  
22 Kay Seven.

1 MEMBER SEVEN: Present.

2 MEMBER HOULE: Thank you, Kay.

3 Darrell Waldron.

4 MEMBER WALDRON: Here.

5 MEMBER HOULE: Thank you, Darrell.

6 Winona Whitman. Winona?

7 MEMBER WHITMAN: Aloha.

8 MEMBER HOULE: Aloha.

9 Jacob Wojnas.

10 MEMBER WOJNAS: Present.

11 MEMBER HOULE: Thank you, Jacob.

12 Angel Peer.

13 MEMBER PEER: Present.

14 MEMBER HOULE: Thank you.

15 Thank you, Mr. Chairman. That's my

16 roll call.

17 CHAIR QUINTANA: Thank you, Secretary

18 Houle.

19 We want to continue our discussion

20 from yesterday's Census Work Group. Want to get

21 -- Yes, ma'am?

22 MEMBER MORALES: I didn't hear my

1 name.

2 CHAIR QUINTANA: Secretary Houle, I  
3 believe that you missed Holly Morales.

4 MEMBER HOULE: Oh, I'm sorry.  
5 Holly.

6 CHAIR QUINTANA: Is present.

7 MEMBER HOULE: You're present. Thank  
8 you.

9 CHAIR QUINTANA: Thank you.

10 MEMBER HOULE: So noted.

11 CHAIR QUINTANA: The chair recognizes  
12 Mr. Wojnas to lead us in the Census Work Group's  
13 discussion from yesterday.

14 MEMBER WOJNAS: Yes.

15 Yesterday we circulated the  
16 recommendations outlined by the work group for  
17 the Council. And we thought it was time that we  
18 brought to the meeting this morning for the  
19 Census Work Group, we'd step through each of the  
20 recommendations and see if there are motions to  
21 be made around any of them in particular.

22 I hope folks have had a chance to take

1 a look at that reference.

2 I'm glad to start with the first one  
3 sequentially for discussion. And we can discuss  
4 and make motions, as appropriate.

5 The first motion was an acceptance in  
6 principal of the work group's budgeting size. At  
7 this point in time it's as follows:

8 Recommend that the Council  
9 constructively review the allocation proposal,  
10 raise any concerns, and support the transition  
11 from calendar year 2000 to calendar 2014 to 2018  
12 data, which more accurately reflects the current  
13 user programs and participants.

14 So, perhaps the actionable part of  
15 that for us to consider here, in addition to our  
16 own ongoing review, is supporting the transition  
17 from calendar 2000 to calendar year 2014 to 2018  
18 data by making that recommendation to the  
19 Department.

20 And in light of yesterday's  
21 conversation, I'd like to open the floor for any  
22 thoughts or questions that folks had in support



1 of this survey that they'd want to raise.

2 CHAIR QUINTANA: The chair recognizes  
3 Nat.

4 MR. COLEY: Nat Coley.

5 I just, I just wanted to make sure  
6 that we all acknowledge that, that the WIOA law  
7 requires all the programs under it to use the  
8 most recent data.

9 I'm not sure what the circumstances  
10 were why we, we haven't used an updated data  
11 source in 23 years. But, but it is a  
12 requirement.

13 We do have the opportunity to  
14 transition to a more, as Jacob will talk about, a  
15 more consistent process of using the latest data  
16 to ensure that the funds are going to where  
17 they're needed.

18 But I just wanted to make sure that  
19 we're all on the same page, that, that the law  
20 requires that we use the latest data. And this  
21 is the goal of being in compliance with that,  
22 with that law.

1 CHAIR QUINTANA: Any other questions  
2 or comments to share?

3 Would anybody --

4 MEMBER EDMO: I don't have a question.

5 CHAIR QUINTANA: The chair recognizes  
6 Lorraine Edmo.

7 MEMBER EDMO: Lorraine Edmo.

8 I just wanted to move or make a motion  
9 that we approve of this recommendation. Nothing  
10 more.

11 MEMBER WALDRON: Second.

12 CHAIR QUINTANA: The chair recognizes  
13 a second by Darrell Waldron.

14 All those in favor, say aye.

15 (Chorus of ayes.)

16 CHAIR QUINTANA: All those opposed.

17 Thank you. Oh, I'm sorry.

18 All those opposed, say nay.

19 Any choose to abstain?

20 Motion passes.

21 CHAIR QUINTANA: Do we have a quorum?

22 MEMBER SEVEN: I wonder if we have a

1 process where are we going to -- Kay Seven, other  
2 disciplines -- because I guess I'm trying to  
3 under the process right now. Is it recommended  
4 that we make a motion, we have a second, then  
5 have the discussion, and then take the vote?

6 CHAIR QUINTANA: Joseph Quintana.

7 I believe that the idea is that we  
8 want to go through each one individually so that  
9 everybody has a clear idea on what they're voting  
10 on. Unless you all felt comfortable enough to  
11 move forward with all of the recommendations that  
12 the work group has put forward.

13 I know that they have done their due  
14 diligence. And they've had subject matter  
15 experts who have taken part in this, and  
16 representatives from DOL who have been part of  
17 the calls.

18 Is the recommendation from this  
19 Council body to move forward with an umbrella of  
20 all the motions together at once? Or would you  
21 prefer to go through each one individually?

22 MEMBER WALDRON: I would not recommend

1 all at once. I like going through them  
2 individually.

3 MEMBER WOJNAS: I'd like to step  
4 through them.

5 CHAIR QUINTANA: Okay. And do we have  
6 a quorum?

7 MEMBER HOULE: Yes.

8 CHAIR QUINTANA: We do have a quorum.  
9 Thank you for that, just for the record.

10 Jacob, will you continue with this?

11 MEMBER WOJNAS: Sure.

12 So, the second one is not alluded to  
13 here.

14 MEMBER WALDRON: Excuse me. Are we in  
15 discussion on the one we just made a motion and  
16 seconded? That's been approved?

17 MEMBER SEVEN: See, that's the part  
18 that we skipped.

19 MEMBER WALDRON: So, you're good right  
20 now? The discussion was quick.

21 MEMBER SEVEN: We skipped the  
22 discussion part. After you make your first and

1 your second, then you go into discussion, and  
2 then you vote.

3 MEMBER WALDRON: That is absolutely  
4 correct.

5 MEMBER SEVEN: Right.

6 So, we need to just remember that  
7 sequence --

8 MEMBER WALDRON: Sure.

9 MEMBER SEVEN: -- after each one.

10 CHAIR QUINTANA: Is there any other  
11 discussion about the item?

12 MEMBER WALDRON: It's too late. So,  
13 that one was easy.

14 (Laughter.)

15 CHAIR QUINTANA: At least that went  
16 forward.

17 MEMBER WOJNAS: Okay. So, the next  
18 recommendation that was moved to this Council by  
19 the work group was recommending that the Council  
20 request the Department commence work with the  
21 latest available ACS data, implementing a 5-year  
22 cycle that minimizes the risk of program

1 disruption experienced from larger, less frequent  
2 updates.

3 So, the potential motion here would be  
4 the Council requesting that the Department  
5 commence work on the latest available data  
6 following the implementation of this data set,  
7 and continuing doing so on a continuous 5-year  
8 cycle, which will minimize the risk of basically  
9 the same situation occurring in the future.

10 CHAIR QUINTANA: Darrell?

11 MEMBER WALDRON: So, I'm a little  
12 fuzzy on that yesterday.

13 So, are you going to be requesting or  
14 are we going with methodologies that we used in  
15 the past? So, what does that commencement mean?  
16 I know there's a math equation for changes that  
17 may happen, but what, what does that mean?

18 Because it didn't sound like we were  
19 purchasing new data, we were just kind of going  
20 with what we did and had before. That's why I  
21 was just a little fuzzy.

22 MEMBER WOJNAS: Yeah. So, this

1 recommendation, I think the work group's  
2 intention was that this recommendation doesn't  
3 have bearing on this first update here and all  
4 the work that Duane and the Department have done  
5 on this update for the upcoming program year.  
6 But basically aims to address the frequency with  
7 which this process is going to happen in the  
8 future.

9 So, basically requesting that, you  
10 know, we're making sure the Department finds  
11 funds to continue purchasing these data sets  
12 every five years as they come out, and to be able  
13 to do the work more continuously so that gap  
14 between the reality on the ground and the data  
15 that we're working with is minimized.

16 MEMBER WALDRON: Thanks. So, that was  
17 my clarity.

18 I wanted to make sure they have the  
19 option to purchase up-to-date data rather than  
20 issues. Thank you.

21 CHAIR QUINTANA: The chair recognizes  
22 Kay Seven.

1                   MEMBER SEVEN: Kay Seven, other  
2 disciplines.

3                   So, from that, there was a really good  
4 census meeting that we had a few weeks ago. And  
5 from what I learned at that conversation was that  
6 it sounds like, because I asked, is the  
7 Department of Labor going to be or they have  
8 maybe a policy set where they're going to be  
9 routinely updating ACS data periodically for  
10 formula purposes?

11                   And it sounded to me at that time they  
12 were looking at every five years. And that we  
13 would even consider looking at the most recent  
14 update coming up, the 2015 -- or what is it, the  
15 2015-2019 data. But I think the discussion was  
16 let's go ahead and proceed with the '14 to '18.

17                   CHAIR QUINTANA: Is there a motion to  
18 move this forward?

19                   MEMBER SEVEN: Motion that the Council  
20 requests that the Department commence work with  
21 the latest available ACS data, implementing a 5-  
22 year cycle that minimizes the risk of program



1 disruption experienced from larger, less frequent  
2 updates.

3 CHAIR QUINTANA: Do we have a second?

4 MEMBER EDMO: Second.

5 CHAIR QUINTANA: Second by Lorraine  
6 Edmo.

7 Discussion on the item?

8 The chair recognizes Patricia  
9 Hibbeler.

10 MEMBER HIBBELER: So, my question,  
11 Jacob, is would -- so that the data set that  
12 we're recommending that we use now will carry us  
13 through which program year? And then what's the  
14 time frame that the new data set will advise  
15 funding?

16 MEMBER WOJNAS: Sure.

17 MEMBER HIBBELER: And do we need to  
18 put those in the motion?

19 MEMBER WOJNAS: I think we're  
20 definitely free to put those in the motions if we  
21 want to make a recommendation on that basis. I  
22 think the work group did not comment with that

1 level of specificity. I think the encouragement  
2 there is to allow the Department to hear this  
3 recommendation, get back to us on what's  
4 feasible, hopefully, you know, sooner rather than  
5 later

6 If we want to make a specific  
7 recommendation on specific years that will carry  
8 through, I think the Council is free to do that.  
9 But the motion is just more so pertaining to the  
10 type of data that we'd like to see once, you  
11 know, we're successful, I guess, in carrying  
12 through this first iteration.

13 MEMBER HIBBELER: It outlines the  
14 process. And I, I wasn't sure if within your and  
15 Duane's work if you had any indication --

16 MEMBER WOJNAS: Sure.

17 MEMBER HIBBELER: -- how long it would  
18 take Census to be able to respond to what we're  
19 requesting?

20 MEMBER WOJNAS: Yeah. And, again,  
21 defer to Duane or Nat to the extent that there's  
22 a view from the Department on what's feasible for

1 the update after this one.

2 CHAIR QUINTANA: The chair recognizes  
3 -- do you want to speak to it?

4 MR. HALL: Sure.

5 CHAIR QUINTANA: The chair recognizes  
6 Mr. Hall.

7 MR. HALL: Yeah. So just for an  
8 example, the 5-year ACS we have now, 2014 to  
9 2018, we're now in QR '23; right? And so we're  
10 getting -- so that kind of gives you an idea how  
11 long it takes to implement.

12 That said, I think the next iteration  
13 we'll be able to implement much quicker, that  
14 we're familiar with the ACS now, and Census went  
15 through the process once. So, I think it will be  
16 quicker.

17 But I still, my guess would be that it  
18 would still be three years from the time the data  
19 is available from Census. So, you're probably  
20 looking at I'd say at least three program years  
21 of using this data.

22 MEMBER HIBBELER: Okay.

1 MR. HALL: Would be my best guess.

2 MEMBER HIBBELER: Okay, thank you.

3 And I'm fine without putting hard  
4 dates in here. I just wanted to understand what  
5 that time frame might look like.

6 CHAIR QUINTANA: The chair recognizes  
7 Kay Seven.

8 MEMBER SEVEN: Yes. Kay Seven, other  
9 disciplines.

10 That was a really good question,  
11 Patty, because I was wondering the same thing,  
12 too, in terms of that we heard that QR '24 will  
13 be using 2014-2018, and that by PUI '26, the  
14 third year, is about the time that we might start  
15 seeing ACS data for 2016 to 2020, and maybe  
16 looking forward for future implementation.

17 So, I'm just -- good information, but  
18 maybe as the Councils move along, maybe there are  
19 -- the Department of Labor will have better  
20 benchmarks on how they're going to consistently  
21 apply ACS across the board, whether for an Indian  
22 program or the state programs, whatnot.

1                   So, I think while we were in the  
2                   Census Work Group we had asked questions, well,  
3                   how is the methodology applicable to the state  
4                   programs?

5                   Is there consistency between all  
6                   programs?

7                   CHAIR QUINTANA: The chair recognizes  
8                   Jacob.

9                   MEMBER WOJNAS: So, just one minor  
10                  comment.

11                  It's my understanding that if the  
12                  Department is successful in sort of doing this  
13                  exercise for the '26 program year, that the next  
14                  one we plan to use Duane's example. By that  
15                  point in time it's my understanding that we'll  
16                  have the ability to procure 2019 through 2023  
17                  data instead of the 2016 data set that you  
18                  mentioned.

19                  So, to some extent the intention is to  
20                  converge between the age of the data and when  
21                  it's actually being implemented.

22                  MEMBER SEVEN: The chair recognizes

1 Darrell.

2 MEMBER WALDRON: Well, no, I was just,  
3 I was just asking because we were doing a Census  
4 grant application and they cut us short. So, we  
5 missed a very large segment of the population in  
6 New York because of the COVID kicked in. And so,  
7 they just said keep the money and end it because  
8 of the COVID became an issue.

9 So, I don't know how good the American  
10 Survey Data really tends to underscore the Indian  
11 population anyway. But we used to use the full  
12 census before.

13 CHAIR QUINTANA: Chair recognizes Kay  
14 Seven.

15 MEMBER SEVEN: Kay Seven, other  
16 disciplines.

17 And then, Joe, that is a big question  
18 because that's always on my mind, too. Because I  
19 know that there is a really good national  
20 partnership of tribal organizations that are  
21 tapped in Census. And I think a meeting is today  
22 with our Jim Tucker, who has been doing this for

1 quite a few years, and I think was one of the  
2 subject matter experts on the panel here for us.

3 Is, you know, my question is maybe we  
4 need to follow that group to understand how  
5 tribal nations are proposing to address the ACS  
6 rates. And I will try to become more involved  
7 working with Census in administering the ACSes  
8 that are on tribal areas.

9 And so, I'm always -- this really  
10 keeps my eyes open to wondering what's going to  
11 happen next in the next decade with ACS data.

12 CHAIR QUINTANA: Any other discussions  
13 to this point?

14 If not, can we move to a vote?

15 All those in favor, say aye.

16 (Chorus of ayes.)

17 MEMBER WHITMAN: Aye.

18 CHAIR QUINTANA: Thank you, Winona.

19 MEMBER HOULE: Aye.

20 CHAIR QUINTANA: Thank you, Robert.

21 All those opposed, say nay.

22 Any choose to abstain?

1 Thank you. The motion carries.

2 Next item, Mr. Wojnas?

3 MEMBER WOJNAS: Yeah.

4 So, the third recommendation that was  
5 made by the work group, and we can sort of spend  
6 some time talking about the practicality here,  
7 and if anybody has any feedback, if the Council  
8 has any views we can discuss this in more detail,  
9 but the motion itself is a rather general one  
10 that can implemented in a number of different  
11 forms.

12 The recommendation was as follows:

13 Recommend the Council request the  
14 Department makes available to grantees the  
15 proposal for the feedback period that will end  
16 before a final decision to proceed is made by the  
17 Department.

18 So, the intention would be to  
19 basically make sure the grantees have access to  
20 this information, have a chance, whether it's  
21 through the Council or the Department directly,  
22 to provide any comments.



1           If there are inconsistencies in their  
2 geography or any other concerns, those can be  
3 relayed at some point before the Department  
4 decides to put this data into action.

5           CHAIR QUINTANA: Thank you, Jacob.

6           The chair recognizes Darrell.

7           MEMBER WALDRON: So, how would that  
8 opinion of the grantees -- I guess this is a  
9 question for Nathan -- how would the opinion of  
10 the grantees be handled in the Department of  
11 Labor? Because I don't think it's their decision  
12 as much as it is DOL's decision. How would that  
13 be handled?

14          CHAIR QUINTANA: The chair recognizes  
15 Nat.

16          MR. COLEY: Thank you. Nat Coley. It  
17 sounds like the recommendation is to review the  
18 process and how the data was analyzed, and  
19 provide some feedback within the states on  
20 boundaries, or the states on boundaries or  
21 something like that.

22          So, I don't, I don't think that's a

1 policy recommendation. It's really sort of  
2 analyzing the data.

3 I think we're going to talk later  
4 about another recommendation as far as  
5 implementing the data, hold harmless. And the  
6 law does, it does provide, it does specify that  
7 the, you know, the transition is supposed to be  
8 implemented in a way that it impacts the  
9 grantees, or minimize the impact.

10 So, if we're implementing the data,  
11 there's going to be an impact.

12 MEMBER WALDRON: Oh yes.

13 MR. COLEY: So, the decision is do you  
14 want one whistle, two, or all forward at the same  
15 time? So, you know, one at a time or all four at  
16 a time, or what is the process.

17 So, I guess and that could be, it  
18 could be there's probably some opportunity for us  
19 to be creative in how that process happens, you  
20 know, across the board.

21 We'll talk about that in the second  
22 part, but it could be across the board or it

1       could be, you know, we could be creative. I  
2       don't really know what the answer is.

3                   MEMBER WALDRON: So, to accuracies.  
4       Primarily it could fall under deficiencies and  
5       accuracies.

6                   MEMBER WOJNAS: Sure. And that's,  
7       that's the only comment that I was going to make  
8       here. I think the work group recognizes that any  
9       feedback is obviously non-binding on the  
10      Department, and to some extent advisory.

11                   But I think, you know, there's a  
12      chance -- there are humans involved in this  
13      process, there's a chance that boundaries are  
14      perhaps, you know, not accounted for properly and  
15      just short of shifting the data, or just other  
16      small mistakes that have big impacts on specific  
17      grantees.

18                   And to the extent that we can just  
19      intend for transparency in this process and give  
20      people the chance to provide any feedback, I  
21      don't think the recommendation here is at all  
22      attempting to do anything more than that.

1 CHAIR QUINTANA: Chair recognizes  
2 Holly.

3 MEMBER MORALES: Holly Morales, Region  
4 6.

5 I think it's important that we get  
6 some feedback because when I was a census worker  
7 we had no feedback from grantees, or the accuracy  
8 of what the data was looking like.

9 I know for Alaska, you know, Duane  
10 mentioned that human norms that, you know, figure  
11 out the different regions, and our regions look  
12 very different than reservation areas.

13 And so, I think giving the grantees an  
14 opportunity to clarify not only the data but also  
15 feedback on the process, I don't know that we  
16 have ever gone through that, the grantees on this  
17 calculation being very transparent around what  
18 data sets we're using and the challenges around  
19 it.

20 CHAIR QUINTANA: Thank you for that,  
21 Holly.

22 Chair recognizes Darrell.

1                   MEMBER WALDRON: Yeah. I just want  
2 to, I'm in support of what you're saying. I just  
3 didn't want to have an opportunity when we're  
4 reaching out and engaging our community and what  
5 state is a matter. Right? So, you know, that  
6 was more the issue because then you're getting  
7 into, you know, something that we have no control  
8 over.

9                   We've done that in the past. And  
10 Labor has made a decision opposite of the request  
11 of the community, so.

12                   CHAIR QUINTANA: The chair recognizes  
13 Nat.

14                   MR. COLEY: I think in this case it's,  
15 it's not, it's not, like, a policy decision.

16                   MEMBER WALDRON: No.

17                   MR. COLEY: It's like a regulatory, legal  
18 process. So, comments on the law are pretty much  
19 opinions on the law. I don't think -- I think  
20 there's a lot of wiggle room as far as the law.

21  
22                   MEMBER WALDRON: It is what it is.

1 MR. COLEY: Yeah.

2 CHAIR QUINTANA: In that case, can we  
3 hear a motion on the item?

4 MEMBER WALDRON: I'll make the motion.

5 CHAIR QUINTANA: Can I hear a second?

6 MEMBER EDMO: I'll second.

7 CHAIR QUINTANA: Lorraine Edmo  
8 seconds.

9 Any other discussion on the item?

10 If not, then we'll move to a vote.

11 All those in favor, say aye.

12 (Chorus of ayes.)

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

15 Any choose to abstain?

16 The motion carries.

17 Jacob.

18 MEMBER WOJNAS: Great.

19 So, the fourth recommendation, I don't  
20 know if there's an actionable motion here  
21 necessarily, but we'll sort of leave it here for  
22 discussion if we accept it. If there's a motion

1 to be crafted, anyone's free to propose it.

2 The recommendation was, you know,  
3 understanding that this Council has in the past  
4 informally and formally made appropriations  
5 increases requests on the back of older programs,  
6 the recommendation that the work group made in  
7 recognizing the shifts in funding proportion that  
8 resulted from any change in allocation, the work  
9 group recommended that the next appropriations  
10 increase that's requested by the Council, making  
11 sure that it's sized in a way that it's  
12 sufficient to ensure that the majority of  
13 programs don't ultimately lose funding at the end  
14 of a humongous period based on some of these  
15 shifts.

16 CHAIR QUINTANA: Thank you for that.

17 Can I hear a motion to move forward  
18 with the recommendation?

19 MR. COLEY: I don't think you need a  
20 motion.

21 CHAIR QUINTANA: Do we?

22 MEMBER WOJNAS: No. I don't know that

1 there's a motion here as much as I think that's  
2 something that the work group wanted to  
3 communicate to this body.

4 And to the extent that we're not  
5 making a motion at this point in time on the next  
6 appropriations increase, I don't know that  
7 there's anything to take away from this other  
8 than just, you know, understanding that.

9 MEMBER WALDRON: I'll comment on it.

10 So, we know that, and DINAP has a lot  
11 of work with a small staff. Right? And Marty  
12 Walsh, who pushed for an increase in the budget  
13 to hire more staff. And, fortunately, we, we got  
14 some more people. You know, we've met our move  
15 for the rest.

16 We want monitorings, you know, at the  
17 grantee level so that, you know, the DINAP staff,  
18 or a staff, or a peer to peer with the staff can  
19 go to a organization and monitor and help them if  
20 there are corrections to be made. From what I  
21 understand there's been some of that already.  
22 And the corrections have been overwhelmingly



1       successful.

2                   And that is an increase in their  
3       budget. You know, and it's a good reason for  
4       Labor to support because it's monitoring the  
5       programs that they've done. And in doing so,  
6       we're getting maximum efficiency out of a  
7       potential grantee.

8                   And so, you know, if we're going to  
9       put in reasons or methodologies around a budget  
10      increase, that would be definitely one of them  
11      because I have been the beneficiary of grantees  
12      who have not been seen for over a 20-year period.  
13      And you go in and find you've got a \$500,000  
14      error; right?

15                  So, if we're discussing that, and it  
16      should be a big number, it was once at 200  
17      million, 14 employees. And they did monitorings  
18      every single year, and sometimes twice in a year.

19                  And we were a very effective program  
20      in those days.

21                  I'll stop that discussion.

22                  CHAIR QUINTANA: If there's nothing

1 else, do you want to move to five?

2 MEMBER WOJNAS: Sure.

3 So, the fifth motion will just  
4 recognize the difficulty of parsing all of this  
5 information on an individual line item basis.  
6 And it was -- I can read the recommendation as it  
7 is written by the work group to this Council.

8 It is recommending that the Council  
9 requests from the Department summary statistics  
10 that describe the median and range of impacts to  
11 approve program funding.

12 So, for example, median percentage  
13 increase in funding for programs, median  
14 percentage decrease for those that are losing  
15 funding, percentage of programs that are gaining  
16 funding versus those losing funding. And just  
17 other basic summary statistics so we have an  
18 awareness of the aggregate impact of this media  
19 update.

20 There was also a recommendation that  
21 was made that the Council request from the  
22 Department summary statistics on the ACS data

1 source.

2 Glad to open a discussion on either of  
3 those.

4 CHAIR QUINTANA: Any questions or  
5 comments?

6 The chair recognizes Kay Seven.

7 MEMBER SEVEN: Kay Seven, other  
8 disciplines.

9 I make a motion that the Council  
10 request from the Department summary statistics  
11 describing the median and range of impacts to per  
12 program funding. And recommend that the Council  
13 request from the Department summary statistics on  
14 the underlying ACS data source.

15 CHAIR QUINTANA: Do I hear a second?

16 MEMBER HIBBELER: Second.

17 CHAIR QUINTANA: The chair recognizes  
18 Patricia Hibbeler's second.

19 Any discussion on the matter?

20 If there's none, then we move forward.

21 Chair recognizes Kay Seven.

22 MEMBER SEVEN: So, this goes back to

1 motion three in terms of transparency.

2 On this here, when information is  
3 going out to the grantees, what is the plan to --  
4 will this give you a table that talks about the  
5 program of '24, budget cycle and use of 2014-'18  
6 ACS data, and how the formula will work?

7 These are the data sets that we used.  
8 And this is additional information from the  
9 Census Bureau on the American Community Survey,  
10 just based on tribal nations' voice about the  
11 response rate due to the pandemic.

12 CHAIR QUINTANA: Chair recognizes Nat.

13 MEMBER WALDRON: I would have to check  
14 internally to see how we do that with all the  
15 other WIOA programs. I'm not sure that we have  
16 sort of a comment period or the law specifies  
17 calculations of how things are supposed to be --  
18 how the program is developed and the program, the  
19 metrics.

20 I can check on that and give a  
21 response on what that looks like.

22 CHAIR QUINTANA: Chair recognizes Kay.

1                   MEMBER SEVEN: So, is that response  
2 possible today, even if this may be just, you  
3 know, we'll look into it and get back? Does that  
4 mean there's an answer within the building today?

5                   MR. COLEY: Nat Coley.

6                   I think I'm suggesting that we would  
7 be consistent with all the other WIOA plans.

8                   MEMBER SEVEN: Okay.

9                   MR. COLEY: And I'm pretty sure  
10 there's a process. And I can check on it. I'm,  
11 I'm just not able to respond right now, so.

12                  MEMBER SEVEN: Okay. Yeah, I think it  
13 would be a good idea to know what that, what  
14 consistent means with all of other WIOA programs.

15                  CHAIR QUINTANA: The chair recognizes  
16 Kim Vitelli.

17                  MS. VITELLI: That's right that  
18 there's not necessarily, like, one formal way.  
19 But just to give you a snapshot of this  
20 differently for the time to get this information  
21 out in case the Council has a preference for one  
22 or the other.

1           We can share information. We  
2 certainly can share information in simple ways,  
3 like email. But we can also put it out in a  
4 chain notice that makes it formal, open to the  
5 public, and also sort of minimizes the extensive  
6 clearance that might be necessary for the  
7 Department, right, to sort of, like, for  
8 transmitting efficiently the information.

9           We can also publish it as a training  
10 and employment guide letter. This would take a  
11 little bit longer to get out.

12           And then the most formal thing would  
13 be to give it in a Federal Register notice. And  
14 that is sort of like the longest route for where  
15 we're trying to -- you know, and sort of maybe  
16 equally as official as a training program side.

17           So, there's a couple different options  
18 that we have in order to be able to share our  
19 information.

20           And is there also a question about,  
21 like, the degree to which we need to accept  
22 public comment before we finalize a decision?

1 CHAIR QUINTANA: The chair recognizes  
2 Kay.

3 MEMBER SEVEN: I think it's a question  
4 of just transparency. I think it would be  
5 helpful for us to inform our community that while  
6 the ACS data 2014-2018 will apply this next  
7 funding cycle PUI '24.

8 So, what is the drop date that you  
9 need to implement in order to allow the sort of  
10 legal time that that transparency communication  
11 should occur?

12 CHAIR QUINTANA: The chair recognizes  
13 Nat.

14 MR. COLEY: The question I think is  
15 for other programs, when they get new data  
16 sources from the census, how do they communicate  
17 the new data source calculations and process to  
18 those other programs?

19 MS. VITELLI: In the WIOA formula  
20 programs we not even consistently every year,  
21 because we sometimes don't get, like, the  
22 information that we need from Census to deal with

1 it, but we can we issue a forecast -- Tiegle or  
2 Tens, that says we don't know our appropriation  
3 yet, but just based on Census data change here is  
4 roughly how things might change in your formula  
5 as a result.

6 Again, we're not able to do that every  
7 year because Census is not like a robot; right?  
8 Like, there's things that impact Census and their  
9 ability to give a status. So, who knows that the  
10 data is for us in advance to run those  
11 calculations before we get an appropriations  
12 factually.

13 But that, that is one mechanism.

14 And then, you know, if we don't try to  
15 do that, there's no other program that can do it  
16 for us. We just say, like, programs, you have  
17 three months.

18 I mean, for programs we feel pretty  
19 sure about that. But we, for programs we don't  
20 have the ability to do that kind of forecast.

21 CHAIR QUINTANA: Thank you for that.

22 If there's any -- no other discussion



1 on the item, then we'll move to the chair  
2 recognizes Holly Morales.

3 MEMBER MORALES: So, I just have a  
4 question, Region 6, about the information that I  
5 think that does get in the weeds. But when I'm  
6 looking at the Excels that we got in the work  
7 group that shows every city and, like, I see some  
8 of our tribes are, like, city as well. So, I  
9 think we need to make sure that we provide as  
10 much detail as possible because that's where  
11 you're going to get the feedback around what  
12 communities may be miscounted or excluded.

13 The other thing I noticed is -- and  
14 maybe I'm wrong, Duane -- but this funding change  
15 example got them and include youth. And so, just  
16 to let you know, we're making a decision based  
17 on, I think, that this is just the adult-only  
18 side.

19 CHAIR QUINTANA: Thank you for that,  
20 Holly.

21 Thought it's important to note, Duane,  
22 do you want to speak on that?

1                   MR. HALL: That's right, Holly. That  
2 is only for the adult programs. It's \$60  
3 million. And the youth program is about 14  
4 million. Not everybody gets youth.

5                   But it will affect the funding for the  
6 youth allocations as well. We were working on  
7 that, but and we can include that, you know, when  
8 we send a transcript to the committee.

9                   CHAIR QUINTANA: Thank you for that,  
10 Duane.

11                   The chair recognizes Lora Ann.

12                   MEMBER CHAISSON: First off, apologize  
13 for my tardiness.

14                   Lora Ann, Region 4.

15                   I really thought about this right here  
16 because I remember the last time it affected our  
17 program a lot. It affected our program by a  
18 couple hundred thousand dollars when they changed  
19 it to Indian only.

20                   So, here we are at this table to make  
21 a decision again that's going to affect many  
22 lives, many programs, because we say lives

1 because we're touch -- our programs touch  
2 people's lives.

3 And I, you know, one of the things I  
4 like to know, have you all found a study on the,  
5 on the program, it would be, like, Indian only or  
6 Indian others on the effects? How would it be,  
7 the money?

8 Have you all done that study? Because  
9 that's important. I mean, we've been talking  
10 about this for years now, since, since it  
11 happened, since the change has happened.

12 So, I would just like to know. I  
13 mean, this is not, this is not nothing new. This  
14 has been talking about for years. And so, and  
15 it's just all night.

16 CHAIR QUINTANA: Chair recognizes Nat.

17 MR. COLEY: I don't want to circumvent  
18 your response. I think the first understanding is  
19 I think we previously went through the process of  
20 considering the alternatives. And the Council  
21 made a decision that this is, this is the way we  
22 want, want it done.

1                   And I think the process that we looked  
2 at right now is consistent with that decision,  
3 you know, as you said, a long time ago. But if  
4 we're going to look at, rethink the decision, I'm  
5 not sure what you respond.

6                   CHAIR QUINTANA: The chair recognizes  
7 Jacob.

8                   MEMBER WOJNAS: Yes. I can say within  
9 the group, like, we discussed both options.

10                   What I can say is the data set here in  
11 question was procured before this chair and  
12 Council, to some extent, this has been work that  
13 the Department's been sort of refining, and  
14 calculating, and working on for a couple of years  
15 now.

16                   And to some extent the decision from  
17 the perspective of the work group is whether or  
18 not we want to close this gap in timing without  
19 sort of -- without making any decision or  
20 recommendation, rather, on whether or not we make  
21 the change from the loan to in-combination.

22                   I guess what I'm trying to say is to

1 the extent that that's a change that the Council  
2 wants to make and there's consensus around,  
3 that's definitely something that's possible to do  
4 at the next procured data set, the data set  
5 that's procuring in 2019, or 2018, or whenever  
6 that was, is what it is.

7 And to some extent, the only thing  
8 that's being discussed as far as the scope here  
9 is whether or not we move forward. And I think  
10 there's still space and encouragement for that  
11 discussion as well when you sort of reach the  
12 point which the Department is procuring the next  
13 data set.

14 But all I can say is, to your point,  
15 there was no consensus within the work group on  
16 whether or not we'd be using combination data or  
17 loan data. So, we didn't come to a  
18 recommendation to this Council on that, though.

19 CHAIR QUINTANA: The chair recognizes  
20 Lora.

21 MEMBER CHAISSON: So, it's been a  
22 discussion but there's never been a study. Is

1 that correct?

2 MEMBER WOJNAS: Yeah, I, I can't speak  
3 to what the studies are.

4 CHAIR QUINTANA: Chair recognizes  
5 Duane Hall.

6 MR. HALL: Yeah. So, when we  
7 converted from the 1990 to the 2000 census, we  
8 have both American Indian, Alaska Native alone,  
9 and American Indian, Alaska Native in combination  
10 with other races. We had those sets of data.

11 And the data shows that, that the  
12 American Indian, Alaska native alone would be  
13 less of a disruption in the funding of the  
14 grantees versus doing combination.

15 And that results in some discussion  
16 about, you know, where the funding would go. And  
17 I think Census has done a lot of repeat measures  
18 on this, so I think we all kind of know how that  
19 would fall out if we used in-combination versus  
20 alone, as we know a lot of Native Americans have  
21 migrated to urban areas over the years. And so,  
22 it's a much larger population in urban areas,

1 also the base scenarios on reservations.

2 So, I think we will see more funding  
3 going towards longer urban areas and urban areas  
4 in general versus reservation areas. And at that  
5 time it's the Council's decision that we let the  
6 disruption, resources of building those remote,  
7 very hard-to-serve folks on reservation areas.

8 And that's, that's why the decision  
9 was made at the time. I think there was a  
10 thought that we have data that had a seventh  
11 issue. But certainly it sounds like it is not.  
12 So, we didn't get that data. It was a little  
13 harder to get because that is not publicly  
14 available data. You've got to go through a  
15 disclosure review board with the Census.

16 It's not that you can't get it. But  
17 we wouldn't be able to get that, as we said, like  
18 '24. I think what Jacob's saying is that if we  
19 implement this we acknowledge that we're going --  
20 we want to turn right around and start working on  
21 the next iteration of 5-year ACS. That would  
22 also include in-combination data so we can look

1 at it.

2 CHAIR QUINTANA: Chair recognizes  
3 Holly Morales. Then we'll come to you, Darrell  
4 Waldron.

5 MEMBER MORALES: Holly Morales, Region  
6 6.

7 And I'm glad you stated that because  
8 I don't think that was clear in the response was  
9 that we didn't even have the data even to make a  
10 full decision with all of the information we need  
11 as a census worker.

12 So, I think my concern moving forward  
13 is if we don't make a decision to request that  
14 data now, we're going to always be in the cycle  
15 of, well, it's not available, it's not available.  
16 So, we're continually kind of handcuffed to this  
17 way we've always been doing it without the full  
18 picture.

19 I'm not saying that in-combination is  
20 going to be the answer, and that that's the right  
21 set of data. It's just hard making a decision  
22 when you don't have the full picture.



1 CHAIR QUINTANA: Thank you for that,  
2 Holly.

3 The chair recognizes Darrell.

4 MEMBER WALDRON: So, I would agree.  
5 And I think that we should get the data.

6 One thing we haven't heard is what's  
7 been the results of those decisions that we made  
8 X amount of years ago in the communities? Right?  
9 So, we, are we doing a good job here, a good job  
10 there, not a good job?

11 I just don't believe past practice  
12 should rule. I think that we need to get the  
13 information and really say what's our  
14 responsibilities to the Indian individuals that  
15 we service to try to put quality, you know,  
16 employment and training in their life? And what  
17 does that data look like over the years.

18 So, I would be all about getting the  
19 data here and having a discussion on it, and  
20 putting the decision at the feet of the Advisory  
21 Board to the best degree that Labor can do what  
22 the Advisory Board wants.

1 I understand it's a lot of work and it  
2 has an expense to it. But I would rather see  
3 that than eating nice steak dinners at  
4 conferences. You know, how is our community  
5 doing? Which was a question we asked. The data,  
6 is it getting better or worse, so. The choice  
7 should be up to us.

8 CHAIR QUINTANA: Any other discussion  
9 on the item?

10 MEMBER MORALES: Call for the  
11 question.

12 MEMBER WALDRON: So, what is the  
13 question?

14 CHAIR QUINTANA: Chair recognizes  
15 Holly.

16 MEMBER MORALES: Can I make a motion  
17 to request the in-combination data within that  
18 discussion around the census worker data.

19 MEMBER WALDRON: I'd second that.

20 MEMBER WOJNAS: And just a question  
21 for clarification, Holly.

22 Is that referencing the 2019 and 20 --

1 to 2023 data set that would come after this?

2 MEMBER MORALES: Yes.

3 MEMBER WOJNAS: Has it no bearing on

4 --

5 MEMBER MORALES: It would be for the  
6 future grounds --

7 MEMBER WALDRON: Because it had to be  
8 technically; right? Right. We're already at  
9 that.

10 Good motion. I'll second that.

11 CHAIR QUINTANA: And so, the motion  
12 was seconded by Darrell Waldron.

13 Any other discussion?

14 MEMBER SEVEN: So, the motion is that  
15 the Council request from the Department summary  
16 statistics describing the median and range of  
17 impacts to per program funding; and that the  
18 Council request from the Department summary  
19 statistics on the underlying ACS data source; and  
20 that the counsel requests in-combination ACS data  
21 for the next iteration of funding decisions.

22 MEMBER HIBBELER: I heard that as a

1 separate motion.

2 MEMBER WALDRON: Yeah. I did, too.

3 MEMBER SEVEN: Okay. So, it's going  
4 to be a separate motion?

5 MEMBER HIBBELER: Yes.

6 MEMBER WALDRON: Yes.

7 MEMBER SEVEN: Okay, so that's a new  
8 motion.

9 MEMBER HIBBELER: And No. 5, I  
10 believe, has been recommended and seconded, but  
11 we haven't voted on it.

12 CHAIR QUINTANA: We haven't voted on  
13 it.

14 MEMBER HIBBELER: Right. Okay, so I  
15 thought --

16 MEMBER SEVEN: And then that's a new  
17 motion.

18 MEMBER HIBBELER: Okay. I thought  
19 that was an amendment to this one.

20 Okay, so that's a separate one.

21 MEMBER SEVEN: I think I recommend  
22 it's separate.

1 MEMBER HIBBELER: Okay, good.

2 CHAIR QUINTANA: Any other discussion  
3 on the motion and/or the item?

4 If not, all those in favor, say aye.

5 (Chorus of ayes.)

6 CHAIR QUINTANA: Any opposed, say nay.

7 Any choose to abstain?

8 The motion carries.

9 Coming back to the original motion, do  
10 we have to do that? If not?

11 MEMBER SEVEN: No. We just passed No.  
12 5. Now we're going to make a new motion.

13 CHAIR QUINTANA: So, we've heard  
14 Holly's motion.

15 MEMBER WALDRON: And I seconded.

16 CHAIR QUINTANA: And then Darrell  
17 seconded.

18 And any other discussion on the  
19 motion?

20 The chair recognizes Kay Seven.

21 MEMBER SEVEN: Kay Seven.

22 So, we need to make sure that we're

1 doing motions at the table, this was asked of us  
2 yesterday, that Robert, as you're taking notes of  
3 our meeting can we make sure that the Department  
4 is given a copy of these motions that we're  
5 passing at the table?

6           These are good sitting right here.  
7 We'll just need to make sure we have the right  
8 wording from the concept table as to this new  
9 Motion No. 6 would be on this one, too.

10           CHAIR QUINTANA: Thank you for that.

11           MEMBER HOULE: So noted.

12           CHAIR QUINTANA: Thank you.

13           If there's no other discussion on the  
14 item, all those in favor, say aye.

15           (Chorus of ayes.)

16           CHAIR QUINTANA: Any opposed, say nay.

17           Any who wish to abstain?

18           Motion carries. Thank you, all.

19           Anything more, Jacob, from Census Work  
20 Group? Thank you so much for your work.

21           MEMBER WALDRON: Yes. Good job.

22           CHAIR QUINTANA: Yesterday we tabled

1 our discussion in regards to our previous meeting  
2 minutes that took place Wednesday, May 3rd and  
3 Thursday, May 4th. We wanted to give the Council  
4 members enough time to review the meeting minutes  
5 before we accepted them.

6 You all should have, hopefully, had a  
7 chance to look through and review them.

8 Wondering if I could hear a motion to  
9 accept the meeting minutes from May 3rd and May  
10 4th?

11 MEMBER HOULE: Motion.

12 CHAIR QUINTANA: Is there a second?

13 MEMBER EDMO: I would like to second  
14 but I had one comment.

15 CHAIR QUINTANA: Seconded by Lorraine  
16 Edmo and up for discussion.

17 MEMBER EDMO: Okay. I just had one,  
18 one comment on the TA section. I think that was  
19 towards the back, the second day.

20 It says the Council, the Department  
21 encourages the Council to report 88 contracts to  
22 bid. That's not 88, it should be 8(a).

1 CHAIR QUINTANA: 8(a), right.

2 MEMBER EDMO: 8(a) contract bids.

3 CHAIR QUINTANA: Good catch.

4 MEMBER EDMO: First paragraph, last  
5 paragraph. Second to last line and the last line  
6 in it.

7 CHAIR QUINTANA: So, note in 8 --

8 MEMBER EDMO: 8(a).

9 CHAIR QUINTANA: It should be 8(a)  
10 instead of 88 contract bids.

11 MEMBER EDMO: Right.

12 CHAIR QUINTANA: Thank you for  
13 catching that.

14 MEMBER EDMO: And I think there was  
15 another one. I can't -- I couldn't find it again  
16 when I was reading it. But towards the beginning  
17 when it was talking, I think Kim was talking  
18 about reauthorization, I think there was  
19 something about reinstate. But it wasn't meant  
20 to be reinstate, it was reconsideration of.

21 I'm not sure exactly.

22 MEMBER WALDRON: A resolution to



1 continue.

2 MEMBER EDMO: She was just talking  
3 about reauthorization of WIOA. And then it was  
4 just discussing the next session of Congress.

5 So, it wasn't -- it was just a wrong  
6 wording in there. But I couldn't find it when I  
7 looked back. But I can find it when you're able  
8 to --

9 MEMBER WALDRON: Provide the edit.

10 MEMBER EDMO: -- provide it. Yeah.

11 But I thought the minutes were really  
12 comprehensive and covered everything that we  
13 talked about.

14 CHAIR QUINTANA: Thank you for that,  
15 Lorraine.

16 Any other questions, comments in  
17 regards to the previous meeting minutes?

18 If not, with the inclusion of the edit  
19 that was shared by Lorraine, all those in favor  
20 of accepting the meeting minutes, say aye.

21 (Chorus of ayes.)

22 CHAIR QUINTANA: All those opposed,

1 say nay.

2 Any wish to abstain?

3 The meeting minutes have been  
4 accepted. Thank you all.

5 Moving forward now, continuing our  
6 discussion with our work groups, next up is our  
7 Effective Management Work Group, which is led by  
8 Patricia Hibbeler.

9 MEMBER HIBBELER: Thank you, Chair.

10 I want to start by echoing the  
11 comments that you made, Chair, about the work of  
12 this Council. I agree that we've done some  
13 really good work during our seated time on the  
14 Council.

15 In a cursory review of our strategic  
16 plan, we have completed ten of our key strategic  
17 initiatives. Three of them are partially  
18 completed, and ten are not completed. So, that's  
19 kind of a high level overview of what our  
20 strategic plans look like in driving the work of  
21 this Council.

22 So, I commend you all in the work that

1 we've done and we still have left to do through  
2 March 10th.

3 Our first piece, and I'm just going to  
4 go through each of them, key strategic initiative  
5 is really our planning and assurance that we're  
6 holding and continuing meetings.

7 I'd like to launch a conversation  
8 about our final meeting, and recommend that that  
9 occurs in either February or early March in 2024.

10 Discussion?

11 CHAIR QUINTANA: Any questions,  
12 comments in regards to hosting that meeting?

13 The chair recognizes Lorraine.

14 MEMBER EDMO: Hi. Lorraine Edmo,  
15 Region 4.

16 I was just wondering where you would  
17 propose to hold it? Would it be here or out in  
18 the field? And maybe in conjunction with some  
19 meeting or just by itself?

20 I think it's a good idea.

21 MEMBER HIBBELER: I'm not aware of any  
22 other meetings that are coming up that we might

1 hold it in conjunction. But somebody here might.

2 CHAIR QUINTANA: The chair recognizes  
3 Candace Lowry.

4 MEMBER LOWRY: If there were NCIIs  
5 having their winter session here in Washington.  
6 That would be a good time to have it if anyone's  
7 going to that.

8 MEMBER CHAISSON: It's Mardi Gras  
9 time.

10 (Laughter.)

11 MEMBER EDMO: I think there's a lot of  
12 meetings in February. I think education  
13 meetings, NIEA, and there's NCAI's always the  
14 last week of February, I think.

15 And USET, I think. USET meets that  
16 last week of February usually, United South and  
17 Eastern Tribes. So, that might be kind of hefty  
18 for, for February.

19 MEMBER HIBBELER: Well, it might be.  
20 But it also gives us the opportunity to peg onto  
21 a day before or a day after a meeting.

22 MEMBER EDMO: Yeah.

1                   MEMBER HIBBELER: That people may be  
2 already coming to, or a partnership organization  
3 we want to try to connect with.

4                   It is my recommendation that we hold  
5 one final meeting.

6                   CHAIR QUINTANA: The chair recognizes  
7 Lora Ann.

8                   MEMBER CHAISSON: Yeah. Lora Ann,  
9 Region 4.

10                   I'm not NCAI. But one thing that that  
11 meeting specifically focused on over here is.  
12 And the practice is jam-packed. The February  
13 meeting group is always jam-packed.

14                   But when I was talking to them I was  
15 saying that the next, from here on out, you know,  
16 we have a new executive. We have a new board.  
17 One of the things, once we start getting these,  
18 you know, these meetings on the calendar we're  
19 going to start promoting these meetings to all of  
20 our members. And so that's where you have the  
21 opportunity to start coming.

22                   Because, unfortunately, the

1 terminology has never changed in tribal leaders.  
2 JCP. So, it's teaching that terminology. But if  
3 you return in February there as well, I mean in  
4 March, I mean, I don't know what's going on if  
5 you all want to table this, but you're all  
6 welcome to come to Louisiana in March.

7 CHAIR QUINTANA: The chair recognizes  
8 an invitation to go to Mardi Gras from Lora Ann.

9 (Laughter.)

10 CHAIR QUINTANA: And that's you  
11 putting us up.

12 MEMBER CHAISSON: We have guests in my  
13 house.

14 CHAIR QUINTANA: The chair recognizes  
15 Kay, and then we'll come over to Nat.

16 MEMBER SEVEN: So, the 2-year terms  
17 end about mid-March, March 10th. And so, what I  
18 would recommend is that we come back to  
19 Washington, D.C., and perhaps late January or  
20 early February. And that at this meeting that we  
21 ask some of the Department staffers that we heard  
22 during the tribal jobs, through jobs in tribal

1 communities, and we meet those folks,  
2 apprenticeships, read through the big jobs  
3 personally at that time.

4 CHAIR QUINTANA: Thank you for that,  
5 Kay.

6 Before we, before we move to Nat,  
7 Joseph Quintana, Region 6.

8 I think it's a good idea, to be  
9 honest. I think that, as Kay was describing, I  
10 think there were people in the room whom we met  
11 the other day, I think that could be valuable  
12 resources to all of not only our programs but the  
13 regions that we serve.

14 I think, as we heard from National  
15 Indian Education the other day, we also have to  
16 continue to establish that relationships with  
17 groups like NCAI and others that we want them to  
18 understand Labor in a modern context. And they,  
19 I think they, they don't know what we do. I  
20 don't know if they understand the legitimacy of  
21 this Council. And that's something that we had  
22 talked about.

1 I met the other, new incoming  
2 president the other day and the executive  
3 director the other day. And they sound like this  
4 is the first time they ever heard of us. And I  
5 was, like, you know what, let's talk about jobs.

6 They're, like, great, let's do it. We  
7 have this new toolkit coming out, let's figure  
8 out how we can partner together on it.

9 Unfortunately, their schedules, it's  
10 hard to get everybody in the same room. But  
11 they're, they're up for this. And I think their  
12 -- I met their general Council member who once  
13 had this conversation to invite them to this  
14 meeting and actually go out and -- You okay,  
15 Kayla? -- just like other groups

16 MS. HILARIO: Thought I was on mute.  
17 I'm sorry.

18 CHAIR QUINTANA: That's okay. We're  
19 worried about you.

20 But also to go out like other groups,  
21 NCUI, the tribal colleges, all these other groups  
22 I'll get a chance to go report back to NCIA. We



1 should have that opportunity as well.

2 Just wanted to enter that point.

3 I'll come over to Candace in a moment.

4 Nat?

5 MR. COLEY: On the next meeting  
6 decision, where and when, we do want to be  
7 cognizant, and something that we were cognizant  
8 of planning this, our latest NAETC meeting, is we  
9 are facing a possible lapse in funding or  
10 decision around that time. So, that could be  
11 sort of a driving force behind sort of our  
12 planning.

13 You know, we've done an online meeting  
14 in the past. That's not to say it's getting us  
15 together face to face, but defining the  
16 objectives of our next meeting, what those  
17 objectives are, and weighing it in the context of  
18 in person or online, and the looming lapse in  
19 funding potential might, might be a factor as  
20 well.

21 So, just want to consider that. And  
22 but I do agree maybe perhaps having this type of

1 forum is a good opportunity for us to collaborate  
2 more.

3 Like you said, NCAI is going to be  
4 updating their workforce toolkit. And it seems  
5 like we, we as the repository of workforce  
6 development, would be instrumental in supporting  
7 that rather than on the contractor can go out and  
8 explore. But having it, as we discussed  
9 yesterday, for folks that are actually out in the  
10 field doing the job it's a good opportunity to  
11 inform that, that resource better, so.

12 CHAIR QUINTANA: Thank you for that,  
13 offering that perspective on that.

14 The chair recognizes Candace.

15 MEMBER LOWRY: Candace Lowry, Region  
16 3.

17 So, I think before when we were  
18 discussing having meetings that had to be on the  
19 registry at a certain point in time, what,  
20 January did you say?

21 PARTICIPANT: December.

22 MEMBER LOWRY: Because it takes 30

1 days, or 60 days, 90 days?

2 CHAIR QUINTANA: The chair recognizes  
3 Nat.

4 MR. COLEY: I think we have to publish  
5 within 14 days of the meeting in the Federal  
6 Register, something like that time frame. And  
7 then there's an internal process of getting  
8 approval to publish that.

9 So, we would, we would probably be  
10 looking at a 45-day decision on, you know, making  
11 a regulatory compliance to us hosting an official  
12 meeting.

13 CHAIR QUINTANA: Chair recognizes  
14 Lorraine.

15 MEMBER EDMO: Hi. Lorraine Edmo,  
16 Region 4.

17 I just had a question for Nat and for  
18 Kay on when the current contract ends? And how  
19 does that overlap with the CR that we're  
20 currently in then? When does that end and, you  
21 know, I'm trying to figure out the dates on when  
22 the funding might end. And there's that TA

1 contract can depend on renewed new funds.

2 CHAIR QUINTANA: Chair recognizes Nat.

3 MR. COLEY: Yeah. I can respond to  
4 that.

5 And I was going to discuss it more in  
6 depth later.

7 The current TA with our current  
8 contractor ends in June. And I'm hoping that we  
9 will have a new contract in place.

10 And I have a wish list. And I'd like  
11 to get the Council's opinion on what we'd like to  
12 see a new contractor or contractors do. We can  
13 try to find some one-stop shop or go out and get  
14 that specificity that we need in many contractors  
15 and get what we want out of a product from a  
16 resource that we're relying on.

17 So, the current, specific to your  
18 question, June this contract ends.

19 And then the other question about its  
20 funding. It's fully funded through June, so we  
21 don't have to worry about a lapse in funding for  
22 that because we've already committed those funds

1 to that contract.

2 We do have funds, we are under a  
3 continuing resolution which legally requires,  
4 federal procurement laws limit the amount of  
5 activities that you can conduct under continuing  
6 resolution.

7 And we don't have funding right now to  
8 fully fund a new contractor or contractors to  
9 fulfill wishes that we may collectively decide  
10 we'd like to accomplish or put in place for the  
11 next Council to be able to draw from.

12 So, we don't -- we don't have the  
13 funding right now because of the CR, or ability  
14 to fund it. But there are some activities we can  
15 do to prepare, you know, that statement of work,  
16 what the contract will look like, and so that  
17 when we do get that funding we are able to move  
18 forward with that type of contractor.

19 MEMBER EDMO: But, so, we'd be wanting  
20 to hold the meeting.

21 MR. COLEY: Oh, yes. So, right now,  
22 we're -- this -- our current contract is funded

1 through a TA support activity, the funding group.

2 CHAIR QUINTANA: The Chair recognizes  
3 Patricia Hibbeler.

4 MEMBER HIBBELER: So, Nat, I  
5 appreciation your feedback on the current TA  
6 contract. I know we'll get deeper in that as we  
7 get through this report.

8 I think we really want to walk away  
9 with a clear sense if we want to try to help have  
10 the meeting happen in January or February or not.

11 CHAIR QUINTANA: Questions or  
12 comments?

13 MEMBER HIBBELER: So, the question is,  
14 do we want one final meeting of this Council?

15 CHAIR QUINTANA: The Chair recognizes  
16 Darrell.

17 MEMBER WALDRON: Well, just a  
18 clarification.

19 It sounded like we don't know yet if  
20 we can. Right? Is that correct?

21 MR. COLEY: We can plan, but whether  
22 or not there'll be a lapse in funding and, you

1 know, switching things on and off could be a  
2 challenge. So, that's the only --

3 MEMBER WALDRON: And the Federal  
4 Register timing and all of that?

5 MR. COLEY: The 45 days, I would say,  
6 is good -- is a good approximation of lead time  
7 that we would need.

8 So, we were thinking today that we  
9 wanted to have a meeting that's, at the earliest,  
10 late February maybe, 45 days.

11 CHAIR QUINTANA: The Chair recognizes  
12 Kay.

13 MEMBER SEVEN: I was -- I'm looking at  
14 my calendar and so, I'm thinking -- I think it  
15 would be good to have another meeting, in person  
16 would be great here in Washington, D.C.

17 And you know, it's up to the  
18 Department if you're able to push the 45 days.  
19 But you know, it's looking like maybe the week of  
20 January 22nd would be a good time for in person.

21 But let's say that doesn't work out  
22 because of the holiday season and we need to do a

1 virtual, let's arrange for a virtual as a backup  
2 plan. And then, schedule that before February  
3 2nd if we're not sure what's going to happen  
4 after the 2nd.

5 MEMBER CHAISSON: And then, you have  
6 to bring all gifts because that's my birthday  
7 weekend.

8 (Laughter.)

9 MEMBER SEVEN: And that's the best  
10 that we could do just knowing what the situation  
11 looks like today.

12 CHAIR QUINTANA: Joseph Quintana,  
13 Region 6.

14 I think this is a good opportunity for  
15 us to at least offer the recommendation and who's  
16 to say what will happen in the future with the  
17 federal government.

18 That may change, but at least we would  
19 have the opportunity to meet virtually and switch  
20 to virtual as a second option as well.

21 Any other questions or comments as far  
22 as what was shared?



1                   The Chair recognizes Nat and then,  
2 we'll come over to Lora.

3                   MEMBER WALDRON: Just one question  
4 towards our meeting.

5                   Is it that we want like this Federal  
6 Register legal convening or is it that we want to  
7 have like an effective work group meeting to  
8 really strategize or lay some foundation for the  
9 next Council?

10                  So, I guess, you know, the full  
11 Federal Register meeting, the 45 days trying to -  
12 - it's just the process or, you know, we can  
13 still meet face to face in mid-February, not as a  
14 Council convening Federal Register and not  
15 circumventing any -- we're not making, you know,  
16 resolutions or anything during that meeting but  
17 have a way of having discussions and planning  
18 that, you know, just to make sure I'm clear on  
19 which avenue we're looking for. That's  
20 important.

21                  CHAIR QUINTANA: The Chair recognizes  
22 Patricia.

1                   MEMBER HIBBELER: I think that's a  
2 really good comment.

3                   In my mind, I'm feeling that there is  
4 things this Council can do to really help put  
5 solid processes in place, maybe not so much  
6 policy recommendations for the secretary, but  
7 processes that help get the next Council in  
8 place.

9                   So, I appreciate you clarifying that.

10                  CHAIR QUINTANA: The Chair recognizes  
11 Dan.

12                  MR. COLEY: So, it sounds like our  
13 goal, as a body, is not really making  
14 recommendations to meeting, is not making  
15 recommendations to the secretary, but laying a,  
16 you know, standard operating procedures, you  
17 know, sort of shoring up the books for the next  
18 Council or having some sustainable process in  
19 place that many of us have done for many decades  
20 to inform bodies going forward.

21                  So, that would be sort of a working  
22 type thing it sounds like to me.

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

3 Chair recognizes Kay and Lorraine,  
4 sorry, I'm sorry, let me go to Lorraine first.

5 MEMBER EDMO: Lorraine Edmo, Region 4.

6 I was just going to say that, you  
7 know, I've been in favor of a meeting either full  
8 Council meeting or, if it has to be a work group  
9 meeting.

10 And NCAI is that second week of  
11 February the 11th through the 14th, I think.

12 So, there's a lot of meetings on a  
13 Sunday with NCAI. They have a lot of task force  
14 meetings and, you know, afternoon meetings.

15 So, maybe, I don't know, I think that  
16 tribal had difficulty trying to arrange with them  
17 the last time, but maybe they'll have more luck  
18 if we, you know, shoot for February 11th or 12th  
19 or even at the tail end, the 14th, 15th of  
20 February.

21 But I'm in favor of a meeting.

22 CHAIR QUINTANA: Thank you, Lorraine.

1                   The Chair recognizes Kay Seven and  
2 then, we'll come to Darrell.

3                   MEMBER SEVEN: So, Patty, it would be  
4 good if maybe, I guess, I keep looking at  
5 February 2nd. We're not sure what's going to  
6 happen.

7                   And so, I guess, as we leave today try  
8 to plan this next meeting and participate and we  
9 plan it in advance, I would just recommend we do  
10 an effective management meeting virtual and then,  
11 have it prior to February 2nd.

12                   And in the meantime, work on the play  
13 book that we want to hand over to the next  
14 Council.

15                   CHAIR QUINTANA: The Chair recognizes  
16 Darrell.

17                   MEMBER WALDRON: I just -- in  
18 following up on the February 11th, I have not  
19 concluded my business with this hotel and the  
20 conference is at that hotel.

21                   If we needed some space, I could  
22 probably get some now for the effective

1 management to be there because they did book out  
2 that place for the NCAI conference.

3 And so, I've got some final business  
4 with them that we're going to be closing out and  
5 I could just say, hey, give me 17 rooms or  
6 whatever the case may be.

7 Just a suggestion so we could get in.

8 CHAIR QUINTANA: Thank you for that.

9 Any other discussion?

10 The Chair recognizes Patricia.

11 MEMBER HIBBELER: I'll -- as next  
12 steps, I'll get together with Nat and we can make  
13 some recommendations in how to move forward.

14 And then, probably choose some dates  
15 and we can have Moderator put them out as a poll  
16 to the committee members.

17 CHAIR QUINTANA: Thank you for that.

18 MEMBER HIBBELER: Thank you.

19 So, one of the other key strategic  
20 initiatives I just want to mention is a completed  
21 one.

22 It was our recommendation to the

1 Secretary of Labor to assure the NAETC membership  
2 is always -- the Council membership is always in  
3 place by extending the current Council current  
4 appointments should a subsequent nomination  
5 process not coincide with the current Council  
6 term end.

7 There is a response from Brent Parton  
8 in your packet that is not in the current  
9 charter, but it is on record that that was our  
10 recommendation as a change to the charter.

11 Chairman would like us to have a  
12 discussion about whether or not we want to  
13 recommend staggered terms for this Council as  
14 another way to address that there's always a  
15 Council in place and it's not a whole new Council  
16 coming in at the same time.

17 There's never any assurance that  
18 members from this Council have been nominated and  
19 would be back on.

20 If there was a staggered process for  
21 terms, then there's always more of an assurance  
22 that there's some continuity and continuation

1 from the work of the previous Council.

2 So, I'd entertain some discussion on  
3 the Council's feelings for staggered terms.

4 MEMBER COUNCE: Questions or comments  
5 about staggered terms?

6 The chair recognizes Darrell.

7 MEMBER WALDRON: I can't talk about  
8 these because I can't lie, I'm old.

9 The origins was it was because the  
10 Bush Administration was not allowing us to meet  
11 and we created staggered terms and the effective  
12 management committee because we had important  
13 business to do.

14 They were really looking to change the  
15 face of this Council.

16 And that's when the other disciplines  
17 came in and then, other non-grantee members came  
18 on board.

19 And so, it was put in as a safeguard  
20 because they weren't eliminated -- one of the  
21 Councils and it was three years, maybe longer,  
22 before a Council was put into place.

1           So, it became the effective management  
2           so we could still meet.

3           And so, the staggered terms were when  
4           that happened.

5           So, right now, I guess March is the  
6           decision time, but say that doesn't take place  
7           until September, the actual nominations go out,  
8           that there was a portion of the concept in place.

9           So, that's what happened, how it came  
10          about.

11          And the effective management was every  
12          single member on the Council was on that and we  
13          would meet and have those things and put those  
14          recommendations forward.

15          And so, the origins of it.

16          I don't know where this administration  
17          is with our nominations and if we'll be on time.

18          But I don't know, do we have time to  
19          change that before March?

20          CHAIR QUINTANA: The Chair recognizes  
21          Nat.

22          MR. COLEY: So, two things.



1 I think the first question you  
2 pondered where we were with our next nomination  
3 process.

4 We -- I think the nomination process  
5 -- the process of nominating closed in October.  
6 And then, there's a vetting process.

7 And then, we're on course to be able  
8 to seat a new Council before March.

9 Your second question was, is there an  
10 opportunity for staggered terms? And it sounded  
11 like you said that we used to have staggered  
12 terms, I'm not sure if that's what you were  
13 saying.

14 MEMBER WALDRON: It was specifically  
15 because of the administration that did not allow  
16 us to meet.

17 MR. COLEY: So, I would have -- I'm  
18 not sure how that process of staggered terms --  
19 your question was, is there time before the March  
20 seating of new Council to implement a staggered  
21 term process?

22 MEMBER WALDRON: A portion of them

1 would come in and a portion would stagger.

2 CHAIR QUINTANA: Briefly, the Chair  
3 recognizes Kim Vitelli.

4 MS. VITELLI: I think in terms of  
5 whether or not you could implement it now, you  
6 might not be able to because the nominations that  
7 we sought were for two year seats.

8 And because all of the Council is  
9 turning over in March, and I guess we could -- as  
10 what we had said in the Federal Register notice,  
11 I think we probably give some people one year  
12 terms and other people two year terms.

13 But I don't know that we can do that,  
14 we can double check about exactly the wording and  
15 what we requested. And if there's any statutory  
16 language about the term length had to be.

17 But it does mean that ever year -- oh,  
18 yes, and you know, our charter has two year  
19 terms, so we wouldn't be able to right now,  
20 change our charter until March.

21 And then, just the only other thing to  
22 think about is that it does mean that you're,

1 obviously, you know, right, and the Council would  
2 serve -- change substantially every year because  
3 you'd have half cycles, coming in half way  
4 through what you normally think of as your term  
5 now.

6 And if you -- both sides -- so, I'm  
7 just putting this out here for you to consider  
8 and it's the Council's decision about what's  
9 recommended.

10 Like you don't trust an  
11 administration, you're putting your fate in their  
12 hands every year. Is that how we see this?

13 You know, because if half the Council  
14 were to disappear, if their terms have been  
15 staggered, we wouldn't have a quorum to meet.

16 CHAIR QUINTANA: The Chair recognizes  
17 Darrell.

18 MEMBER WALDRON: So, it's a good  
19 reminder, you mentioned that it can -- they  
20 stopped sharing the charter with us for  
21 recommendations.

22 So, that was the last recommendation

1 we did and they approved was the staggered terms.

2 Then, the new charter, we were taken  
3 out of the process and they just went with the  
4 standard charters that everybody else had.

5 But it's important for us to have  
6 involvement in the charter because that's what  
7 controls the origins of this group.

8 And so, that was not a friendly  
9 administration. So, that's where that came.

10 I think we're in a friendly  
11 administration now, at least, you know, it sounds  
12 like we are and from what I can see.

13 And definitely meeting we had with the  
14 secretary was very pro.

15 So, that's just a little history on  
16 why we did it. But it was the charter, and I  
17 don't know where we are with this group being  
18 able to go back online with -- it seems like  
19 we've lost authority to go back online with the  
20 charter, you know, the community vote on the one  
21 percent and all of that.

22 CHAIR QUINTANA: Thank you.

1                   Did you want to respond to, Nat, at  
2 all?

3                   MR. COLEY: Nat Cole.

4                   I think we can, as a body, to make  
5 recommendations on the charter. I think that we  
6 would be something that maybe we should consider  
7 some motion today on whether or not we -- or  
8 maybe we need time to review the charter to make  
9 some type of recommendation or lay the foundation  
10 for making that recommendation.

11                  CHAIR QUINTANA: It may -- Joseph  
12 Quintana, Region 6.

13                  That may be something that we can move  
14 to in the January, February work group meeting.

15                  MEMBER CHAISSON: I would recommend  
16 that we have the charter sent to the Council for  
17 a full review and discussion at our next meeting.

18                  CHAIR QUINTANA: The Chair recognizes  
19 Darrell.

20                  MEMBER WALDRON: Just part of this  
21 discussion, we may not have a full effect Council  
22 meeting in time enough to change the charter or

1 make recommendations on the charter.

2 If we could do the motion now while  
3 we're here and then, have the charter, you know,  
4 just say we want to be -- whether it's this group  
5 or the next one, I don't know when the charter is  
6 public -- becomes public.

7 MR. COLEY: The charter is -- Nat  
8 Coley.

9 The charter is always public on the  
10 FACA database. So, now our charter, the meeting  
11 minutes, recommendations to the secretary,  
12 responses, everything's on that website. Anyone  
13 can --

14 MEMBER WALDRON: Let me rephrase, when  
15 they change it, like, you know --

16 MR. COLEY: Yes.

17 MEMBER WALDRON: Because we have a  
18 charter that's like everybody else's now except  
19 for, you know, where the two --

20 So, I don't know when they draft the  
21 new one. I'm assuming after February, right?

22 MR. COLEY: I can respond to that.

1           Our charter doesn't require it to be  
2 updated or re-established. It's not a -- because  
3 of the type of committee we are, it's not  
4 required.

5           But we do -- I think we do update it.  
6 We updated it this year, but it's not a  
7 requirement. We're not required to.

8           But, of course, the Council making a  
9 recommendation for changes to it can happen at  
10 any time.

11           CHAIR QUINTANA: Chair recognizes  
12 Patricia Hibbeler.

13           MEMBER HIBBELER: So, I'm curious,  
14 Nat, what's the process to make changes to the  
15 charter?

16           MR. COLEY: The process to make  
17 changes to the charter, we can make  
18 recommendations to the secretary. He can -- she  
19 can decide to accept those recommendations and  
20 implement them into the charter.

21           The secretary is responsible for the  
22 charter administration.

1 CHAIR QUINTANA: Joseph Quintana, then  
2 we'll come over to Patricia Hibbeler.

3 So then, should we push this back to  
4 the effective management work group to review  
5 then make recommendations at that point?

6 The Chair recognizes Patricia  
7 Hibbeler.

8 MEMBER HIBBELER: So, we can take it  
9 to the effective management work group for  
10 discussion to come up with what our  
11 recommendations are.

12 But I believe our recommendations, and  
13 correct me if I'm wrong, Nat, would have to be  
14 made in a full Council meeting.

15 MR. COLEY: Recommendations are from  
16 the full Council.

17 MEMBER HIBBELER: Not from the  
18 effective management --

19 MR. COLEY: Right.

20 MEMBER HIBBELER: -- even though that  
21 is the full Council, we're not in the right  
22 setting to make those recommendations.



1 MR. COLEY: Right.

2 MEMBER HIBBELER: And then, I also  
3 want to point out that we did already recommend  
4 to the secretary for the modification of Council  
5 terms to allow for that extended term period  
6 should an appointment process for the next  
7 Council not occur in a timely manner.

8 Our response, and it's in everybody's  
9 packet, is that it's happening in a timely manner  
10 this time, which is wonderful, but there's still  
11 no safeguard in our charter should this not  
12 happen effectively in the future.

13 And we know it hasn't happened  
14 effectively in the past.

15 So, the response is probably -- and  
16 maybe we didn't ask the right question about how  
17 do we change the charter. We just asked for that  
18 recommendation.

19 I am thankful for your work on the  
20 process, Nat, in getting the new Council seated  
21 by March 11th. And we all have great faith  
22 that's going to happen.

1                   But I think it's also our  
2 responsibility to assure there are safeguards in  
3 our charter that it will happen every time into  
4 the future.

5                   And past has shown us that hasn't  
6 always happened. So, thus the conversation.

7                   CHAIR QUINTANA: The chair recognizes  
8 Lorraine.

9                   MEMBER EDMO: Lorraine Edmo, Other  
10 Disciplines.

11                   I was just going to say, can't the  
12 Council now make a recommendation to Nate, I'm  
13 sure that he initiates the charter, that there be  
14 staggered terms considered and that there be  
15 appointments in a timely manner every time the  
16 terms come up for reappointment?

17                   Does that sound like it would cover  
18 that?

19                   CHAIR QUINTANA: As a motion, I like  
20 it.

21                   MEMBER EDMO: I would do that as a  
22 motion.

1 MEMBER HIBBELER: I --

2 CHAIR QUINTANA: First, can we have a  
3 second?

4 MEMBER WALDRON: Second.

5 CHAIR QUINTANA: Second is Darrell.

6 And now, can we move to discussion?

7 And first, Patricia Hibbeler.

8 MEMBER HIBBELER: My recommendation  
9 would be if you would entertain it to add for --  
10 somewhere we need if there's an event that a  
11 process isn't timely that there's the opportunity  
12 for extended terms for the current Council.

13 MEMBER EDMO: Yes, that's good, I  
14 accept that.

15 MEMBER WALDRON: And define timely,  
16 six months, ten months, two months.

17 MEMBER HIBBELER: By the time the new  
18 Council needs to be seated.

19 CHAIR QUINTANA: The Chair recognizes  
20 Kay Seven.

21 MEMBER SEVEN: So, I don't get it  
22 confused, are we talking about the extending time

1 or staggering time?

2 So, if we are talking about staggering  
3 time, then from what I've heard is that we have  
4 an incoming Council, it sounds like it's in  
5 process. They're ready to publically announce.

6 That to be fair to those appointed  
7 Council members that that would be the next  
8 Council that would take this action forward to  
9 maybe be effective the following two year term.

10 MEMBER WALDRON: 2026.

11 MEMBER SEVEN: Is that my  
12 understanding?

13 MEMBER HIBBELER: Which is probably  
14 what would have to happen because of the length  
15 of time it's going to take to change the charter.

16 MEMBER SEVEN: Okay, great.

17 So, really, as a Council today, we  
18 can't take any action on that. But we can  
19 recommend it in effective management that this  
20 Council -- next Council would take that forward?

21 CHAIR QUINTANA: The Chair recognizes  
22 Darrell.

1 MEMBER WALDRON: Sorry.

2 So, you're ruled by your charter,  
3 regardless of what you may think here, you're  
4 ruled by the charter. Right?

5 So, we used to have a strong  
6 involvement in the charter prior to it coming it.  
7 So, we would not, and that's where the staggered  
8 term was in the charter which gave us specific  
9 for staggered terms.

10 What she's recommending we put that  
11 recommendation forward as a Council for the  
12 charter. And the next group will probably deal  
13 with that, but we're saying, you know, we want  
14 the charter to be considered under this  
15 recommendation so that they would have access to  
16 it and a chance to change it.

17 I think that's what the motion is,  
18 right?

19 MEMBER HIBBELER: Right.

20 CHAIR QUINTANA: Any other discussion?

21 If not, we'll move to a vote. All  
22 those --

1 MEMBER SEVEN: Can we --

2 CHAIR QUINTANA: The Chair recognizes  
3 Kay Seven.

4 MEMBER SEVEN: Can we repeat the  
5 motion again?

6 Well, need to have these -- so, but  
7 Robert wanted to prepare these and get these to  
8 the office.

9 MEMBER EDMO: Yes, the motion was to  
10 recommend to DOL to make --

11 MEMBER HIBBELER: The secretary.

12 MEMBER EDMO: -- the secretary office  
13 that the new -- that there be staggered terms  
14 with the new Council and that the appointments be  
15 in a -- well, Patricia, do you want to add your  
16 section?

17 MEMBER HIBBELER: Well, I think we  
18 just say staggered terms but we don't designate  
19 which Council it is. That will depend on when  
20 the charter gets changed.

21 MEMBER WALDRON: We add it to the  
22 charter.

1                   MEMBER HIBBELER: But we want to edit  
2 the charter for staggered terms.

3                   MEMBER EDMO: Edit the charter for  
4 staggered terms.

5                   MEMBER WALDRON: And extend it.

6                   MEMBER EDMO: And extended terms  
7 should a new Council not be in place.

8                   MEMBER HIBBELER: By termination of  
9 the previous Council date.

10                  MEMBER SEVEN: Can we have our  
11 secretary read that motion back so we signal to  
12 have that right?

13                   (Simultaneous speaking.)

14                  CHAIR QUINTANA: Did you catch that?

15                  MEMBER HOULE: I was doing two things  
16 at once so I wasn't able to copy it down quite  
17 correctly.

18                  PARTICIPANT: Can we help Secretary  
19 Houle, let's ask --

20                  MEMBER WALDRON: The stenographer can  
21 read it back.

22                  CHAIR QUINTANA: Oh hold on,

1 stenographer, do you happen to have that motion?

2 COURT REPORTER: I can -- I would have  
3 to roll back. We'd have to go off the record for  
4 a moment.

5 CHAIR QUINTANA: Oh, never mind.  
6 Never mind.

7 Moderator, can you share what was --

8 MODERATOR: The motion I captured  
9 is recommend to DOL, the DINAP Office  
10 specifically, that there be staggered terms and a  
11 provision for extended terms should there be  
12 delays in placing new Council members.

13 CHAIR QUINTANA: Thank you for that.

14 MEMBER WALDRON: In the charter.

15 CHAIR QUINTANA: All those in favor,  
16 say aye.

17 (Chorus of ayes.)

18 CHAIR QUINTANA: Any opposed, say nay.

19 Any wish to abstain?

20 The motion carries. Thank you,

21 Lorraine and Patricia.

22 Patricia, will you continue?



1 MEMBER HIBBELER: Yes, thank you.

2 CHAIR QUINTANA: Thank you.

3 MEMBER HIBBELER: Some of this is  
4 process information that we have for just putting  
5 in good standard operating processes so we aren't  
6 recreating the wheel every time a new Council  
7 comes in.

8 So, I -- so, you tell me, Chair, if we  
9 have time to entertain some of these or we should  
10 hold for the more policy directed items first?

11 CHAIR QUINTANA: Please continue.

12 MEMBER HIBBELER: Okay.

13 Our next key strategic initiative was  
14 to document processes to elect Council officers  
15 and appoint work groups for when a Council is  
16 appointed every two years. That was not  
17 complete.

18 I have drafted some recommendations  
19 and how that process would work.

20 We put into a process guide that says  
21 recommend the following process guide is in place  
22 when a new Council is appointed by the secretary,

1 the following will occur at first meeting of the  
2 Council members.

3 For executive committee appointments,  
4 provide full descriptions of the executive  
5 committee descriptions.

6 Call for Council members to submit  
7 their names for each executive position. And  
8 monitor a closed voting process to determine the  
9 executive positions.

10 For committee chairpersons, provide a  
11 full description of each work group and  
12 expectations of the chairperson.

13 Call for Council members to submit  
14 their names to serve as chairpersons of each  
15 committee.

16 Should more than one person provide  
17 their name as chairperson of one committee,  
18 proceed with closed voting process.

19 If no Council members submit their  
20 names to serve as chairperson of any committee,  
21 the newly elected chairperson can place a Council  
22 person in a chairperson position.

1 CHAIR QUINTANA: Comments or  
2 questions?

3 The Chair recognizes Darrell.

4 MEMBER WALDRON: We've been doing that  
5 along, but it's usually after the FACA training.

6 Normally, there's that first FACA  
7 training where they go through what we can and  
8 can't, what we're ruled by FACA.

9 But it sounds like it's in alignment,  
10 but I think it's precedence in the first meeting,  
11 but that's all.

12 CHAIR QUINTANA: Thank you for that.

13 Any other questions or comments?

14 None?

15 Patricia?

16 MEMBER HIBBELER: Okay, thank you.

17 CHAIR QUINTANA: Thank you.

18 MEMBER HIBBELER: I also have a couple  
19 of other discussion items for us that we can  
20 entertain about that.

21 As a recommendation, I would like to  
22 see this Council recommend that DINAP will

1 designate on person from DOL to provide full  
2 administrative professional services to the  
3 Council and that they maintain all official  
4 documents and place them in a secure, electronic  
5 location for Council members to have continued  
6 access which would include the standard operating  
7 processes that we'll be developing.

8 I believe, and this is my own opinion,  
9 that without that position in place or that go to  
10 person within DINAP, or where ever it should  
11 exist in DOL, we get stagnated in processes,  
12 right?

13 So, when we want to disseminate  
14 communication, we're not really sure how that  
15 works, et cetera.

16 And I -- since I've been on the  
17 Council, which has now been four years, it feels  
18 like that administrative piece is a little  
19 haphazard.

20 And if we could firm it up some way,  
21 I think it helps make us more effective.

22 CHAIR QUINTANA: The Chair recognizes

1 Kay Seven.

2 MEMBER SEVEN: Kay Seven, Other  
3 Disciplines.

4 You know, I was recently appointed to  
5 another federal advisory committee with the  
6 Department of Energy and I'm real impressed with  
7 how they manage their fellow advisory committee.

8 I did mention it to Nat. I gave him  
9 the name of the Department of Energy contact  
10 about how they structure their FACA and how they  
11 carry out activities for its members.

12 So, I'm hoping whatever Nat learned  
13 from Department of Energy that we see that  
14 happening here in Department of Labor.

15 So, we'll see, I guess.

16 CHAIR QUINTANA: The Chair recognizes  
17 Nat.

18 MR. COLEY: Yes, I agree.

19 I think there's some protocols that we  
20 have not had in place that I have seen since I've  
21 been here.

22 The first is that our TA contract is

1 a federal agreement between a contract officer,  
2 who I was trying to see if he was in the building  
3 today because I don't know if we've all met our  
4 contracting officer who's not a member of DINAP.

5 At least DINAP staff, and particularly  
6 Duane and Jolene Aguilar is the contracting  
7 officers representative. So, they're supposed to  
8 handle -- to manage the day to day activities of  
9 our TA contractor.

10 As a Council, under our procurement  
11 uniform guidelines, we're not supposed to be  
12 telling the contractor what to do because it gets  
13 outside of the legality of the arrangement  
14 between our contractor and the contracting  
15 officer who is Yvonne Pollack.

16 And but, towards your point, I think  
17 my role as the Designated Federal Officer should  
18 be to serve this Council and I'm fully prepared  
19 to do that.

20 And any needs or requirements should  
21 come directly to me.

22 I think that the Chair should be that

1 communication channel.

2 So, I think getting a process in  
3 place, as you said, would really facilitate  
4 better management of our activities and  
5 activities of getting done.

6 So, I think putting in that process  
7 where we have a communication channel, it's  
8 outlined, putting protocols around how our  
9 support happens, I think it would be very  
10 successful.

11 CHAIR QUINTANA: Thank you for that,  
12 Nat.

13 Any other questions or comments?

14 The Chair recognizes Darrell.

15 MEMBER WALDRON: Just that we've been  
16 a little out of the loop, but the contractor for  
17 the DFO and with our Chair is supposed to handle  
18 all that information.

19 I do remember Lorenda Sanchez used to  
20 do it without a fee for service and did a very  
21 good job.

22 And you know, the discussion's coming

1 up, again, on the one percent and the contractor  
2 and, you know, she did it for half the money and  
3 did a very effective job.

4 I don't know if she's willing to, and  
5 if we can, I know that there was issues within  
6 the Department that kind of changed that.

7 But it's something that needs to be  
8 taken up with serious consideration.

9 There has been just some things that  
10 have not happened that has happened and I think  
11 that we should leave it to organizations that  
12 it's important and, you know, you're here now.

13 But, you know, the DFO, that's what  
14 the DFO does. But you have to have all the  
15 information all the time.

16 So, because when we call Joe, we want  
17 to say, what's going on? And Joe should be able  
18 to make a call and that information.

19 CHAIR QUINTANA: Joseph Quintana,  
20 Region 6.

21 And I would say, like anybody, like  
22 through any group, when you go through



1 transition, there's going to be a learning curve.  
2 There's going to be a time where you have to get  
3 adjusted.

4 And I think, you know, Nat's, even  
5 though he brings a wealth of experience to the  
6 position, he has to figure out his way around  
7 this building.

8 He has to figure out who are the  
9 people he can nudge on and pull strings on and  
10 get the information himself.

11 And so, you know, I think you've done  
12 extremely well this first year.

13 Like I said at Western Regional, I  
14 feel like we've got the right person for the job.

15 And I think now we have to continue to  
16 find that support.

17 We also have to make sure that we're  
18 communicating with each and every one of you.

19 Again, if it's on meeting minutes or,  
20 you know, anything that we think is high level  
21 things, those are extremely important because  
22 everybody needs to feel like they're part of the

1 conversation going forward.

2 And that comes with the support we  
3 need.

4 And so, I don't know if that's part of  
5 this recommendation or not.

6 The Chair recognizes Darrell Waldron.

7 MEMBER WALDRON: Just a clarity on my  
8 point.

9 I was in no way aiming it at Nate.  
10 I'm glad Nate is here.

11 I think that it's what's working  
12 around Nate that's been an issue and him --  
13 getting the information accurately to him is my  
14 point.

15 I don't know, over the years, if a TA  
16 contractor has been a benefit to the advisory  
17 board.

18 I guess my point at time, just to say  
19 that bluntly, but you know, Duane Hall and Athena  
20 and Lorenda were working together and we were  
21 very tight is my only point.

22 And so, for you, I don't think you've

1       been provided all the information. I think  
2       you're absolutely, you know, guy that can handle  
3       it hands down. I see you're very organized, so I  
4       don't want that misconstrued. I just wish you  
5       had more power over it.

6                   CHAIR QUINTANA: Thank you for that,  
7       Darrell.

8                   The Chair recognizes Patricia.

9                   MEMBER HIBBELER: So, thank you, I  
10       appreciate you making the comments that you made.  
11       And we can certainly work together to get a good  
12       SOP in place then, outline some of those  
13       concerns.

14                   I'd like to move us on to the next  
15       discussion item.

16                   So, unless people realize it or not,  
17       we have had, I believe, one current Council  
18       member that has not attended any meetings to  
19       date.

20                   We have others that have attended very  
21       sparsely.

22                   So, I'd really like this Council to

1 have some discussion about what that means to  
2 this Council.

3 I'm glad you're here, Kim, because I'm  
4 curious if there are any FACA guidelines that  
5 advise what happens in these types of situations.

6 I do believe it's a concern for this  
7 Council.

8 CHAIR QUINTANA: Thank you for  
9 bringing that up.

10 The Chair recognizes Kim Vitelli.

11 MS. VITELLI: It's an interesting  
12 question and one that we also had to tackle  
13 recently in another -- in a work force  
14 information advisory Council.

15 And I know we just talked about like  
16 making sure that the charter has everything that  
17 we want it and we probably want to address it in  
18 the charter in terms of like formal action were,  
19 basically, is someone is no longer -- like if it  
20 becomes clear they can't serve, that there's like  
21 a formal way to remove them from the Council so  
22 that the Department can re-recruit for that

1 position.

2 And we, you know, right now, this  
3 problem will sort of take care of itself because  
4 we're seating a new Council in March.

5 But then, the -- we already have ideas  
6 about what to put in the next charter and that  
7 can be a thing that we just put in as a term.

8 And I hear the Council saying that you  
9 want to be able to see that before it's  
10 finalized.

11 I don't think that there is -- I think  
12 because we just looked at this, I don't think  
13 there's actually a FACA rule about it, but we do  
14 have the authority to declare in our charter what  
15 the consequences are and that basically that we  
16 can re-recruit, something like that.

17 Yes, things happen, but like we would  
18 be able to re-recruit for a position if we  
19 provide in the charter that we have the authority  
20 to do that.

21 CHAIR QUINTANA: Thank you for that,  
22 Kim.

1 MEMBER HIBBELER: Thank you.

2 CHAIR QUINTANA: The Chair recognizes  
3 Patricia.

4 Any other questions or comments in  
5 regards to what we've shared about, Patricia?

6 If none, do you want to continue?

7 MEMBER HIBBELER: Thank you.

8 So, we'll make that part of our  
9 charter review.

10 Thank you, Kim.

11 So, the next thing I'd like to discuss  
12 with Council is our objectives B1, B2, and B3  
13 that all relate to training.

14 So, B1 was the training survey for our  
15 grantees.

16 B2 was developing the training plan  
17 based on those results.

18 And then, B3 was to assure that there  
19 is continuing training on the data collection  
20 system, GPMS, for youth and adult based grantees.

21 Nat, I think I heard you say yesterday  
22 that you had some thoughts and ideas about

1 training. So, I'm curious what that is.

2 We also heard from, I want to say  
3 Letitia, but that's not right, Lenita, thank you,  
4 that we really should be clear about what we want  
5 to happen so she can help make it happen in the  
6 short amount of time that we know we have that  
7 continued support.

8 And the words case management  
9 training, directors training, financial  
10 management training were kind of thrown out  
11 yesterday.

12 So, I thought it would be good for us  
13 to take some time and have some discussion around  
14 training and what the Council really feels is our  
15 emphasis around training and address these three  
16 objectives that we have in our strategic plan  
17 about training.

18 CHAIR QUINTANA: Joseph Quintana,  
19 Region 6.

20 Before we move to Nat, I do also want  
21 to add that we started at Western Regional  
22 sharing of a brief survey, I think, with some of

1 the attendees, and we may have been sharing this  
2 also digitally with a number of our grantees as  
3 well.

4 So, we did start collecting  
5 information, I believe, in regards to this  
6 particular item.

7 Nat Coley?

8 MR. COLEY: Yes, we did.

9 So, for the first conducting a survey,  
10 we will poll participants in the Western Region.  
11 We didn't -- I think there was a lapse on my part  
12 probably that we didn't poll participants of this  
13 -- the Eastern Conference.

14 But we did put out a QR code and  
15 developed some questions at the Western  
16 Conference. We haven't processed that data yet.

17 And then, we thought about putting it  
18 into our DINAP digest as well so that we can put  
19 that out to, just, you know, larger distribution  
20 list so that we can get more feedback on that.

21 So, that -- we'll make sure that  
22 happens as well.



1           The other point on the GPMS data,  
2 we've been holding monthly GPMS session, I think  
3 two or three a month online with folks. And  
4 that's been going very well.

5           We've had participation at every  
6 session we've had.

7           We've had Jennifer Whitmore as well as  
8 Terry Clark on those calls leading those. And  
9 they've been really, really useful.

10          We've got positive feedback.

11          We've held GPMS sessions at every  
12 conference.

13          So, I think we've fulfilled both of  
14 those with more to come.

15          I think we need to create a process  
16 for a continuous surveying, maybe an annual  
17 survey of training needs.

18          And then, I think one thing you  
19 mentioned was the, you know, some of the  
20 different training courses.

21          There was mention of financial  
22 management training. And we did interact with

1 Lenita's -- our regional offices to provide  
2 financial training, grants management training at  
3 the Western and Eastern Conference.

4 And there has been willingness to sort  
5 of provide our team with tailored resources for  
6 us to be able to deliver those trainings.

7 And our plan for planning should lean  
8 into some of the recommendations on peer to peer  
9 training. So, we would look to -- and a plan  
10 that we developed on how our Council recommends  
11 we continuously implement a sustainable learning  
12 and development process for our grantees should  
13 consider our ability to leverage, you know, and a  
14 new wish list TA contract that we have a  
15 contractor who provides train the trainer  
16 training, a contractor maybe that provides  
17 coordination of training on a more local level.

18 We experienced at this Eastern  
19 Conference a more intimate conversation in the  
20 training environment where peers were able to  
21 learn more from each other and really exchange  
22 best and good practices.

1           So, you know, I showed -- we do have  
2 sort of a lack of where all of our grantees are  
3 and there are clusters around the country.

4           So, we if were to pinpoint within  
5 these clusters where our grantee staff didn't  
6 have to travel for a week across country or they  
7 could drive in for a day or a couple days and get  
8 that pinpoint specific training, it may be more  
9 effective.

10           So, something for us to consider. We  
11 don't have a planning work group, but perhaps  
12 that's something that we want to really look at  
13 as a comprehensive, sustainable learning and  
14 development plan for our INA grantees.

15           CHAIR QUINTANA: Thank you for that,  
16 Nat.

17           Any other comments or questions in  
18 regards to training or technical support?

19           The Chair recognizes Darrell and then,  
20 we'll go to Patricia.

21           MEMBER WALDRON: I would just that we,  
22 you know, that a microphone handoff to each one

1 of the -- at this conference last night at our  
2 buffet dinner.

3 And to my surprise, and there was an  
4 extreme amount of positive communication about  
5 small and that they felt more comfortable and it  
6 was more intimate for them. And it appeared that  
7 they, you know, that they learned more.

8 I mean, it was -- I wasn't quite sure,  
9 you know, where the exercise was going to end,  
10 but, to my surprise, it was very complimentary.

11 And some actually said it was one of  
12 the best ones that they've attended for, you  
13 know, for access to, I guess, their trainers.

14 And then, you know, if Angel wants to  
15 -- her table was one of them that we went around.

16 It was good.

17 CHAIR QUINTANA: The Chair recognizes  
18 Angel.

19 MEMBER PEER: Angel Peer, Region 5.

20 Yes, there was a lot of comments about  
21 the smaller groups and how it was a lot easier to  
22 talk and get to know people. And I agree with

1 that as well.

2 I know like even our last Eastern  
3 Regional Conference, it was a little -- they tend  
4 to be smaller anyway, the regionals.

5 I enjoy those a little bit more  
6 because you do get a chance to talk to the other  
7 grantees. You get a chance to get more familiar  
8 with the FPOs.

9 And I think that's a lot more  
10 successful. And I've heard that feedback from  
11 many other people as well.

12 CHAIR QUINTANA: Chair recognizes  
13 Patricia and then, we'll come to Lora Ann.

14 MEMBER HIBBELER: So, one of the  
15 questions that I have is, is there some time line  
16 for getting that QR code out for grantees to be  
17 able to respond?

18 And is it possible to get the -- that  
19 completed and the analysis done so those results  
20 could be provided to the Council at our, I don't  
21 know, January, February either meeting or  
22 effective management meeting?

1 CHAIR QUINTANA: The Chair recognizes  
2 Nat.

3 MR. COLEY: Yes.

4 MEMBER HIBBELER: So, time lines, I  
5 think that'd be great.

6 MR. COLEY: I think we disseminate the  
7 QR code and ask for responses before and analyze  
8 that before our next meeting.

9 MEMBER HIBBELER: Perfect.

10 CHAIR QUINTANA: Thank you for that  
11 request.

12 Did you have another?

13 MEMBER HIBBELER: I do.

14 And then, the other thing I just want  
15 to make sure that the Council doesn't lose sight  
16 of is at a previous meeting, there was discussion  
17 of, I can't remember if it was creating a  
18 subgroup from here, but the fact that I believe  
19 the Council wanted some input on the TA contract  
20 that is coming up in the end of June and the  
21 issuance of a new one.

22 CHAIR QUINTANA: Before we --

1 MEMBER HIBBELER: So --

2 CHAIR QUINTANA: -- do that --

3 MEMBER HIBBELER: -- I don't know what  
4 process that might look like, but I just wanted  
5 to make sure we didn't lose sight of that.

6 CHAIR QUINTANA: Yes, we'll follow up  
7 there in just a minute.

8 The Chair recognizes Lora Ann.

9 MEMBER CHAISSON: Yes, Lora Ann,  
10 Region 4.

11 I just wanted to say like the smaller  
12 conference, I remember at one time before they  
13 started combining region meetings, they had  
14 smaller conferences at one time.

15 And I did not attend the conference,  
16 but in the tribal Council region, I did and we  
17 have some new staff. And this is their second  
18 conference.

19 And when I was in the hallway, they  
20 said they learned more at this conference than  
21 they have in the past because it was more  
22 comfortable.

1           You know, these young ladies are very  
2 shy and they were able to be able to interact  
3 with people, you know, that's been, you know,  
4 been around a long time.

5           And they were able to ask questions  
6 that they normally would be intimidated to ask.

7           So, like I say, I don't even know how  
8 many people attended because I didn't make it to  
9 the conference. But it was -- I heard great  
10 feedback.

11           So, congratulations to those who  
12 participated.

13           CHAIR QUINTANA: Thank you for sharing  
14 that.

15           The Chair recognizes Holly.

16           MEMBER MORALES: Holly Morales, Region  
17 6.

18           Just to add on to that, I do agree  
19 that grantees get a lot out of small, intimate  
20 trainings because of being comfortable.

21           But I know the struggle has always  
22 been the cost of having multiple trainings.



1 Audio visual is extremely expensive.

2 And you know, with limited funds even  
3 on the 477 side.

4 And so, when we think about those kind  
5 of opportunities, I'd like to support it with  
6 some funding with it.

7 As a group, if we recommend those  
8 kinds of things, we just need to know that  
9 there's going to be money involved with those  
10 conversations because, like right now, 477, we've  
11 depleted all the audio visual we had to pay for.  
12 So, we're asking for more.

13 CHAIR QUINTANA: Thank you for that,  
14 Holly.

15 The Chair recognizes Nat.

16 Did you want to also respond to what  
17 Patricia was describing in regards to technical  
18 assistance?

19 MR. COLEY: Yes.

20 I think since laying out the process  
21 for us to establish a new TA contract, we  
22 actually have to develop a statement of work that

1 describes deliverables within that statement of  
2 work.

3 Now, that deliverable could be conduct  
4 a research study on, you know, labor needs in  
5 Indian country by industry sector or discipline.  
6 You know, and that would be a deliverable.

7 It could be, you know, provide train  
8 the trainer courses for new directors training or  
9 financial management of INA grants.

10 We can define those deliverables  
11 within that statement of work.

12 Also, services such as, you know,  
13 provide location logistical support for tribal  
14 meetings, for work group meetings.

15 So, we can really, as a Council, I  
16 identify some of those strategic outcomes, of  
17 course, funding is a concern, a parameter.

18 But if we identify some objectives  
19 that a contractor would help us with, we can get  
20 a statement of work or several statements of work  
21 to -- so that we can identify the best resources  
22 to obtain those.

1           And as Lorraine mentioned earlier, we  
2 -- under our federal -- the way -- it's typical  
3 when you identify that 8A contractor and satisfy  
4 the needs of a group like ours, we typically try  
5 to maintain that approach to securing a minority  
6 or 8A contractor to supply those needs.

7           So, it is a strategic opportunity  
8 because it's -- there are a lot of efficiencies  
9 to contracting under certain federal government  
10 vehicles that cater to 8A or small businesses.

11           So, it's really an opportunity for us  
12 to, you know, take advantage of the opportunity.

13           CHAIR QUINTANA: Joseph Quintana,  
14 Region 6.

15           And then, we'll go over to Patricia  
16 and Lora Ann.

17           We'll talk more about the contracts,  
18 of course, here in a moment.

19           But aligning those objectives and some  
20 of the things that Nat mentioned from upcoming  
21 strategic plan conversations as far as the next  
22 two years, what that can potentially look like.

1                   The Chair recognizes Patricia  
2                   Hibbeler.

3                   MEMBER HIBBELER:   And so, Nat, I'm  
4                   curious if you can kind of tell us what your time  
5                   line is for that so that we're responding  
6                   appropriately and within time to make sure that  
7                   we give you what you need for the TA contract.

8                   MR. COLEY:   Yes.

9                   And actually, I have a meeting on  
10                  Tuesday with our contracting officer to really  
11                  lay out that time line of what his expectations  
12                  are because, you know, we'll -- I'll draft a  
13                  document that says, here's all I need.

14                  And then, he takes it and he crafts  
15                  this advertisement that goes FedBizOps and these  
16                  other federal websites that seek contractors.

17                  And then, he'll receive some bids and  
18                  he'll review those with me and the team or  
19                  whoever he designates as reviewers of those.

20                  And then, once he receives  
21                  recommendations, reviews those bids, then he goes  
22                  out to the contractor or contractors that fit the

1 bill for the bid.

2 And then, he awards a contract. He  
3 signs that contract. And then, he assigns a  
4 person properly who'll serve as his  
5 representative handling day to day activities,  
6 but not committing a contractor to work because  
7 that's only his ability.

8 So, but I can have more feedback for  
9 the Council as a report out once we meet on  
10 Tuesday.

11 CHAIR QUINTANA: Thank you for that,  
12 Nat.

13 The Chair recognizes Lora Ann and  
14 then, we'll move to Candace.

15 MEMBER CHAISSON: He answered it.

16 CHAIR QUINTANA: He responded to it  
17 already?

18 (Laughter.)

19 CHAIR QUINTANA: The Chair recognizes  
20 Candace.

21 MEMBER LOWRY: Candace Lowry, Region  
22 3.

1                   So, for the contractor, I heard that  
2                   8A, do they specifically have to be 8A or what's  
3                   that -- what's the reason for them to have to be  
4                   8A?

5                   CHAIR QUINTANA: Can I -- Joseph  
6                   Quintana, Region 6.

7                   Is it possible to review the response  
8                   to that question and then, offer it once we -- by  
9                   the time we come back to the segment?

10                  MR. COLEY: Sure.

11                  CHAIR QUINTANA: If that's okay, just  
12                  because we're running behind and I want to make  
13                  sure that he does respond.

14                  The Chair recognizes Patricia.

15                  Was there any others?

16                  MEMBER HIBBELER: There are a few  
17                  things that we haven't addressed, but Chair, if  
18                  you would like us to hold, we can hold on these.

19                  They really are more of the SOP, the  
20                  standard operating procedures that we placed in  
21                  our strategic plan.

22                  CHAIR QUINTANA: Chair recognizes Kay

1 Seven.

2 MEMBER SEVEN: Kay Seven, Other  
3 Disciplines.

4 So, if you could show, Patty, what  
5 those subjects are so that maybe we're carrying  
6 that into the next conversation at another time?

7 MEMBER HIBBELER: Absolutely, if --

8 CHAIR QUINTANA: The Chair recognizes  
9 Patricia.

10 MEMBER HIBBELER: -- I can go through  
11 them quickly.

12 CHAIR QUINTANA: Please, can you?

13 MEMBER HIBBELER: So, we also had a  
14 key strategic initiative about creating a system  
15 to provide information from this Council to  
16 grantees.

17 The discussion would be about using  
18 the DINAP platforms in order to do that.

19 We also had an initiative to provide  
20 support for the Tribal Liaison Office of  
21 Congressional and Governmental Affairs.

22 I'd like to have just a little deeper

1 conversation about what that means, what his  
2 needs are and how that should occur or even if  
3 that should continue as a strategic initiative  
4 for us.

5 The other was to create the mail  
6 campaign for the Council for disseminate our  
7 strategic plan.

8 That was kind of placed on hold after  
9 our last meeting with the effective management  
10 committee. And the decision was made that  
11 strategic plans are internal, didn't make sense  
12 to share it.

13 We did have a conversation about  
14 creating structured letters to each possible  
15 partners within other federal agencies, CBOs and  
16 nonprofits.

17 And each letter would be directed  
18 specifically for that possible partnership.

19 So, I think that's another deeper  
20 conversation we can have at a later date.

21 CHAIR QUINTANA: Joseph Quintana,  
22 Region 6.



1 I had a quick point to that, is we did  
2 establish a letter and we did share it with over  
3 55 different tribes and other partner agencies.

4 We also gave physical copies or we had  
5 them available during our meetings here at the  
6 Good Jobs Tribal Community Summit.

7 And we also presented them on the  
8 information desk at NCAI as they were hosting  
9 their meetings downstairs as well.

10 MEMBER SEVEN: You shared that with  
11 us?

12 CHAIR QUINTANA: Did we share it?

13 It happened on Tuesday whenever they  
14 had their meetings.

15 MEMBER SEVEN: Can we get a copy of  
16 those?

17 CHAIR QUINTANA: Sure.

18 MEMBER HIBBELER: Yes, because  
19 technically, any letters from the Council have to  
20 be approved by the Council before dissemination.

21 CHAIR QUINTANA: The Chair recognizes  
22 Nat.

1 MR. COLEY: And just to be sure, I  
2 don't think they were letters. We distributed  
3 the strategic plan. So, we shared the strategic  
4 plan with participants of the Good Jobs Summit as  
5 well as the NCAI contingent who was at the hotel  
6 when they had an area where they were  
7 distributing paraphernalia, pamphlets and things  
8 like that.

9 (Laughter.)

10 (Simultaneous speaking.)

11 MR. COLEY: And so, we -- just the  
12 strategic plan, not necessarily the letter.

13 MEMBER HIBBELER: Okay, thank you.

14 CHAIR QUINTANA: The Chair recognizes  
15 Darrell.

16 MEMBER WALDRON: Just individual  
17 strategic plans or the Department of Labor's  
18 strategic plan?

19 MR. COLEY: NAETC strategic plan.

20 MEMBER WALDRON: Oh, so you weren't  
21 giving out grantee strategic plan?

22 No, I'm sorry, Nate had a question.

1                   MEMBER WALDRON: Yes, I'm just trying  
2 to define whether it was copies of grantees  
3 strategic plans and if it was the overall  
4 strategic plan of the Department, that's all.

5                   MR. COLEY: The NAETC strategic plan,  
6 yes.

7                   CHAIR QUINTANA: The Chair recognizes  
8 Patricia.

9                   MEMBER HIBBELER: So, I'm going to  
10 keep going, I have two more.

11                   One is the strategic initiative to  
12 access specific expertise as needed for our work  
13 groups.

14                   I'm going to recommend that that gets  
15 added to the work group descriptions as part of  
16 the SOP.

17                   And then, the last is to advise on  
18 developing a work force to move people to self-  
19 sufficiency and wealth building through  
20 supporting clients in their pathways.

21                   That really didn't have any clear  
22 action to what that might mean. So, I think, in

1 the future, we can have a deeper conversation and  
2 if there's any action we want to undertake to  
3 make that happen.

4 And that concludes my report, Chair.

5 CHAIR QUINTANA: Thank you, Patricia,  
6 for all your work. We appreciate it.

7 We are a little behind. Initially, we  
8 had been scheduled for a 15 minute break.

9 I'd ask if we can move that, instead,  
10 to a ten minute break if that's okay with  
11 everyone.

12 Can I please have a motion to break?

13 MEMBER WALDRON: So moved.

14 CHAIR QUINTANA: Darrell, and a  
15 second?

16 MEMBER HIBBELER: Second.

17 CHAIR QUINTANA: Any discussion on it?

18 If not, moving to vote.

19 All those in favor, say aye.

20 (Chorus of ayes.)

21 CHAIR QUINTANA: Anybody opposed, say  
22 nay. Anybody wish to abstain?

1           If not, it is 11:02. We will come  
2 back at 11:12. Thank you, you all.

3           (Whereupon, the above-entitled matter  
4 went off the record at 11:02 a.m. and resumed at  
5 11:12 a.m.)

6           CHAIR QUINTANA: Thank you, everyone.  
7 The time is 11:12, we are going to call the  
8 meeting back to order. One quick bit of  
9 housekeeping is that we have, Ashley, Ashley  
10 could you stand and raise your hand?

11           Ashley is doing us a big favor, she is  
12 going to help anyone who needs a ride back to the  
13 hotel. If you need to get ahold of Ashley,  
14 please make your way over to her. I think she  
15 has three seats in her vehicle, in case multiple  
16 people may need to leave at once. I know some  
17 people might have to leave a little early.

18           PARTICIPANT: We fit four.

19           CHAIR QUINTANA: Oh.

20           (Laughter.)

21           PARTICIPANT: If we need a bigger  
22 vehicle, there is another one available, so

1       whoever needs to go, if you need a bigger  
2       vehicle, please use it.

3                   PARTICIPANT:   Who needs to go?

4                   CHAIR QUINTANA:  Who is going to need  
5       to go? Lorraine, Patricia --

6                   MEMBER HIBBELER:  I am going to need  
7       to leave about 12:30-ish.

8                   CHAIR QUINTANA:  We are going to try  
9       to get through as many of the hot topics as  
10      possible, but if you do have the ability to call  
11      in and just listen in, we will make sure you all  
12      remain in the know as well.  We will continue  
13      with our agenda, and we have asked Jennifer  
14      Whitmore to share in regards to performance  
15      workgroup.  Jennifer?

16                  MEMBER WHITMORE:  Thank you, Joseph.  
17      I am going to go ahead and share my screen here.  
18      I will make this quick, I know there is a lot to  
19      discuss on our agenda.

20                  So, this update, I am just giving a  
21      brief performance update.  We have done a lot  
22      these past few years.  And up here, I don't know

1 if you can minimize that. So, for me, I kind of  
2 wanted to give a background. Like, what have we  
3 done thus far.

4 So, the Workforce Innovation  
5 Opportunity Act was signed into law in 2014, and  
6 within that law, they put in performance  
7 indicators, right, first time ever. In the past,  
8 we had that performance was authorized to give  
9 you guidance letters, but under WIOA, we have a  
10 set of performance indicators. And then in 2016,  
11 we had the final rule of the regulations that  
12 also provided more guidance on what those  
13 performance indicators are. And then in 2017, we  
14 have the efforts that ETA would create, this web-  
15 based system, this integrated system, so we would  
16 be able to report on these performance  
17 requirements set forth under WIOA.

18 So that is when we began that work.  
19 And included in that was Indian and Native  
20 American programs had a delay, we have this  
21 transition authority, right, so we can build the  
22 system so all of our grantees can report on the

1 performance matrix. So we had that delay, and we  
2 began that work on building what we know today as  
3 the Grantee Performance Management System.

4 So we began that work, and in 2018 we  
5 published a training employees guidance letter,  
6 and within Table 1418, we have our own section in  
7 there, that further defines with the Indian and  
8 Native American programs, what those performance  
9 indicators are, and also authorizing us to use  
10 that transition authority until GPMS was  
11 implemented.

12 So in 2020, during pandemic, we  
13 launched this new web-based system for the  
14 section 166 grantees. All of our grantees  
15 successfully were able to utilize that system,  
16 and that system has seamless integration with the  
17 Department of Labor Reporting site, which is  
18 known as the Workforce Integrated Performance  
19 System. So we did that in 2020, and just this  
20 year, we were able to launch a youth GPMS, so  
21 those grantees that receive supplemental youth  
22 services funding. So, this is just kind of like



1 an almost 10 year look back. Took us a while,  
2 right, to implement the system, but we have  
3 implemented it with our programs, and it is so  
4 great that we have this new web-based system.

5 So, why do we have to do this again?  
6 This was in the Law, it was authorized under  
7 Section 116 in Law, and also in 166, but for our  
8 programs there allows some flexibility. So in  
9 addition to those WIO performance indicators, we  
10 also have these additional performance measures  
11 that the Council was able to work on and adapt,  
12 and in that timeline, we did that in 2019, and  
13 then those additional performance indicators are  
14 outlined in Table 419.

15 And within Table 419, it also has the  
16 guidance for asking for a waiver. So, those WIO  
17 performance indicators, which probably all of you  
18 know, but if not, just a little refresher here,  
19 they would have to be employed in the second  
20 quarter after exit, fourth quarter after exit,  
21 median earnings in second quarter, credential  
22 attainment, measureable skill gain, service to

1 employers, which we just I think finalized, which  
2 we are using retention, and then those two  
3 additional performance indicators for the CSP  
4 program, Comprehensive Services Program, are  
5 percent in training and employability skills  
6 enhancement. So those are the two additional.

7 And then for youth, they are basically  
8 the same thing, except not only are they looking  
9 at employment in the second and fourth quarter,  
10 but they are also looking at are they in  
11 education or school in the second or fourth  
12 quarter. And then we also have those additional  
13 performance measures for the youth, which I will  
14 go over.

15 So we have been using GPMS for a few  
16 years, right, since 2020, we implemented during  
17 pandemic. So our numbers were pretty low during  
18 pandemic, since so much was shut down, we were  
19 kind of averaging around 6,000 clients being  
20 served. This past program year, we jumped up, I  
21 want to say about 2,500 clients. So it is really  
22 good to see that services are resuming and we are

1 servicing more.

2           And then this past program year, of  
3 those that exited the program, 68%, and this is  
4 using wage record data, in combination with  
5 supplemental data that is being collected by our  
6 grantees and entered into our Grantee Performance  
7 Management System, 68% are employed in that  
8 second quarter after exit. 69% are still  
9 employed in that fourth quarter, or working in  
10 that fourth quarter, and the median earnings is  
11 5,881 for the second quarter. Almost half of  
12 those that go into training are receiving a  
13 credential, and then 42% have a measurable skill  
14 gain. So that is of the ones that are in  
15 training.

16           So we are getting this information  
17 back, and right now since this is a new system,  
18 this is totally different from what we are using  
19 in our legacy system, which was the WIA measures  
20 which are recalculated in different quarters. So  
21 now we are gathering that baseline data, to see  
22 kind of like, how are our grantees performing?

1 And we are doing a really great job.

2           So now that we are gathering that  
3 baseline data, we probably have about two years  
4 and we are still going to be collecting more.  
5 Now we are looking at setting standards, setting  
6 targets, like what are our levels of performance?  
7 So we are going to use that information to see  
8 about setting standards over the next two years.  
9 Yeah, this is just giving you an update to  
10 provide us, just kind of like where we are at,  
11 right? Where we came from, what we have done thus  
12 far, and now our next steps.

13           So now that we are going to--yep, that  
14 is our next project, within DINAP, and of course,  
15 in the Law, it says we should use a regression  
16 model, or this adjustment model that the states  
17 are using, and so we are going to look at that  
18 along with the Office of Policy Development  
19 Research, which is OPDR, to assist with that, and  
20 also probably a contractor, our performance  
21 contractor, which some of you may be familiar  
22 with, the social policy research associates.

1           So as we start looking at our data,  
2           seeing where we are at, we are going to look at  
3           building like this regression model, to look at  
4           the economic conditions and our unique areas, and  
5           then also look at the clients, the demographics  
6           of the ones that are coming through our doors to  
7           set those standards for individual grantees.

8           MEMBER SEVEN:   Hey Jennifer, real  
9           quick on that.   Should that be WIOA section 166H,  
10          instead of WIA?

11          MEMBER WHITMAN:   Yes.   I will make  
12          that update.

13          CHAIR QUINTANA:   Thank you, Kay.

14          MEMBER WHITMAN:   So those are next  
15          steps.   And then I wanted--

16          CHAIR QUINTANA:   Any other--oh, did  
17          you have more?

18          MEMBER WHITMAN:   Yeah.   I just wanted  
19          to--so we have maybe about two, two and a half  
20          years of data for the Comprehensive Services  
21          Program, but for the youth, just this year we  
22          implemented our system, so those reports are just

1 starting to come in. So we just did that over  
2 the summer, our 65 grantees are successfully  
3 accessing the system.

4 Our first reports were due in  
5 November. We have about 94% of those reports  
6 that came in, 194 users are accessing the system  
7 right now, and we have almost 3,000 youth cases  
8 entering the system. So we are doing good  
9 things.

10 I also wanted to share this. So with  
11 the youth workgroup, I kind of worked with them  
12 to design a youth-specific WIOA form, and that  
13 includes not only our WIOA indicators, but also  
14 those additional indicators that were approved by  
15 the Council back in 2019, and those are listed  
16 here on the screen.

17 So this was from our legacy system,  
18 and the Council had agreed that these are still  
19 important to our communities. So in our new  
20 report form that is out for comment, did they  
21 participate in internship or work experience,  
22 career assessment or work readiness, did they

1 participate in summer employment? We also added  
2 leadership in there. Did they complete an  
3 occupational skills training, obtain a high  
4 school diploma, or enter a job? So those other  
5 additional indicators will also be on our new  
6 proposed report form. And if that is approved,  
7 that will probably be implemented in a year from  
8 now.

9 So that is where we are with the  
10 youth, and that is it, that's my update.

11 CHAIR QUINTANA: Thank you for your  
12 work, Jennifer, on this. Any comments or  
13 questions? Chair recognizes Nat.

14 MR. COLEY: And just to be sure, WIOA,  
15 all programs under WIOA have performance metrics  
16 and when we switched from WIA to WIOA, the WIOA  
17 identified these new metrics for all the  
18 programs, we, the INA program, we have not been  
19 reporting on those, but now we have the ability,  
20 without any unfunded mandate to our grantees.  
21 You know, we have implemented this GPMS system  
22 that allows us to capture all the information we

1 need for these metrics, so there is no extra work  
2 that needs to be done by grantees, so it is all  
3 in the system, it is very comprehensive, I have  
4 heard that it is even serving as a financial tool  
5 to report out on the finances.

6 But just to be sure, the Law requires  
7 these metrics, we haven't been, and we had  
8 reason. The reason was because we didn't have  
9 the data, we can't ask our grantees to be these  
10 statisticians and things like that, but now we  
11 have a system in place where we capture the data,  
12 and we are required to report on it, and so that  
13 reporting is the expectation that we are  
14 complying with the Law, and there is nothing that  
15 we, as grantees, have to do. We generate it from  
16 the system. Jennifer showed some of the pot on  
17 these, we are doing well in the program, it looks  
18 good, the picture looks good, it looks like we  
19 are actually achieving some goals and developing  
20 and providing workforce training, and folks are  
21 getting jobs and those jobs are sticking.

22 And of course there is much more work



1 to do, but just to be clear, the Law requires we  
2 report on these measures, now we are at the stage  
3 where we are prepared to say, from a Council,  
4 what the level, you know, how high or how low, or  
5 what can we do within our own power. We are not  
6 being held to, or we are not going to be  
7 penalized for that, so you know, it is not a  
8 checks and balance type of thing, it is a  
9 reporting process, and we as a Council decided  
10 these are the youth measures that we think are  
11 useful.

12 As I understand, we didn't recommend  
13 any additional or alternative adult measures,  
14 yet, but the Law allows the INA program to  
15 identify what metrics are best in Indian country.  
16 And we have done that for a youth, and if we  
17 decide as a Council we want to do that for the  
18 adults or any other program, and there is also  
19 the ability to submit waivers, so we don't think  
20 this is useful as a metric, or this, there are  
21 opportunities for us to implement waivers. And I  
22 think we have, in the past, talked about a

1 standard form or something that we can use or  
2 share amongst us to submit a waiver for different  
3 types of metrics. And I refer to Jennifer to  
4 make sure I am speaking on point.

5 MEMBER WHITMORE: Yes, you are  
6 correct. So yeah, we currently have a waiver  
7 table in place, but now that we are into setting  
8 these standards, we will probably revisit that  
9 and we will be working with the performance  
10 workgroup as we yeah, design, develop, see what  
11 that is going to look like, right, for our  
12 communities. Because we want to make sure that  
13 it is thoughtful and it is going to work, right?  
14 We want everyone to succeed.

15 MR. COLEY: And just in conclusion, we  
16 have a performance subcommittee work group, and  
17 in your packets you do have members of that  
18 group, and Jennifer is on that group. So the  
19 process that we see right now is that we want to  
20 dig deeper into the data and look at it from the  
21 Council perspective and try to figure out what  
22 success looks like in these different areas, and

1 propose to the Council certain levels or  
2 decisions that need to be voted on as far as what  
3 success looks like for these measures in Indian  
4 country. So, there is an opportunity for  
5 everyone to participate in the next subcommittee,  
6 whether you are just in the public space, for  
7 those that are listening, we do, if certain folks  
8 that can participate on as resources or advisors,  
9 so the FOCA rules do a lot of that. So, thank  
10 you.

11 CHAIR QUINTANA: Thank you for that,  
12 Nat, and for your work, Jennifer. Thank you for  
13 all of this that you have put together. Joseph  
14 Quintana, region six, and then we will move over  
15 to Darrell.

16 I think this is great for us, I think  
17 this tells us that the folks who need our  
18 services are coming back into our doors, and also  
19 to see that our youth participants, and I know  
20 that Winona will offer a little bit more of that  
21 perspective here in a moment, but I think that is  
22 tremendous to see. I think always, for us to

1 justify the work that we do, we have to tell a  
2 compelling story and one of the ways we can do  
3 that is through data performance and reporting.  
4 And so how can we share some of this information  
5 with every one of the Council members so we can  
6 be strategic and intentional with our decision  
7 moving forward. So, I just wanted to recognize  
8 that.

9 Chair recognizes Darrell.

10 MEMBER WALDRON: I think it is great,  
11 I am loving the numbers, because they boost it  
12 up. I have been hearing wonderful things about  
13 477, and how do we capture some of the good work  
14 that they are doing to add to what we are doing,  
15 because you know, most of the folks are happy  
16 that are doing that, but have we figured that  
17 out? How to get some of that good stuff and put  
18 it up there?

19 CHAIR QUINTANA: Thank you, Darrell.

20 Chair recognizes Nat.

21 MR. COLEY: Yeah, 477 participants are  
22 required to report to BIA, and they are very

1       vociferous about that. They do not, any type of  
2       external reporting requirements, I have witnessed  
3       a lot of pushback. And with that said, we don't  
4       have access to 477 reporting data. I made a  
5       request to the BIA for that, and they are  
6       considering that, I think they have to check in  
7       pretty high levels to get that data. We were  
8       looking for reports of the 477 program on their  
9       website.

10                    Have we found any of the 477 data  
11       reports?

12                    MEMBER WHITMORE: No, we have not.

13                    MR. COLEY: So they are not publishing  
14       that data. So it is really--and I am concerned  
15       about one federal agency reporting metrics for  
16       another. That may not be politically correct. I  
17       am not sure, or maybe there is some way we can  
18       partner, or you know, how that happens, and it  
19       probably would have to be thought out in a senior  
20       leadership type of way for one federal agency to  
21       report data and infer outcomes of another agency.  
22       Particularly when it is hard to track the

1 dollars, because those are sovereign dollars, and  
2 how they are spent and used, it is up to the  
3 different 477 participants to decide, and I am  
4 not sure if you track data to that granular  
5 level, like with the GPS system, you know, you  
6 can really infer and make inferences about how  
7 the data is being spent. So that is a bigger  
8 discussion on a, probably a senior level, of two  
9 agencies reporting out on another agency's data,  
10 so I am concerned about that.

11 CHAIR QUINTANA: Chair recognizes Kay  
12 Seven?

13 MEMBER SEVEN: Right, so I think that  
14 became a concern when under the last  
15 administration, the White House had commented  
16 that there was poor performance with Indian and  
17 Native American programs, and that was with the  
18 OMB, and so that has, I think, become a question  
19 on, at the secretary level, how can we show  
20 Congress we busted a few silos, and that the 477  
21 numbers matter to Department of Labor and help  
22 with our performance as well, when a portion of

1 our dollars, and maybe it is the percentile that  
2 is reported back in the overall report, that the  
3 White House sees, Congress sees, that these other  
4 dollars are working with 12 federal agencies for  
5 the wraparound services that tribal communities  
6 really need.

7 CHAIR QUINTANA: Chair recognizes Nat.

8 MR. COLEY: I think you make a good  
9 point, Kay, that demonstrating the benefits of  
10 sovereignty of multiple pots of funding and  
11 wraparound format would be a powerful  
12 communication tool that I think that the BIA  
13 should consider, because it would be really  
14 useful. And as you say, there is only, you know,  
15 when you look at the pot of 477 funding going to  
16 many of these tribes that participate in 477, you  
17 know, our funding is a pittance, it is a very  
18 small amount, compared to the billions that  
19 Department of Energy, or Department of  
20 Transportation are putting into the 477 program.

21 So I think that it would be very  
22 useful to BIA to really consider how to

1 communicate the benefits, as far as what does  
2 development under that structure, whether or not  
3 DOL can go over into BIA's confers and you know,  
4 poke around. I am not sure how that works, but I  
5 think it is-I know you have a 477 workgroup,  
6 perhaps even in our federal workgroup, maybe it  
7 is something that we would discuss, or maybe the  
8 Council or committee would propose.

9 CHAIR QUINTANA: Joseph Quintana.

10 Before we go to Kay Seven, points made by Darrell  
11 and Kay I think are important. I want to ask, is  
12 that something that we could make a request to  
13 the secretary, acting Secretary of Labor to  
14 pursue, or is it something that you can do  
15 internally and give us follow-up as far as what  
16 needs to take place in order to make that  
17 request?

18 Chair recognizes Nat.

19 MR. COLEY: I think that we have a  
20 good relationship with BIA, so I think working  
21 through the channels, to figure out how we would  
22 do that, because it is very complicated, because



1 you know, the report and data in 477, they are  
2 like apples to oranges, you can't just show them  
3 together, because it doesn't match up. But  
4 figuring out a process where you can provide like  
5 a scope of mainly where you can see both  
6 together, it would need to be thought out to find  
7 a good process.

8 CHAIR QUINTANA: Thank you for that,  
9 Nat. Chair recognizes Kay.

10 MEMBER SEVEN: Yeah, I think your  
11 future reports, especially at the secretary's  
12 level, provided by the program, you know, the  
13 talk on the hill is you know, the infrastructure  
14 monies, the CHIPs and Science Act, the Inflation  
15 Reduction Act, the bipartisan infrastructure  
16 bill, how connected are monies that go to tribal  
17 nations, or to native individuals, wherever you  
18 reside in this country, are aligning their  
19 projects and their planning of the participants  
20 to benefit from the investments. I guess, and  
21 are they?

22 So, I think, you know, if Department

1 of Labor having an agreement with energy for  
2 future energy projects, or how many other  
3 relationships does Department of Labor have on  
4 the hill, through various agreements that there  
5 is inclusion and there is equity, and that the  
6 face and the voice of Indian and Native Americans  
7 count.

8 CHAIR QUINTANA: Yeah, I agree. Chair  
9 recognizes Holly.

10 MEMBER MORALES: Holly Morales, Region  
11 6. My understanding is that the reporting forms  
12 are expiring in '24, for 477. I also understand  
13 that I think Katherine is the one that is going  
14 to be starting the process to provide a space for  
15 us to start working on those forms. So I think  
16 the process is coming, we are just waiting.

17 And I also, honestly, about without  
18 having really talked about this, but why I wasn't  
19 part of the last, when they did the reporting  
20 forms, but one of the other things to consider  
21 is, 477 doesn't have a system. Every tribe or  
22 tribal organization is responsible for setting up

1 their own system, purchasing their own system,  
2 collecting data at their own dime.

3 And so, you guys have a great system  
4 that you can provide to grantees, but we don't  
5 have that, and so part of our struggle is any  
6 change or major shift in the data that we collect  
7 is at the cost of the tribe. And so I think that  
8 is also something that we always advocate for is  
9 to not change the way we collect the data too  
10 much, because otherwise we are going to have to  
11 dig into our own pockets to figure out how to  
12 collect that data and report differently. But we  
13 do have narratives as well, which I know won't  
14 give you the information you need, but I am just  
15 kind of putting that out there, because I know  
16 that is always a struggle, alone with applying  
17 for these grants, you know, these performance  
18 measures, we tend to have to figure it out  
19 ourselves, and figure out a way to report the  
20 performance requirements.

21 So, on the record, I would love to be  
22 a part of the performance reporting, I know I am

1 477, but I do know that whatever performance  
2 measurements we put in place for tribes can  
3 affect their ability to apply for other grants as  
4 well, because a lot of the DOL grants require  
5 past performance as part of your scoring. So, I  
6 think it is really important that we stay on top  
7 of what we expect from people, and how our  
8 population and data subsets affect how their  
9 success will be scored.

10 CHAIR QUINTANA: Joseph Quintana,  
11 Region 6. I think that is a lot to share, even  
12 in what you just said, I think that is a lot for  
13 us to learn from, so definitely we are interested  
14 in learning more from you. Chair recognizes Nat.

15 MR. COLEY: Yeah, I think our system  
16 is a database with a graphical user interface,  
17 perhaps there is an opportunity to explore our  
18 GPMS system to figure out if it might help, you  
19 know, to alleviate the burden of having to  
20 develop all the different systems of all the  
21 different tribes that are there, to report--well,  
22 we only capture a small part of the workforce

1 process, but there is an opportunity for our 477  
2 and INA recipients to maybe leverage the GPMS  
3 system. It is worth exploring.

4 MEMBER MORALES: Yeah. And if I could  
5 just say one more thing. Holly Morales. The  
6 other thing to think about, too, so we have the  
7 DOL career dislocated grant, and we had to come  
8 up and develop the entire reporting structure on  
9 our own, within our tribe, and so the state of  
10 Alaska wouldn't let us use their system, how they  
11 normally collect that data.

12 So as tribes and tribal organizations,  
13 sometimes that also prevents us to be able to  
14 participate in some of these larger grants,  
15 because the states already have structures to  
16 report a lot of this performance data, and we  
17 just don't have some of that capabilities, and so  
18 we take pause in applying for some of these  
19 larger grants because we know we can't compete  
20 against the state.

21 CHAIR QUINTANA: Thank you for that.  
22 Any other questions or comments in regard to

1 performance and reporting? If not, thank you  
2 again, Jennifer, for your work.

3 Moving forward with our youth  
4 workgroup. Winona Whitman is joining us  
5 virtually. Hi, Winona.

6 MEMBER WHITMAN: Hi.

7 CHAIR QUINTANA: The floor is yours.

8 MEMBER WHITMAN: All right, okay.  
9 Good morning again, Winona Whitman, Region 6.

10 So, on a historical background of the  
11 youth workgroup, December 6, 2022 was our last  
12 meeting, and at that meeting we developed the  
13 mission statement to create broad and diverse  
14 opportunities for Alaska Native, American Indian  
15 and Native Hawaiian youth across the nation, that  
16 will enrich their lives and increase their  
17 success in their future career pathways. We also  
18 reviewed the WIOA committees for youth that are  
19 specifically defined in the new youth GPMS.

20 Next meeting agendas were also  
21 discussed, and first there was going to be, we  
22 are planning on establishing co-chair to

1 represent Section 166 and Public Law 102-477.  
2 Secondly, we need to invite more members,  
3 especially young people and youth. Third, we  
4 will identify potential peer-to-peer providers,  
5 and number four, identify ways to improve  
6 outreach, and number five, expand discussion on  
7 career pathways, apprenticeships, and pre-  
8 apprenticeships and with jobs.

9 So, on February 21, 2023, interested  
10 youth workgroup members refocused to prioritize  
11 working with the youth GPMS development workgroup  
12 as pilot grantees to assist the meeting timeframe  
13 of implementing youth GPMS by June 2023, which  
14 was achieved. So the initial pilot grantees were  
15 American Indian Council, California Indian  
16 Manpower Consortium, Navajo Nation, Santo Domingo  
17 Tribe, Ysleta del Sur Pueblo, and our  
18 organization.

19 The youth workers of those active on  
20 April 1, 2023, from the system, had to be  
21 transitioned to the new youth GPMS. Ongoing  
22 virtual and in-person meetings and training and

1 technical assistance also took place. It was  
2 involving daily working on the youth GPMS and as  
3 of October 19th, our program team data entry  
4 reviewed, validated, and certified 530 plus  
5 participant records for the youth GPMS  
6 performance report period that ended September  
7 20th, 2023. There is now a new DINAP youth  
8 quarterly performance report, the eligibility  
9 requirements are extended, and post-secondary  
10 enrollment has new field in the youth GPMS.

11 On Jennifer Whitmore's DINAP youth  
12 group for UL's commitment and vision to improve  
13 services, the youth group will enhance training  
14 and technical assistance to WIOA, and Indian and  
15 Native American section 166, and Public Law 102-  
16 477 grantees by creating regular native use  
17 virtual training and technical assistance,  
18 virtual meeting to address eligibility questions,  
19 share culturally relevant wraparound service  
20 ideas, including expanding outreach and  
21 recruitment efforts, promote the use of  
22 technology to build up the program, and spotlight



1 policy and best practices. And I know that best  
2 practices was discussed in yesterday's meeting.

3 The group will also identify a youth  
4 peer-to-peer provider network to help programs  
5 needing more assistance. And lastly, the youth  
6 program, the youth workgroup, will encourage  
7 youth-led discussions to improve outreach,  
8 enrollment, and service delivery from a youth-  
9 driven perspective.

10 On November 16th, a GPMS virtual Power  
11 Point presentation by Jennifer Whitmore was sent  
12 to all of the Council members, with updates on  
13 DINAP adult and youth program GPMS, and the  
14 baseline for the youth GPMS will be gathered to  
15 set up both for the next program year. For more  
16 information, please view the DINAP youth resource  
17 page at workforce GPS. It has a multitude and  
18 wealth of information.

19 In conclusion, the youth workgroup  
20 casts are outlined, as I related in our next  
21 media agenda items and the vision for the youth  
22 workgroup. In 2024, we are ready to work on and

1 to accomplish these goals, meeting anywhere from  
2 January to February. So, we welcome new members,  
3 please send your recommendations with your  
4 contact information. Are there any questions?

5 MEMBER SEVEN: Thank you for your  
6 report, Winona. Are there any questions from the  
7 table?

8 MEMBER WHITMAN: All right, thank you.

9 MEMBER SEVEN: All right, we are done  
10 with our reports from our workgroups, and ready  
11 to move on to the next agenda item for the  
12 Department of Labor updates. Our first topic is  
13 program year 2023 funding. Is that Nat's?

14 MR. COLEY: If we could, Duane, are  
15 you still online? If we could move to the program  
16 updates first.

17 MEMBER SEVEN: Okay, Duane? Is he  
18 there? Duane, we are ready for your report for  
19 the program updates from Indian and Native  
20 American programs.

21 MR. COLEY: Well, we could start and  
22 Duane, if you pop on -- let me go ahead and

1 start. For our funding for our program, we  
2 released our funding T goal in February, and  
3 there were some -- we have a new grants  
4 management system that delayed some of the  
5 distribution of funds. I know some folks didn't  
6 get their--Duane, if you are ready, you can take  
7 over.

8 MR. HALL: Can you hear me?

9 MR. COLEY: We can hear you.

10 MR. HALL: Can you hear me?

11 MR. COLEY: Yes.

12 MEMBER WALDRON: I can year, yeah.

13 MR. HALL: Yeah, I am sorry, I am here  
14 at the airport. I didn't catch, Nat, what did  
15 you say? Did you want me to give some updates on  
16 something?

17 MR. COLEY: Yeah, sure, you can  
18 proceed.

19 MR. HALL: Sure, yeah. I think for  
20 the DINAP updates, one of the things I wanted to  
21 share with everybody at the Council is how  
22 effective the GPMS system has been, and the

1 timely reporting on the program reports compared  
2 to the financial reports. And I am wondering if  
3 there is something we might be able to learn from  
4 the GPMS process. So I think one of the things  
5 that has made GPMS so successful thus far is  
6 grantees being able to report timely, is the  
7 technical support that we have. We have a 1-800  
8 number where grantees can call in and get  
9 technical support from our contractor, namely Ted  
10 Clark. And we also have what we call office  
11 hours, routinely. I don't know if it is monthly  
12 or quarterly, I think it is monthly, or maybe it  
13 is ad hoc, but grantees can call into office  
14 hours and ask questions, and that has been pretty  
15 popular.

16 So, to give an example, right now we  
17 have only one program report, and we are working  
18 with that grantee, there is some turnover. In  
19 contrast, we have 102 quarterly financial  
20 reports, but I do want to put that in  
21 perspective. That doesn't mean that 102 grantees  
22 -- because we only have 96 grantees that are

1 Section 166 grantees.

2 As you all know probably, under the  
3 Department of Labor we have these subaccounts.  
4 So grantees get a new pot of money every year,  
5 and I think that is not the norm for other  
6 federal agencies, so I think we are a little  
7 unique in how we put our money and how we report.

8 So grantees may have multiple  
9 quarterly financial reports. And we just  
10 switched to a new process where we are submitting  
11 reports through the payment management system,  
12 and that system now requires our grantees to  
13 report every quarter through the end of the  
14 period of performance, and let me explain that a  
15 little bit.

16 When a grantee gets their funding  
17 every year, they report quarterly expenditures on  
18 that until those funds are fully exhausted, and  
19 on average our grantees probably spend the money  
20 -- they don't spend it within the year they get  
21 it, but maybe two quarters after it, so maybe  
22 eight quarters, they have it spent. But the

1 period of performance for these grants, these  
2 grantees have three years to spend the money, and  
3 so they have to continue to submit a quarterly  
4 report, the same report as the prior report, but  
5 they have to continue to submit reports for the  
6 full three-year period.

7           What that means is that our quarterly  
8 reporting for the financial reports have  
9 increased significantly for grantees, just for  
10 the mere fact we switched to a different system,  
11 and I think ETA is working on that, where  
12 grantees can stop submitting quarterly reports  
13 once a pot of money has been fully spent, but as  
14 of now we have a lot of grantees -- I shouldn't  
15 say a lot of grantees, a number of grantees that  
16 multiple reports have not been submitted. Again,  
17 I think we got like 102 quarterly financial  
18 reports out there.

19           And I am wondering if maybe something  
20 that the Council may want to advise on or give  
21 some thought to is, how do we improve that? And I  
22 think perhaps somehow getting our financial

1 people to the conferences in conjunctions with  
2 the program directors. There seems to be a  
3 miscommunication between program offices and  
4 accounting folks, and so that may be something we  
5 want to think about, how do we get more of the  
6 financial folks here.

7 So, just wanted to share that with  
8 everyone, and one last thing, I know we are  
9 getting close to lunch. At the last meeting at  
10 Foxwoods, Mr. Edmo brought up a good point. I  
11 had shared a chart showing kind of the  
12 progression of grants being transferred over to  
13 477, and I think that prompted some discussion  
14 about a decline in grantees. And, really, a  
15 transfer over to 477 isn't a decline in grantees,  
16 per say, they are just moving over from Labor to  
17 477, but I think some Council members were  
18 curious about, it does appear that maybe our  
19 number of grantees are going down.

20 And so I provided Moderator an email,  
21 and it had three attachments, and one of the  
22 attachments says 'change in grantees from 2015 to

1 2023.' And so just kind of going back and  
2 looking at that information, from 2015 to 2023,  
3 we had an aggregate change of, I believe it was  
4 12 grantees that we declined by. So we had 178  
5 grantees in P1 2015, now we have 166.

6 And we gained some grantees as well  
7 through the competitive process, and so I don't  
8 know if Moderator can bring up that document that  
9 shows that, but we have lost some grantees, but  
10 we did gain some grantees as well.

11 MEMBER WALDRON: We are reviewing the  
12 document now.

13 MEMBER HIBBELER: The document  
14 changeover in grantees is PY 2015, is that the  
15 one you wanted?

16 MR. HALL: Yes, yes, that is right.

17 MEMBER WALDRON: That is on the screen  
18 now.

19 MR. HALL: Yeah, and I think  
20 Councilwoman Edmo, I think she asked a question  
21 like, what is the reason for the changes, so I  
22 wanted to share that with the Council.



1           So as you can see on there, the first  
2 at the top, there were 11 grantees that  
3 voluntarily gave up their grants, and as you can  
4 see, some of them are pretty small grantees, and  
5 some of those are not. And some of these  
6 grantees, such as United Indian Nations in  
7 California, a fairly large grant, Native American  
8 Cultural Center, I think they gave up the grant,  
9 we did a site review, we indicated a number of  
10 things that they needed to do to improve on, and  
11 there was some questioning costs, and I think  
12 they just felt like they just didn't have the  
13 capacity to make the corrections. So even though  
14 the voluntarily gave up their grant, I think they  
15 had issues that were so great that the board  
16 decided to close down the organization.

17           So there are a couple exceptions in  
18 there, but those 11 grantees, most of them just  
19 voluntarily gave up their grant, and we don't  
20 really know why on that, I think maybe the FPOs  
21 got some input on that. And then we had  
22 grantees, there were four grantees that DOL

1 terminated, and then we had two grantees that  
2 lost their grants in competition, two grantees  
3 that dissolved, the organization dissolved, and  
4 then we had seven new grantees. Some of those  
5 were awarded through competition, and some of  
6 those weren't.

7 For example, the Knik Tribe. The  
8 Department allows federally recognized tribes to,  
9 if they want to serve their reservation only, we  
10 let them come in at any time to apply for a  
11 grant, and so we had the Knik tribe, the South  
12 Puget Intertribal Planning Agency, we got a, met  
13 with the tribes for that agency, they designated  
14 South Puget Intertribal Planning Agency to serve  
15 their grant. So, anyways, I just wanted to share  
16 that information. I will stop there, if anybody  
17 has any comments.

18 CHAIR QUINTANA: Thank you, Duane,  
19 important information for us to see, and we do--  
20 as we hear the background noise. Any questions  
21 or comments in regard to what was shared by  
22 Duane?

1 Winona Whitman?

2 MEMBER WHITMAN: So just from a  
3 grantee's standpoint and experience in submitting  
4 financial reports on the new PMS, I wanted to  
5 share, you know, we were frustrated in the  
6 beginning, because we had numerous reports to  
7 submit that we had submitted and certified a  
8 couple years ago, but then after that we did look  
9 at the humorous side of it to get through  
10 everything. But I just wanted to share the PMS  
11 procedure for each 9130 report that we  
12 experienced.

13 And so it started with, well, for one  
14 thing there was extensive training February to  
15 April. Online training. And we were not  
16 prepared for any of the confusion that was going  
17 to take place later for the report submittal  
18 time. But the procedure for us, first our fiscal  
19 director prepared and submitted the reports  
20 online with a copy to my administrative assistant  
21 and me.

22 Next, I reviewed and approved each

1 report by email to our admin assistant. Then our  
2 admin assistant called a number that changed all  
3 the time, and the artificial intelligence voice  
4 then called me and repeated a code three times,  
5 which sometimes I could hear and sometimes I  
6 could. So, if I could not hear it, then our  
7 administrative assistant would then have to make  
8 the call again to another number, and the process  
9 continued. So I had to immediately text a secret  
10 code to our administrative assistant because we  
11 were in a short time frame to use it. So, if you  
12 didn't meet these few seconds of the time frame,  
13 you were just kicked out. And so our  
14 administrative assistant, after we went through  
15 that process, like I said, this was for each  
16 report, our administrative assistant certified  
17 the report online with a code and provided  
18 documented copies for our fiscal director and  
19 myself.

20 Finally, PMS confirmed through an  
21 email to me that the report was certified. But  
22 unfortunately, all of the PMS emails were always

1 in my junk mail, so I was very careful to keep  
2 checking the junk mail. You know, the humorous  
3 side of all of this was that we felt that we were  
4 dealing with top secret reports.

5 CHAIR QUINTANA: Thank you for that,  
6 Winona, I think that is important for us to all  
7 hear, and probably we have all experience some  
8 type of frustration ourselves, even though we are  
9 dealing with a new system that does come with a  
10 lot of benefits, there may be some challenges to  
11 that we should be working to address.

12 Were there any other questions or  
13 comments that we needed to hear in regard to what  
14 Duane shared? Did you want to respond to  
15 anything, Jennifer?

16 MEMBER WHITMORE: So the payment  
17 management system is an external system from the  
18 Department of Labor, we are limited on what we  
19 can do, but yesterday when I was in the Office of  
20 Grants Management to close out, they said they  
21 are working to try to improve the system, this is  
22 a transition and they asked us to be patient and

1 to continue to communicate our pain points in the  
2 system and they will try to work through them,  
3 but it will take time.

4 CHAIR QUINTANA: Thank you for that.  
5 Is there anybody in the DINAP team who responds  
6 to those particular issues? Would it be whoever  
7 their primary contact is? Chair recognizes Nat.

8 MR. COLEY: As Jennifer said, this is  
9 an external system that several federal agencies  
10 use, the contract for the system is governed by  
11 another federal agency. So, you know, we don't  
12 own it, we don't run it, we don't manage it, we  
13 don't even have a say if, you know, we express  
14 pain points, but of course the agency that pays  
15 for it, they procured that contract for their  
16 services, so a lot of it is geared towards their  
17 requirements. And a lot of time when these  
18 agencies have IT resources that cater to them,  
19 they are very beholding to it, but as Jennifer  
20 mentioned, of course it is a customer service  
21 organization and they are in the contract and  
22 responsible.

1           Being able to communicate your  
2 situation to Winona is very useful as far as  
3 feedback on how to improve the system, so be sure  
4 to communicate problems. And the communication  
5 is to that agency and those owners of the system,  
6 but of course letting us know as well helps us  
7 advocate as well. And we are in that system as  
8 well, so it is not just--so grantees are not the  
9 only ones that are feeling these pain points, but  
10 we are also in that system. It took me almost  
11 five months just to get access, back and forth,  
12 and so, definitely.

13           CHAIR QUINTANA: Thank you for that.  
14 Any other questions or comments in regard to what  
15 was shared? If not, thank you Duane, we will move  
16 forward with the item in regards to training and  
17 technical assistant contract. Did we already  
18 hear that part?

19           MR. COLEY: I think we covered a lot  
20 of that, and I guess just in summary, with our  
21 contractors ending, we have an opportunity to  
22 describe what the new contract should look like.

1 I would be interested in getting feedback from  
2 Council, if not today, in an email or any  
3 communications of what our wish list of products,  
4 services, what we want in that new contract so  
5 that we can make that statement more  
6 comprehensive for our needs, and secure a  
7 contractor that caters to--whether it is multiple  
8 contractors or well, get us products that we  
9 want. So I am really excited about the  
10 opportunity to implement a new contract.

11 And these contracts are typically five  
12 years, if we had a contract for a product, that  
13 may take six months, and maybe it is a delivery  
14 type of contract, a time material type of  
15 contract, you know, so we can describe an  
16 implement a contract that meets our needs. So,  
17 if it is a report, it might be a short contract,  
18 if it is, you know, support for anything else  
19 that we are doing. I look for feedback from the  
20 Council on that.

21 CHAIR QUINTANA: Thank you for that.  
22 I think there had been a previous question posed



1 by Candace. Candace, could you ask the question  
2 once more?

3 MEMBER LOWRY: Candace Lowry, Region  
4 3. So my question before was about, does it have  
5 to be a 8A contractor, or could it be a non 8A?  
6 And then to your point where having multiple  
7 contracts, I believe there needs to be a specific  
8 contractor that has WIOA Section 166 or 477  
9 background, so that they can help with the  
10 technical assistant pieces more, such as the  
11 service delivery pieces of training for peer-to-  
12 peer training, and if they are going to be sub-  
13 grantees, subcontractors for the technical  
14 assistant piece, North Carolina has a company  
15 that could help with that, with that peer-to-peer  
16 type on getting the training documents or  
17 training manuals for our specific program.

18 CHAIR QUINTANA: Thank you for that.  
19 Were there specifics, Nat?

20 MR. COLEY: I think the first is your  
21 question about, does it have to be an 8A  
22 contractor, and I can check on that, but

1 technically in our procurement process, the  
2 federal government procurement process, if the  
3 need of a specific state of work is fulfilled by  
4 an 8A minority business, small business  
5 contractor, they typically continue, you are  
6 typically required to continue using that type of  
7 vehicle, because the goal is really to make more  
8 opportunities available to all types of  
9 contractors and organizations, so having a small  
10 business contract is favored in those situations.

11           Whether it is a specific regulatory  
12 requirement, I am not sure, I can check on that,  
13 but in my 20 years managing contracts for the  
14 federal government, once you go 8A you are  
15 typically required to continue or justify why you  
16 can't find an 8A contractor, do a labor report on  
17 requirements in Indian country, maybe we have to  
18 go through and find, you know, so there are  
19 different parameters there.

20           And your second point was making sure  
21 that our statement of work really captures what  
22 we want out of a contractor, I think that is

1 important. And then the third is you asked  
2 about, you said maybe there is some potential  
3 candidates that could enter into that process  
4 that is governed by the unit four code that  
5 prescribes how we enter into contracts with  
6 contractors. There is very little support for  
7 selecting, identifying a contract, like oh, we  
8 want this contract. It is very difficult to go  
9 out and say, no one else in the world can fulfill  
10 this requirement but this one. That is frowned  
11 upon, because surely there are many organizations  
12 that might be able to provide those resources, so  
13 half of that competition process is government by  
14 the unit four code.

15 CHAIR QUINTANA: Thank you for that  
16 clarification. Chair recognizes Kay.

17 MEMBER SEVEN: Kay Seven, Other  
18 Disciplines. I am wondering, so the one percent  
19 is the technical assistance and training. What  
20 is that dollar amount look like usually, about?  
21 And then what percent goes to the Council, what  
22 percent goes to the contractor, and then also I

1 was wondering, out of that amount, does the  
2 monies that the Department of Labor transfers to  
3 an attorney to the Nez Pierce tribe for regional  
4 or national conference support, is that a part of  
5 that total cost?

6 CHAIR QUINTANA: Joseph Quintana,  
7 Region 6. Before answering, is this in regard,  
8 will you be demonstrating the PY 2023?

9 MR. COLEY: I guess a Segway into it.

10 CHAIR QUINTANA: Chair recognizes Nat.

11 MR. COLEY: And I can answer this and  
12 we can also still talk about the contracting  
13 piece as well, but our one percent set aside for  
14 our INA funds is \$599,320 of our most recent T  
15 goal. And here is a breakdown of our contract,  
16 where we spent those funds. You can see 38% has  
17 been supporting the advisory Council, 25% of the  
18 contracting dollars, not including the amount  
19 that I will ask Kay to report on that we transfer  
20 to support our regional conferences, this is  
21 actually just the contractor and all the work  
22 that the contractor does to set up rooms and you

1 know, give training and things like that during  
2 the conferences.

3           So that is about 25% of this contract,  
4 and then of course the Council has decided that  
5 we wanted support for the GPMS system, so we  
6 provide support for that. Our website that we  
7 have up on the workforce GPS website, the  
8 contract that helps us with that, so that is  
9 about, that is 2.6%, and then we have started  
10 some work on the training modules that the  
11 Council has identified that we want, so we have  
12 spent about 4% of the contract funds on that.  
13 And the contract funds are about 450--460,000  
14 that we put on the contract. And then outside of  
15 that, we transfer about 60,000 per year over to  
16 support our regional conferences. So Kay has a  
17 report out on that.

18           CHAIR QUINTANA: Chair recognizes Kay  
19 Seven.

20           MEMBER SEVEN: Okay so I did bring a  
21 report. I have it ending September 30th, and I  
22 have one ending December 1st, because I was

1 watching real close to see what monies we have,  
2 you know, for the national conference coming up.

3 I guess if you pay more attention to  
4 the second page, as of last Friday, we have about  
5 43,356 dollars left to plan for the national  
6 conference. And what you see here is you see a  
7 report where since the Nez Perce tribe has been  
8 administering the funds since 2019, we have  
9 received 300,000 dollars, funds. The total  
10 expenditures is \$283,656.

11 And I kind of wanted to go back, and,  
12 audio visual costs have really increased, and it  
13 really opened my eye up in the past few months  
14 that, you know, kind of looking at in the  
15 performance standard of cost per participant,  
16 when we are paying AV, is what I was looking at.  
17 So at our INA TECH, 43rd INA TECH in Connecticut,  
18 we spent \$81,333 primarily on audio visual, some  
19 on awards. We had about 650 attendees, so cost  
20 per participant there was like \$125. For the  
21 western region, we spent \$30,177 on audio visual,  
22 we had 292 attendees, so I look at that like \$103

1 cost per participant. For eastern, so far we  
2 have paid \$33,375 and I believe I heard there is  
3 about 85 attendees, so the cost per participant  
4 has gone up 3,392 dollars.

5 And also the tribal workgroup with  
6 public Law 102-477 had monies available that they  
7 could transfer back to the Nez Perce tribe to  
8 reimburse some of this cost. So in November, the  
9 tribe received repayment for 27,013 dollars. So  
10 we do have a remaining budget for Florida coming  
11 up for 43,356 dollars.

12 What I did ask Nat this week is if the  
13 Department of Labor plans to continue something  
14 that was begun by Avena Brown. I recall Avena  
15 just going through the in-house challenges of  
16 processing audio visual costs for our events, and  
17 so she had gone upstairs and said you know what,  
18 I see an easier way of taking care of this  
19 administrative burden in-house, if we just  
20 transfer that money to a 477 tribe. And so it  
21 has worked out fine for us on my end.

22 I always let our groups know that I

1 want to be transparent with how the money is  
2 spent, I don't decide to spend money based on  
3 what Kay thinks, or what the western region  
4 thinks, or what 477 thinks, it is to support  
5 primarily audio visual costs for our regional and  
6 national events. So this is where we are at  
7 today.

8 CHAIR QUINTANA: Thank you for that,  
9 Kay. Any other questions or comments in regards  
10 to the budget that was shared by Nat?

11 Chair recognize--before we go over to  
12 Nat, we will go over to Lorraine, and then we  
13 will go over to you, Darrell.

14 MEMBER EDMO: Lorraine Edmo, Other  
15 Disciplines. I was just going to ask Nat if you  
16 could share with us that graph that you had, if  
17 you could send it to us so we have that, so we  
18 know the breakdown.

19 MR. COLEY: Sure.

20 CHAIR QUINTANA: Thank you for that,  
21 Lorraine. Chair recognized Darrell, and then we  
22 will come back to Nat.



1                   MEMBER WALDRON: And I know we need a  
2 lunch break here. So, just a couple things. Are  
3 we going to get an opportunity to walk through  
4 this document that we have on the front, and I  
5 have been looking at the unemployment data and  
6 the poverty data versus some growth and some  
7 taking away from grantees, and I don't really get  
8 it. I see some really high unemployment and some  
9 really high poverty numbers and very small  
10 grants, and they have lost a lot of money. So,  
11 just the methodology in it, because I don't think  
12 I am really understanding it.

13                   The other issue as it pertains to  
14 these conferences and support, I think they need  
15 to be looked at with the next advisory Council.  
16 I do have to say Kay and I have worked well  
17 together, we have tag-teamed some of the hotels  
18 to get the prices down, and then you know, that  
19 takes time with these hotels, and you kind of run  
20 out of time, and then there is, you know, a quick  
21 around who is cutting the check, who is  
22 authorizing the check, so you know, her tribe is

1 very careful about those dollars and how they get  
2 those dollars out and they authorize them, so Kay  
3 and I both don't get caught up in money going out  
4 that is not documented for a bill.

5 But it does cause some anxiety, in  
6 Connecticut, a lot of our slush fund, we had to  
7 finance that out of my checking account, to make  
8 it happen, because the hotel wanted to be paid  
9 right then and there on the spot. I did get  
10 reimbursed in a very timely manner, by Kay, so I  
11 just want to say I think we need to look at that  
12 whole methodology, you know, the one percent, and  
13 our goals, what we are doing with it, what was  
14 successful, what wasn't, do multiple contracts  
15 sound good, short runs with them, I think we have  
16 had some problems communicating with one another,  
17 not that it is anybody's fault, but I think we  
18 were stronger when it was within our own circles.  
19 I notice things that happen in this building,  
20 that we make decisions with how to make them  
21 work, but you have some very competent folks that  
22 are within this source of funding, and I think it

1 should be looked at by advisory Council and you  
2 guys.

3 At one time we had a real great  
4 working relationship with our one percent and  
5 what we were doing with it. A ways back, not  
6 just recently back, but a ways back. That one  
7 percent does come out of the grantees, it is  
8 their program money, so. Anyways, I just wanted  
9 to say that, but Kay and I got it worked out. We  
10 beat that contract down quite a bit.

11 CHAIR QUINTANA: Joseph Quintana,  
12 Region 6. So which one of you is the muscle?

13 (Laughter.)

14 MEMBER SEVEN: It's even.

15 MEMBER WALDRON: I give them a left,  
16 she gives them a right.

17 CHAIR QUINTANA: Chair recognizes Nat.

18 MR. COLEY: I agree, I think we should  
19 use the funding that we have to support our  
20 objectives, and I look forward to getting a wish  
21 list of how we would like to implement those  
22 funds, a training plan. I think the funds are

1 really tied to how we accomplish the training and  
2 keeping our grantees sharp so that those  
3 transitions that Duane talked about, we can help  
4 ensure that our grantees are viable.

5 MEMBER WALDRON: Yeah, and I think  
6 there's ways to save money, on what I saw there,  
7 within some of our own services. And then, just  
8 to work through this, I am trying to get the  
9 logic between the poverty, unemployment, the  
10 amount of funding in the cuts and the bloats.

11 MR. COLEY: And I think the way,  
12 Darrell, you are referring to the summary of the  
13 statistical data from the census and the ACS  
14 data, and how that data fits into the wheel  
15 formula for the distribution of funds according  
16 to different census tracks across the country.  
17 And that summary chart really just describes  
18 where the demographic trends are and the money  
19 following those folks. So the money is in the  
20 fishbowl, and basically we are shaking it up and  
21 it lands where the most gravity is, and so there  
22 is no loss of funding inside of that fishbowl,

1       there is money moving to where the gravity of the  
2       population is. So, that is what that table is  
3       describing, really giving folks an understanding  
4       of, based on the data, this is where the funding  
5       is needed.

6                   CHAIR QUINTANA: Chair recognizes  
7       Jacob.

8                   MEMBER WOJNAS: Yeah, and just for the  
9       specific question that you had there, Darrell, I  
10      think the way to think about what is summarized  
11      on these sheets, that we are pointing out is, in  
12      sort of the two left-most columns of each of  
13      those sections or each of those column groups,  
14      you have, as you pointed out, the amount of  
15      eligible American Indians, Alaska Natives and  
16      Native Hawaiians in poverty and that are  
17      unemployed, based on each data set.

18                   And to your point, what this summary  
19      shows is assuming funding does not change,  
20      assuming our funding for '24 is exactly the same  
21      as it is for '23, it is showing how the money  
22      ends up shifting. And per your point, there are

1 tribes and other organizations that have very  
2 similar numbers between the two data sets,  
3 between the year 2000 and the year 2014-2018 ACS.  
4 However, the way that you should think about what  
5 is happening on this page, and I mentioned  
6 briefly, just the amount of population growth  
7 that has happened over 20, 25 years, three  
8 quarters of the funding is allocated on the  
9 proportion of American Indians, Alaskan Natives,  
10 and Native Hawaiians that you have in poverty.  
11 So you have to sort of take a look at the  
12 national number, and then the number within the  
13 column as compared to that. So, to some extent,  
14 if the national number has grown, and the amount  
15 of funding doesn't end up changing, your  
16 proportion of funding will come down. And we can  
17 say the same thing for the unemployment numbers  
18 which determine the last quarter of that funding.

19 But to some extent we should think  
20 about the proportion relative to the national, I  
21 think, is what is driving the fact that even the  
22 absolute numbers are quite similar between the

1 two data sources, if the needs have grown across  
2 the rest of the country and funding doesn't end  
3 up increasing, you know, programs end up  
4 suffering for that.

5 And I think, per the recommendation  
6 that you discussed recommendation for, I think it  
7 is on this Council to advocate for an  
8 appropriations increase in future years, that  
9 ensures that the vast majority of programs don't  
10 end up being harmed as a result of some of these  
11 demographic trends.

12 CHAIR QUINTANA: The Chair recognizes  
13 Darrell.

14 MEMBER WALDRON: Some of them are not  
15 going to be able to continue, some of these are  
16 quite severe, and I don't know how accurate this  
17 is. I know Mashpee, in particular, and I know  
18 they are 477, but we service a lot of Mashpees,  
19 because they don't have enough in their budget,  
20 and so I don't know how accurate the fund was.  
21 And then I see some in here are upwards of  
22 almost, there is one here, 49%. And I am

1 assuming that this is what is coming for the next  
2 multiple years of the phase-out, and I know, I  
3 get the idea that all the money is in the same  
4 fishbowl, but now it is being dispersed out to  
5 different folks and some of them are going to be  
6 destroyed, I mean they literally are going to be  
7 destroyed. And whether the folks that get an  
8 increase are near enough to continue that service  
9 to those individuals, it doesn't look it. So  
10 there's this out, is what I am seeing.

11 CHAIR QUINTANA: Any other questions  
12 or comments to share? Chair recognizes Lorraine.

13 MEMBER EDMO: Yeah, Lorraine Edmo,  
14 Region 4. I was just telling him, I think Jacob  
15 recommended, you know, the Council advocating for  
16 additional funding. I think in some cases that  
17 might work, if you are working for a tribe who's  
18 tribal leaders can do the advocacy, but if you  
19 are just a regular employee of that agency, then  
20 you may not be able to do advocacy for additional  
21 funding.

22 And then the whole climate of Congress



1 right now is really tough, you know, to try to  
2 recommend any additional funding this year, or we  
3 don't know what is going to happen next year,  
4 maybe it will be a better environment, but it  
5 will take some time, I think, to try to get  
6 additional funding for these programs.

7 CHAIR QUINTANA: Thank you for that.

8 MEMBER WALDRON: And if you look at  
9 Muscogee Creek, they lost a tremendous amount of  
10 their money; I don't know how they are going to  
11 survive.

12 PARTICIPANT: And Northern Arapaho.

13 MEMBER WALDRON: And I don't know if  
14 they are 477 or 166, but I mean, there are some  
15 significant shifts here, and I don't know if we  
16 are all prepared for that, because that service  
17 is lost. Obviously it's, you know, they lost 49%  
18 of a very small budget to begin with. I mean,  
19 you know, you go from 130 down to 65 thousand.

20 CHAIR QUINTANA: Any other questions  
21 or comments to share?

22 MR. COLEY: I think some of those

1 points are poignant, that we should raise those  
2 and really look at it, you know, with cross  
3 referencing participant data, you know. You look  
4 at the participant data for one of those larger--  
5 if they had zero participants and a bunch of  
6 carry over, why, you know, is this accurate? Or  
7 maybe it is not, maybe they had 1,000  
8 participants and a little bit of money, and now  
9 it is getting cut, and then that doesn't shake  
10 out. Maybe that is, like, I think one of our  
11 motions is to really dig into this and look at it  
12 deeply.

13 MEMBER WALDRON: Yeah, because you are  
14 going to lose more grantees.

15 CHAIR QUINTANA: Any other questions  
16 or comments related to the issue of 2023's fiscal  
17 budget? Nothing more? Yes ma'am, the Chair  
18 recognizes Holly Morales.

19 MEMBER MORALES: Right before lunch.  
20 Holly, Region 6. Question about the GPMS. Is  
21 that a larger, right now, because of the  
22 implementation of the youth, or is that what we

1 continue to think will be the normal base amount  
2 that they need to continue to sustain this?

3 MR. COLEY: You are referring to the  
4 one percent that the grant levels up?

5 MEMBER MORALES: Yeah.

6 MR. COLEY: Yeah, I think we put a lot  
7 of emphasis behind the technical support there.  
8 Maybe it will go down as we get more use, as  
9 folks get more acclimated to it, we don't need to  
10 have as many sessions and things like that, it is  
11 more just the support going forward. So I think  
12 it was the initial rollout that had such a bump  
13 in this contract, this year.

14 MEMBER MORALES: Okay, so there might  
15 be some wiggle room in there.

16 MR. COLEY: Last year we didn't have  
17 that, you know, because it wasn't on the  
18 approval.

19 MEMBER MORALES: Thank you.

20 CHAIR QUINTANA: Thank you for that,  
21 Holly. If there are no other questions or  
22 comments, I move we go to lunch.

1 MEMBER WALDRON: I make that motion.

2 CHAIR QUINTANA: Seconded.

3 MR. COLEY: And just to make sure, I  
4 think some folks have flights to catch. I will  
5 be opening the room up to public comment, and we  
6 will be back at --

7 CHAIR QUINTANA: We start promptly at  
8 3:00. Thank you, all.

9 (Whereupon, the above-entitled matter  
10 went off the record at 12:28 p.m. and resumed at  
11 3:00 p.m.)

12 CHAIR QUINTANA: Good afternoon,  
13 everyone. Welcome back to the Native American  
14 Employment and Training Council meeting. We are  
15 calling the meeting back to order at 3:00.  
16 Several of our Council members will be joining us  
17 virtually or by telephone.

18 Just housekeeping, in general, please,  
19 this is for the public, any public member who  
20 wishes to speak, you are welcome to do so. We  
21 ask that you please raise your hand or please  
22 share a note in the chat box, and our assistant

1 will share who will be in what order.

2 I also would like to remind our  
3 Council advisory members that we will not be  
4 responding to questions at this time, instead we  
5 want to hear directly from our public. Also I  
6 want to make note that we have received comment,  
7 a written comment, which we will add to the notes  
8 as well, so I just wanted to verbalize that to  
9 everyone. So if there are any members of the  
10 public who wish to share, please let us know.  
11 Thank you.

12 I also would like to ask that the  
13 Samsung phone, Samsung SMG, can you please state  
14 your name so we can add it to your profile?

15 MEMBER LOWRY: Hi, Joseph, this is  
16 Candace.

17 CHAIR QUINTANA: Oh, hi, Candace,  
18 thank you.

19 (Whereupon, the above-entitled matter  
20 went off the record at 3:03 p.m. and resumed at  
21 3:05 p.m.)

22 MODERATOR: This is the moderator

1 we have a written question for the group, this  
2 will be read for the record, and Nat has taken it  
3 into account on his end. "How can the Council  
4 advocate for 166 grantees to obtain supplemental  
5 grants and guidance for apprenticeship programs?"  
6 That is the question.

7 (Whereupon, the above-entitled matter  
8 went off the record at 3:06 p.m. and resumed at  
9 3:16 p.m.)

10 CHAIR QUINTANA: And the Chair  
11 recognizes Candace.

12 MEMBER LOWRY: Thank you, Candace  
13 Lowry. I was recently elected President for the  
14 Governor's Interstate Indian Council, it is  
15 composed of all the American Indian commissions,  
16 Alaska Native and Hawaiian, across the nation, so  
17 it is a national organization. It is actually  
18 older than NCAI, so if any of you would be  
19 interested in joining GIIC, please send me an  
20 email. We are getting registration revamped to  
21 send out, along with a list of the current  
22 individuals that are registered for the

1 organization. Thank you.

2 CHAIR QUINTANA: Thank you for that.

3 MODERATOR: We are going to go back  
4 on mute.

5 (Whereupon, the above-entitled matter  
6 went off the record at 3:17 p.m. and resumed at  
7 4:00 p.m.)

8 CHAIR QUINTANA: All right, good  
9 afternoon, everyone, this is the conclusion of  
10 the public comment period. In closing, I want to  
11 thank all the leadership, from everybody,  
12 including Vice Chair Kay Seven, and Secretary  
13 Houle who joined us. I want to thank all of our  
14 presenters today, Jacob, Patricia, Jennifer, and  
15 of course Winona. Thank you everybody for a  
16 great, productive meeting. Can I please have a  
17 motion to adjourn today's meeting?

18 MEMBER PEER: Angel Peer, Region 5.

19 CHAIR QUINTANA: Motion heard first by  
20 Angel, do I have a second?

21 MEMBER COUNCE: Robin Counce, second.

22 CHAIR QUINTANA: Thank you Robin,

1 appreciate that. Any other discussion? If none,  
2 all those in favor say aye.

3 (Chorus of ayes.)

4 CHAIR QUINTANA: Any opposed say nay.  
5 Any who wish to abstain?

6 If not, we adjourn the meeting at  
7 4:01. Thank you, all. Have a happy holiday to  
8 you and yours.

9 (Whereupon, the above-entitled matter  
10 went off the record at 4:01 p.m.)

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In the matter of: Native American Employment  
and Training Council Meeting

Before: US DOL

Date: 12-08-23

Place: Washington, DC

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