

U.S. DEPARTMENT OF LABOR

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NATIVE AMERICAN EMPLOYMENT AND TRAINING COUNCIL

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THURSDAY
JUNE 23, 2022

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The Council met in Room C-5515-2 at
200 Constitution Avenue, NW, Washington, D.C., at
9:00 a.m. EDT, Joseph Quintana, Chair, presiding.

PRESENT

JOSEPH QUINTANA, Region 6, Chairman
KAY SEVEN, Other Disciplines, Vice Chair
ROBERT HOULE, Region 5, Secretary
JACOB BERNAL, Region 6*
KIM KANIATOBE CARROLL, Other Disciplines
LORA ANN CHAISSON, Region 4*
ROBIN COUNCE, Region 4
LORRAINE EDMO, Region 4*
PATRICIA HIBBELER, Other Discipline
SHAWN ISAAC, Region 6*
CANDACE LOWRY, Region 3

HOLLY MORALES, Region 6 Alaska*

GARY RICKARD, Region 6

DARRELL WALDRON, Regions 1 and 2

WINONA WHITMAN, Region 6*

JACOB WOJNAS, Other Disciplines

ALSO PRESENT

ATHENA BROWN, Designated Federal Official

SUZIE CASAL, Meeting Planner, Tribal Tech

BC ECHOHAWK, Tribal Tech

DUANE HALL, Contracting Officer's Representative

COURTNEY MCCUSKER, PMP, Project Manager, Tribal
Tech

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

JENNIFER WHITMORE, Federal Project Officer

*present by video-teleconference

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

2 (9:03 a.m.)

3 CHAIR QUINTANA: Okay. Good morning,
4 everyone. We want to call the meeting to order
5 at 9:03. I hope you all enjoyed a good evening.
6 We'll start by having our Secretary, Robert,
7 conduct a roll call. Robert?

8 MEMBER HOULE: Thank you, Mr.
9 Chairman. I'll at this time go through a roll
10 call. And please, as I learn your name, if I
11 mispronounce it, please correct me either now or
12 give me a heads up.

13 So we'll begin with Candace Lowry.
14 Candace? Candace? Holly Morales?

15 MEMBER MORALES: Present.

16 MEMBER HOULE: Thank you. Erwin
17 Pahmahmie? Erwin? Erwin? Angel Peer? Angel
18 Peer? Angel Peer? Joseph Quintana?

19 CHAIR QUINTANA: Present.

20 MEMBER HOULE: Gary Rickard? Gary?
21 Gary not here. Kay Seven?

22 MEMBER WALDRON: Kay Seven is here and

1 I can. I think she went to the --

2 MEMBER HOULE: She is here, yes.

3 MEMBER WALDRON: Yeah.

4 MEMBER HOULE: Darrell Waldron?

5 MEMBER WALDRON: Here.

6 MEMBER HOULE: Jacob Bernal? Jacob?

7 Jacob? Kim Kaniatobe Carroll? Kim? Kim? Lora

8 Ann Chaisson?

9 MEMBER CHAISSON: Here.

10 MEMBER HOULE: Thank you. Robin

11 Counce?

12 MEMBER COUNCE: It's Counce.

13 MEMBER HOULE: Counce.

14 MEMBER COUNCE: I'm here.

15 MEMBER HOULE: Thank you. Lorraine

16 Edmo?

17 MEMBER EDMO: Present.

18 MEMBER HOULE: Thank you. Patricia

19 Hibbeler?

20 MEMBER HIBBELER: Present.

21 MEMBER HOULE: Robert Houle present.

22 Shawn Isaac? Shawn Isaac? Shawn? Winona

1 Whitman?

2 MEMBER WHITMAN: Good morning.

3 Present.

4 MEMBER HOULE: Good morning. Thank
5 you.

6 MEMBER HOULE: And Jacob Wojnas?

7 MEMBER WOJNAS: Wojnas, present.

8 MEMBER HOULE: Thank you. Mr.

9 Chairman, I have one, two, three, four, five,
10 six, seven, eight, nine, ten, eleven present. I
11 have one, two, three, four, five, six, seven not
12 present. Of 18 members, that's quorum, sir.

13 CHAIR QUINTANA: Thank you, Secretary.

14 One quick note, too. Jacob Bernal, although he
15 is not here for the start, he has noted that he
16 will be here later today via Zoom.

17 We'll go ahead and start with our
18 first item on the agenda, which is our DINAP
19 report out and updates. We will also carry over
20 discussion from yesterday in regards to update on
21 PL 102-477 Program as amended. And this will be
22 shared by Athena Brown.

1 MS. BROWN: Good morning, everyone.
2 As all of you or most of you know, I am the
3 Division Chief of the Indian and Native American
4 Programs here in Department of Labor. And I will
5 -- if in the room later, Duane, I will rely on
6 him to support some of what I'm saying or talk
7 about. I think we will have Jennifer Whitmore on
8 the line as well this morning. And I asked her
9 to provide a brief update on the Grants
10 Management Performance System, which has just
11 recently been implemented.

12 But first of all before I start, I
13 want to acknowledge the DINAP staff. They are
14 instrumental in the work that we do. And we have
15 been able to hire at least one additional Federal
16 Project Officer recently. And she's working
17 remotely out of California.

18 So currently we have Carl Duncan, who
19 is also here. Duane Hall is our Supervisory
20 Workforce Development Specialist. And he's now a
21 part of our management team. Chelsea Fish,
22 Jennifer Whitmore, Maria Mendoza who is also

1 here, and Fredricka. She likes to be called
2 "Kawehi" Brandow. And I'd also like to
3 acknowledge our tribal contractor staff who are a
4 big help in these meetings. So I just want to
5 acknowledge that.

6 I am very grateful that we have the
7 federal project officers because of the work that
8 we do with the grants nationwide. And they help
9 me keep on top of the performance. And I want to
10 share with you some of the numbers on
11 performance. And also talk a little bit about my
12 concern. And I think this will tie into some of
13 the topics that we will talk about today
14 including targeted training and technical
15 assistance. And how to address some of the
16 concerns that DINAP has with performance. And
17 also I want to talk a little bit about the Public
18 Law 102-477 Program.

19 DINAP as you know is under the
20 umbrella of the Office of Workforce Investment.
21 And Kim Vitelli who was in the meeting all day
22 yesterday, she's the administrator. And she

1 actually has oversight of over 25 different
2 programs in OWI, including the Indian and Native
3 American Program. So she works with all of the
4 Division Chiefs in overseeing those programs
5 under the umbrella of OWI.

6 And of course, now that we're under a
7 new administration, I think that we were very
8 fortunate to have the Secretary of Labor and the
9 Assistant Secretary of -- the Acting Assistant
10 Secretary for Employment and Training with us
11 yesterday. Because they sort of laid out their
12 priorities. And I want to thank the Council for
13 engaging with our senior leadership yesterday. I
14 felt like it was a very strong indication of the
15 priorities and where we want to go. And so I
16 think we have a lot of work cut out for us
17 through this Advisory Council. And I'm very --
18 I'm excited about some of those potential
19 opportunities that we heard yesterday.

20 I'm following my notes here that I
21 gave at the last NINAETC conference because I
22 know that many of you weren't there. And so you

1 didn't have a chance to hear my report out, but
2 some of you were there. But bear with me. So
3 for those of you that are fairly new, you all met
4 Secretary Walsh yesterday. And I just want to
5 let you know that we also have a Deputy Secretary
6 that often times fills in for Secretary Walsh if
7 he's unable to make these meetings. And her name
8 is Julie Su. She was confirmed in July of 2021.

9 And we're also very fortunate that we
10 recently, Brent Parton who spoke yesterday
11 replaced Angela Hanks who was previously our
12 Acting Assistant Secretary. Those of you who
13 follow the news probably see that Jose Rodriguez
14 is our nomination for the Assistant Secretary,
15 but he's awaiting confirmation by the Senate.

16 We currently fund approximately 105
17 adult programs, which is known as the
18 Comprehensive Services Program. And we have 69
19 youth grants. And this is not counting the
20 Public Law 102-477 Program. And for those of you
21 who are new, the Public Law 102-477 Program is
22 very unique in that it's -- it's designed to

1 serve federally recognized tribes or consortiums
2 that serve federally recognized tribes. And
3 under this 477 program, many of you are
4 representatives from 477, they are allowed to
5 combine funds from similar employment and
6 training-related programs under the umbrella of
7 one single plan, one single budget. And all 12
8 federal agencies are allowed to now participate
9 under the new law.

10 And once Department of Labor receives
11 a plan where a tribe wants to go into the 477
12 Program, we send those monies over to the
13 Department of the Interior. So currently we have
14 approximately 60 -- I think it's 69 grants that
15 we send over to the Department of the Interior.
16 And once we send those funds over to the
17 Interior, they are no longer required to meet our
18 performance indicators at the Department of
19 Labor.

20 They have their own performance
21 indicators that are specified in their plans.
22 And so we no longer track -- we don't track their

1 funds because they're allowed to consolidate
2 those funds from other funding agencies. And we
3 no longer track their performance. That is all
4 handled by the Department of the Interior as the
5 lead agency.

6 It's a very unique and beneficial program
7 for tribes. And especially those tribes that
8 receive small amounts of funds from the
9 Department of Labor. So it allows them to reduce
10 the administrative requirements. It allows them
11 to be more flexible in spending the money and
12 reduces the burden of reporting.

13 So BC, did you guys get my --

14 MS. ECHOHAWK: Yeah.

15 MS. BROWN: I want to go over briefly
16 the funding that we get just for those -- those
17 individuals that are new. So the program here
18 2021 funding, we received approximately
19 \$54,000,945 for the adult program. And the
20 amount awarded by Department of Labor was
21 \$41,987,901. And you don't have to write this
22 down because -- well maybe just for a point of

1 reference. I'll send you this information later.
2 But we are allowed to by law, take a portion -- 1
3 percent of those funds and dedicate it to
4 training and technical assistance. And we'll
5 talk a little bit later about the training and
6 technical assistance. And we have Tribal Tech
7 who is our contractor, will give a report out on
8 how we spend that money -- how we use that money.

9 The youth funding is approximately
10 \$13,778,655. And the amount awarded by
11 Department of Labor for the grants that we
12 administer here is \$8,738,670. And the amount
13 that we transfer to the Department of the
14 Interior is \$5,039,985. For the program year
15 2022 funds, we received approximately \$57
16 million. And for the youth funds, we received
17 approximately \$13,947,927.

18 And we just, as many of you know, went
19 to the Funding Opportunity Announcement. This
20 program is considered competitive funding even
21 though we consider ourselves sort of a hybrid
22 because we know that our funds are based on a

1 formula that goes to the tribes and the Indian
2 organizations. But nonetheless, we are required
3 to go through a competition every four years.
4 And we just recently went through that
5 competition, so we haven't yet dispersed the 2022
6 funds. We're in the process of paneling the
7 competitive applicants. I think there were
8 approximately seven --

9 MR. HALL: Seven new applicants.

10 MS. BROWN: So we have a panel that
11 will be reviewing those seven proposals. And in
12 our case, you know, in DINAP, it's a unique
13 program because we basically fund by counties and
14 service areas that are determined by the census
15 data. And in some cases, we got competition for
16 just counties -- counties that are off
17 reservation area. So it's different than the
18 normal competition of discretionary grants simply
19 because we are a formula-based program. So I
20 just wanted to share that with you as well. In
21 your brochures, you also have a little handout on
22 our program that will help you become a little

1 more familiar.

2 So one of the things that's really
3 unique about our program is that this Council has
4 been instrumental in recommending over the years
5 changes to our performance indicators and on the
6 collection of data that we track by the
7 Department of Labor. And the Department of Labor
8 likes to look at programs across the board
9 because we have so many. And performance is
10 really important to the Department of Labor. So
11 not only do we look at the funding, we also look
12 at the performance. And before, we only had
13 three indicators that we tracked. That was
14 entered employment, employability enhancement,
15 and a positive termination rate. But since the
16 enactment of the Workforce Innovation and
17 Opportunity Act, we now have -- how many
18 measures, Duane?

19 MR. HALL: Well, we have six measures
20 for the adults and six for the youth. And then
21 as some of you that have been for a while know
22 that we had -- we're the only program in the law

1 that says you need two additional measures. So I
2 guess eight measures, yeah.

3 MS. BROWN: And so the Council has
4 been working very hard with the Department to try
5 to change that to something a little more
6 realistic. But I do want to give a shout-out to
7 our staff. We have some amazing staff that have
8 worked so hard. And we've recruited from the
9 grantee community in many cases, so these staff
10 are very familiar with what it means to
11 administer program services out in the field for
12 the grantees.

13 So I'd like to give a big shout-out to
14 not only Duane Hall as the lead FPO, but also to
15 Jennifer Whitmore. Jennifer has been just
16 absolutely amazing in working with our Office of
17 Information Technology in designing the new
18 Grantee Performance Management System to track
19 those indicators. And to do so in a seamless
20 way, so that the grantees don't have to work so
21 hard to try to understand those performance
22 measures and the collection of that data.

1 And Jennifer will give us a little
2 report out later on, on GPMS. Because I'd really
3 like 477 to hear what we've done at Labor. It's
4 been over a span of two years and we put so much
5 work into this. But the results are going to be
6 significant for not only our Federal Project
7 Officers to periodically track what the grantees
8 are doing to look at the participant numbers, to
9 look at what they've accomplished out in the
10 field in terms of training, employment, putting
11 people to work, and to do so in a seamless
12 fashion.

13 And so we've designed this Grants
14 Performance Management System - GPMS as a case
15 management system for the grantees. And we've
16 gone even further to design dashboards where not
17 only the grantees can look at their data and
18 their report -- what they're reporting. But also
19 have the FPOs monitor what the -- what the
20 grantees are reporting. So it will help them, I
21 think, facilitate some of the issues that we now
22 -- that I'll show you very shortly in our

1 performance.

2 I'd also like to give credit to the
3 fact that we have Tribal Tech as a contractor
4 that supports our office. They have been
5 instrumental in rolling out the training of GPMS.
6 They now assist us in maintaining an updated
7 training and coaching of grantees who have staff
8 turnover. And so they've been greatly involved
9 in the training efforts, so I'd like to thank
10 Tribal Tech. I don't think we could have done
11 this without them.

12 So all of the money that we take out
13 for training and technical assistance really
14 benefits DINAP. We have a very small staff and
15 we do a lot of work because not only do the FPOs
16 do work directly with the grantees, we all have
17 collateral duties. And so everybody works on
18 additional tasks. And at one time, I think --
19 for those of you who have been here with the
20 program for a long time -- we had over 15 staff
21 and now we're down to seven. So it's been a huge
22 change.

1 But I just want to share with you some
2 of the performance numbers as well. But before I
3 go into that, I want to talk a little bit about
4 some of the challenges that we've had. I know
5 that we are coming out of a pandemic. So in
6 2020, our numbers shot way down and tribes were
7 virtually closed across the nation -- their
8 communities were closed. But prior to the
9 pandemic, DINAP found that we had to recapture
10 and reallocate funds where grantees simply were
11 not spending their money. And I think that
12 affected 13 grants -- approximately 13 grantees.

13 MR. HALL: When we did the
14 reallocation, it was more than that. It was more
15 like 19 -- the excess carryover was more than
16 that. I think it was probably 20, 25 grants.

17 MS. BROWN: So what we did was we took
18 the very egregious and used a percentage. And
19 thanks to Duane who runs our formula because it's
20 complicated and we have to get this through the
21 Department of Labor clearance as well. Even
22 though the recapture and reallocation of funds

1 are allowed, often times, you know, we have to
2 run that by our senior leadership in order to do
3 so. Because they want to make sure that
4 everything can be -- that we're not being
5 arbitrary and capricious. That's the terminology
6 used by our solicitors obviously. And so there
7 is a method to our -- to our madness so to speak.

8 We actually run risk reviews. All the
9 FPOs are required to do quarterly risk reviews of
10 all of our grants. And in 2019, we found that
11 there was a huge problem with excess carryover.
12 And that's not good for this program because
13 everybody's always -- you know, we're always
14 asking for more funding to the Advisory Council.
15 You know, our programs are severely underfunded
16 anyway. So when we have grantees that are just
17 not spending their money, that's a huge problem
18 for the program as a whole. So we made a
19 decision -- the leadership, myself included, that
20 we would recapture and reallocate to those
21 grantees that were spending. So that was in
22 2019.

1 So then we went into the pandemic in
2 2020. In 2021, we were expecting grantees to
3 come out of the pandemic. But having said that,
4 we found -- we did another analysis. And we
5 found that those same -- often times, those same
6 grantees that weren't spending their money back
7 in 2019 failed to spend money again. And
8 further, the area where really concerns me is
9 that not only were they not spending money, there
10 are virtually no clients being served in those
11 areas. And we know the unemployment statistics
12 in our reservation-based areas. So really
13 there's just, to me, no excuse not to spend that
14 money. So again, I am making recommendations for
15 the -- for recapture and reallocation in our
16 upcoming funding year for program year 2022.

17 CHAIR QUINTANA: Kay Seven?

18 VICE CHAIR SEVEN: Kay Seven, Other
19 Discipline. I just have a quick question. So
20 those grantees that did not spend in 2020, how
21 did they do through the competition? Did they
22 submit an application for the next designation

1 period?

2 MS. BROWN: Yes.

3 VICE CHAIR SEVEN: Okay.

4 MS. BROWN: They did submit an
5 application. Oftentimes their application was -
6 - in some cases, we found that even the
7 applications were insufficient. You know, they
8 were required to write a four-year strategic
9 plan, each of those new council members. During
10 our competition, grantees are required to write a
11 four-year plan showing what they plan -- you
12 know, the numbers that they plan to serve and the
13 training activities that they will be enrolled
14 in.

15 And so throughout the performance
16 period, the FPOs oftentimes refer to that
17 strategic plan to see what the grantees are
18 proposing to serve versus what they're actually
19 serving. So we do a lot of work on our end in
20 DINAP just to make sure that we're tracking those
21 things. And Duane as a lead FPO works very
22 closely with the project officers to ensure that

1 performance issues are highlighted, that we're
2 following up.

3 You know, we do have limited
4 resources, but we target the at-risk grantees to
5 go out and conduct monitoring reviews. And
6 monitoring reviews are not simply, you know,
7 going out to find out what is being done wrong,
8 but also to identify where we can provide
9 increased training and technical assistance. And
10 as we go on a little further, I'd like to talk to
11 this Council about the training and technical
12 assistance and identifying priorities.

13 And also there's a lot of things that
14 DINAP has used in the past, but that over time,
15 even during the pandemic and beyond, we've sort
16 of decreased our potential in certain areas. We
17 used to have identified peer providers that we
18 would rely on from the grantee community. So say
19 like in certain areas, Darrell Waldron has a top
20 notch financial system. If there are grantees
21 struggling in his area, he can serve as a peer
22 provider for another grantee in another area.

1 Joe has a wonderful case management
2 system and really top notch staff. If he could
3 identify potential peer providers that could help
4 other people in case management, we can then pay
5 for it through our training and technical
6 assistance contract.

7 And we've sort of lost that list of
8 people that are willing to serve as peer
9 providers. And you know, I understand because
10 it's done entirely on a voluntary basis. So we
11 reimburse for travel and per diem and other costs
12 through our technical assistance contract, but
13 the time is voluntary -- it's on a voluntary
14 basis. So I know that takes away resources from
15 other programs to step up to the plate and serve
16 as a peer provider. But it's something that I
17 think, it's always worked for this program. So
18 we might want to re-think that.

19 Then further, I just want to share
20 with you that we have lost several grants. We've
21 lost the organization because of fraud and abuse
22 because that's the other thing that DINAP is

1 obligated -- obligated. That's our function as
2 federal staff to be accountable for federal
3 funds. And so if we see things that are
4 seriously wrong out there -- and oftentimes this
5 is --

6 Believe it or not, oftentimes it
7 doesn't come to our attention unless we're on the
8 ground looking through records and doing our
9 monitoring reviews. But sometimes that happens
10 when somebody in a grantee community files a
11 grievance or a complaint and it doesn't go
12 anywhere at the local level. And then they go
13 higher and it comes to our attention. And then
14 we're obligated to follow up on that grievance.

15 And so in program year '19 through
16 '20, I think it was approximately six grants that
17 went under that basically we took their grants.
18 They lost their grants. And in some cases, you
19 know, because tribes have priority, we are also
20 obligated if a tribe loses their grant to find
21 somebody that the tribe is willing to agree to,
22 to serve that reservation-based area. With

1 Indian organizations, it's still difficult, but
2 we don't have permissions -- I mean, they don't
3 get priority. So you know, if they have
4 something egregious, we can basically go in there
5 and if needed, shut them down.

6 But with a tribe, it's different
7 because you can't oftentimes find somebody else
8 to serve where a tribe is willing to have
9 somebody else come in and serve their
10 reservation-based area. And that's in our
11 regulations. So we were able to work to ensure
12 that some of those tribes -- the small tribes
13 that were covered by consortiums were -- we came
14 up with an agreement with an organization that
15 was eligible to apply for 477. And we now went
16 into an arrangement where those small tribes that
17 are served by organizations that went under,
18 where their monies were transferred over to the
19 477 program.

20 So two of the grantees that went under
21 were the Western Washington Indian Employment and
22 Training Center. And that had been -- you know,

1 they had been in business for years and served 28
2 small tribes that were under their umbrella. So
3 they are now a 477 -- they are now served by the
4 South Puget Interagency -- SPIPA -- we just call
5 it SPIPA. And then the other one was the United
6 Sioux Tribal Development Corporation in South
7 Dakota. And they serve how many tribes?

8 MR. HALL: Well the non-Sioux tribes
9 serve all the non-reservation area in South
10 Dakota. They didn't serve any tribes, but they
11 had all non -- They're kind of like the Urban
12 Indian Center in Pierre, South Dakota.

13 MS. BROWN: But they still
14 nonetheless, serve federally recognized tribes so
15 we were able to also enter into an arrangement
16 where they could be served through the 477
17 program under -- under one of the tribes who
18 stepped forward and said, you know, we'll go
19 ahead and service these areas.

20 So I just want to let you know that
21 DINAP works very, very hard to ensure that we are
22 covering the tribes that need those service

1 areas. And that we work out arrangements when
2 tribes are struggling or need -- you know, if
3 they're unfortunately served through
4 organizations that have fraud and abuse, it is
5 our obligation to work with them. So we do have
6 -- and it does take a lot of staff time just to
7 have those six high-risk grants consumed a huge
8 amount of time by the FPOs and by myself.
9 Because they might be small organizations, but
10 you know, it creates a lot of work, follow-up
11 work, with the Office of Inspector General,
12 through the senior leadership, through myself,
13 through the FPO tracking, oftentimes through the
14 State Attorney General's Office, and so on and so
15 forth.

16 So we've been really busy these last
17 four years just trying to keep on top of this
18 workload. And I feel like, you know, I'm not
19 making excuses, but I feel like some of what
20 we'll be seeing in our performance probably
21 reflects the fact that we don't have oftentimes
22 staff that can provide targeted training and

1 technical assistance to grantees who are poor
2 performers, especially in spending and in low
3 performance numbers.

4 So BC, can you bring up the
5 presentation? I want to talk a little bit about
6 first, about the Comprehensive Service Program.
7 And then later on, I'm going to go briefly over
8 the Supplemental Youth Services Program. Only
9 federally recognized tribes get the Youth
10 Services Program. So we have some very large
11 Indian organizations like the United Indian
12 Involvement. They serve a huge population in
13 L.A., but they don't get Supplemental Youth
14 Services Programs.

15 Candace, I don't think your
16 organization, the North Carolina Commission on
17 Indian Affairs gets it either. But all the
18 federally recognized tribes, including those that
19 are served by consortiums receive the
20 Supplemental Youth Services Program funds.

21 MS. ECHOHAWK: Can we take a moment?

22 We've got our --

1 MS. BROWN: Oh, sure. Sure. In
2 fact, I can keep talking.

3 MS. ECHOHAWK: Well online folks can
4 see, but when we restart here, they won't be able
5 to hear you. So hold on just a second.

6 MS. BROWN: Okay. No problem. So
7 with the Supplemental Youth Services Program, as
8 many of you know, it's 1.5 percent of the total
9 appropriations that goes to the state formula
10 funded programs. And I think that's why we were
11 so concerned when all of the sudden we were faced
12 with all these performance indicators that were
13 required under WIOA. So we are still using our
14 old performance indicators that were under the
15 Workforce Investment Act because we don't have a
16 system for collecting that data yet. Only for
17 our adult programs.

18 And because the funding is so low and
19 because a number of the -- you know, it's based
20 off the population, you will see that -- I think
21 it's like 80 some percent of our programs are
22 summer-youth only programs. And we only have a

1 few programs that receive enough money to run
2 year-round programs, which is allowed. And all
3 the state formula programs run year-round program
4 with a huge emphasis on our school youth.

5 But our programs mainly focus on in-
6 school youth, simply because they're summer-only
7 programs. We have a few that receive a million
8 plus -- and I think only two. And that's Alu
9 Like in Hawaii, which runs a wonderful youth
10 program. They bring our numbers up and they're
11 very, very good at what they do. And I'll have
12 Jennifer talk a little bit about the youth
13 program later on because I'd like to reinvigorate
14 the youth workgroup as part of this council.

15 So this is the enrollment trend from
16 2017 through 2021. And as you can see, by 2020
17 was our pandemic mode where are numbers shot way
18 down. And so the red is the adult enrollment,
19 the Comprehensive Service Program. And the blue
20 is the Supplemental Youth Services. So with our
21 Supplemental Youth Services Program, we normally
22 served, I think between -- you know, I'm going to

1 say 3.7 to 4,000 participants.

2 MEMBER WOJNAS: Jacob Wojnas, Other
3 Disciplines. Do we have any visibility as to how
4 those enrollment numbers are tracking in the
5 beginning of 2022, or is that data not available
6 yet?

7 MS. BROWN: No. We always write one
8 year behind because of the way we collect the
9 data through quarterly performance. Is that
10 correct?

11 MEMBER WOJNAS: When you said
12 beginning of '22, are you talking about the
13 beginning of the calendar year?

14 MS. BROWN: Yes.

15 MR. HALL: Yeah. We get quarterly
16 data. And so this is -- this is by year -- by
17 our program year, which is July 1 to June 30th.
18 But we do have -- we get it quarterly, so we know
19 how many people are served in each quarter.

20 MEMBER WOJNAS: So how has that trend
21 been in sort of recent quarters in light of
22 obviously the muted impact on the whole -- on a

1 whole program year basis?

2 MR. HALL: Yeah. I think we can
3 generally. We'd have to look at that a little
4 closer, but we felt like that the vaccines came
5 out back in -- we thought everyone was vaccinated
6 in maybe as early as last spring or summer. And
7 so we thought we would start seeing numbers
8 increase. They have, but not to pre-pandemic
9 levels.

10 MEMBER WOJNAS: Thanks. That's
11 helpful.

12 MS. BROWN: Okay. Next slide. So
13 this shows our allocation for the -- You know,
14 even though sometimes we refer to it as the
15 "Adult Program", it can also -- our programs can
16 also serve youth. We had approximately 105 adult
17 grantees. And you'll see the alarming number
18 here, and this is for program year 20 -- What's
19 this for, 2020? I can't --

20 MR. HALL: Yes. That has to be for
21 PY2020 because this program year is not over. So
22 this is for the period July 1, 2020 to June 30th,

1 2021.

2 MS. BROWN: So you'll see that we have
3 60 percent of our grantees that have excess
4 carry-in. And when we say "excess carry-in,"
5 that's those grantees that have 20 percent or
6 more of their funds remaining that they did not
7 spend. There's an administrative restriction
8 that we -- that is required by the regulations
9 that they spend so much. You're not allowed to
10 carry more than 20 percent of your funds forward.

11 CHAIR QUINTANA: Jacob. And if I can
12 -- if you can, just speak up a little louder so
13 we can also hear it on the Internet.

14 MEMBER WOJNAS: Certainly. Jacob
15 Wojnas, Other Disciplines. So as far as relating
16 that 60 percent number to the recapturing and
17 redistribution that you mentioned earlier on,
18 what does that proportion look like? And what's
19 generally that proportion of funding for programs
20 that were affected?

21 MS. BROWN: Do you want to --

22 MR. HALL: Sorry. Can you repeat that

1 again?

2 MEMBER WOJNAS: So earlier we
3 discussed programs that had excess carry-in to
4 the point at which there was some level of
5 recapture and redistribution of those funds. So
6 how does the proportion of programs affected --
7 what's that number in relation to the 60 percent
8 number here essentially that have some level of
9 excess carry-in?

10 MR. HALL: Yeah. I don't have exact
11 numbers on me. But I would say that a third of
12 our grantees have excess carryover as it's
13 defined in the regulations. And the way we
14 define excess carryover -- carry-in and carryover
15 is we expect that 80 percent of your funding,
16 your total funding -- that's your funding you got
17 this year and if you have any money left over
18 from the prior years, 80 percent of those needs
19 to be spent in that year. And so anything above
20 20 percent -- you get funds over 20 percent, we
21 consider that carry -- excess carryover. I would
22 say off the top of my head, probably a third had

1 excess carryover.

2 But we felt -- we didn't enforce carry
3 -- we didn't reallocate money at the 20 percent
4 level. We wanted to -- we wanted to get the most
5 egregious grantees. So what we said was --
6 correct me if I'm wrong here, Athena -- I think
7 we said even though the regulations say excess
8 carry is 20 percent, we said anybody who had
9 above 40 percent excess carry-in. And there was
10 a number of those. I can't give you an exact
11 number -- maybe 20 grantees or so. We recapped
12 that money and redistributed it. And we put that
13 in our annual funding table that's out on the
14 internet where we show how much money you get and
15 how much money we've deducted because of excess
16 carry-in. And then you can see who we gave that
17 money to -- or who we redistributed. And that's
18 in, you know, TEGL and stuff on the website.

19 MEMBER WOJNAS: Thank you.

20 CHAIR QUINTANA: We're getting a
21 little short on time, but the Chair recognizes
22 Kay Seven.

1 VICE CHAIR SEVEN: Just a quick
2 question, I guess for the -- maybe the council
3 members that aren't an administrator or with the
4 program. Do the council members receive those
5 same TEGs?

6 MR. HALL: We don't send them directly
7 to the council members. We just put it up on the
8 -- on the website. If you wanted to see that, we
9 can print that out for you.

10 VICE CHAIR SEVEN: Right. I think as
11 a Council, we're interested in that where there's
12 some conclusion. And so that anything that we
13 have access to or know that we are sharing it
14 Board wide -- Council wide.

15 CHAIR QUINTANA: Yeah. Really
16 quickly, Joseph Quintana, Region 6. I think too,
17 you know, we're coming out of a global crisis so
18 nobody could have anticipated what would happen
19 in this instance. There was no contingency plan.
20 We'd love to say that everything would have been
21 thought out and we'd have the ability to spend
22 down very quickly or to provide that assistance

1 to those groups that were struggling in those
2 particular areas.

3 Maybe that's something that is -- we can
4 either have a specific committee to address that
5 issue or come up with a plan long-term, or maybe
6 it's in with the peer providers to provide that
7 assistance as far as outreach options. And
8 making sure that we continue service -- that
9 services are never disrupted in particular areas
10 or that there's support services if needed. So
11 something to consider.

12 But I think gauging 2021, it's
13 difficult to get a clear estimate as far as where
14 we're at. Even in 2022 when the economy and the
15 workers are exhausted, we know that people are
16 reluctant to go back to work even though it's a
17 competitive market right now. And so I think all
18 the data that you're requesting, I think that is
19 important for us to see as we go to the end of
20 the year.

21 I know quickly we have to end.
22 Athena, did you want to have closing remarks?

1 MS. BROWN: Yes. Can you just quickly
2 go through the next few slides? So I just want
3 to -- I'll send this information out to you. And
4 so one of the reasons why I felt it was important
5 to have a discussion about the youth program is
6 that we have somewhat of the same problem, you
7 know, with the youth program. And really I -- I
8 want to emphasize that this is not just related
9 to the pandemic. It was a problem before with
10 some of the grantees and it's a problem now. So
11 that means that they're not going anything to
12 address the issue.

13 So we recaptured -- we reallocated --
14 recaptured funds from grantees that have excess
15 carryover in 2019. And some of those same
16 grantees are egregiously at a level now that they
17 shouldn't be. So I just wanted to share that.
18 You have these charts and we'll make sure that
19 you all have copies. But yes, I'll just end
20 there.

21 CHAIR QUINTANA: Thank you for that.
22 I think it's also an important statement to make

1 that there were trends leading into this prior to
2 the pandemic as well.

3 Now we'll go on and refocus to the
4 next item. Regional and national conference
5 updates. Who will this be?

6 MS. BROWN: Darrell and Kay Seven.

7 CHAIR QUINTANA: Who would like to
8 start? Chair recognizes Kay Seven.

9 VICE CHAIR SEVEN: Okay. So Kay
10 Seven, Other Discipline. So I serve for the 42nd
11 National Indian Employment and Training
12 Conference that we just had in Oklahoma -- Tulsa
13 Oklahoma. I served as the Co-Chair for the 477
14 Programs. And I also was re-elected for the 477
15 Program to serve as a Co-Chair for the 43rd
16 National Conference, which is coming up in
17 Connecticut in 2023.

18 So for the 42nd conference that we
19 just had, Cherokee National did an awesome job
20 processing the evaluation of our national event.
21 Our committee has not had a de-brief yet from the
22 42nd conference. We are wanting to set up a

1 meeting so we can talk about the 42nd. Talk
2 about what worked, what didn't work as we move
3 forward into planning the 43rd.

4 The hotel for the 43rd national
5 conference is going to be the Foxwoods. And the
6 proposed date -- or I think the final date for
7 our 43rd conference will be the last week in
8 April. So we're looking forward to that event
9 and planning for that. Just for your
10 information, at our Tulsa, Oklahoma event, we
11 also made the selection for the 44th national
12 conference, which will be in Orlando, Florida.

13 Now for the regional events, I can
14 talk about the west region. I serve as the Co-
15 Chair of our -- for the 477 programs for our
16 western regional event. The Phoenix Indian
17 Center has done a great job of maintaining the
18 treasury role of our western region. Patty
19 Hibbeler was our Executive Director, carried on
20 the legacy of Karen Thorn. For some of the
21 newbies, Karen Thorn is an old, longtime name of
22 our Indian Program community. Karen did a great

1 job of being very frugal with our funds. Our
2 regional account balance is around \$200,000 that
3 we have in reserve to plan and continue events
4 for the western region.

5 So this year, our western region is
6 going to have our event the second week in
7 November, the week of general election and
8 Veteran's Day weekend. And all of our
9 information can be found at the Phoenix Indian
10 Center website. We have early bird registration
11 going on right now. The early bird registration
12 is \$250 until the end of August. The hotel will
13 be the Gila River property -- Wild Horse Pass
14 Casino Resort. So we're taking lodging
15 reservations right now. We're going to be
16 opening up workshop proposals. We had a meeting
17 two weeks ago at the hotel about planning our
18 November event.

19 We really want to focus this training-
20 based on some of the evaluation results we saw
21 for the national conference. The grantees
22 brought more like case management specific type

1 training. And subjects that bring to heart the
2 role of a front-line worker doing intake
3 eligibility, processing cases, processing
4 services. So that's what we want to focus our
5 Phoenix event on is the needs of the front-line
6 workforce. And so during our call, we asked
7 Athena Brown and Anthony Riley from the
8 Department of Interior to join our call with us
9 as we move forward. So we're looking forward to
10 that event coming up.

11 And then Darrell, Midwest is planning
12 their regional event.

13 CHAIR QUINTANA: The Chair recognizes
14 Darrell.

15 MEMBER WALDRON: Thank you very much.
16 Darrell Waldron, Region 1. So I'm Chairing on
17 the 166 side. The new conference is coming up in
18 April. Foxwoods is very aggressively pushing
19 hard to get their contract done because they are
20 starting to boom with business. A forty-floor
21 hotel, it's hard to imagine it being --
22 aggressively being filled, as well as Mohegan,

1 which is one of the other bid sites. So we've
2 got a good part of the contract ironed out, which
3 is very favorable for us in support. The actual
4 Tribal Council of the gaming facility has been
5 deeply involved and is Chairing some of the
6 things. So we're looking at quite a good
7 package.

8 The training is the big issue. You
9 know, Athena alluded to it in the early meeting.
10 But we're also seeing it across our programs.
11 That there are just issues developing with now
12 what is a very strategic and detailed electronic
13 reporting system with a population that's in
14 transition from the older groups going out to
15 younger groups coming in. And we just see a lot
16 of small mistakes in a lot of programs. And so
17 in our discussions, there's been a great deal of
18 talk about training and really involving DINAP to
19 get these programs and reports up to a real, you
20 know, solid level. I think at one time, we was
21 around 98 percent efficient. So that's been the
22 discussion.

1 There's also other programs now that
2 are merging with us through the Department of
3 Labor and also the apprenticeship program, which
4 is on fire. Over 350,000 approved apprenticeship
5 programs in this country. So they'll be a big
6 part of it. There are two big monster groups in
7 our area that will be attending the conference.
8 So it is -- we're looking at the end of April,
9 first week in May.

10 The room rate is, I think it's
11 somewhere around \$104. It's pretty cheap
12 compared to the \$280 something that they get
13 normally. We had a couple hiccups on early
14 arrivals coming in on Friday for that event. We
15 are pushing to have a meeting next week in
16 Connecticut. The hotel wants the contract. This
17 has really been the energy behind it.

18 So we hope to get that done and then
19 begin a debrief and have a serious training
20 piece. We have been trying to include everybody
21 nationally. The 166 had some complaints with us
22 about the training. That they wanted more

1 programs -- as Kay brought it up, wanting more
2 programs around their actual services, what to
3 spend their dollars on, more fiscal. So we want
4 to strengthen all that. We'll be using a lot of
5 Mailchimp. We're planning to have meetings but
6 one hour long, very tight agenda throughout
7 running up to the conference itself.

8 Myrtle Beach is also moving at a very
9 aggressive pace, just because of the timeline in
10 it. Again, we're concerned about operating
11 programs -- running programs in fiscal is a key
12 component. We have a meeting set up -- I think
13 it's as early as next week with Suzie and Carl
14 and our DINAP team. That contract is not as good
15 as the one we're pending in Connecticut. We're
16 kind of going back and forth. It is a done deal,
17 but there's a couple little particulars around
18 food guarantee and rooms. It's in an area where
19 we've been before. There's plenty of space.
20 We've locked out a 100 rooms guaranteed because
21 they want a guarantee on the rooms. But they
22 will honor the rate after the 100 room block is

1 full.

2 And I have a meeting immediately
3 Friday to wrap up the rest of the details. We
4 have all the grantees from the area involved with
5 the program. Rod is stepping up with a lot of
6 support. So we're looking forward to a great
7 conference. The big issue this year is training,
8 training, training, training. You know, in my
9 organization, every eight weeks we do a mandatory
10 training for the staff. Because there's so much
11 going on that we're not involved with and there's
12 so much reporting.

13 And I do have to say I have earned a
14 great deal of respect for the reporting system in
15 DINAP after working with a lot of other programs.
16 Some of them are back in the 1980s with their
17 stuff. And so your fiscal is drawn out and all
18 that stuff is a real pleasure. And I actually
19 have said to the Urban-Based Indian Health
20 Program to give you guys a call because their
21 system is absolutely horrible.

22 The RPMS system is also going to be a

1 big topic in the training. I don't particularly
2 like it. I like the old one because I had just
3 so much detail on a client. The new staff love
4 it and of course, they love the reporting. It's
5 five minutes in. So that's a quick update. It's
6 a beautiful time of year there. We're trying to
7 arrange that everybody gets a ride. And there
8 were some odd laws in Rhode Island around casino
9 buses and stuff working out of the airport.

10 But there's a -- there's a piece of
11 property that we're trying to purchase, which is
12 next door that has a massive parking lot. So
13 we're trying to work that out with the Pequot
14 Tribe that the buses will be there and we'll
15 transport people by van to the lot. And then
16 from there, up to the casino. It's awesome.
17 It's five miles long, that casino. It takes five
18 miles walk to go through the whole thing. It's
19 actually incredible, yeah. And there's a big
20 museum there as well.

21 CHAIR QUINTANA: Athena Brown.

22 MS. BROWN: Darrell, I was wondering

1 what the anticipated registration will be for
2 Myrtle Beach because that is the East/Midwest as
3 well. Right?

4 MEMBER WALDRON: Yes. Yes.

5 MS. BROWN: And it's very close to the
6 -- I mean the timing, like one is in September.
7 Right?

8 MEMBER WALDRON: Yes.

9 MS. BROWN: And the other is in
10 November.

11 MEMBER WALDRON: September 11th -- the
12 week of September 11th. I have issues with high
13 paying registration fees for the conference,
14 which you know. We've talked about it off and
15 on. So we're going to try to get that
16 registration fee down. And that's why I wrote
17 down what you guys were charging. We're trying
18 to get that down almost to nothing. We want to
19 just cover what's in the contract with the hotel.
20 I would like to see in the future almost no
21 registration fees and increased training and
22 there were multiple pieces we were having

1 problems with grantees. Because I just think
2 that the training is going to be ---

3 (Simultaneous speaking.)

4 MEMBER WALDRON: Well, the last one we
5 did had about 250 people participants added.
6 We're a little cautious because of the pandemic
7 and that stuff. So we're hoping to get about 150
8 to 130. But we're going cautious on the room
9 block.

10 MS. BROWN: And do you plan to have
11 virtual and in-person?

12 MEMBER WALDRON: That's in discussion
13 now. Some people don't want the virtual. We've
14 been getting that. I don't know if it was older
15 or the younger populations, but just didn't like
16 it. It was just a room with a voice. So we're
17 kind of doing a little survey on that through
18 Mailchimp.

19 CHAIR QUINTANA: Kay Seven.

20 VICE CHAIR SEVEN: Kay Seven, Other
21 Discipline. So for the western region, we
22 decided we're not going to do any virtuals. It's

1 going to be 100 percent in-person. Again,
2 looking at the evaluations from the national
3 conference, the virtual paying registrants did
4 not have a good experience at all; sound,
5 technology, whatnot. Also when talking with or
6 speaking with Anthony and Athena, we decided that
7 we would do a pre-conference event on Monday,
8 November 7th is a new director's training
9 session. So we've asked the federal agencies to
10 decide early on if you can assist grantees with
11 travel to the western regional event for a new
12 director's session.

13 CHAIR QUINTANA: Are there any other
14 questions or comments to share?

15 MS. BROWN: I think I might have one.

16 CHAIR QUINTANA: Recognize Athena.

17 MS. BROWN: So FYI for both Kay and
18 for Darrell, the Department of Labor employees
19 like outside of DINAP -- I know that DINAP,
20 we're, you know, dedicated to serving our
21 grantees. So we want to make sure the staff
22 participates -- our FPOs. But for others outside

1 of DINAP, we sort of have no control, like the
2 Office of Grants Management. And so oftentimes
3 we have an FPO that will volunteer to be in the
4 room. But the presenters like Debbie Strama or
5 Chanal Castaneda that are located in the Chicago
6 office, they prefer to do the virtual. So in
7 that case in getting some video presenters there,
8 they might still want to do the virtual,
9 especially if you have like the Smart Training or
10 things like that. Right?

11 CHAIR QUINTANA: Kay Seven.

12 VICE CHAIR SEVEN: So Athena, that's
13 good to know. And I think what I forgot to do
14 was to put in my calendar that we wanted to meet
15 again with you and Anthony next Friday, July 3rd.
16 I think it was a late morning. So I need to put
17 that calendar event out so we can talk further
18 about details like that, that we should think
19 about and consider.

20 MS. BROWN: Okay.

21 CHAIR QUINTANA: Darrell and then
22 Patricia.

1 MEMBER WALDRON: And I doubt it's
2 impossible to happen. But Debbie Galloway was a
3 tremendous asset of information about the DOL
4 programs. I know she's gotten married or
5 something, I don't know if it's an opportunity to
6 get her for the national. But she went so beyond
7 where we are with our program and to other things
8 that have really helped our Financial Service
9 Center Offices. She was spectacular with the
10 knowledge, although she was extremely thorough,
11 which they all are. When we had time to sit and
12 talk, she taught us so much. I don't know how we
13 could get her in-person or by Zoom or if that's
14 possible, but she really did a bang-up job and
15 the information was really appreciated. Just
16 throwing that out there, Duane.

17 CHAIR QUINTANA: Patricia and then we
18 have an online comment from Lorraine.

19 MEMBER HIBBELER: So Patricia
20 Hibbeler, Other Disciplines. So I think it's
21 different if just your speaker is virtual as
22 opposed to all your participants being virtual.

1 So even before we started moving to adding
2 virtual trainings, we had speakers virtual at the
3 western and the national. So I think that still
4 meets the needs of the grantees. They want to be
5 face to face, and to be able to enrich that
6 training and technical assistance that they
7 receive, but the speaker could still be virtual.
8 So I would recommend you walking down that same
9 kind of path that the Planning Committee is
10 looking at, at Western Regional was making it all
11 in-person.

12 CHAIR QUINTANA: Thank you for that.

13 The Chair recognizes an online comment from
14 Lorraine Edmo.

15 MEMBER EDMO: Thank you. Lorraine
16 Edmo, Other Disciplines. I was just wondering
17 about the Phoenix meeting -- the western meeting.
18 Is that -- are we also planning an Advisory
19 Council session during that or after that
20 meeting, or is that still up in the air regarding
21 the possibility of something in conjunction with
22 NCAI?

1 CHAIR QUINTANA: The Chair recognizes
2 Kay Seven.

3 VICE CHAIR SEVEN: So Chairman, I
4 think yesterday we made a decision that we would
5 do our NAETC meeting in the next year. One will
6 be at NCAIs annual convention in October at
7 Sacramento. And then we'll do another National
8 Indian Employment and Training Conference next
9 April in Connecticut during Foxwoods. And we're
10 not going to plan any NAETC meeting -- official
11 meeting during the Western Regional Conference.
12 And if we use the Western Regional Conference for
13 any reason, it could be for maybe a workgroup
14 meeting might be the idea there.

15 And then also, I forgot to mention,
16 for those that are -- we keep all information
17 about our regional and national events on our
18 national website. Our website is on ninaetc.net
19 -- ninaetc.net. Our website is housed by
20 California Indian Manpower Consortium. It's where
21 we keep information about committees, our events,
22 and others.

1 MEMBER EDMO: All right, thank you.
2 I wasn't sure about the NCAI plans. So that's
3 for next year?

4 VICE CHAIR SEVEN: NCAI, I think we're
5 planning for Sacramento in late October -- at the
6 Annual Convention.

7 MEMBER EDMO: Okay.

8 VICE CHAIR SEVEN: And then we're
9 going to do that through two strategic workgroup
10 meetings between now and the middle of August.
11 So that by September 1st, we're on a solid
12 pathway with our strategic plan. And can make
13 decisions on how we want to -- be present at
14 NCAI.

15 CHAIR QUINTANA: Hold on just a
16 moment. First, Darrell, did you have a question
17 or comment first? Then we'll come over to --

18 (Simultaneous speaking.)

19 MEMBER WALDRON: I did. I just wanted
20 to emphasize meeting as frequently as possible.
21 I think it's crucial in this environment that
22 we're in to use more committees. You know, I

1 just think that we need to have -- the two
2 meetings has failed us over the years. We had
3 unfriendly administration. It wasn't anybody's
4 fault here, but there's just so much going on.
5 You know, as we heard yesterday, it's such a
6 rapid pace that many meetings I'm hearing from
7 the grantee community is probably not important
8 because they are struggling with a lot of issues
9 with some of the calls that I get that are fairly
10 simple.

11 But there's just been this whole
12 shutdown of the nation over this COVID. And you
13 know, people receiving checks and not wanting to
14 come to work. And this issue with low paying
15 wages is why nobody wants to work. The high
16 paying jobs are not as available. People got
17 them. It's these really low -- low paying --
18 That data we received yesterday, almost half of
19 our working population is in poverty. And it's
20 appalling to see a \$12 or \$13 an hour salary for
21 a family.

22 I just think, you know, we've had

1 enough as an Indian population in this country.
2 So many more meetings if possible, phone
3 meetings, group meetings, whatever. But I would
4 anticipate in really putting a lot of pressure on
5 the federal Department of Labor.

6 CHAIR QUINTANA: Joseph Quintana,
7 Region 6. No, I agree with that. I think if
8 there's a way that we can do it informally just
9 so that we're keeping in confines with, you know,
10 what our meeting schedule -- what we're allowed
11 budget wise is something that we should think
12 about, especially at each one of the regional
13 meetings.

14 The Chair recognizes Patricia.

15 MEMBER HIBBELER: So just -- Patricia
16 Hibbeler, Other Discipline. A point of
17 clarification. When Kay says next year for the
18 meetings, she actually means next fiscal year.
19 So the October NCAI meeting will be in next
20 fiscal year, so not calendar year. So I thought
21 that might be causing some confusion.

22 I also agree 100 percent with what

1 Darrell said is keeping the activity of this
2 Council moving forward. And we certainly know
3 DINAP can pay for two meetings for us to come
4 together for official meetings. And then through
5 Tribal Tech is our technical assistance provider.
6 Really I'd like to see us organize more virtual
7 meetings to work on the strategic planning and
8 really get a good strategy moving forward for
9 what this council was going to focus on. In the
10 next two years, what do we want to get
11 accomplished, when, and how?

12 CHAIR QUINTANA: Thank you for that.
13 Chair recognizes Darrell.

14 MEMBER WALDRON: Darrell Waldron,
15 Region 1. Just very quickly. It's probably one
16 of the questions for Athena. Some of those
17 recapture funds that are going to be happening,
18 could they be used for the workgroups? No?
19 Okay. That was a shot.

20 CHAIR QUINTANA: Any other questions
21 or concerns that we could review? The Chair
22 recognizes Kay.

1 VICE CHAIR SEVEN: So Kay Seven, Other
2 Discipline. I like Darrell's question on the
3 recapture and reallocation.

4 CHAIR QUINTANA: Do you want a formal
5 no?

6 VICE CHAIR SEVEN: Well I guess
7 looking at -- working with the Council within the
8 Department of Labor building, is there a
9 possibility of -- depending on grantee interest
10 to reallocate funds to like maybe a national
11 project where maybe it's a national youth
12 initiative. And grantees are nominating and
13 sending in youth from their area to come together
14 and grow a nationwide career awareness activity
15 event. I mean, we need to think outside the box.

16 MEMBER WALDRON: We do.

17 VICE CHAIR SEVEN: And I was even
18 thinking reallocate funds maybe to United Indian
19 Involvement who is looking at some pre-
20 partnership training for the building trades.
21 And then involve youth, even if it's just a pilot
22 project of 20. And I think as a Council, I

1 wanted to just share the ideas, outside the box
2 thinking. But at least it's on the table and
3 could be a consideration.

4 MEMBER WALDRON: Darrell Waldron,
5 Region 1. And the Secretary did talk about some
6 additional funds. I think he was going to try to
7 take out for special projects. So maybe we can
8 make a recommendation on some of that to him and
9 help where the money's already allocated and just
10 --

11 VICE CHAIR SEVEN: Right. Right.

12 MEMBER WALDRON: Our youth think
13 extremely different than we do. And I think it's
14 important to get them started now, involvement.
15 I can tell you we've hired a lot of young folks
16 at our office. And it is a complexity when we
17 get together in large staff meetings as they do
18 think differently.

19 CHAIR QUINTANA: Any other questions
20 or comments to share? Thank you for that,
21 Darrell. If not --

22 (Simultaneous speaking.)

1 MEMBER RICKARD: -- CMC equipment
2 that's on the website right away so that we can
3 have a -- a little bit of an idea of what one it
4 is?

5 CHAIR QUINTANA: Kay Seven.

6 VICE CHAIR SEVEN: Kay Seven, Other
7 Discipline. So I just looked at the NIATC -- our
8 NIATC website and Teresa Wilson with CIMC is
9 awesome. She's always on the ball. You can go
10 right to ninaetc.net. I'm not going to put it on
11 the screen here, but there's Myrtle Beach,
12 there's west region, and then also beginning to
13 introduce the National Conference next year.

14 CHAIR QUINTANA: Okay. So it is
15 available online. We are running low on time for
16 this particular item, but we'll close with Athena
17 Brown.

18 MS. BROWN: I just wanted to quickly
19 say that before I say no, let me check. Let me
20 ask somebody because I want to confirm. You
21 know, this is something that in the reallocation
22 or recapture of appropriated funds that are for

1 Section 166, I really -- I probably need to check
2 to make sure that we're not just, you know,
3 making a decision on it.

4 CHAIR QUINTANA: Thank you for that.
5 We'll go ahead and move to our next item. I do
6 want to make the record known that Gary Rickard
7 is also present with us now and Kim Carroll has
8 also joined us virtually. Candace has also
9 joined us. She's present.

10 MEMBER CATO: For the record, also
11 Lora Anna Chaisson said she did have to leave for
12 an emergency situation in her home area.

13 CHAIR QUINTANA: Okay. Sorry to hear
14 that. What did you say again?

15 MEMBER CATO: Can they come to the
16 front of the room --

17 CHAIR QUINTANA: Okay. We will have
18 --

19 MEMBER CATO: -- so that virtual can
20 see them.

21 CHAIR QUINTANA: Oh, yes. We're going
22 to move to our next item. It's going to be

1 training and technical assistance with Courtney
2 McCusker, PMP, Project Management, Tribal Tech,
3 LLC, which is Duane Hall, contracting officer
4 representative identifying updates and
5 priorities.

6 MEMBER CATO: We're going to have to
7 quickly reboot here for the folks in the room.

8 PARTICIPANT: Right. You froze there
9 for a moment. Okay, we're back online.

10 CHAIR QUINTANA: We're back online, so
11 now we'll offer the room to our presenters.

12 MS. MCCUSKER: Thank you. My name is
13 Courtney McCusker. I am with the Tribal Tech.
14 I'm the project manager for the T&T contract
15 that's working with DINAP. So first, I want to
16 thank you for the opportunity to speak and tell
17 you a little bit about the contract today. And
18 just give you an overview of a little bit about
19 Tribal Tech. And then also the tasks and the
20 specific things on this contract and what that
21 looks like for the support that we provide. Next
22 slide.

1 Tribal Tech started this contract with
2 DINAP in June 2019. And it's a five-year
3 contract in total. So I'll go in a little bit
4 more of the specifics for the contract. But just
5 Tribal Tech is based in this area in Alexandria,
6 Virginia which isn't too far from D.C. And it's
7 a Native woman-owned small business working with
8 other federal agencies and Health and Human
9 Services, Education, Energy, environmental
10 services. And so we're honored to be able to
11 support DINAP and DOL and the tribal grantees
12 here. Next slide please.

13 Hopefully you're already, you know,
14 familiar with our faces by now. But the contract
15 staff -- oh, and I'm sorry, you do have a copy of
16 the presentation too if you want to follow it.
17 We have three contract staff who are, you know,
18 the staff positions on this contract. Suzie
19 Casal is full-time on this contract. She's based
20 here in D.C. Probably seen a lot of
21 communication from her and seen her at the
22 conferences.

1 BC Echohawk is our subject matter
2 expert. She's based in the Chicago area and is
3 part-time on this contract and part-time on some
4 other contracts with Tribal Tech. So she also
5 provides a lot of great support to our trainings
6 and events such as this. And then again, I'm the
7 project manager. So I'm kind of more behind the
8 scenes a little bit on, you know, budget and
9 tasks and invoicing and working with Duane to
10 make sure we're where we need to be; right place,
11 right time. And then I'm also part-time on some
12 other contracts. Next slide please.

13 We do also have a couple consultants
14 that we've been working with. So they're not
15 Tribal Tech staff, but we're able to pay for
16 their hours through the contract. And so Terry
17 Clark, you're probably familiar with from
18 trainings. He's been providing GPMS TA with the
19 rollout of that system. And then Kate Robinson
20 does a few hours here and there for Financial TA
21 when the grantees might need some help there. So
22 they're also providing some services through the

1 contract. Next slide.

2 So just a quick overview. I mentioned
3 this is a five year contract, so we started in
4 June 2019. Our contract years run June 20th to
5 June 20th, so we just finished our third contract
6 year and have just started our fourth out of
7 five. So we have two -- two more years. The
8 last date for this contract is in June 2024.

9 This is just a -- this scribble here
10 with the budget numbers is what our budget was
11 this last contract year that we just finished up.
12 So to give you an idea of what, you know, where
13 the -- how the money is allocated within the
14 contract. We have labor, which is staff
15 positions. And then the other direct costs are
16 support for these meetings, travel and printing
17 and other costs, you know, related to these
18 meetings.

19 Travel reimbursements to the council
20 meetings. The two that we mentioned a year, you
21 know, that we -- that we can pay for out of the
22 contract, the grantee conferences. And I'll talk

1 a little bit more about each of the tasks too,
2 what's involved in those. But the grantee
3 conferences budget for that -- a lot of that
4 would be travel reimbursements to small grantees
5 to attend the conferences, as well as our support
6 on site and with the logistics. And then we have
7 just kind of, you know, communications, line
8 item, which is things like the Zoom and the tech
9 support and just kind of other related, like the
10 Help Desk phone line for GPMS, things like that.

11 The subcontractor and the GPMS TA. So,
12 we do have a subcontract with High Tech, which
13 you may be familiar with who develops the Bear
14 Tracks System. They still provide some TA for
15 the Bear Tracks youth that is up and running.
16 And then we work with Don McCormick. Sometimes
17 there's special projects, you know, that he might
18 have hours for like to create the online funding
19 calculator and just different things like that.
20 And that line item there also is including
21 Terry's hours as a consultant to provide the GPMS
22 TA support. And then travel again is, you know,

1 for us to go support on-site events and
2 conferences and be where we need to be. Next
3 slide please.

4 So this one is just a quick list of
5 the tasks. And then I'll talk a little bit about
6 what's in each one. But we have: Task 1 is the
7 support for regional and national conferences.
8 Task 2 is support for the council meetings. Task
9 3 is helping to maintain and update the Workforce
10 GPS and DINAP website, posting resources and
11 information. Task 4 is the customer support for
12 GPMS and Bear Tracks. And then Task 5 is
13 developing training modules and other materials.

14 So Task 1 -- next slide please -- This
15 is just the activities that we completed in the
16 most recent contract year where we have two
17 national conferences for us within our contract
18 year, the 41st that was rescheduled and then the
19 42nd. So the types of support that we provide
20 under this contract include, you know, being on
21 the planning calls. Helping, you know, with
22 logistics leading up to the conferences, coming

1 on site, you know, making sure we're helping to
2 secure the facilities and the space and have a
3 setup.

4 You know, over the last couple
5 conferences, there's been a bigger virtual
6 component. So some of that has come in there.
7 And then being on site to provide support. And
8 then reimbursing grantees -- been approved for
9 travel reimbursement afterwards. Our contract
10 specifically does not include -- there's a
11 separate budget that goes over for audio visual
12 support. So we don't have a specific budget for
13 that, but we just try to help connect -- you
14 know, help connect the dots where we can for
15 those. Next slide.

16 Task 2 again is these types of
17 meetings. The two official meetings -- I hear
18 the last one that we had -- I guess the only one
19 in the last contract year based on the dates was
20 at the National Conference. So we helped Athena
21 develop and submit items for the Federal Register
22 notice and pre-meeting materials that we can help

1 support. And Suzie in particular does a lot of
2 work in the, you know, setting up the room and
3 getting audio visual equipment and providing on-
4 site support for national facilitation.

5 We have, you know, arrange a contract
6 with the court reporter to make sure everything's
7 imported and we have the minutes and summary.

8 And then just any other kind of on-site support
9 that we can provide, as well as reimbursing the
10 offer for travel to compare. And so that's all -
11 - these are all the things that are -- like the
12 activities under these tasks and a corresponding
13 budget, you know, for those line items is how we
14 do it.

15 Task 3 is a little bit smaller. It's
16 just, you know, we're posting updates as we have,
17 you know, announcements or resources to Workforce
18 GPS. We did a lot for example with the GPMS
19 resources and trying to put, you know, recordings
20 of trainings and Webinars and things like that
21 we're having up on Workforce GPS so those are
22 accessible. Processing the recordings from the

1 conferences. We already had those events
2 virtually and getting those posted. And then you
3 know, Suzie, I think works closely with Carl to
4 kind of make sure that there's -- if there's
5 updates needed to the DINAP website, you know,
6 that we can help maintain some of that flow of
7 information.

8 Task 4 is where we have the Bear
9 Tracks and GPMS TA. So there's been -- Since
10 Bear Tracks is really just a youth program now,
11 these numbers are for our last contract year that
12 we just finished. So I think Don had about 27
13 Bear Tracks TA contacts. So they'll keep a log
14 of any kind of grantee contacts and what the
15 issue was and how it was resolved. And then
16 Terry had almost 140 contacts for GPMS TA.

17 So under this, we've also, you know,
18 worked with Terry to help support the GPMS
19 implementation doing an updated user guide of
20 frequently asked questions, setting up the
21 ticketing system, a Help Desk line. And then we
22 did start up the virtual office hours, working

1 closely with Jennifer and Terry on those. And we
2 had a few trainings, I think in this last year
3 like on the login.gov setup. So anything that
4 kind of comes up under supporting, you know, you
5 all using GPMS and the rollout of that would fall
6 under this task.

7 And then our last Task 5 is training
8 materials, training modules. You know, some of
9 the wheel of fundamental training modules that
10 we've helped to update, but some of the more --
11 you know, other things that we're trying to do
12 around that is using surveys, you know, responses
13 and what we've learned from grantees at
14 conferences and what kind of training would be
15 helpful in trying to propose like topics for the
16 virtual office hours for example. Or we've done
17 some assistance with the financial document
18 review. I mentioned Kate Robinson helps with
19 that as well.

20 And then just -- you know, again we
21 started doing a lot more virtual trainings in the
22 last couple years. So you know, as the FPOs or

1 grantees bring up topics, it will be helpful --
2 help arrange virtual sessions for those topics.
3 We did have an OBC support and an on-site program
4 directors trainee with one of the grantees this
5 year. So we can do things like that under this
6 task. And then we started up a monthly
7 newsletter to help share information and
8 distribute resources. So a lot of that stuff
9 will fall kind of under this -- under this task.

10 And then, you know, within that Task
11 5, we wanted to talk a little bit about -- and
12 hopefully this is an area for discussion, too.
13 Some of the ideas we've talked about for further
14 developing training. We are planning to work
15 closely with DINAP and the FPOs to do, kind of, a
16 needs assessment across the grantees. You know,
17 what are the areas of most need that people want
18 some training on. Or what would be areas that we
19 could help target to help make sure that the
20 training and things that we're developing are
21 being strategic and efficient.

22 As Athena mentioned, DINAP is a small

1 staff and we're a fairly small staff. So how can
2 we best use, you know, the resources we have?
3 And we've also talked about other ideas for --
4 ways to do more peer to peer, you know, sharing
5 and learning. So whether that's kind of informal
6 peer to peer like a learning community, kind of
7 virtual sessions or looking -- finding success
8 stories. Like BC's worked on a lot of podcasts,
9 you know, for other contracts. So interviewing
10 kind of grantees about what has worked well or
11 sharing their best practices and making those
12 kinds of stories available.

13 Maybe adding a panel discussion kind
14 of format to trainings, whether that's virtually
15 or at conferences where you have a panel of
16 grantees, you know, talking about what, you know,
17 maybe some lessons learned or strategies of best
18 practices. And just helping -- seeing where we
19 could do more to facilitate, like, peer-to-peer
20 learning and interaction.

21 I've also talked about like pre-
22 recording the Wheel of Fundamentals modules. I

1 know those are presented at the conferences, but
2 we could do sort of, you know, a pre-recorded
3 session and have them host it in a way that it's
4 easily accessible. And then maybe looking at
5 some of the, you know, risk categories and seeing
6 if they're specific, you know, training that
7 could be targeted to that. And these are all
8 again, just kind of ideas and brainstorming. And
9 we'd love to hear more about what your all's
10 priorities are and how we can help.

11 And then just the last kind of quick
12 update I wanted to give is we did have -- I think
13 later on, Duane will be giving more of an update
14 on the census task. But in the first year of the
15 contract, we had Task 6 that was to basically
16 purchase special tabulations from the Census
17 Bureau to gather updated data for the funding
18 formula. So it's our role as Tribal Tech, we've
19 -- you know, worked with them to get what we
20 needed. We have processed the invoices for the
21 payment. And then we've been helping Duane kind
22 of take that data and see what we can do with it.

1 And process it for, you know, how it might be
2 used.

3 So that was the specific task in the
4 first year of the contract, but we've been doing
5 some, you know -- it's kind of still on within
6 the activities that we're doing under some of the
7 other contract tasks. So that was just a --
8 hopefully not too much or too little information
9 that I can give the contract tasks. But if we
10 have some time, you know, I'm happy to take
11 questions.

12 CHAIR QUINTANA: Any questions or
13 comments? First, we'll start with Robert and
14 Darrell, and then we'll come back to Gary.

15 MEMBER HOULE: Thank you, Mr.
16 Chairman. Robert Houle, Region 5. Thank you,
17 Darrell, and thank you, Courtney, for your
18 presentation and handout. I'm just curious to
19 know what have been -- obviously some of the
20 challenges we've gone through with reaching out
21 and getting the grantees to use up their funds et
22 cetera. But any other challenges that you

1 foresee now as we move forward? And then what
2 can -- Second part of the question is what can we
3 as council members do to be aware of or be of
4 assistance?

5 MR. HALL: Yeah. So I don't know if
6 I see so many challenges as maybe opportunities.
7 I think this contract provides a lot of
8 opportunities of, you know, getting input from
9 you as Council, what you would like to see.
10 That's kind of what this TAT is for. It's to set
11 aside funds for things like the conferences that
12 we do, are those productive? We do online
13 training, which many of you as council members,
14 you don't have -- some of you don't have a grant,
15 so you wouldn't be aware of that, but we're
16 providing training. I think there was a good
17 idea at the National Conference about perhaps
18 certifying these directors of these programs.
19 Like you would get a certification if you
20 completed courses.

21 So I think we're throwing this out to
22 the Council to provide input. And I would just

1 like to say real quickly -- and I apologize for
2 not recognizing -- Duane Hall, U.S. Department of
3 Labor Division of Native American Programs. I'm
4 the contract officer. Athena, technically her
5 role as project manager, she over -- you know,
6 she guides all this. So all the questions and
7 advice needs to go to Athena and I record that.
8 But I just wanted to point that out.

9 MS. BROWN: That's fine.

10 MR. HALL: And then, lastly, this is
11 a Native American minority contract, which we
12 felt was important. Tribal Tech, LLC, is Native
13 American woman-owned. And so I want to point
14 that out. She wasn't able to make it here. She
15 did stop by at one of our meetings maybe a year
16 or two ago. So I just wanted to add that in
17 there.

CHAIR QUINTANA: Chair
18 recognizes Darrell.

19 MEMBER WALDRON: Yeah. So great job.
20 I agree with Duane, the others don't agree. But
21 I agree as I grow older and seeing a lot of the
22 sense in these things. I'd love to see a lot

1 more involvement. I think it's a diamond there
2 that we have not polished enough, the technical
3 assistance. I'd like to see, you know, a lot
4 more annual audits on the grantees. And whether
5 these guys could put together a pre-audit
6 document so that we would save our grantees that
7 are having difficulties.

8 I know the other programs that -- you
9 know, we used to be audited years ago. I mean
10 Bob Lunz was my guy. Every year, you guys came
11 out and visited. And so maybe that's something
12 that they could help with a pre-visit to an
13 annual audit of services within the organization,
14 outside of the fiscal audits. And maybe a pre-
15 questionnaire document that you guys could get
16 early review on.

17 I also think on the training modules
18 or the training pieces that have specific
19 training available on their system for the
20 weaknesses in the grantees. And so that a
21 grantee will just go on it and pick up that --
22 you know, that cycle, whether it be fiscal or

1 what they can actually spend their dollars on. I
2 think that they're a great staff. You know, I
3 think that we're not using them enough. I think
4 they could be a support for the staff you don't
5 have in your program working with these guys. So
6 I'd like to see a lot more of that.

7 I wholeheartedly support a fitness or
8 a credential certification for a director. We
9 rotate a lot of people in this program at a
10 national level. And some of them are just
11 getting their feet wet and they're being rotated
12 out. And we all know, the tribal politics in our
13 communities. But I think that -- I think it's
14 horrible to see so many disappear because for me
15 it means those communities may not be serviced
16 like they were before. And I think with some
17 strategic conversations and discussions, we can
18 beef all that up. But whether it's every other
19 year or every three years, going out to the
20 grantees and auditing them is important.

21 I remember the old BIC years ago had
22 been making the same mistake for 20 years. And

1 by the time they got a visit, it was up over a
2 half a million dollars and it was on payroll. If
3 you remember, you know, Janice Falcone and Joanne
4 Dunn and them guys. And so I would just push for
5 as many times as you can get out there,
6 especially when we travel in an area, there may
7 be grantees in the area that could get us a
8 review. But these guys could do a pre-review or
9 something online. But I think access to training
10 as a director, you're looking a little weak on
11 this. Let me pop up on the Tribal Tech site and
12 get an hour of that in.

13 CHAIR QUINTANA: We'll have a response
14 from Athena. And then we'll go to Gary, Kay, and
15 Candace.

16 MS. BROWN: All good suggestions. But
17 just wanted to clarify that we can't rely on a
18 contractor to do, like, what we do monitoring or
19 auditing, but we can ask for their assistance.
20 And often times they do because they have -- they
21 have the ability to hire subject matter experts
22 like Kate Robinson. Kate Robinson actually

1 assisted on an earlier monitoring that Duane
2 conducted. And we found out she had really good
3 financial skills. So Tribal Tech was able to
4 pick her up. And she now helps us identify other
5 areas where grantees are struggling with
6 financials.

7 So just letting you know that it's not
8 auditing, it's actually monitoring and oversight.
9 And we do rely -- and hopefully Tribal Tech can
10 assist us with doing a needs assessment -- a
11 comprehensive needs assistance of all of our
12 grantees to identify those areas where we need
13 assistance.

14 CHAIR QUINTANA: Gary.

15 MEMBER RICKARD: Okay. Doing a needs
16 assessment, I'll tell you the biggest need that I
17 see for grantees -- and I've been around for
18 longer than I can remember. We have very, very
19 high turnover in our program with the staff, both
20 directors and line staff. The line staff come in
21 and they have no case management training. The
22 director has no program management training for

1 the DINAP Program. And I see -- because I do
2 case management training -- and here's the
3 comments that I get. And what happens is that
4 the case managers do not have the necessary
5 training to do the job. And they end up getting
6 overwhelmed and getting behind. And because they
7 do not have the training, they end up quitting.

8 And here's what I see in so many of
9 the programs because I've done training probably
10 more in the last few years for TANF and 102 477s.
11 But for instance, case manager has no idea how to
12 handle when a client walks in and says hey, you
13 got a job for me? And you know, well -- and they
14 say, isn't that what you do? And so the case
15 manager then says, well, you know, why don't you
16 call me on Monday, you know? Case manager goes,
17 phew, got rid of him. You know?

18 Well, what's going to happen on
19 Monday? They're going to call. And the case
20 manager is going now who are you? Oh, yeah. Oh,
21 yeah. The guy I was going to talk to wasn't in.
22 You know, call me on Friday. What's going to

1 happen on Friday? They're going to call. If the
2 case manager does this enough times and guess
3 what happens? He quits. He can't take it
4 anymore. And this is the training that I see
5 from -- I don't know how many trainings I've
6 done, but a lot out there. And this was -- this
7 was the training that I see.

8 The other thing is because I get new
9 program managers so often, they don't have
10 standardized forms. It may almost be that DINAP
11 should develop or be part of -- one of the
12 contractors should be part of developing
13 standardized forms for all of the grantees. And
14 you go out. You know. I mean within the same
15 office, they're not using the same form to do the
16 same tasks. You know? And so that's some of the
17 problem that I see. And like I said, I've been
18 doing it a long time and I -- And I remember when
19 I got started in this years ago. We had two
20 DINAP field operations people like Duane. And
21 because some of them had not been a case manager,
22 they really couldn't teach case management.

1 UC Davis in California started a case
2 management program for Native Americans. I went
3 to the training. Had absolutely nothing to do
4 with what case managers do in the Native American
5 programs. Professors had not a clue. You know,
6 it was a complete waste of time. Case management
7 has to be taught by case managers with years of
8 experience.

9 CHAIR QUINTANA: We are running low on
10 time, but I want to make sure we get all the
11 comments. We do have a response from Athena.

12 MS. BROWN: So the government is not
13 good at developing forms. I mean we --

14 MEMBER RICKARD: What do you mean, the
15 government develops --

16 (simultaneous speaking)

17 MS. BROWN: But it's something that we
18 could rely on a contractor to assist with. But
19 when you put it in the hands of government, it
20 has to go through all of these clearances. Just
21 a word of caution, that's it. Just a word of
22 caution.

1 CHAIR QUINTANA: I want to show the
2 record also Jacob Bernal has joined us. And
3 Lorraine, we do know that your hand is raised and
4 we'll get you here in a moment. Duane, did you
5 also have a comment you want to share?

6 MR. HALL: Yeah, real quickly. I
7 think Gary brings up a couple good points. To
8 the point about maybe delaying some participants
9 from coming in. And we do kind of have an
10 indicator for that. We call it, cost for
11 participant. And we simply take your annual ward
12 and divide it by the number of people you serve.
13 And see, like, are you serving an adequate number
14 of people? And that's one of the risk
15 indicators. If it's a low number of people being
16 served, we certainly look at that as a grantee
17 that's maybe risk.

18 And then lastly, as Athena mentioned,
19 you know, we can't put out an OMB-approved form.
20 But I don't know if this necessarily needs to be
21 an OMB-approved form. In fact, Courtney and I
22 have had some conversations about, you know,

1 we're all going web-based. I think we need to
2 move where people can fill out applications
3 online. And I think we can provide a universal
4 application -- intake application that people
5 could use. If they wanted to modify it, they
6 could. So thank you.

7 MEMBER RICKARD: Duane, I'm not
8 talking about just the applications. I'm talking
9 about the forms chosen to enroll people into the
10 activities. And forms that, you know, you do for
11 your monitoring of those people all the way down.

12 CHAIR QUINTANA: Sure. Thank you.
13 Good point. We'll have a discussion about the
14 other forms. I know we're running -- we're
15 running short on time as well. We do want to
16 make quick mention, Joseph Quintana, Region 6, is
17 that although the government can't develop the
18 forms itself, the grantee could, so an
19 organization like ours. We've developed forms
20 ourselves online portals and things like that, so
21 we could work in assistance with that. But I
22 want to recognize Kay Seven. Then we'll move to

1 Candace and then Lorraine as well.

2 VICE CHAIR SEVEN: Kay Seven, Other
3 Discipline. So I'm interested within the needs
4 assessment. What's the planning dates for
5 completing a needs assessment? Are we looking at
6 having this needs assessment done next March or
7 can we move up the needs assessment so that maybe
8 it's done by September 1st? And the reason is,
9 is so that -- we have a profile to include in our
10 strategic plan. Cause my wonder is, is the
11 grantee -- the 25 grantees that are at risk right
12 now, are they urban or are they reservation? Are
13 they programs under 100,000? Are they programs
14 over 500,000? What is the profile of risk that
15 we're looking at? And then make decisions from
16 that point on.

17 CHAIR QUINTANA: Duane Hall?

18 MR. HALL: Yeah, real quickly. I
19 think that's a great question. Just generally,
20 what we're finding is that the tribes, because
21 they have this infrastructure on the accounting
22 side -- on the accounting side, we find that the

1 tribes have this infrastructure and they kind of
2 have checks and balances. Where we find the
3 concern on the financial side are these small
4 non-profits. And the ones with fraud and abuse
5 in grants that we've defunded were some of the
6 smaller non-profit. Just didn't have that
7 segregation of duties where one person wrote the
8 checks and did the accounting and all that.

9 But on the program side, I think it's
10 just the opposite. I feel like maybe the non-
11 profits are better at that. And that goes back
12 to kind of what Gary was saying. I think we see
13 a lot of turnover with the tribes because in the
14 grand scheme of everything, this is not a big
15 grant for a lot of the tribes. And this is where
16 they -- there's a lot of talent at the tribes,
17 but that talent isn't at -- We can't pay the
18 salaries. So we're getting the people who are
19 just coming in to tribal government a lot of
20 times.

21 CHAIR QUINTANA: Thank you for that.

22 Candace Lowry?

1 MEMBER LOWRY: Candace Lowry, Region
2 3. So I have a two-part question. So for Tribal
3 Tech, for our meetings and our national
4 conference, I know you guys, whenever you do your
5 office hours, the FAQs from those office hours,
6 that could be used as part of a training for the
7 conferences. I know my staff as a team, that has
8 helped them out pretty well just because we've
9 had turnover and new staff and bringing them into
10 those office hours helped. But having it in-
11 person would be even better, especially when it
12 comes to where to put the information in.

13 For example, like the credentials. If
14 it's someone who's getting a lot of credentials,
15 putting them in -- putting them in, in a timely
16 manner, the case management piece, the support of
17 services piece, because we do a lot of supportive
18 services. And we talk with other grantees so
19 that they're not even putting in those supportive
20 services when they're referring them out to the
21 American Job Centers or referring them out for
22 TANF services and DSS services. So more emphasis

1 on that.

2 And I think that would help our -- in
3 the GPMS System, help the indicators and
4 outcomes, increase that percentage. And I
5 developed -- I came from WIOA and the state. So
6 I have 14 years with the state WIOA. So what I
7 brought into mine was I created directors for
8 each section. So the day-to-day operation, day
9 one, this is what you do. Day two, whenever
10 you're meeting with a client -- just to make sure
11 they have some boxes they can check off as a
12 checklist, you know, with a client in different
13 scenarios.

14 If they're looking for a job, if
15 they're looking for short-term credentials.
16 Tuition assistance with the two-year programs.
17 So directors really have helped with that. And
18 if it's something that Tribal Tech can go in and
19 these are not mandatory, but sort of a this is
20 what you may want to do as a guide, that may be
21 something that you want to set up on a site and
22 at those trainings you were talking about where

1 you can go to the site, look at the trainings,
2 and then look at some scenarios and go through
3 for these -- for these new program coordinators
4 or field staff. But it is a lot on a program
5 director to train staff, train staff, train
6 staff, train staff. So the peer-to-peer training
7 would be good in that it --

8 (Simultaneous speaking.)

9 CHAIR QUINTANA: Really quick. Hold
10 on, we'll go to Lorraine Edmo. We have a
11 question or comment there.

12 MEMBER EDMO: All right, thank you.
13 Lorraine Edmo, Other Disciplines. I just had a
14 comment about the modules. I think that you
15 developed a really great idea for Tribal Tech and
16 especially the financial training offered through
17 Tribal Tech. And the other comment or question I
18 had ties into Athena's report. I should have
19 asked it earlier. Since monitoring is a federal
20 -- purely federal function, if you are authorized
21 to hire more staffing? And if so, are you
22 recruiting or planning to recruit soon?

1 MS. BROWN: Yes. We're actually in
2 the process of recruiting one more supervisory
3 workforce development specialist. And I forgot
4 to give the staffing update, as well as hiring
5 another federal project officer.

6 CHAIR QUINTANA: Gary?

7 MEMBER EDMO: All right, thank you.

8 MEMBER RICKARD: I kind of wanted to
9 answer your question on that. Each program
10 should develop a program operations manual that
11 when you get new people and they don't have
12 anybody to ask a question, they can turn to that
13 manual and say, oh, here's how you do that.

14 MEMBER LOWRY: And that's what I've
15 created for my staff. We have a three-ring
16 binder that they can --

17 (Simultaneous speaking.)

18 MEMBER RICKARD: Program operations,
19 yes. I've written many of them.

20 CHAIR QUINTANA: Any other questions
21 or comments? Yes, Athena?

22 MS. BROWN: Just a quick comment. We

1 are trying to create modules. And we do have
2 some of the modules on GPMS. All of the new
3 council members, please sign up for a workforce
4 GPMS because there's tons of resources available
5 on our website.

6 CHAIR QUINTANA: There was a question
7 on where to go?

8 MEMBER RICKARD: Yes. What's the
9 website?

10 MS. BROWN: Workforcegps -- just type
11 that in. It will automatically come up.

12 MEMBER RICKARD: GPS?

13 MS. BROWN: Yeah. Workforce GPS.
14 It's been around for a very long time.

15 MEMBER RICKARD: Yes.

16 MS. BROWN: And it will prompt you
17 with an area where you can register or log in.
18 But it's got not only DINAPs community on there
19 where you can specifically to DINAP. It's got
20 all -- all of OWIs programs. And they offer
21 periodic webinars nationwide to everybody.

22 CHAIR QUINTANA: If there's no other

1 questions or concerns, we'll go ahead and
2 schedule our break. We'll be back in 15 minutes.
3 We'll start at 11:10.

4 (Whereupon, the above-entitled matter
5 went off the record at 10:53 a.m. and resumed at
6 11:12 a.m.)

7 CHAIR QUINTANA: Thank you all. We're
8 going to go ahead and start -- restart the
9 meeting. And we are going to have a census
10 update that's going to be shared by Mr. Duane
11 Hall. Duane?

12 MR. HALL: Yeah. Thanks, everyone.
13 Earlier you had asked for this allotment table
14 where we took away, recaptured funds and
15 reallocated. So Courtney's going to hand that
16 out. And then also she's going to hand out the
17 census -- the current Census Workgroup members
18 and kind of the mission of the Census Workgroup.
19 This is a workgroup of the Council and you know,
20 I'll defer to Athena if we add names to that if
21 people want to be on that or change names. But
22 this is the current Census Workgroup and the

1 allotment amount, so I wanted to hand that out.

2 And so we have new members of the
3 Advisory Council. And some may not be familiar
4 with the funding formula. So I'm going to bring
5 up a PowerPoint presentation, kind of maybe give
6 a little bit of background on the -- on the
7 census. So while that's coming up, I'll just say
8 that -- here we go. Thank you, BC. Next slide
9 please.

10 So how are funding amounts determined
11 by INA grantees? First of all, the law requires
12 that we use the most updated census data. We're
13 a little behind on that, but the law does require
14 that or I should say the regulations. But the
15 funding formula at the basic -- at a fundamental
16 level is fairly easy. But as Athena said, it
17 gets complicated when you get other factors that
18 you have to consider when you're working with a
19 funding formula.

20 But at its basic level, really what it
21 is, is just the percent of low-income and
22 unemployed Native Americans in a certain

1 geographic area. And those geographic areas are
2 served by a grantee. And that's how we
3 determined the funding formula. And the funding
4 formula as stated in our WIOA regulations at
5 684.270(b). Next slide, please.

6 Before I go into this slide, I should
7 also probably point out because we all heard from
8 the Bureau of Labor Statistics earlier today -- I
9 mean, yesterday -- about the Labor Force Report.
10 That folks is totally separate from this.
11 They're trying to develop a Labor Force Report
12 that was usually -- that was previously done by
13 the Department of Interior. But through
14 legislation, it got passed over to the Department
15 of Labor. Our funding formula is set in
16 regulations. And so I just want to separate what
17 you heard yesterday about the Labor Force Report.
18 That is separate than our funding formula and how
19 we fund grantees.

20 So as you all know, this program is
21 authorized in the law. We get an annual
22 appropriation from Congress. And there have been

1 questions about the appropriation and how the
2 Census affects the appropriation. And the Census
3 does not affect what Congress gives us. What the
4 Census does is determines how much of that
5 appropriation -- how much Congress appropriates
6 how much you're going to get. So if the Census
7 number -- if the number of American Indians,
8 Alaska Native, Native Hawaiians increased through
9 the Census, that does not mean we get more money.
10 That's all through appropriations by Congress.
11 So I just want to make that distinction that
12 these Census numbers have nothing to do with what
13 Congress appropriates. Next slide.

14 So the Census stopped using the
15 decennial census. The last decennial census --
16 I'm sorry, let me back up. The Census still does
17 a decennial census. But what they don't do, is
18 they don't provide information on unemployed and
19 low-income individuals. So every ten years, we
20 have the decennial census. And all the way up to
21 2000, we could always go to the decennial census
22 and we could get the number of low-income

1 American Indians, Alaska Natives. And the number
2 of unemployed and the number of low-income came
3 from the decennial census. Well, they stopped
4 doing that.

5 So in 2010, you couldn't get the
6 information we needed for our formula from the
7 decennial census. Instead, the Census Bureau
8 created what's called the American Community
9 Survey for the ACS. And they publish that every
10 year. And then they do what they call as a five-
11 year ACS. And that's an accumulation of five
12 years' worth of data. So the differences between
13 getting the data through a decennial census and
14 through the ACS is that the sample size -- the
15 survey size was much bigger under the decennial
16 census.

17 So the variants or the margin of
18 error, the larger the sample size, the more
19 accurate it is. So I think there were some
20 concerns. And Norm DeWeaver did a great job of
21 articulating the concern with using the ACS.
22 It's a smaller sample size, so there's larger

1 variances, larger margins of errors used in the
2 ACS. So we're looking at five years' worth of
3 data through the ACS and smaller sample size. So
4 that's the difference that we have. The American
5 Community Survey puts a lot of information up on
6 -- Information on American Indians. It's a great
7 website, but very hard to navigate. Next slide,
8 please.

9 Okay, so this -- I know it's hard to
10 see. You don't necessarily need to see this.
11 It's just a screenshot of -- this is actually our
12 funding formula. And again, I'm just pointing
13 out here that we looked at the number of
14 unemployed individuals and the number of low-
15 income individuals in your geographic service
16 area. And so this is a funding formula -- I
17 can't see what that is. It's probably PY '19 or
18 PY 2020. And that's how we allocate those funds.

19 I've always -- there's nothing from
20 the Department that says we can't share the
21 funding formula. We're very transparent.
22 Anybody who's every asked -- I don't get many

1 people asking for it -- but we share the funding
2 formula with folks. It's a pretty basic formula.
3 So next slide please.

4 And then, ACS projected funding
5 allotments; these are just very rough estimates.
6 And so if you compared the previous slide to this
7 slide, you would see just in this screenshot, it
8 just shows the first maybe 20 grantees of how
9 their funding would change going from the current
10 Census data to the new Census data. So this is -
11 - this is important for grantees. When we
12 changed from the 2000 census to this new five-
13 year American Community Survey, peoples funding
14 is going to change. There's people who are going
15 to lose money, people who are going to gain
16 money. And some of it could be significant.
17 Next slide, please. Next slide.

18 So I'll talk a little bit about
19 geographic areas and we'll talk about Oklahoma in
20 particular. So we have approximately between
21 2,000 to 3,000 geographic areas in the United
22 States when we look at counties and reservation

1 areas. So it's a lot of geographic area. Every
2 country is a geographic area and every
3 reservation is a geographic area. We don't go
4 down to the city level or the address code.

5 We provide geographic areas as most of
6 you know. We assign you either a county or a
7 reservation or sometimes both or sometimes an
8 off-reservation of a county. And in total,
9 there's -- I think it's close to 3,000 different
10 geographic areas across the United States with
11 the counties on reservations and non-reservation
12 areas. And every grantee -- with a few
13 exceptions, every grantee is assigned a
14 geographic area.

15 I don't know if you all have looked at
16 your geographic area. But if you get a grant
17 from the Department of Labor, we put up on the
18 website, the counties that you serve or your
19 reservation area.

20 Oklahoma is unique. Oklahoma has
21 Oklahoma Tribal Statistical Areas. They're not
22 technically reservations. And years past prior

1 to my time -- I've been here 27 years and Athena
2 about the same -- prior to us, there were some
3 discussions about how Oklahoma's census data
4 should be used. It's the only state -- and I
5 can't tell you, I wasn't here -- how this came
6 about, but it's the only state where they look at
7 tribal members in determining how much money a
8 grantee should get. We only do that in Oklahoma
9 and I can't tell you why. It was prior to my
10 time.

11 But the rest of the states, it's based
12 on the number -- it's not by tribe at all. It's
13 simply the number of low-income and unemployed
14 American Indians and Alaska Natives and Native
15 Hawaiians in that area no matter the tribe. And
16 that's why we always say a tribe shouldn't just
17 serve their tribal members because you're getting
18 funding for every American Indian, Alaska Native,
19 and Native Hawaiian in that service area. Next
20 slide please.

21 So that's the -- that's a brief
22 presentation. I want to save time for questions.

1 We certainly want to hear from the Advisory
2 Council, but we believe that we could implement
3 this. Not this year, but in PY 2023, which would
4 be beginning July 1, 2023. But there would be
5 workgroup discussions with the Advisory Council
6 through the Effective Management Workgroup so we
7 could present those numbers to you, how we got
8 those numbers. Show you the source data. The
9 Census sent the tables to us in July.

10 And Courtney and I have been working
11 on assigning those geographic areas to the
12 grantees and making sure we don't make any
13 mistakes there. The last time we did this, we
14 had the benefit of Norm DeWeaver being on this,
15 very helpful. And then contractors Social Policy
16 Research, Ron D'Amico who has a PhD in Statistics
17 and was very helpful in that. So we had a good
18 team.

19 You know, unfortunately we don't have
20 Norm with us going forward on this. But I will
21 tell you that this was really -- he was really
22 involved in the statement of work. What

1 information do we need to get from the Census?
2 What is the data? Such things that, do we want
3 to use American Indian alone or American Indian
4 in combination with other races? Do we want
5 margin of -- do we want to show the Council the
6 margin of error? Should that be in there so
7 people, you know, understand the margin of error
8 in that. So he was -- he was involved in that.
9 And that's the most critical piece is getting the
10 right data from the Census.

11 We feel that we -- with Norm's
12 assistance, we feel like we got a really good
13 table from the Department to make these
14 calculations. But we do want to bring in Ron
15 D'Amico, who's a PhD with Social Policy Research,
16 to kind of check our numbers. He had retired
17 from Social Policy Research, but I understand he
18 is available. So we'd like to bring him in. And
19 also the Census Workgroup to prepare you all and
20 answer any questions you have and any
21 recommendations you have to the Department.
22 Ultimately, it's the Department's decision as

1 always. But the Department, especially with this
2 administration really takes your recommendations
3 seriously. So with that, I'll open it to
4 questions.

5 CHAIR QUINTANA: We'll start with an
6 online question first from Jacob Bernal, then
7 we'll go to Darrell and then Kay. Jacob?

8 MEMBER BERNAL: Thank you, Mr.
9 Chairman. Thank you, Mr. Hall. Great
10 presentation. Just a few questions regarding the
11 slides. You referenced the ACS five-year period.
12 The first question is, it was cited 2014 to 2018.
13 Is that a rolling five-year period? In other
14 words, does it go to 2014 to 2018, the next five
15 years be 2015 to 2019, plus aggregate for five
16 years, so is that rolling?

17 MR. HALL: Yeah. Good question,
18 Jacob. It is -- it is rolling. Yes, it is.

19 MEMBER BERNAL: Okay. And the second
20 question. I noticed on the slides, you -- it was
21 stated there that it was alone classification.
22 So is that how the formula was derived, using

1 alone number -- so American Indian designation
2 alone?

3 MR. HALL: It was. And we went back
4 to the decision when we did the 2000 census data.
5 And it was the decision of the Council -- the
6 recommendation, I should say, of the Council to
7 the Secretary to use the alone figures. So we
8 felt that we were comfortable enough to move
9 forward with the alone numbers. And I think one
10 of the reasons the Council made that decision is
11 when you look at alone numbers, it does give
12 probably a little more money to the reservation
13 areas, which I think that was kind of the intent.
14 So we wanted to -- I think that was the decision
15 of the Council.

16 MEMBER BERNAL: Okay. Thank you very
17 much. Appreciate it.

18 CHAIR QUINTANA: Mr. Waldron?

19 MEMBER WALDRON: I was going to
20 reiterate on that comment. Darrell Waldron,
21 Region 1. We'll on the committee and when we
22 compared the numbers, the tribes were going to

1 get slammed. And was going to lose large amounts
2 of that number. Jeff Foster was one of them the
3 last over half his budget. So we went with
4 Indian alone to preserve our tribal grantees.
5 And we had an application for this census
6 collection, which they then stopped it.

7 I mean because of the COVID, they just
8 ceased to get numbers and they only got very few.
9 So I don't know what that is going to say. And I
10 know the annual survey counts Indians 40 percent
11 less or 30 percent less than what they actually
12 are. So those numbers were always lower than the
13 lineal -- you know the given year. And so are we
14 going to have a comparative to Indian only versus
15 Indian and something else and what that would do
16 to the budget before we start to go into any kind
17 of recommendation mode?

18 MR. HALL: We'll have to go back and
19 look at the tables that the Census gave us. I
20 don't think we asked for alone and in
21 combination. Do you know, Courtney if it had in
22 combination on it?

1 MS. MCCUSKER: I don't think so.

2 MR. HALL: I don't think it did,

3 Darrell. We can look at it as --

4 (Simultaneous speaking.)

5 MEMBER WALDRON: Just alone, you

6 think?

7 MR. HALL: Yes, I'm pretty sure.

8 MEMBER WALDRON: That's good. Because

9 everybody wants to be a Native today and it'll

10 really hurt the tribes.

11 CHAIR QUINTANA: The Chair recognizes

12 Kay.

13 VICE CHAIR SEVEN: Kay Seven, Other

14 Discipline. So the data table -- data set that

15 you got was for -- was that for -- up through

16 2019 or 2020? So 2019, '18, '17 -- So 2016 to

17 2020, is that what you have?

18 MR. HALL: No. We have this is 2014

19 to 2018.

20 VICE CHAIR SEVEN: So I guess -- it

21 will be good for the Census Workgroup to, I

22 guess, realize well, what is the latest ACS table

1 available? Because I think it's up through 2020.
2 2020 took a lot of time out. But I think I
3 recommend the Council to also participate in
4 online sessions provided by James Tucker. Jim
5 Tucker formally was a pro bono attorney with NARF
6 -- the Native American Rights Fund.

7 He was a valuable resource for the
8 Census and the Get Out the Vote Campaign.
9 Working with three national partners, the
10 National Indian Urban Family Coalition, the
11 National Congress of American Indians, and the
12 Native American Rights Fund. To this day, Jim
13 Tucker continues to provide information with the
14 National Partners to those who want to join his
15 call.

16 Jim Tucker now works for the Lawyers
17 Committee for Civil Rights -- Civil Rights Under
18 Law. It's a Washington, DC-based firm. The last
19 seminar that he did was called Native Data from
20 the American Community Survey, Opportunities and
21 Challenges. So he knows that Indian country is
22 watching how the ACS state is going to affect

1 formulas, especially with federal agencies who
2 use ACS data for funding programs.

3 So I think we have a learning curve on
4 our hand. And that in addition to working with
5 Ron D'Amico, maybe we need to ask Jim Tucker to
6 become an available resource -- a consultant to
7 helping us understand how ACS data is going to
8 affect our formula funding with Department of
9 Labor. Well, we have to ask ourselves the same
10 question we had to do when the 2020 census data
11 was used for our formula fund. Is there going to
12 be a hold harmless factor? We need to know how -
13 - what was the Native response to the census?
14 And if it was not good, then do we see our
15 numbers -- how does that affect our numbers?

16 So from a Council Member perspective,
17 that's my input on the census. This is an
18 interesting committee that we work with, you
19 know, rest in peace Norm for all your valuable
20 assistance and guidance that you provided us over
21 decades because of your passion for census and
22 numbers. And that we look forward to, you know,

1 the Council for regrouping and finding our
2 subject matter expert that's going to help us
3 through the next ten years.

4 You know, because with the 2020
5 census, we had a whole formula factor -- a hold
6 harmless factor based on 2020 on 2000 census that
7 began effective 2006. Because some programs lost
8 money because of the 2000 census. And because we
9 haven't done a decennial since 2000, our numbers
10 haven't changed since 2006. We remain constant
11 over time. So this is the first time any new
12 data's going to affect our numbers. So something
13 we need to pay attention to.

14 CHAIR QUINTANA: Any other questions
15 or comments to share with Mr. Hall? Yes, sir.
16 Mr. Robert?

17 MEMBER HOULE: Thank you, Duane, for
18 the information. It's very critical that data
19 are critical to our mission and that we have
20 measurements to guide us. But what does that
21 data mean and how can we make positive changes in
22 the direction that we take as a Council? If

1 there would be available additional data -- for
2 instance, in the form of a report that maybe
3 might be a little bit more extensive. I mean,
4 I'm looking at this and I look at what was up on
5 the screen that identified the underemployment or
6 the unemployed, et cetera.

7 What are the key variables? What are
8 the measuring points that we want to take that is
9 critical to our mission? Can you provide
10 standard deviations of performance or of numbers
11 that may be within a certain extent? Can you
12 provide pie charts or bar graphs, et cetera that
13 will flag, I want to say instantaneously, but
14 from a research analysis perspective, which I've
15 done a number of years that might give all of us
16 the big picture? I'd be interested in seeing if
17 there was previous analysis along those lines so
18 we could make again informed decisions and goals
19 that will tell us where we're at based on the
20 numbers. Thank you.

21 CHAIR QUINTANA: Mr. Hall?

22 MR. HALL: Yeah, I think when we bring

1 on the -- if we can bring on the contractor -- I
2 think we can -- he can -- he can probably provide
3 some insights on the data. I don't know what we
4 can do about it. But it will be telling about
5 the demographics of American Indians compared
6 from the last census and that type of thing.

7 MEMBER HOULE: Exactly. You just
8 mentioned a key word, comparison, in doing
9 analysis of the data so that there's -- what does
10 the data tell us? Are there benchmarks we can
11 use or other groups that show us we are within a
12 trend or we're below or above, et cetera. That's
13 difficult to do, but if you can find the right, I
14 guess, person or individual who can do that, it
15 is valuable.

16 CHAIR QUINTANA: We have an online
17 question. Although we're having a technical
18 issue on our end, I want to make sure that we
19 have Winona Whitman share her question.

20 MEMBER WHITMAN: Winona Whitman, Region
21 6, Hawaii. I also want to as well -- I wanted to
22 ask what is the Native Hawaiian compensation

1 based on? And also the pandemic affected and
2 reduced the number counts. And I would also like
3 to see the hold harmless clause later addressed
4 in discussion.

5 CHAIR QUINTANA: Mr. Hall, do you have
6 a response?

7 MR. HALL: Yeah. No, good questions.
8 We got a special table for Native Hawaiians. So
9 the census has American Indian and Alaska Natives
10 grouped together. But Native Hawaiians is
11 separate. So we had a Native Hawaiian because
12 this -- obviously that's in law. We serve
13 American Indians, Alaska Natives, and Native
14 Hawaiians. So we have a special table on that.
15 And I think it's Native Hawaiian alone. And
16 forgive me, Winona, I don't -- you know, there's
17 Native Hawaiians and other Pacific Islanders and
18 there's several different tables. Norm, you
19 know, ensured that, you know, we had the right
20 table. And I think it was Native Hawaiian alone
21 is the numbers we have for Hawaii.

22 In the mainland, there's some -- a lot

1 of counties don't have any Native Hawaiians in
2 them. So we decided, again, in consultation with
3 Norm and the Census that they have to suppress
4 numbers if they're not -- and I can't remember
5 the number. They won't provide for
6 confidentiality -- provide numbers in a county or
7 on a reservation of Native Hawaiians if they're
8 below a certain number. If you live in a
9 metropolitan area and you have a large Native
10 Hawaiian population, you're going to get a Native
11 Hawaiian count. If you don't live -- if you're
12 in the middle of Oklahoma, you might not get any
13 Native Hawaiian counts because they suppress the
14 data.

15 CHAIR QUINTANA: We are running short
16 on time for this item. So if you have any last
17 questions or comments, please let me know. We'll
18 start to conclude with Kay.

19 VICE CHAIR SEVEN: Kay Seven, Other
20 Discipline. So yes, there is a concern about,
21 you know, the response rate across Indian
22 country, due to the pandemic, with the decennial.

1 And I think that's the reason the Department of
2 Labor is looking at the American Community
3 Survey. And the ACS is updated every year. And
4 therefore, we see our formula. Department of
5 Labor are using annual formula changes because of
6 the ACS data coming out on an annual basis for
7 what, the next 20 to 30 years. So we need to
8 watch that.

9 And I think, you know, with this
10 national partnership of concerned organizations,
11 national partners, NCAI, the National Indian
12 Family Urban Coalition, the Native American
13 Rights Fund, they're paying attention to this
14 information. Their effort is funded by the
15 Coulter Foundation, a real generous CEO for the
16 foundation, her name is Sue Van, has generated --
17 had donated generously to want to help build the
18 political leadership of Native Americans. And so
19 that's through The Power of the Vote -- The Power
20 of our Number.

21 So I think as a result of her work,
22 we're able to better understand how we're going

1 to improve our situation over time. So again, I
2 just, you know, urge committee members to pay
3 attention to the work of this national
4 partnership, learn how to be added to their
5 meetings, and join them and listen to those
6 experts and additions to the one that the
7 Department of Labor is providing us.

8 CHAIR QUINTANA: Are there any
9 questions or comments in closing? Thank you, Mr.
10 Hall. We appreciate it. We're going to now
11 recess for lunch. And lunch has been provided
12 upstairs, I believe. So it will be on which
13 floor?

14 MEMBER CATO: Sixth floor.

15 CHAIR QUINTANA: The sixth floor in
16 the cafeteria area where we ate. Did you have
17 something to share, BC?

18 MS. ECHOHAWK: Yeah. We just wanted
19 to make a comment -- a reminder that the cost for
20 the lunch will be taken out of your per diem. So
21 just making sure you remember that, so you're not
22 surprised.

1 CHAIR QUINTANA: Thank you, all.
2 We'll be returning promptly at 1:00. So please
3 try to be in the room by 12:55.

4 (Whereupon, the above-entitled matter
5 went off the record at 11:39 a.m. and resumed at
6 1:00 p.m.)

7 CHAIR QUINTANA: Okay. Good
8 afternoon, everyone. Joseph Quintana, Region 6.
9 Just want to call the meeting back to order. We
10 have alarm sound on our side. Hold on.

11 Make that -- make note we are awake
12 now. Thank you, BC. Sorry for that. We're
13 going to move on to our first topic of this
14 afternoon, which will be a report out on
15 Department of Labor's Youth Framework by Jennifer
16 Whitmore, who's joining us virtually. Jennifer?

17 MS. WHITMORE: Thank you. Can you
18 hear me okay?

19 CHAIR QUINTANA: Yes.

20 MS. WHITMORE: Okay. Let me, really
21 quick -- I want to do slideshow. Okay, can you
22 see on the screen --

1 CHAIR QUINTANA: Yes.

2 MS. WHITMORE: Okay, perfect.

3 MS. ECHOHAWK: It's not in slideshow
4 mode though.

5 MS. WHITMORE: BC, I didn't hear you.

6 MS. ECHOHAWK: It is not in slideshow
7 mode. It's in the editing mode.

8 MS. WHITMORE: Okay.

9 MS. ECHOHAWK: Use the slideshow icon
10 at the bottom of the screen to -- there you go.

11 CHAIR QUINTANA: There you go.

12 MS. WHITMORE: Does that look better?

13 MS. ECHOHAWK: Yes.

14 MS. WHITMORE: Okay. Perfect. Okay.

15 So today I'm going to take this time, and thank
16 you so much for allowing me this time on your
17 busy schedules to give a Youth update with the
18 Division of Indian and Native American programs.

19 So today I'm going to be going over
20 why youth is a priority. I think we all know
21 that youth is our future. And just these past
22 few years through the pandemic has highlighted

1 the problems going on in the communities,
2 especially with our youth.

3 There's high dropout rate, there's
4 mental health issues we see. And it seems like
5 the pandemic has exasperated the issues that were
6 already going on within the community. And so
7 that's why we're going to be going over the youth
8 program.

9 So during today's session, I'm going
10 to just give a brief overview of CSP and you'll
11 know why. I'll take you through that material.
12 And then also I'll go over the Supplemental Youth
13 Services program, SYS.

14 And then we'll kind of just go over
15 some of the challenges that we're facing. And
16 then, hopefully, maybe the council can help
17 enhance our youth investments.

18 Okay. With that, I'm going to just
19 kind of go over an overview of what the
20 Comprehensive Services Program is. So that's CSP
21 program. And I think a lot of people will think
22 or refer to it as our adult program.

1 Because if you're a program and you're
2 receiving SYS funds or youth funds and CSP funds,
3 I think they just typically will service your CSP
4 individuals as 18 and older, defining them as an
5 adult. And if they're younger than 18, they are
6 going on to the youth program.

7
8 So they kind of -- the CSP program's kind of
9 been coined as an adult program. However, in our
10 regulations, it does not specifically say it has
11 to be, like, 18 or older.

12 So the Comprehensive Services Program
13 provides employment training services, and
14 they're there to contribute to occupational
15 development, upward mobility. And it will also
16 give you exposure to new careers and advancement.
17 And the overall goal is to really prepare those
18 individuals to enter or reenter or retain a job
19 leading to self-sufficiency. And it's a good job.

20 So that's really the intent and
21 purpose of the Comprehensive Services Program and
22 who's eligible. So in our within the

1 regulations, American Indian. And then, again,
2 that's just defined by the grantee. It can be
3 Alaska native or Native Hawaiian.

4 They also need to be either
5 unemployed, underemployed, low-income. If they
6 received a layoff notice that's going to take
7 place or has taken place, they're eligible. Or
8 if they've been determined by the grantee to be
9 in need of, like, any kind of employment training
10 services for them to be more self-sufficient.

11 And, of course, if they're a
12 male, register for Selective Service. So this is
13 in order to enroll in the program, those are our
14 eligibility requirements. Now, looking at the
15 data and I know Athena shared this this morning,
16 for 166 grantees we service, our funding is
17 allocated to about 105 grantees in 2021.

18 And of those 105 grantees we see, it's
19 not a lot of money's being spent. \$41 million
20 was allocated and through 12/31, we still had
21 about \$33 million remaining of that \$41 million.
22 So in this past year, we have problems with

1 excess carry-in.

2 And I think partly that's because of
3 the pandemic. But there's also other underlying
4 issues that just have been exasperated because of
5 the pandemic of programs having to close. So of
6 these 105 grantees, they service 6,288
7 individuals. And this is for program year 2020.

8 So that would have -- that program
9 year goes July 1st due June 30th. So this would
10 have ended June 30th last year. I really wanted
11 to highlight here, because I know we're talking
12 about youth, is -- if you look at the age of
13 enrollment.

14 So of those 6,288 individuals that
15 were serviced, we can see almost 40 percent are
16 youth, are young adults. So 14 to 29 -- I mean,
17 14 to 21, if you look at this chart in the upper
18 right-hand side is age 14 to 21. And 22 to 24 is
19 10 percent.

20 So I -- that was kind of news for me
21 when we were looking at the data. So I just
22 wanted to share that, that our programs are

1 servicing youth, our Comprehensive Service
2 programs.

3 And I think that's contributed by
4 probably our urban grantees, like, maybe like Los
5 Angeles or I know, like, Florida runs a youth
6 program, a similar youth program. So I thought
7 that was interesting and I thought I'd share
8 that.

9 So moving on now to our Supplemental
10 Youth Services Program. So the Supplemental
11 Youth services program is not awarded to all of
12 our 105 grantees. Only the tribes or maybe
13 they're like a tribal consortium grantee that
14 services the tribal area are awarded Supplemental
15 Youth Services funding.

16 So the Supplemental Mental Youth
17 Services Program will service -- will provide
18 employment, training, other services to American
19 Indian, Alaska Native and Native Hawaiians for
20 youth ages 14 to 24.

21 And when the UIOA signed into law,
22 that increased the age. It used to be 14 to 21

1 in the WIA, but now under WIOA, that was
2 increased, support to 14 to 24.

3 And again, they are -- the difference
4 there is they have to be living on or near Indian
5 Reservation or as Duane had mentioned earlier, we
6 have those Oklahoma statistical areas, we have
7 villages in Alaska and then we have our Hawaiian
8 homelands, so our Hawaii also can service youth.

9 So I'm just going to go over some
10 facts and figures. And I know Athena went over
11 this earlier today, but looking at this kind of
12 five years, how do we typically service youth?

13 So it looks like we're usually
14 servicing around 4,000. That top bar, that blue
15 line is looking at the youth service. So we
16 typically service about 4,000. Once the pandemic
17 hit, we see a drastic drop. So we dropped down
18 about half.

19 And also with work experience at that
20 red bar, and we see they still -- there is still
21 some work experience going on. Not a whole lot,
22 but some are going on. And I think those were

1 for work experience that were happening in the
2 field, like they're outdoors, but it was
3 significantly reduced due to the pandemic.

4 We have seen in 2021, program in 2021,
5 which would go to April 1st through March 31st,
6 2022. So we see numbers steadily starting to
7 increase. So that's a good thing. And I mean, a
8 lot of the tribal programs, I think they're
9 starting to reopen.

10 It's been really difficult, I think,
11 because the tribes have been completely shut
12 down. Okay, so within program year 2021, so far
13 we've serviced 2,674 youth. And again, typically
14 we are serving -- we're supposed to service
15 around 4,000 or higher.

16 CHAIR QUINTANA: Jennifer?

17 MS. WHITMORE: Yes?

18 CHAIR QUINTANA: I'm sorry, this is
19 Joseph Quintana. I want to let you know, we have
20 we're having a technical difficulty on our end.
21 We're going to have somebody reboot the system.
22 You may lose us for just a moment, but I want to

1 halt your presentation very quickly so you can
2 see your slides.

3 MS. WHITMORE: Okay, will do then.

4 CHAIR QUINTANA: Hold on just a
5 moment. I'll let you know when we're back.

6 CHAIR QUINTANA: Okay, Jennifer, we're
7 able to resume. Hopefully you can hear us. We
8 can see your slides.

9 MS. WHITMORE: Perfect. Yes, I can
10 hear you. Okay. So within this program year, so
11 far, we've serviced 2,674 youth and half of them,
12 or just about half, are participating in summer,
13 like, work experience or summer employment.

14 We see a majority, almost 70 percent,
15 are in high school. And then these are just kind
16 of the top type of activities that were provided
17 this past year. So again, that year goes from
18 April 1st, 2021 through March 31st, 2022.

19 So we are currently in a new program
20 year right now. And we have not got any reports
21 yet for this, you know, program year. So I'm
22 just giving you what we have so far up through

1 March 31st, 2022.

2 Okay. So within 166 with the -- we
3 have 69 of those 105 grantees that received youth
4 funding. So I think all together, including 477,
5 I think it's like 13.7 million that is received.
6 But 8.7 million go to the 166 grantees.

7 So of that 8.7 million that was
8 awarded last year as of 12/31, they still had 7 -
9 - and almost 7.5 million still remaining. And we
10 saw almost 80 percent of grantees have excess to
11 carry-in with the youth funding.

12 So we know there's a need to service
13 our youth and we have the funding available to do
14 it with our -- with the tribal grantees. But
15 it's just been very difficult, I think, due to
16 the pandemic and maybe other issues.

17 The youth services are designed, like,
18 within our regulations, they're designed to be
19 provided year round. Historically, we've been
20 doing it just during the summer because not a
21 whole lot of money is provided to our grantees.

22 So typically they've been doing it

1 summer, but we can do it year-round. So whatever
2 is not spent during that summer, they can do it -
3 - do different year-round activities.

4 Also, they are encouraged to partner
5 with other, like, educational groups, maybe with
6 the high school, do college preparation. We
7 encourage innovation and flexibility. That's the
8 unique thing about our program.

9 They can be more flexible. It's not
10 like the state programs where they're kind of
11 confined. We encourage our grantees to be
12 flexible and to design their program to preserve
13 their culture and promote their community values.

14 And we have an array of services that
15 can be provided. So we don't just have like work
16 readiness or work experience. We can also use,
17 like, we have financial literacy, tutoring,
18 entrepreneurial, we do a pre-apprenticeship
19 program. We can even do registered apprentice
20 apprenticeship programs, or OST.

21 So there's an array of different types
22 of services that we can provide our youth,

1 including like supportive services, follow up
2 services.

3 So just to kind of wrap up now, with
4 the youth program, we see the program
5 significantly underspent. Our enrollments have
6 been low. A majority of the services are being
7 provided to summer employment, that work
8 experience activity.

9 75 percent are in school and we see
10 it, with almost 70 percent who are still in high
11 school. And almost 40 percent -- this was the
12 interesting part -- with our comprehensive
13 services program were ages 14 to 24.

14 So we do see younger youth or young
15 adults, right, young people coming in to our
16 urban centers. So it would be really helpful, I
17 guess, to better support our grantees on
18 providing services to our youth, sharing
19 strategies to help them engage and recruit youth,
20 promote year round services, I was thinking.

21 Expanding on services, like we've just
22 been focusing on work experience, but there's,

1 you know, career pathways we can -- and
2 apprenticeship and I know some programs are doing
3 year-round services and they have been able to
4 pivot to like virtual-type services and that's
5 great.

6 And I think that's where it'd be
7 important to spotlight some of those best
8 practices, promising practices. We also see some
9 of our grantees have really strong partnerships,
10 maybe with, like, Department of Justice.

11 And -- or I know in like the state of
12 New Mexico, they have a really excellent
13 relationship with the state and receive extra
14 funding to enhance their current WIOA programs to
15 better service the youth.

16 So, anyway, those are my take-aways.
17 That's kind of our youth program real briefly,
18 the youth services that are being provided, some
19 of the issues and but we're figuring things out.
20 Any questions?

21 CHAIR QUINTANA: Are there any
22 questions or comments at this particular point?

1 Chair recognizes Kay.

2 VICE CHAIR SEVEN: Kay Seven, Other
3 Discipline. So, Jennifer, I asked a question
4 this morning. I don't know if you were listening
5 or in on this morning's session, but I keep
6 thinking about the recapture and reallocation.

7 With that type of carryover,
8 especially with the youth services that I'm
9 hearing, I was wondering, what does it do? I
10 guess maybe this is for a ETA question.

11 So this is still money within this
12 current four-year designation, but a new one
13 comes out. Is there going to have to be a de-
14 op/re-op process going on between this four-year
15 designation to the next four-year designation?

16 And I guess my question would be, is
17 some out-of-the-box thinking, can we reallocate
18 and what was the other word? Reallocate funds to
19 maybe a national initiative, maybe it's a career
20 readiness or college readiness and maybe like,
21 maybe some of the staff at these tribes are
22 without the capacity to organize and plan an

1 event for their youth and do like a leadership
2 activity.

3 Maybe, is there maybe multiple
4 organizations in California that can say, yeah,
5 we can throw something together in California.
6 You can come to this event, an academy for a week
7 and maybe this could happen in other section of
8 the country where we're building academies.

9 Maybe it's a fee-for-service. I
10 understand Caddo Nation does something similar,
11 and other tribes refer their kids to their
12 program for some type of services.

13 So I'm just trying to think outside of
14 the box, where some of these national maybe
15 national programs can go to sectors of the United
16 States, and we can send our youth to those places
17 for a specific activity.

18 Also thinking about United Indian
19 Involvement's work with pre-apprenticeship to the
20 building trades. I would love to send a youth
21 down to California for just an awareness.

22 So, but Jennifer, are you -- you're

1 talking to the grantees. You know, what are
2 grantees thinking, because of the pandemic the
3 last two years being with or without capacity?
4 Would that -- something like that be helpful?

5 MS. WHITMORE: I'm thinking that would
6 be helpful. And I think a lot of our -- because
7 it's the tribes receiving these SYS -- I'm
8 speaking specifically for SYS. And those are
9 tribes who --

10 VICE CHAIR SEVEN: Oh, the tribes,
11 right. Okay.

12 MS. WHITMORE: Right, that receive
13 those funds, but they're very invested in their
14 youth. And I can tell you, I mean, it's been
15 very difficult with the suicide rates, drop outs,
16 even with incarceration, because --

17 VICE CHAIR SEVEN: Okay.

18 MS. WHITMORE: -- for the youth to
19 have idle time, not much to do and they're
20 getting in trouble. So I think there's been a
21 lot of problems and I think that would be
22 welcomed.

1 VICE CHAIR SEVEN: I was --

2 CHAIR QUINTANA: Another response,
3 quickly, too, from Athena?

4 MS. BROWN: So I just want to clarify,
5 Kay. We historically have not recaptured and
6 reallocated youth funds because it's such a small
7 amount and also it only goes to federally
8 recognized tribes.

9 But I do think that your ideas are
10 really good and it's certainly something that we
11 can look at -- the pre-apprenticeship, the other
12 types of model programs that maybe we can
13 suggest. And that's also why I wanted to
14 reestablish the youth work group.

15 VICE CHAIR SEVEN: Right, as I look on
16 it.

17 CHAIR QUINTANA: Kay?

18 VICE CHAIR SEVEN: And I was also
19 thinking, you know, if we're going to be at NCAI,
20 NCAI has a youth leadership group. Why don't we
21 expose some of our youth to that group for
22 observation only this, you know, to help them

1 become aware of what the pandemic did in Indian
2 country.

3 And they learn and listen to, okay now
4 maybe I can better position myself back with my
5 career pathway and what I really want to do, you
6 know, in Indian country or for Indian country.

7 CHAIR QUINTANA: Chair recognizes
8 Patricia.

9 MEMBER HIBBELER: Patricia Hibbeler,
10 Other Discipline. I think one of the other
11 things that I see tribes doing sometimes when it
12 comes to youth being eligible for this program,
13 is they're looking for youth that have a certain
14 GPA, right?

15 They have some leadership that they
16 may have shown throughout their lifetime or the
17 last year. So they're really focusing on the
18 kids that are doing well in school and not the
19 ones that are falling between the cracks.

20 So I think that's one of the
21 conversations that we can have with the youth
22 programs also about really focusing on those

1 youth that are out of school. These are kind of
2 programs that kind of get them reengaged and back
3 into life again.

4 But I know with our tribe, that's one
5 of our requirements, is a GPA in order to
6 participate in this particular service.

7 CHAIR QUINTANA: Good point. Darrell?

8 MEMBER WALDRON: Darrell Waldron,
9 Region 1. Is it possible to set up a youth
10 committee and we hear directly from them for
11 questions and answers. I know they hate being
12 called youth, I -- you know, and they have
13 opinions.

14 I mean, it could be just phone calls.
15 They don't have to fly them out, you know, that
16 eliminates the liabilities. But, and really get
17 a series of questions and answers back and forth
18 on what it is that they want to do.

19 A lot of them are quite clear. I like
20 the little troublemakers, which I tend to go
21 after them more because I was one of those little
22 guys.

1 But -- and I'd like to explore them
2 more on an Indian reservation. We get -- I mean,
3 you know, Indian land's a little state. We got
4 22 tribes. So within 50 miles, almost of all of
5 them. And I like to put more energy in.

6 And I mentioned it yesterday to the
7 secretary, but maybe we should just get a bunch
8 of youth and ask them.

9 CHAIR QUINTANA: Yes. Joseph Quintana
10 really quick before we go to Athena Brown.
11 Joseph Quintana Region 6. I think there's
12 something to the point that both Kay and Patricia
13 were sharing.

14 I think having an opportunity, maybe
15 it's even establishing a small pilot project and
16 get a small group of our young people. And I
17 like, even to Darrell's point, is not overcoming
18 some of the obstacles and trying to be so
19 selective in a particular group.

20 Instead, invest in all of our kids,
21 kids who just want to be part of this and want to
22 be experienced or exposed to other things. And

1 maybe they -- we also utilize some of our
2 regional conferences for them to attend and be
3 able to interact with some of the people, even on
4 this leadership board here, and then able to also
5 go to our national group, establish relationships
6 with other groups like NCIA.

7 But also what about the Res
8 Conferences as well? Those are a host of
9 employers who are looking for that next batch of
10 young people to fill those positions in Indian
11 country. So we have potential there.

12 And what long term solution could
13 possibly come out of this is establishing our own
14 youth-based conference. I know there's Unity and
15 there's others, but one that's focused in on just
16 job growth, job development and career
17 advancement.

18 MS. WHITMORE: Yeah.

19 CHAIR QUINTANA: Athena Brown?

20 MS. BROWN: Athena Brown I was going
21 to also add that many of our urban programs,
22 although they don't get direct youth funding from

1 Department of Labor, they still have youth
2 programs such as the Florida Governor's Council
3 and UIAA and other groups. So we should not
4 exclude them in those conversations, as well as
5 477.

6 CHAIR QUINTANA: Mr. Rickard?

7 MEMBER RICKARD: Yeah, well, I don't
8 think we need to put a council together because
9 Jennifer's just a kid, so we'll just ask you.
10 You're just a kid anymore.

11 MEMBER WALDRON: Not anymore.

12 CHAIR QUINTANA: Any other any other
13 questions or comments? Jennifer, did you have
14 any other things you needed to add?

15 MS. WHITMORE: No. But I think Kim
16 Carroll had a comment.

17 CHAIR QUINTANA: Chair recognizes Kim
18 Carroll.

19 MEMBER CARROLL: Good afternoon,
20 everyone. Thank you, Chair. I wanted to add to
21 what Patricia had mentioned about serving those
22 most in need.

1 Particularly with our youth -- and I
2 think that this does happen quite often. Those
3 that are more motivated, those that are going to
4 make it anyway, they're the ones who come in and
5 put in applications and have all their documents
6 and, you know, are able to navigate the whole
7 system.

8 I think that in order to serve the --
9 those that are more and most in need, probably an
10 outreach to those individuals with maybe some
11 specialized services, such as tutoring.

12 Have them being involved in
13 extracurricular activities, giving an opportunity
14 to develop some leadership skills. I agree with
15 Patricia that more emphasis should be should be
16 particularly geared towards that population.
17 Thank you.

18 CHAIR QUINTANA: Thank you, Kim. Are
19 there any other questions or comments? If
20 there's none, then we'll conclude. Thank you,
21 Jennifer, for sharing. We appreciate it.

22 MS. BROWN: Oh --

1 CHAIR QUINTANA: Oh.

2 MS. BROWN: -- five minutes for the
3 quick demo?

4 CHAIR QUINTANA: Oh, yes.

5 MS. BROWN: One more quick --

6 CHAIR QUINTANA: Okay.

7 MS. BROWN: Just a quick one.

8 CHAIR QUINTANA: As you start to pull
9 up your demo, we have one final question from
10 Kay.

11 VICE CHAIR SEVEN: So, Jennifer,
12 again, I'm not too sure how much you've been
13 participating in the meeting, but this is
14 definitely a topic that'll come with the
15 strategic planning that we're doing over the next
16 two-month period to begin to be more proactive
17 and ready by September 1st with outcomes within
18 this council.

19 MS. WHITMORE: Oh, nice.

20 CHAIR QUINTANA: Jennifer also has a
21 demo that she would like to share. Jennifer, can
22 you just share?

1 MS. WHITMORE: Oh, yeah. So just --
2 I'm now I'm going to change gears and I'm going
3 to share my screen again. Hopefully, I don't
4 lose -- okay, I'm going to open up my web
5 browser. BC, are you able to see that I'm
6 opening up --

7 MS. ECHOHAWK: We can see it, yes,
8 Jennifer.

9 MS. WHITMORE: Okay. So yesterday
10 evening we launched -- so and that's we have new
11 council members and council members, I have been
12 there.

13 So in November 2020, we launched this
14 grantee performance management system. It's a
15 web based system, and it replaced Bear Tracks, a
16 Microsoft Access Database that collected
17 information our grantees would use to collect
18 information on clients being enrolled.

19 They'd collect services and report
20 their performance. So we received this extra
21 funding from Department of Labor and we developed
22 this grantee matrix so that all 166 CSP grantees

1 can receive.

2 So yesterday we launched kind of our
3 last component because this contract is coming to
4 an end in July. So what I'm sharing with you
5 right now is like what the FPO can see. So I am
6 looking at a program analyst and this is letting
7 me know I'm looking at program year 2021.

8 I can go look at a previous program
9 here as well by selecting that program year. And
10 this information will update based on this new
11 date range. And so we -- looking down below.

12 And then I also can filter, we can
13 filter by grant organization to get a snapshot.
14 But I'm just going to show you kind of just the
15 national rollout. So originally we had allocated
16 funds 107 grantees. I think, only to funding
17 105.

18 We have currently 352 individuals,
19 staff members, using the system. We have -- this
20 is letting us know we have 3,065 new enrollments,
21 meaning that eligibility intake was done this
22 past -- this -- during this program year.

1 Altogether they've serviced 6,391
2 individuals. And down below, we can see services
3 by month during that program year. So the blue
4 line is going to be your career services.

5 The red line is training services.
6 And that green one is supportive services. So we
7 see a lot of activity went on in June. And this
8 is the end. We're looking at the end of program
9 year 2020.

10 Then it kind of gives us a breakout of
11 how many career services were provided. So it
12 looks like 13,739. How many training services
13 were provided? 3,811. If we double click on
14 this training count, it will let us know what
15 types of trainings took place.

16 So it looks like a majority were going
17 into post-secondary education. We also have
18 occupational skills training, and here's a whole
19 list of the allowable training services provided
20 through WIOA.

21 Going back, we also have supportive
22 services and you can click on any of these bars

1 and get a list of the allowable supportive
2 services. Again, we don't list every supportive
3 service, so it doesn't fit in here. It goes
4 under Other and it looks like most of them are
5 going under Other.

6 So going down here to our performance
7 milestones, this is just a real time snapshot of
8 the individuals that go through the program and
9 they exit, how many have a job? This is not WIOA
10 second quarter after exit. This is just letting
11 us know real time, of the people completing and
12 exiting, how many people do you show having a
13 job?

14 So it looks like half had a job, and
15 that's using supplemental data, meaning the data
16 that's entered into GPMS. Next, we also have
17 training. So this one's a little interesting.

18 We added this here because of the
19 trainings that ended, we see only 40 percent
20 completed successfully. So this is kind of a red
21 flag. We've made some adjustments in the system
22 to make sure if someone did exit, you can still

1 go back and mark them as completed successfully.

2 We also have this WIOA real-time
3 performance measure in our system and it's called
4 Measurable Skill Gain, or MSG. So that's, if
5 someone's in a training activity and they're
6 making steady progress like, say, they get a
7 report card and it shows, you know, they're
8 moving on or, you know, passed successfully, you
9 could record a measurable skill gain.

10 And there's other things like if
11 they're in OJT and you have like a progress
12 report that they are gaining skill, that would
13 also be allowable. But so this is tracking that.

14 And then lastly, here on the right-
15 hand side, we also have this list of all the
16 users, everyone that's using the system, and then
17 how many cases are assigned to that user. So
18 we'll have the user name, their user role,
19 organization and their case count.

20 And again, for us FPOs, this is nice
21 because we don't have to wait to get our
22 quarterly performance report. So like June 30th

1 is coming to an end real soon here, right, next
2 week. And why don't -- those reports are due in
3 August?

4 So can kind of see real-time how our
5 programs are doing. Again, this is not official
6 data, but so we have this real time that we can
7 track by grant organization and better provide
8 technical assistance and support our grantees.

9 And the really cool thing is -- just
10 wrapping it up; I'm done here now -- is our
11 grantees have access to these same charts and
12 tables. So yeah, last night that was deployed.
13 So our grantees will have -- will be able to use
14 the same dashboard.

15 CHAIR QUINTANA: And then the other --

16 MS. WHITMORE: So that's my update.

17 CHAIR QUINTANA: Any other questions
18 or comments, starting with Kay?

19 VICE CHAIR SEVEN: Kay Seven, Other
20 Discipline. Did I hear that the contract for
21 this system ends soon? And if --

22 MS. WHITMORE: Yes, Kay.

1 VICE CHAIR SEVEN: And if yes, what's
2 going to --

3 MS. WHITMORE: It's stressing me out.
4 It ends July 8th.

5 VICE CHAIR SEVEN: And so what's going
6 to happen next? What's the next step to continue
7 this online service to the FPOs and the grantee
8 community?

9 MS. WHITMORE: So the Department is
10 working on a follow on contract. It hasn't been
11 approved yet. I think they're looking at going
12 with our current vendor, but we will be changing.
13 So right now we're development mode.

14 We will be retiring the system to
15 maintenance mode, meaning we'll only be able to
16 do small enhancements --

17 VICE CHAIR SEVEN: Oh.

18 MS. WHITMORE: -- or, you know, fixes
19 to the system. Nothing like what we've been
20 doing like this past year. So that's why we're
21 trying to really get out as much as possible.

22 CHAIR QUINTANA: Chair recognizes

1 Athena.

2 MS. BROWN: So, Kay, during the past
3 few years since implementation of the GPMS we
4 were in, we're actually developing -- and
5 Jennifer's has been extremely helpful because
6 she's been working with IT to see exactly what
7 types of reports we want out of the system, how
8 the grantees can best use the system.

9 And so once we've developed -- now
10 that we've completed the development phase, we
11 move into the maintenance phase. So it'll
12 continue. We'll still continue using it, but it
13 will be now considered operation and maintenance.

14 CHAIR QUINTANA: Any other questions
15 or comments? Kay?

16 VICE CHAIR SEVEN: Who's the vendor?
17 Is it GPMS or it is -- who's the contractor?

18 MS. WHITMORE: They're called Appian.

19 VICE CHAIR SEVEN: A-P-P-I-A-N? Are
20 they going to be the same contractor that will
21 move from development phase into operations and
22 maintenance?

1 CHAIR QUINTANA: She just mentioned,
2 in May --

3 MS. WHITMORE: I'm not sure. I'm
4 hoping so, because onboarding a whole new team is
5 going to be so difficult because our team really
6 understands tribal programs. And I'll tell you,
7 they're very invested.

8 And I don't know, they do an awesome
9 job. Like right now, instead of looking for
10 another job, they're like wanting to make sure
11 this dashboard got out and they got it out early
12 because they knew you guys were meeting this
13 week. So we got it out yesterday.

14 CHAIR QUINTANA: Kay?

15 VICE CHAIR SEVEN: Is it a procurement
16 process that would -- that you're going to do?

17 (Simultaneous speaking.)

18 MS. VITELLI: Do you want me to answer
19 or if it would be -- or do I -- do you want me to
20 add anything about it?

21 VICE CHAIR SEVEN: Yes, would you,
22 please.

1 MS. VITELLI: Is that okay?

2 CHAIR QUINTANA: Yes.

3 MS. VITELLI: So this is Kim. So all
4 IT contracts, I mean, all contracts in the
5 government in general are always re-procured. We
6 don't ever enter into like ten-year contracts.
7 So this is this is a very normal part of
8 government contracting that one phase ends and
9 then we go through a re-procurement to get to the
10 next one.

11 Jennifer's 100 percent right, that if
12 there was a turnover in vendor, then there would
13 have to be a little bit of a transition. And
14 that's built into the procurement process that
15 like, if the vendor changes, then we can do a
16 little bit of like a, like a bridge on the old so
17 that the information can be passed on to the
18 newer.

19 We're never able -- I mean I'm not --
20 neither Athena nor I nor Jennifer are the ones
21 that actually run the procurement. There's
22 contract officers, right, there's contract

1 professionals.

2 And so that's why we don't know like
3 who the next vendor will be, because that's sort
4 of -- that's what the contract officer is in
5 charge of. And we're not allowed to know until
6 the contract officer makes the award decision.

7 VICE CHAIR SEVEN: Ah, okay.

8 MS. VITELLI: But it's not -- that
9 contract procurement is not falling behind. It's
10 not alarming that it's happening, like that's
11 what -- we do this all the time, the government
12 does.

13 You know, this is like part of the
14 regular contracting. So we will have in our
15 sights who the -- like once we know if there is a
16 vendor change, then there is more activity that
17 we would have to do -- Jennifer's 100 percent
18 right.

19 And that is also built into the
20 process so that there would be minimal
21 changeover. We can't guarantee that the current
22 vendor would stay because like people put in

1 their bids and then, you know --

2 VICE CHAIR SEVEN: Right.

3 MS. VITELLI: But they would also have
4 a strong chance of getting the contract again.
5 So we can definitely make sure that we're sharing
6 information proactively with the Council once we
7 know who the new vendor is.

8 And, like Athena said, we're sort of
9 moving. It's a triumph, not a bad thing that we
10 moved from development into maintenance.

11 Jennifer, I know you guys know because she's put
12 in -- she's given you updates before this part --
13 has put like her entire being and like her entire
14 heart and soul into making sure that GPMS is
15 really stable.

16 So we've done a ton of development.
17 And so it's a good thing that we are now at a
18 maintenance phase, because that means that we
19 accomplished everything that we were trying to
20 get done in development.

21 CHAIR QUINTANA: And this is Joseph
22 Quintana, Region 6, before we go to Kay. I think

1 it's just the way that it was presented that it
2 seemed alarming. But it is -- I definitely feel
3 like it warrants congratulations.

4 I think being able to unveil it
5 yesterday and it is a good thing that we move on
6 to the next phase. I just think that it was the
7 way that it was shared. And let the record know,
8 entire being was shared. Kay?

9 VICE CHAIR SEVEN: Yeah, I guess just
10 a question. So in the maintenance phase, it
11 sounds like the limit -- the users will change.
12 Does it go back to the FPOs or can the grantee
13 community front line staff members still continue
14 to use GPMS? Okay. Okay.

15 CHAIR QUINTANA: Mm-hmm, just the way
16 that she shared it.

17 VICE CHAIR SEVEN: Okay.

18 MS. BROWN: It's all -- I'm sorry.

19 CHAIR QUINTANA: Oh, Athena.

20 MS. BROWN: It's all ongoing. And
21 like, as grantees change, the user, the system is
22 kept updated --

1 VICE CHAIR SEVEN: Okay. Cool.

2 MS. BROWN: -- with new users, and
3 we'll still continue to roll out our training.

4 VICE CHAIR SEVEN: Okay.

5 CHAIR QUINTANA: Any final questions
6 or comments? Have not. Thank you, Jennifer. We
7 appreciate it.

8 MEMBER EDMO: I had a question. I had
9 a question. Lorraine --

10 CHAIR QUINTANA: Oh, who was it?

11 Chair recognizes --

12 MEMBER EDMO: -- Edmo.

13 CHAIR QUINTANA: -- Lorraine Edmo.

14 MEMBER EDMO: Hi. I just wondered, at
15 the Brand Q Level, is -- are any -- are the case
16 managers able to include all their own
17 information into the database?

18 And then, I'd say at the end of the
19 quarter, can they generate a report for that
20 quarter?

21 MS. WHITMORE: Yes. So case managers
22 can enter their own data, view their own data,

1 and they don't have to wait for a quarter. They
2 can run it within a week. You know, they have --
3 they can change their from/to dates and run it
4 from the week, month, quarter, year.

5 MEMBER EDMO: Okay.

6 MS. WHITMORE: It's very robust.

7 MEMBER EDMO: All right. Well, thanks
8 for the work on this. I think it's -- it is -- I
9 think congratulations are in order for getting it
10 together in a fairly short amount of time,
11 considering, I think, Fairfax was in -- was used
12 for years and years.

13 MS. WHITMORE: Yes. Well, it's been a
14 five-year project and it's -- I think it's a
15 congratulation for all of us because we've all --
16 I don't know.

17 I really relied on the IT and
18 performance workgroup to provide some of the
19 business requirements so --

20 MEMBER EDMO: Okay.

21 MS. WHITMORE: -- and do the testing.
22 So, thank you all.

1 CHAIR QUINTANA: Thank you, Lorraine,
2 for your comment. And thank you, Jennifer, for
3 sharing and presenting. We appreciate it.

4 We'll move on to our next topic of
5 discussion, will be establishing priorities for
6 the NAETC workgroups. Who is the partner with
7 this?

8 MS. BROWN: Yes. So there are four
9 work groups. One of them is the Effective
10 Management Workgroup. These are all established
11 work groups of this advisory council.

12 There's the Effective Management
13 Workgroup, the Census Workgroup, the Performance
14 Reporting. We combined, years ago, the
15 Performance and the Reporting together. So
16 there's a performance reporting workgroup and
17 then there's a youth work group which we are
18 recommending be reestablished. And that's
19 probably something this council has to vote on.

20 CHAIR QUINTANA: Okay. We'll go ahead
21 and we'll start first by discussing whether or
22 not we should establish a youth workgroup. Any

1 current comments or discussions? Yes, Mr.
2 Rickard?

3 MEMBER RICKARD: I think with the
4 priorities that we're putting on youth, we'll
5 need one.

6 CHAIR QUINTANA: Any other comments?

7 MEMBER CARROLL: Can that be in the
8 form of a motion?

9 MEMBER RICKARD: I can put in a
10 motion, if you'd like.

11 CHAIR QUINTANA: Sure.

12 MEMBER RICARD: I motion that the
13 council form an additional workgroup called the
14 Youth Workgroup, and that we continue that
15 workgroup and have volunteers from this group
16 serve on it.

17 MS. VITELLI: There's already a
18 workgroup.

19 MEMBER CARROLL: Kim Carroll, Other
20 Discipline. I second the motion.

21 MS. BROWN: We just had a second on
22 there.

1 CHAIR QUINTANA: Kim Carroll seconds
2 the motion. Any discussion? Yes, Kay?

3 VICE CHAIR SEVEN: So I don't know, is
4 this motion out of order? Because isn't -- you
5 said there were four groups. And isn't one --
6 youth already one of those workgroups?

7 MS. BROWN: Well, we had a youth
8 workgroup, but it's dormant. So I don't know if
9 the Council still wants to --

10 VICE CHAIR SEVEN: Okay, to continue
11 it or --

12 MS. BROWN: Yeah, to continue it. So
13 I guess that's why I was asking, because the
14 workgroups are based on the Council's
15 recommendations.

16 And years ago they said, well, we
17 don't really have a need for the youth group. So
18 that sort of fell to the wayside. And we haven't
19 had any meetings on the youth workgroup. We
20 haven't had any recommendations for the past few
21 years.

22 CHAIR QUINTANA: Patricia first and

1 then we'll come back to Kay.

2 MEMBER HIBBELER: So I would just kind
3 of reiterate. My question was before we adopt a
4 new workgroup, did the youth discussion fit well
5 in one of the workgroups that already exist and
6 it could be a task within that workgroup?

7 MS. BROWN: Mm-hmm, that's up to
8 council.

9 CHAIR QUINTANA: Any other comments in
10 regards to Patricia's question?

11 MEMBER WHITMAN: Winona Whitman,
12 Region 6, Hawaii. I would like to add a comment.
13 I mean, I know we have the Census Committee. We
14 have the Effective Management Workgroup
15 Committee, the Performance indicators.

16 And now we're talking about
17 reestablishing our -- the youth committee. But
18 as trite as this may sound, how many times have
19 we heard the youth are our future? And if we
20 don't place the necessary emphasis on them, then
21 that's where we have a snowballing problem next
22 with our adults. So I would like to make a

1 statement that we should keep the youth program,
2 the youth workgroup, in place.

3 CHAIR QUINTANA: Thank you, Winona.

4 MEMBER WHITMAN: And reinvigorate it.

5 CHAIR QUINTANA: Thank you, Winona.

6 Kay?

7 VICE CHAIR SEVEN: So what was the
8 motion?

9 MR. RICKARD: To reform the Youth
10 Committee.

11 VICE CHAIR SEVEN: Can I make a
12 recommendation that we would just amend the
13 resolution -- or amend the motion to just say
14 that for this next two-year period, under this
15 Council designation that we have four workgroups
16 and they are Effective Management, Census,
17 Performance and Reporting, and Youth? Then it
18 just --

19 MEMBER HIBBELER: No, no.

20 MR. RICKARD: Or let me go back, back
21 years ago when I was the chairman. I think we
22 had, golly, I don't know how many workgroups we

1 had and we actually cut it down to four.

2 And then for some reason the Youth
3 Workgroup just kind of went dormant, like Athena
4 said. And so I think we should vote on the
5 workgroups that we want and let the next council
6 decide which groups they want and not just vote
7 it in for a two-year period.

8 VICE CHAIR SEVEN: So I guess my
9 question is -- so based on what you're saying, so
10 if I ask for an amendment to the resolution for
11 this council for our next two-year period, that
12 we have four workgroups. And --

13 CHAIR QUINTANA: Patricia, did you
14 have a comment?

15 MEMBER HIBBELER: Well, I -- just for
16 point of clarification, I was asking Gary if
17 you're amending your motion to include those four
18 workgroups of if --

19 MEMBER RICKARD: Well, my motion was
20 to --

21 MEMBER HIBBELER: -- you're
22 recommending we have --

1 MEMBER RICKARD: My motion was to
2 reform our Youth Workgroup with no effect upon
3 the other workgroups.

4 MEMBER CARROLL: I think that's simple
5 enough. I'm sorry, Kim Carroll, Other
6 Disciplines. I really think that's all we need.

7 CHAIR QUINTANA: Yes, Patricia?

8 MEMBER HIBBELER: Not to keep beating
9 this up, but I do think it's important to put in
10 at least strong conversation here or a motion
11 about what we feel our workgroups will be moving
12 forward.

13 So if we want to maintain the other
14 three, plus Youth or if not, whether it's in one
15 motion or two different motions, whatever that
16 looks like -- so we're all clear.

17 CHAIR QUINTANA: Are there any other
18 opinions on this? No?

19 VICE CHAIR SEVEN: So is there a --

20 CHAIR QUINTANA: Okay, so chair
21 recognizes Kay Seven.

22 VICE CHAIR SEVEN: So is there a

1 motion to accept my amendment to Gary's motion --
2 main motion?

3 MEMBER HIBBELER: He has to be willing
4 to amend it.

5 VICE CHAIR SEVEN: Oh, he has to be
6 willing to? Okay.

7 MEMBER HIBBELER: You cannot amend
8 someone else's motion.

9 VICE CHAIR SEVEN: The motion maker?
10 Okay.

11 MEMBER RICKARD: And you wanted to add
12 the other four? We don't need to add the other
13 four. They're already committees.

14 MS. BROWN: There's four. There's --

15 CHAIR QUINTANA: Chair --

16 MS. BROWN: Oh, I'm sorry. There's
17 four committees.

18 CHAIR QUINTANA: Chair --

19 MS. BROWN: Youth are already there.

20 CHAIR QUINTANA: Chair recognizes
21 Candace Lowry.

22 MEMBER LOWRY: So Candace Lowry,

1 Region 3. So I think there's just a little
2 confusion. So if we, as the Council, if we could
3 state that, yes, these are our four workgroups
4 that we're going to have for the remainder of the
5 two years, that these are the four work we're
6 going to work on.

7 And then what Mr. Rickard said, will
8 be encompassed with that.

9 CHAIR QUINTANA: Okay, so we'll --

10 MEMBER LOWRY: Because we'll -- yeah,
11 we're --

12 MEMBER RICKARD: So we don't beat this
13 to death, I recommend that we have the Youth
14 group, the Census, the Reporting. What's the
15 other one?

16 MS. BROWN: Effective Management.

17 MEMBER RICKARD: Effective Management,
18 yeah.

19 CHAIR QUINTANA: Do we have a second
20 to --

21 MEMBER LOWRY: I second.

22 CHAIR QUINTANA: Second by Candace

1 Lowry. Any other points of discussion? No --

2 MEMBER CARROLL: Point of order. Kim
3 Carroll.

4 CHAIR QUINTANA: Chair recognizes Kim
5 Carroll.

6 MEMBER CARROLL: As the original
7 seconder, I accept the amendment.

8 MEMBER RICKARD: Make a note.

9 CHAIR QUINTANA: Kim Carroll has
10 seconded the motion.

11 MEMBER RICKARD: Accept.

12 CHAIR QUINTANA: If no other points
13 for discussion, then we'll move to a vote.
14 Please raise your hand for everybody in person
15 who is a yes, state, aye.

16 (Chorus of ayes.)

17 CHAIR QUINTANA: Please, if you're a
18 nay, state, nay. Or if you abstain, any
19 abstains? No? Motion carries.

20 Yes, Athena?

21 MS. BROWN: In your packets there is a
22 stapled list of the workgroups. So you'll have

1 -- it starts with the Effective Management
2 Workgroup and it talks about the mission and
3 objectives, the recent issues.

4 And then at the very last, it has a
5 listing of the members. And so on the -- like
6 for instance, on the Effective Management
7 Workgroup, I went ahead and just put down all the
8 council members.

9 And then for the IT workgroup, IT, it
10 should be IT Performance Workgroup, the same
11 thing. And our subject matter expert that works
12 closely with IT Reporting and Performance is
13 Duane Hall and Jennifer Whitmore.

14 So they're assigned by DINAP to work
15 with that group. I work with the Effective
16 Management Workgroup. And then on the Census
17 Workgroup, Duane earlier had -- did you make
18 copies of the Census Workgroup?

19 MR. HALL: I did when I handed it out.

20 MS. BROWN: Okay. So you should have
21 a handout from Duane this morning on the Census.
22 And so I took basically what the old council had

1 put together in terms of the description for the
2 mission and the issues.

3 So that probably -- the reason why I
4 put this on the agenda so that we could update it
5 and add new council -- give the opportunity for
6 any new council members to serve on any one of
7 those workgroups if they desire.

8 I mean, you're not required to serve
9 on the workgroups, but if it's something that
10 you're interested in, then I would encourage you
11 to sign up so that you can be actively involved
12 in input.

13 And I just want to make sure that
14 everyone knows that the purpose of the workgroups
15 is really to get a concentrated group of subject
16 matter experts that are familiar with these
17 issues.

18 And they only make formal
19 recommendations to the Advisory Council during
20 their meetings, during their formal meetings, and
21 their recommendations are voted upon by this
22 entire body as either accepted or rejected.

1 And in that case, if they're accepted,
2 then those recommendations can go forward to the
3 Department of Labor and be considered.

4 CHAIR QUINTANA: Okay, thank you. Did
5 we fulfill all the responsibility for that
6 particular topic or are there any other?

7 MS. BROWN: No other discussion unless
8 you want to decide now whether or not people want
9 to participate on the workgroups.

10 CHAIR QUINTANA: Yes?

11 MEMBER RICKARD: I strongly suggest
12 that we --

13 CHAIR QUINTANA: Mr. Rickard?

14 MEMBER RICKARD: -- do that because
15 once we leave, well, it's harder to get a hold of
16 people and --

17 CHAIR QUINTANA: Okay, Joseph
18 Quintana, Region 6. I think let's first identify
19 who the previous leaders of each of the
20 workgroups were. And then for those new members
21 who may be interested in joining those particular
22 groups, we can identify which ones you would like

1 to take part in.

2 Do we want to first start with the
3 Effective Management workgroup? Who is the
4 Effective Management workgroup lead, which was -
5 -

6 MS. BROWN: Patty.

7 CHAIR QUINTANA: -- Patricia?
8 Patricia, would you like to say any words in
9 regards to the Effective Management workgroup?

10 MEMBER HIBBELER: I would. Patricia
11 Hibbeler, Other Discipline. I'd be happy to
12 continue leading the Effective Management
13 Workgroup forward during this next two-year
14 period.

15 CHAIR QUINTANA: And the Effective
16 Management Workgroup oversees the --

17 MEMBER HIBBELER: Strategy.

18 CHAIR QUINTANA: -- overall strategic
19 plan. Is there any interest in regards to any
20 new members who want to take part? Mr. Rickard?

21 MS. BROWN: Who's -- and that's
22 everybody. Correct?

1 MEMBER HIBBELER: Yes.

2 MS. BROWN: Yes.

3 MEMBER EDMO: The -- can I?

4 CHAIR QUINTANA: Go ahead.

5 MEMBER EDMO: I would like to

6 volunteer, Lorraine.

7 CHAIR QUINTANA: Lorraine Edmo.

8 MS. BROWN: And she's on there.

9 CHAIR QUINTANA: Okay, so everybody.

10 MEMBER HIBBELER: So, Patricia Hibbeler,

11 Other Discipline, traditionally, it has been the

12 entire council that participates on the Effective

13 Management Workgroup.

14 CHAIR QUINTANA: Okay. Okay.

15 MS. BROWN: So I guess the easier

16 question is, does somebody not want to be on it?

17 CHAIR QUINTANA: Okay, great. Joseph

18 Quintana, Region 6. Does somebody not want to be

19 on the Effective Management team -- workgroup, I

20 mean? No. Okay, good.

21 Census. Who oversees the census work

22 group?

1 MS. BROWN: Kim Carroll probably.

2 CHAIR QUINTANA: Kim Carroll?

3 MEMBER CARROLL: Yes, sir. Kim
4 Carroll, Other Disciplines. I am more than happy
5 to remain on the Census workgroup; however, I
6 should not be chairing it.

7 CHAIR QUINTANA: Joseph Quintana,
8 Region 6. Is there anybody else who would be
9 interested in overseeing the workgroup? And they
10 will be working alongside --

11 MS. BROWN: Duane Hall.

12 CHAIR QUINTANA: -- Duane Hall.
13 Jacob?

14 MEMBER WOJNAS: I'd be interested in
15 participating. And I think we could definitely
16 leave further chair decision to the workgroup,
17 whoever happens to be on it.

18 CHAIR QUINTANA: Would you be
19 interested in chairing the workgroup or
20 overseeing the workgroup?

21 MEMBER WOJNAS: I can potentially do
22 that, yeah.

1 CHAIR QUINTANA: Okay. Well, Jacob,
2 you'll be working alongside Duane. Anybody else
3 interested in taking part in the Census
4 workgroup?

5 MEMBER MORALES: This is Holly Morales.
6 I'm interested, please.

7 CHAIR QUINTANA: Holly, where --

8 MEMBER MORALES: Region 6.

9 CHAIR QUINTANA: Thank you, Holly.
10 Candace Lowry?

11 MEMBER LOWRY: Candace Lowry, Region
12 3. I would be interested in joining that
13 workgroup also.

14 CHAIR QUINTANA: Thank you, Candace.
15 Anybody else interested in --

16 MEMBER WHITMAN: Winona Whitman.

17 CHAIR QUINTANA: Winona?

18 MEMBER WHITMAN: Yes.

19 CHAIR QUINTANA: Winona Whitman to the
20 Census workgroup. Thank you, Winona. Kay? Kay
21 Seven?

22 VICE CHAIR SEVEN: Not ready.

1 CHAIR QUINTANA: If there is no one
2 else --

3 MS. BROWN: Performance and Reporting.

4 CHAIR QUINTANA: Performance and --

5 MEMBER CARROLL: Kim Carroll.

6 CHAIR QUINTANA: Kim?

7 MEMBER CARROLL: Excuse -- I'm sorry,
8 Kim Carroll, Other Disciplines. It's my
9 understanding that Erwin Pahmahmie also wanted to
10 participate in the Census workgroup.

11 CHAIR QUINTANA: Thank you, Kim. We
12 will add Erwin. Next is the --

13 MS. BROWN: Performance and Reporting.

14 CHAIR QUINTANA: -- Performance and
15 Reporting Workgroup.

16 MS. BROWN: And they will be working
17 Duane and Jennifer.

18 CHAIR QUINTANA: And they will be
19 working alongside Duane Hall and Jennifer
20 Whitmore. This was previously, I believe, held
21 by me at the end of the last --

22 MS. BROWN: Yeah.

1 CHAIR QUINTANA: -- group, and I don't
2 mind continuing to sit on the workgroup, but --

3 MS. BROWN: For chairing?

4 CHAIR QUINTANA: Could I continue in
5 that role? Or is that --

6 MS. BROWN: Yeah, if you want.

7 CHAIR QUINTANA: Okay, I don't mind
8 continuing in the role, but I think this is an
9 opportunity for us to address many of the
10 concerns that we heard today in regards to data
11 collection and understanding what we've seen over
12 these last few years and understanding the
13 trends, and then also being able to adjust to
14 things like reporting issues with many of our
15 fundees and making sure that we can assist our
16 members to make sure that they're successful long
17 term.

18 And so I am very much interested in
19 this particular workgroup. Is there anybody else
20 who's interested in joining me? Robert?

21 MEMBER HOULE: Robert Houle, Region 5.
22 I would definitely like to be a part of this.

1 CHAIR QUINTANA: Thank you, Robert.
2 Candace?

3 MEMBER LOWRY: Candace Lowry, Region
4 3. I would like to work with Performance and
5 Reporting Workgroup.

6 CHAIR QUINTANA: Thank you, Candace.
7 Robin?

8 MEMBER COUNCE: Robin Counce, Region
9 4, and I will participate in the Reporting
10 Workgroup.

11 CHAIR QUINTANA: Thank you, Robin. Is
12 there anybody else that's interested?

13 MEMBER CARROLL: Kim Carroll, Other
14 Disciplines.

15 CHAIR QUINTANA: Kim Carroll? Thank
16 you, Kim. If there's no one else, our last
17 workgroup is our Youth Workgroup. Is there
18 anybody interested in chairing the Youth
19 Workgroup?

20 VICE CHAIR SEVEN: Excuse me, Joseph.

21 MEMBER WHITMAN: I will volunteer --
22 Winona Whitman -- but I will probably have some

1 of my team members involved, too.

2 CHAIR QUINTANA: Thank you, Winona.

3 MEMBER WHITMAN: That's what I said,
4 so went on and I had volunteered one of the --

5 CHAIR QUINTANA: To your previous --

6 MEMBER WHITMAN: -- back to serve as
7 volunteer.

8 CHAIR QUINTANA: Thank you again,
9 Winona. Robin?

10 MEMBER COUNCE: Robin Counce, Region 4
11 and I will participate on the Youth Workgroup.

12 CHAIR QUINTANA: Thank you, Robin.
13 Mr. Rickard? Gary Rickard? Is there anybody
14 else interested?

15 MEMBER MORALES: Holly Morales, with
16 Region 6. Thank you.

17 CHAIR QUINTANA: Thank you, Holly.

18 MEMBER CARROLL: Kim Carroll, Other
19 Disciplines.

20 CHAIR QUINTANA: Kim, thank you.

21 MEMBER CARROLL: I find a little time
22 on my hands nowadays.

1 CHAIR QUINTANA: Oh, wow. Is there
2 anyone else?

3 MS. BROWN: Can I make a --

4 CHAIR QUINTANA: Yes --

5 MEMBER EDMO: Lorraine Edmo --

6 CHAIR QUINTANA: Who is it?

7 MS. BROWN: Lorraine Edmo.

8 CHAIR QUINTANA: Lorraine Edmo?

9 MEMBER EDMO: Lorraine Edmo, Other
10 Disciplines.

11 CHAIR QUINTANA: Thank you, Lorraine.

12 MEMBER RICKARD: I might be this year.
13 Okay.

14 MS. BROWN: I would just like to make
15 a comment. So the workgroups were allowed to
16 have subject matter experts from outside the
17 council as well.

18 So if you have somebody that's
19 specifically assigned to work with youth in your
20 program and you want to recommend them, just let
21 whoever the chair is know.

22 CHAIR QUINTANA: Thank you. Well,

1 first of all, to --

2 MEMBER RICKARD: Gary Rickard, Region

3 6.

4 CHAIR QUINTANA: Okay.

5 MEMBER RICKARD: I would think that we
6 would want to continue to have Lorenda Sanchez on
7 the census because they had a huge contract, you
8 know.

9 CHAIR QUINTANA: Kay Seven?

10 VICE CHAIR SEVEN: So Kay Seven, Other
11 Disciplines. So my question is kind of related
12 to what Gary's asking, I think. Now do we reach
13 out to the grantee community to ask if there's a
14 grantee member that would like to become a member
15 of one of our workgroups? And if yes, how would
16 we do that?

17 CHAIR QUINTANA: Athena?

18 MS. BROWN: We have to be mindful
19 that, you know, if you reach out to the entire
20 grantee community, it oftentimes will become very
21 cumbersome.

22 VICE CHAIR SEVEN: Mm-hmm.

1 MS. BROWN: But we do encourage the
2 participation. All these meetings are open
3 meetings if they want to attend and have input,
4 but maybe more thoughtful about who actually
5 serves on that committee --

6 VICE CHAIR SEVEN: Okay.

7 MS. BROWN: -- to make the
8 recommendations to the council.

9 CHAIR QUINTANA: Thank you.

10 VICE CHAIR SEVEN: So would we all
11 want to --

12 CHAIR QUINTANA: Kay Seven?

13 VICE CHAIR SEVEN: We'll want to talk
14 about that in our strategic planning session.
15 Are there subject matter experts that we need to
16 think about adding to the committees --

17 CHAIR QUINTANA: Gary Rickard?

18 VICE CHAIR SEVEN: -- at that time?

19 MEMBER RICKARD: Gary Rickard, Region
20 6. I would also assume you probably want to
21 continue with Lorenda Sanchez on the IT since
22 she's played such a big part in that.

1 MEMBER CARROLL: Who's that?

2 MEMBER RICKARD: Lorenda Sanchez.

3 MEMBER CARROLL: Oh.

4 CHAIR QUINTANA: Okay, Patricia?

5 MEMBER HIBBELER: I'd just like to make
6 a recommendation that an email or some sort of
7 communication go out to the entire council
8 because we have some that are not present either
9 on the phone or here, encouraging and asking them
10 which workgroup they'd like to join.

11 CHAIR QUINTANA: Yes. Joseph
12 Quintana, Region 6. One major thing that we want
13 to address is communication. And we want to make
14 sure that it's not top down, that we want to make
15 sure that it's unilateral and that we're all
16 getting the same information at the same time.

17 So that's one big order. You will be
18 receiving all information electronically. You'll
19 be getting all these names in the workgroups,
20 primarily from our secretary.

21 And we want to make sure that
22 everybody is on the same page, both everybody in

1 person and those virtually.

2 And if there's ever any questions or
3 concerns that we want to share all the answers
4 and responses to everybody at once so not
5 everybody's getting bits and pieces of certain
6 information. Hope that answers your response.

7 If no other questions or concerns,
8 we'll move on to our next topic. This is Kim
9 Vitelli. Is Kim joining us virtually?

10 Ms. VITELLI: No, I'm here.

11 CHAIR QUINTANA: Oh, sorry. All
12 right, well, as she gets adjusted, she is an
13 Administrator, Office of Workforce Investment,
14 Employment and Training Administration. Welcome
15 Kim.

16 MS. VITELLI: Thank you. Hi,
17 everyone. Thanks for letting me spend time with
18 you today. Oh, thank you.

19 So I've gotten to meet some of you
20 before, but I thought that at least some of what
21 I should do today is just explain like what my
22 role is and what OWI is, because it's a place in

1 which the in which DINAP is nested and then like
2 what my sets of responsibilities are.

3 And therefore, also like what's
4 happening in the Office of Workforce Investment
5 and ETA. So the Office of Workforce Investment
6 is one of five or six program offices in the
7 entire Employment and Training Administration.

8 And so we're -- we've got about five -
9 - and I'm the head of the office. We're five
10 divisions. DINAP is one of them and you don't
11 have to memorize the others.

12 But just so that you know sort of what
13 the scope of the office is one on adult services
14 and governance within the WIOA formula system,
15 one that focuses on youth.

16 And our reentry portfolio for youth
17 and adult are also in that division. We've got
18 one that's a Division of Strategic Investments
19 where we -- some of our industry specific
20 competitive grant programs funded by H1BCs are
21 housed as well as some of our community college
22 capacity building grants.

1 And then we've got one division of --
2 we call it National Programs, Tools and Technical
3 Assistance. The name is really irrelevant, but
4 it's got a couple of different population-
5 specific programs like our Low Income Seniors
6 Program, the Senior Community Service Employment
7 Program.

8 Our farmworker programs are there.
9 Our disability portfolio is there, as well as our
10 online technical assistance platform, Workforce
11 GPS and all of our labor market information
12 portfolio.

13 So that's just some of the stuff that
14 like sits alongside data within our office. And
15 so therefore we -- DINAP taps into and these
16 other teams tap into DINAP's expertise on some of
17 those areas. So you know, there's, some things
18 that we try to tackle enterprise wide across the
19 office workforce investment.

20 So building the capacity of our staff
21 and of our grantees as a whole on using
22 performance data, for instance. And so some of

1 the DINAP staff, including Jennifer, are active
2 in a performance work group of all the different
3 federal staff that get involved in performance
4 analysis so that we can share best practices and
5 GPMS as a whole is sort of one.

6 For instance, that's a -- it's a
7 larger enterprise wide system that's got a DINAP
8 specific set of modules, but we built that sort
9 of alongside other offices so that we can take
10 advantage of, you know, sort of like be able to -
11 - it's probably how we were able to tap into
12 other fund sources so that we didn't have to
13 spend any Indian and Native American program
14 appropriated funds to support GPMS.

15 We like tacked on to other things that
16 we could do it enterprise wide. And we put out -
17 - I'm thinking of a -- just another example of
18 sort of an enterprise wide thing.

19 We have been focused as an agency on
20 working with the Department of Justice and some
21 other agencies on community violence
22 intervention. I mentioned that we have a reentry

1 portfolio within the Office of Workforce
2 Investment.

3 And we put out some -- we've been --
4 we actually have a set of grants out on our
5 reentry grants that I'll get into in a second.
6 But like a sort of like a string of work within
7 our reentry portfolio has been our community
8 violence intervention.

9 And we were able to really tap into
10 some of the expertise within DINAP about how that
11 plays out in tribal communities as well as offer,
12 you know, sort of like things like lessons
13 learned from other organizations and other
14 spheres and try to see like, would this be able
15 to benefit the Indian Native American program
16 grantees as well.

17 Because I know it's come up at a
18 council before, let me just say a little bit
19 about some of our reentry portfolio. Congress
20 appropriates funds specifically for their Reentry
21 Employment Opportunities program.

22 And it's been -- it used to be closer

1 to like 60, 70 and over a period of about ten
2 years. It's now hitting about \$100 million in
3 our annual appropriation.

4 And those are grants that we compete
5 every year as opposed to sort of like longer term
6 four-year cycle grants. So we put out a grant
7 competition every year in reentry employment
8 opportunities, and we typically do both adult and
9 youth as like separate grant competitions.

10 The set of adult-focused reentry
11 employment opportunity grants right now that
12 we've been -- the model that we're really sort of
13 doubling down on is one that we brand Pathway
14 Home and it's services that begin prerelease and
15 then continue after people are back in the
16 community, being able to provide comprehensive
17 supports.

18 Those grants typically go to non-
19 profits that are doing, you know, that are sort
20 of focused on reentry and they are open. Most of
21 our grant competitions are open and tribes are
22 allowed to compete as well as tribal

1 organizations.

2 Having said that, I know that doesn't
3 necessarily mean it's really easy, particularly
4 for a small tribe or a small tribal organization
5 to go after some of those grant competitions.
6 But we do try to make it broadly known.

7 And I think we can always do a better
8 job of making sure that it's always really widely
9 known when those grant competitions are rolled
10 out. So for the -- I mentioned Pathway Home with
11 the prerelease services.

12 On the youth side, the model that
13 we've really been focused on is community
14 violence intervention.

15 So the youth reentry grants are not
16 just for youth who have been incarcerated, but
17 also youth who have just been touched by the
18 juvenile justice system, right -- that doesn't
19 always mean incarceration -- and providing them
20 really comprehensive services so that they can
21 move into either education or work.

22 So for the adults, that's of course,

1 education is an option, but it's more tilted
2 towards on the youth side it's sort of both,
3 right, the education and employment.

4 And a really strong emphasis within
5 our grants this year on having partnerships
6 within those grants with community violence
7 intervention organizations, which typically are
8 very grassroots, very localized, as opposed to
9 like a big organization that might go after a
10 grant that the folks that are doing community
11 violence intervention might be really small.

12 So partnering with them rather than
13 having them chase after, you know, big million
14 dollar grants, I mean, they're allowed to, but
15 recognizing that like an intermediary model might
16 work best there. Those run on a program year
17 cycle.

18 So we're about to announce the awards
19 for both of those, the adult and the youth. We
20 have grants that are operating. Once we award
21 the grants, they last for three years. So
22 they're sort of like three cohorts operating

1 almost all the time.

2 I'll tell you a lot about the reentry
3 portfolio, and we've got these same kinds of
4 portfolios across OWI.

5 But I wanted to mention our reentry
6 portfolio, both because it's been a real emphasis
7 in this administration and also because I've
8 heard it in previous council meetings sort of
9 come up as a thing but -- and we want to make
10 sure that we're doing good information sharing,
11 sharing across.

12 So shifting a little bit to not just
13 like what we do and what kinds of stuff is
14 happening, but about DINAP, in particular, we
15 have -- you've seen the really strong team that
16 we've got here.

17 We had turn turnover. We said goodbye
18 to longstanding public servants, like Estabqa
19 (phonetic), and have also brought on a lot of
20 really great staff. We are up to about seven
21 folks right now in the division of Indian and
22 Native American Programs.

1 That's a smaller division than most of
2 our other divisions. And it's sort of about the
3 same size as some of our other program teams,
4 right. So I've got like three people that work
5 on the Senior Community Service Employment
6 Program.

7 I only have one right now on National
8 Farmworker Jobs Program. DINAP is a little bit
9 bigger for a program team, small for division,
10 but big for a program team because they're
11 holding both program office responsibilities and
12 these federal funding officer responsibilities,
13 as well as supporting the Native American
14 Employment and Training Council.

15 And so where we're -- ETA, as a whole,
16 luckily has been able to get a little bit of an
17 increase in its program administration funding,
18 meaning our staffing, our salaries and expenses.

19 So, I mean, I'll be honest with you,
20 over between 2016 and 2020, everything as a whole
21 but this was not unique to us. This was all of
22 ETA. We lost was folks leaving and basically a

1 hiring freeze and through attrition.

2 We went from about 99 people in OWI in
3 2016 to the low 70s by 2018. It was really,
4 really hard to dig out of that hole. And so once
5 we sort of stopped sliding down, then we were
6 able to sort of stay steady.

7 We were able to do a little hiring.
8 We were still losing. And we are now happily --
9 this is true across OWI and ETA and DINAP --
10 we're sort of finally on the upswing where we're
11 able to do more hiring.

12 So we will -- we're seven now in DINAP
13 and we will be hiring and I'll ask your help in
14 helping us sort of like share these postings
15 that, when we get them going, we will be hiring
16 to more people. So we'll be able to bring that
17 division up to nine.

18 And Athena, I don't know if -- what
19 kinds of conversations have you already been able
20 to have with the council or should --

21 MS. BROWN: Very, very little. I just
22 went over the DINAP stuff today. I didn't really

1 talk about the staffing, which I forgot. And so
2 I wanted to take this opportunity to share with
3 the advisory council.

4 And Kim already knows and she's
5 probably wondering when I was going to share it
6 with you. So I plan on retiring very soon and
7 but I wanted to allay everybody's fears.

8 And I feel like it's a really good
9 time because we have such great support from Kim
10 and from the Department of Labor, and it's
11 something that I've been planning for for a
12 while. I think many of you know, I have been
13 living in the Washington, D.C. area for a really
14 long time.

15 And I feel very comfortable working
16 with Kim because we have discussed it and we've
17 talked about transition and pre-planning and
18 making sure that, you know, that the position is
19 shared with the grantee community for outreach to
20 try to recruit.

21 And Kim has also been very supportive
22 in getting additional staff on board. So I feel

1 like DINAP is in a good place and a much better
2 place than we were a few years ago.

3 So I do want to share with the Council
4 that I haven't yet announced a date,
5 specifically. I told Kim sort of whereabouts.
6 But of course that has to be something that I
7 work out with the Office of Human Resources.

8 I know that they require lots of
9 advance notice for people who are retiring, and
10 I've just been swamped with work and so I keep
11 putting it off to the side. But I do plan on
12 retiring more towards the end of the quarter,
13 towards the end of the year.

14 But I just wanted to announce that to
15 everybody. I've really enjoyed working with all
16 of you and I have really some great confidence in
17 this council and just what I've heard during this
18 meeting and yesterday and today. So I think
19 that, you know, it'll be a small lapse.

20 (Applause.)

21 MEMBER RICKARD: We definitely thank
22 you for all the years of service you have given

1 us. I've called Athena many times to get her to
2 -- okay, what was I supposed to do. You know, I
3 counted on her to keep me in line, and she did a
4 very good job of that.

5 One of the questions I will have
6 because -- of this retirement, you will have to -
7 - it will have to go through personnel and then
8 they will put out a recruitment --

9 CHAIR QUINTANA: Response thing. Is
10 this now a good time for Q&A though?

11 MS. BROWN: There is a provision in
12 our regulations that the Council has input on the
13 position though --

14 MEMBER RICKARD: Yes, that's in our
15 charter.

16 MS. BROWN: The Department of Labor
17 Reserves a final right to make that decision.
18 But they do accept recommendations from the
19 council.

20 And Kim has been checking into the
21 process for doing so and working very closely
22 with OHR to make sure that we obtain the, you

1 know, eventually when we do the outreach and the
2 potential candidates are identified, that she
3 will be working very closely with Office of Human
4 Resources to ensure that the Council has input.

5 MS. VITELLI: Can I add two things on
6 to that just to sort of further answer Mr.
7 Rickard's question? So I mean, I think at least
8 two points that I would be looking to the Council
9 for assistance here.

10 One is we will do a job posting to
11 describe the position and also hiring. We'll put
12 it on USAJOBS. But I would I hope to -- I would
13 ask the council for assistance in being able to
14 help disseminate that information to good
15 candidates.

16 And then additionally, the second
17 point is, I would love to be able to work with -
18 - and you all can, of course, decide sort of how
19 and who, but that we start talking even before I
20 get the -- I've got a thing called a cert, like
21 after all the applications are in.

22 And then I start the interview

1 process. But I'd want to have like people that I
2 go to right then so that we're ready to go as
3 soon as we get the list of candidates to join me
4 in the interviews and to be able to talk a little
5 bit ahead of time too about, you know, what kinds
6 of questions are we going to ask in the
7 interview, we're not meeting together for the
8 first time when we sit down with the first
9 candidate.

10 CHAIR QUINTANA: Chair recognizes Kay
11 Seven.

12 VICE CHAIR SEVEN: So Athena,
13 congratulations for -- on a retirement, probably
14 well-deserved.

15 MS. BROWN: Thank you.

16 VICE CHAIR SEVEN: We'll reach out to
17 you and you can apply to the next -- be a member
18 of the next council.

19 But I was wondering in the transition
20 period, so will there be a time where Athena will
21 be gone and the position or need to be assigned
22 to an interim chief while the hiring process is

1 still going through until final selection?

2 MS. VITELLI: There's a chance,
3 depending. So you heard Athena say she hasn't
4 had time yet to turn in her paperwork. So it's
5 giving me a running start of being able to get
6 the job posting out.

7 So, yeah, there's a chance that we
8 would have them overlap so that there can be a
9 little bit of transition chief-to-chief. There's
10 a chance that there would be a gap. So in that
11 time we would name -- I would name an acting
12 division chief.

13 Also, I would take on more
14 responsibilities so that whoever's acting -- and
15 that would probably be Duane as the unit chief
16 and I together would be covering those
17 responsibilities.

18 I'm also trained as a designated
19 federal official if I ever needed to step into
20 this role. And Duane will also be trained on
21 that so that we can not have any interruption
22 with the Council itself.

1 But so, yeah, there would be an acting
2 -- potentially be an acting -- if there was a gap
3 and I'll minimize the gap. And then in the gap,
4 work really closely with the division. The
5 division's been here before where there was I
6 think a really long space where there was an
7 acting.

8 I mean, our goal here is to really
9 minimize that to a few weeks, not six months,
10 nine months. I'm talking about as short a time
11 period as possible.

12 VICE CHAIR SEVEN: But I guess --

13 CHAIR QUINTANA: Are there any
14 questions, other questions or comments? Kay
15 Seven?

16 VICE CHAIR SEVEN: Related to that
17 question, so let's say there's a gap. But do we
18 have access to -- or does the building have
19 access to it, Athena, in terms of being that
20 subject matter expert because of her longevity
21 with the division?

22 MS. VITELLI: So I mean, once Athena

1 retires, then I'll probably still like text her
2 questions, but we wouldn't have like a formal
3 employment relationship once Athena retired.

4 VICE CHAIR SEVEN: Okay.

5 MS. VITELLI: I don't know if there's
6 anything, Athena, that you want to say about --

7 MS. BROWN: No.

8 MS. VITELLI: -- like your --

9 MS. BROWN: Of course, I'm always
10 available to anybody, you know. I feel very
11 vested in this program simply because of my
12 relationship with tribal communities. And I
13 really do care.

14 So if anybody ever wanted to reach me,
15 I would be -- Kim included or anybody from
16 Department of Labor, I'll make myself available.

17 CHAIR QUINTANA: Joseph Quintana,
18 Region 6. I just want to share --

19 MEMBER EDMO: A comment.

20 CHAIR QUINTANA: Hold on just a
21 moment. That, appreciate your leadership, your
22 dedicated service. I think even in regards to

1 tremendous stability during the course of a
2 global pandemic and making sure that, you know,
3 you're not always doing this work for the pat on
4 the back or the slap on the shoulder but because
5 of we know that everything that we do benefits
6 our Native people.

7 And I just want to share that and how
8 much, even though I might be a little bit taller
9 than you, I look up to you in a lot of different
10 ways, especially like I said for leadership and
11 confidence. And I appreciate that and the role
12 that your team plays.

13 So by the way, everybody virtually,
14 she's blushing. Go ahead. Who was online? Who
15 was speaking?

16 MEMBER EDMO: Lorraine E.

17 CHAIR QUINTANA: Lorraine Edmo?

18 MEMBER EDMO: Hi. Yes. I wanted to
19 just thank Athena for all of her hard work over
20 the years, too, and to verify that you're talking
21 about the quarter that begins July 1st, towards
22 the end of that quarter, when you would be

1 leaving or -- it's already end of June.

2 MS. BROWN: The last quarter of this
3 year. It would be -- I'm shooting for the end of
4 September, but again, I haven't turned in my
5 paperwork and OHR requires -- or not requires --
6 they ask for six months' notice. And I realize
7 it's way beyond that --

8 MEMBER EDMO: Wow.

9 MS. BROWN: -- time.

10 MEMBER CARROLL: NCAI with this then.

11 MS. BROWN: Depending on that time.

12 MEMBER EDMO: All right, just curious.

13 CHAIR QUINTANA: She's going to do the
14 tour. Any other questions or comments to share?
15 Yes, Robert?

16 MEMBER HOULE: Yeah, Robert Houle with
17 Region 5. So Athena, I'm brand new in this and
18 as Darrell kind of pushed me over the edge to
19 nominate me, and here I am investing a great deal
20 of my expertise and energy, et cetera.

21 It's like I've known you for years
22 because you are who you are, and I just want to

1 recognize you. And that is one of the best
2 compliments I can give. So good luck.

3 MS. BROWN: Thank you very much. I
4 really appreciate that.

5 CHAIR QUINTANA: Any other questions
6 or comments to share?

7 MS. VITELLI: I also just want to sort
8 of emphasize that, I mean, our goal here is to
9 maximize stability, both for the program and the
10 council. And DINAP is a really strong team.

11 I mean, you've gotten to meet -- and
12 they're here in the room today -- Carl and Maria.
13 I know you've done training for a long time, and
14 that Cavati (phonetic) and Chelsea are online and
15 Jennifer -- that we've got some really strong
16 federal project officers, each of whom has taken
17 on sort of a portion of the program work to
18 really delve into and support the grantees.

19 And my job is to also keep them happy
20 and to help them grow also. It's a really strong
21 division. So the role -- our goal is -- we're
22 also invested and keeping that team really strong

1 as well as well as picking out the best possible
2 students that we possibly can.

3 CHAIR QUINTANA: Response from Athena?

4 MS. BROWN: Thank you, Kim. I really
5 appreciate that. And like I said, I have full
6 confidence in Kim and with Robin Fernkas, who is
7 also the deputy administrator, as well as all my
8 colleagues in OWI.

9 But I also want to thank my team and I
10 want to recognize Duane Hall because Duane Hall
11 has one year of experience more than I do. He
12 was here one year earlier than I was in
13 Department of Labor.

14 And he is like the subject matter
15 expert on almost everything, the performance
16 reporting, the census data, the -- he runs a
17 formula for our program and things that I could
18 not do that I rely very heavily on Duane.

19 So I feel very confident that I'm
20 leaving DINAP with a really good, strong team,
21 not only in DINAP, but outside of DINAP and OWI
22 and beyond ETA.

1 MEMBER HALL: Thank you for that.

2 CHAIR QUINTANA: Any other questions
3 or comments to share? Joseph Quintana, Region 6.
4 Should we have a discussion in regards to the
5 formulation of such committee on council members
6 who are interested in participating, or do we
7 want to table that for future discussions? Any
8 questions or comments in regard to that?

9 MEMBER RICKARD: We got to meet
10 before.

11 CHAIR QUINTANA: Yes, Robert?

12 MEMBER HOULE: Region 5. I'd ask Kim
13 -- or that question is would the timing be now or
14 would that be something later?

15 MS. VITELLI: Depending on when you
16 meet again, I mean, I think that we'd want to
17 come in the next you know, in the next few
18 months, I'd want to be able to work with people
19 on the council about being ready for the
20 interviews.

21 MEMBER HOULE: So my understanding is
22 next we're going to meet again other than

1 workgroups would be when?

2 VICE CHAIR SEVEN: Is Sacramento and
3 NCAI in October.

4 MEMBER HOULE: October?

5 CHAIR QUINTANA: Quick comment from
6 Patricia?

7 MEMBER HIBBELER: So Patricia Hibbeler,
8 Other Disciplines. I recommend -- we've decided
9 what our next two meetings are going to be the
10 following fiscal year. In October we will be
11 meeting at the National Congress of American
12 Indians in -- where?

13 CHAIR QUINTANA: Sac. Sacramento.

14 MEMBER HIBBELER: Sacramento. And then
15 in April in Connecticut and as part of our annual
16 training.

17 Outside of that, the Effective
18 Management Workgroup will be meeting. We need to
19 schedule that. We'll do that working with BC and
20 Suzie and sending out a Doodle poll to see what
21 fits on people's calendars.

22 The entire council participates in the

1 Effective Management Workgroup, and at that first
2 meeting, which I recommend we get scheduled in
3 the next 30 days, we'll add that to the agenda.

4 And you might have some time frames
5 that you can provide me that we can make part of
6 that discussion, which would be great. That's my
7 recommendation.

8 CHAIR QUINTANA: Mr. Rickard?

9 MEMBER RICKARD: Gary Rickard, Region
10 6. Kim, in this recruitment. And I've been here
11 through one, two, three, at least four DINAP
12 Chiefs.

13 In the recruitment, is it more
14 important to have the experience and background
15 in employment and training, or is it more
16 important to have the management abilities? I
17 mean, obviously we want a mix of both.

18 MS. VITELLI: Yeah.

19 MEMBER RICKARD: But I mean, I've seen
20 people come in that have no background and do a
21 great job, you know. But obviously the more you
22 know, the faster they're going to be able to hit

1 the ground running.

2 And knowing that the workload Athena's
3 been under for all these years, taking the time
4 to learn the job is something that I don't know
5 is a possibility. I mean, I think they're going
6 to have to know quite a bit.

7 MS. VITELLI: Yeah, I think that
8 that's I mean sort of setting sort of what -- I
9 think it would be valuable for the council to
10 also -- or, you know, whoever's on the hiring
11 committee to sort of name here's the kind of
12 chief we want to work with, right.

13 Here are some of the characteristics
14 that we can think about and build some of that
15 into the kinds of --

16 MEMBER RICKARD: Recruitment?

17 MS. VITELLI: -- yeah, both the
18 recruitment and the -- I was thinking about like
19 the hiring questions. But you're right. The
20 recruiting as well.

21 MR. RICKARD: Yeah.

22 MR. VITELLI: I think sort of at a

1 minimum, the chief obviously has to have a strong
2 understanding of tribal governance and sort of
3 like a government-to-government relationship
4 between the federal government and tribes.

5 Like there's some basics that just
6 have to -- must be in place. There are certain
7 minimum qualifications. And then, yeah, you're
8 right for this bullet, to really be able to not
9 just be a subject kind of expert, but to manage a
10 multimillion dollar program that has a lot of
11 moving pieces and, you know, a lot of different
12 external factors, too, that are influencing it
13 both inside and outside of government.

14 MR. RICKARD: Well, and, you know, in
15 the past, when the program had a lot of money,
16 well, DINAP had a lot of staff. And so the work
17 could be spread out. You know, Athena's had to
18 take on that there was nobody to walk up and drop
19 it on their desk, you know, anymore.

20 So the job has been a more -- become a
21 more difficult job because of the fact of the
22 limited number of staff compared to what we were

1 20 years ago, 30 years ago.

2 MS. VITELLI: Yeah. And you know, I
3 mean, as much as we are sort of on the uptick,
4 we're not ever going to get back -- the agency's
5 not, the federal government's not going to get
6 back to where we were 20 years ago, right.

7 I mean, there used to be 100 --
8 literally 100 people --

9 MR. RICKARD: There's a 1 percent
10 chance.

11 MS. VITELLI: Yes, right. And now I
12 have like two. So. Yeah, no, that's right. But
13 we'll see a little -- we'll see some ups and
14 downs, but we're not going to ever be that agency
15 as a whole or DINAP be at like the really large
16 staffing capacity that we used to be. So
17 effective use of finite resources, absolutely --

18 MR. RICKARD: Yeah.

19 CHAIR QUINTANA: Before we --

20 MS. VITELLI: -- as part of just jobs.

21 CHAIR QUINTANA: Before we continue we
22 have an online question or comment. Chair

1 recognizes Jacob Bernal.

2 MEMBER BERNAL: Thank you, Mr.
3 Chairman. Jacob Bernal, Region 6. Just two
4 quick comments.

5 It was the pleasure of the council to
6 meet in person for the Effective Workgroup
7 meeting. I strongly suggest we consider the
8 Western Regional Conference in November.

9 The second thing is I thank Chief
10 Brown for her dedication in service and very
11 passionate service and very effective. I want to
12 wish you well. Hope I see you before you
13 actually separate from DINAP. Thank you very
14 much.

15 CHAIR QUINTANA: Thank you, Jacob.
16 Chair recognizes Kay.

17 VICE CHAIR SEVEN: So I think maybe
18 we're at a point maybe where maybe we need to
19 take some action at the table so that we're on
20 the same page with some of the action we want to
21 take care of between now and the NAETC meeting at
22 the end of October during NCAI's annual

1 convention in Sacramento.

2 What I'm thinking is, is that I have -
3 - I'm thinking about proposing a motion for the
4 NAETC through our leadership group with the
5 chairperson, the Vice Chair and our secretary to
6 communicate with the Secretary of Labor on, one,
7 is the recruitment for a DINAP chief; two, an
8 update to our Strategic Effective Management
9 Plan, strategic plan that we're working on
10 between now and October 1st so that he's aware
11 that we're working on one and we'll present that
12 at the annual at our next meeting.

13 And then the third thing is to
14 communicate with the Secretary's office about
15 organizing or being involved or engaged with the
16 process of the department working on a Good Jobs
17 challenge for Indian country event in the next
18 program year.

19 We, you know, when does this -- when
20 is this going to happen? Is that going to happen
21 maybe when in November when the tribal leaders
22 are here at the White House, or is that next

1 February when the NCAI's executive session meets
2 here in next February?

3 So we'd like to be informed and
4 appraised of what's -- be a part of that thinking
5 strategy of how to go about doing that here in
6 the building and coordinating it with another key
7 event that tribal leaders come to Washington,
8 D.C. for.

9 So I guess that's my motion is in
10 terms of an approval from the full table that we
11 know that you know that we have an interest to
12 maintain communication with the department, the
13 Secretary's office on, I think, these three
14 things that are important to our group as we move
15 forward.

16 CHAIR QUINTANA: Do we have a second
17 to the motion?

18 MEMBER RICKARD: Can you read --

19 CHAIR QUINTANA: Mr. Rickard?

20 MEMBER RICKARD: Before the second,
21 can you restate the motion you stated?

22 VICE CHAIR SEVEN: A motion for the

1 NAETC leadership team of the chair, vice chair
2 and secretary to communicate on behalf of the
3 NAETC Full Council on three important issues
4 between now and our next NAETC meeting scheduled
5 at the end of November.

6 Those three issues would be: one, the
7 recruitment for a DINAP Chief; two, about the
8 Good Jobs challenge event for Indian country.
9 And three, to advise that we are working on a
10 strategic plan for our next two-year period.

11 MEMBER RICKARD: Please tell me if I'm
12 wrong, Athena, but any correspondence that this
13 Council sends to the Secretary has to be voted on
14 by the Council and approved by you.

15 VICE CHAIR SEVEN: Well it doesn't
16 have to be approved by me, but it does have to be
17 voted on by the Council --

18 MEMBER RICKARD: By the entire Council,
19 yes.

20 VICE CHAIR SEVEN: -- in a formal
21 response to-- it could, it could go through me,
22 and then I would make sure that --

1 MEMBER RICKARD: Yes.

2 VICE CHAIR SEVEN: -- it goes through
3 departmental clearance.

4 VICE CHAIR SEVEN: And I think that's
5 our process. What are our boundaries? When is
6 it appropriate to go to this person, to that
7 person, or this department, within the
8 department? It's to know our protocols of
9 communicating effectively so that our issues are
10 taken care of.

11 CHAIR QUINTANA: A response by Athena
12 Brown.

13 MS. BROWN: So just for this Council's
14 awareness, like whenever you send any
15 correspondence, it's going to get logged into a
16 very formal correspondence tracking system.

17 So often times they send that through
18 me as a DFO and me as a Division Chief, and then
19 Kim is also aware of it, and fairly high
20 leadership is also aware of it. And, Kim, do you
21 want to add anything to that?

22 MS. VITELLI: Yes, generally, and so

1 if a federal advisory council's underway that the
2 expectation is that they're giving advice to the
3 department, right? So you lay out what you want
4 our recommendations to be, and then vote on those
5 as a whole, not just the concept but the wording.
6 And then that does get formally transmitted to
7 the department.

8 Athena's right that we've got
9 clearances to worry about, but you don't have to
10 worry about that. That's our job, so that the
11 Secretary is aware of what came in and then, and
12 then we have our responsibility to sort of
13 formally respond.

14 An advisory council doesn't have
15 necessarily a back and forth outside of that
16 formal handover. So it's -- they're not designed
17 to have, like, rapid conversations. They're
18 designed to give advice. And then the department
19 thinks about that advice and, you know, has a
20 responsibility to say what they're doing with
21 that advice.

22 MS. BROWN: Right. And they

1 oftentimes delegate it, like, if it's something
2 that they may want to delegate to the Assistant
3 Secretary. It then goes to people within ETA.
4 So it just depends. Like it's not always
5 directly handled by the office, by the Secretary.

6 CHAIR QUINTANA: Patricia?

7 MEMBER HIBBELER: I would like to
8 second Kay's motion to send communications to the
9 Secretary on the three issues-- three concerns
10 that she discussed.

11 CHAIR QUINTANA: We have a second by
12 Patricia. Is there any discussion?

13 MEMBER CARROLL: Kim Carroll, Other
14 Disciplines.

15 CHAIR QUINTANA: Chair recognizes Kim.

16 MEMBER CARROLL: What will-- what are
17 we going to say?

18 VICE CHAIR SEVEN: So yesterday we
19 met. Robert, Joe and I met briefly to talk
20 about, okay, our next steps. And one of our --
21 we all agree that we want to keep this full
22 Council on the same page. We don't want to -- we

1 want everybody to know what's going on at all
2 times and to be aware, so that we're fully aware
3 before we come to our next meeting.

4 And so I think with this communication
5 that I'm speaking about, just asking for an
6 approval for the leadership team, the three of
7 us, to formulate a letter that we will share with
8 the full Council.

9 This is a proposed letter that we plan
10 to send to the Secretary's office about these
11 three key items that we, that are on our plate
12 right now before we move to our next official
13 Council meeting in November or October.

14 So, Kim, this would be something we
15 would create a draft letter for a review by the
16 full Council.

17 CHAIR QUINTANA: Kim, did you have a
18 response?

19 MEMBER CARROLL: Yes. We wouldn't
20 have another meeting in order to approve the full
21 letter.

22 VICE CHAIR SEVEN: Well, that's what

1 we're asking for right now is the approval for
2 the executive team members, the Chair, the Vice
3 Chair, and the Secretary to work on that letter
4 with the approval or permission of the full
5 Council that this letter goes to the Secretary of
6 Labor, let's say prior to August 1st.

7 MEMBER EDMO: Mr. Chairman, it's
8 Lorraine.

9 CHAIR QUINTANA: Lorraine Edmo.

10 MEMBER EDMO: I was just going -- I
11 wanted to, oh, I wanted to say that I agree with
12 all of those points. I agree with Kay's motion,
13 and I understand that you would be drafting a
14 draft letter with all of those four major points
15 and circulating it to the Council, and then we
16 would either vote by email or maybe by a Zoom
17 call and say we are in favor or not, and then we
18 would move it forward. So I'm in favor of that.

19 CHAIR QUINTANA: Thank you, Lorraine.
20 We'll go Candace and then Patricia. Candace
21 Lowry.

22 MEMBER LOWRY: Candace Lowry, Region

1 3. So we discussed earlier about having to
2 choose a meeting and one of them being before so
3 in that Zoom meeting. Can we set that date now,
4 so that you guys could have that letter prepared
5 for that date for our Zoom meeting that we're
6 going to already have before we go to the, before
7 we go to the next meeting and the strategic
8 planning? Could that be part of that meeting?

9 VICE CHAIR SEVEN: I'd be willing to
10 amend our -- this motion to say that, that our
11 full -- the opportunity would exist for the full
12 Council at the first Effective Management
13 Workshop meeting that we plan together where we
14 can sort of discuss the letter and make it a
15 final letter, and then send on into the
16 Secretary's office.

17 I would hope by that the end of today
18 -- or maybe we're deciding on when we'll schedule
19 those two meetings. We want to have this work
20 done by the end of August. I would prefer that
21 we have this done by mid-August. So that we
22 should schedule a meeting coming up in July and

1 maybe early August for our work to be done.

2 CHAIR QUINTANA: Patricia?

3 MEMBER HIBBELER: So just -- I think
4 you addressed the point of clarification. We
5 have approved letters through email before, so
6 this Council has traditionally done that with
7 review and communication happening through email.

8 But we also can make it part of our
9 next upcoming Zoom. I recommend that we keep
10 making motions separate and clear that we vote on
11 your first motion with just those three points to
12 be in the letter.

13 VICE CHAIR SEVEN: Okay.

14 MEMBER HIBBELER: And then I will make
15 a motion for the Effective Management Group and
16 when we will meet and some things to be added to
17 the agenda after we settle with your motion.

18 VICE CHAIR SEVEN: Okay.

19 CHAIR QUINTANA: Thank you. Mr.
20 Rickard.

21 MEMBER RICKARD: Yes, question. And
22 this is for Kay. So let's take the first here.

1 The recruitment, where are you telling me, what
2 is it you wanted me to tell the Secretary about
3 the recruitment?

4 VICE CHAIR SEVEN: So we probably, as
5 the executive team, we'll sit and put the pieces
6 in together that we feel that should go in that
7 section or that body of that paragraph, and then
8 we share the letter.

9 MEMBER RICKARD: Well --

10 VICE CHAIR SEVEN: But the main thing
11 would be is that, you know, we're -- that we get
12 a copy of the USA Jobs announcement. So, and
13 then maybe they, through Athena, let us know
14 about when that is planned to come out in USA
15 Jobs and that-- that we learn how to become a
16 part of the hiring committee or, who that
17 designate is.

18 MEMBER RICKARD: Yes, that's my point
19 is, is do we need to go to the Secretary for
20 that? I mean, it's already -- they're a charter.
21 It states right in there that the Advisory
22 Council will help recruit and make a

1 recommendation on the DINAP chief.

2 So they already know that from, from a
3 charter and this probably, you know if we--
4 whether the Secretary was saying we want to do
5 which we already have authority to do.

6 CHAIR QUINTANA: Hold on, Gary.
7 Patricia.

8 MEMBER HIBBELER: So, Patricia
9 Hibbeler, Other Discipline. I agree with you,
10 Gary, a hundred percent, and it's in our charter.
11 We have the authority to do it.

12 I don't think we're asking for the
13 authority. We're informing the Secretary that we
14 are interested. We want to be involved in the,
15 or we support the steps as Kim would lay out to
16 us for the hiring of the next chief of finance.

17 So I think that's a great
18 communication to have with the Secretary. We're
19 not being idle. We know this is happening.
20 We're going to be right in there with you,
21 whatever that looks like.

22 CHAIR QUINTANA: Kay Seven.

1 VICE CHAIR SEVEN: Kay Seven, Other
2 Discipline. And then also this is our
3 opportunity in this letter to describe to the
4 department the qualities and characteristics
5 we're looking for in that candidate. It could
6 help form-- help them prepare the interview
7 questions or questions like, or in their
8 background checks that they'll look for in the
9 quality role to look for, or we feel that we need
10 to carry on our work.

11 CHAIR QUINTANA: Thank you for that.
12 Any other questions or comments? Robert.

13 MEMBER HOULE: Robert, Region 5. So
14 on that, on that point that Kay just made, I'm
15 accustomed to having written probably hundreds,
16 if not thousands job descriptions, and I know
17 what's really beneficial and what's helped me is
18 core competencies that are related to the job
19 description that are identified up front.

20 And if those core competencies can be
21 spelled out, and then use, I used
22 behavioral-based interviewing techniques. I

1 don't know what is currently being used, but I
2 find when you combine those two that that is
3 very, very beneficial.

4 CHAIR QUINTANA: Yes. I think we're
5 getting a little too -- Joseph Quintana, Region
6 6. Really quick, Patricia, before we move
7 forward. Is keeping-- or being mindful as
8 possible that we are just going to entertain this
9 particular motion that was shared by Kay with the
10 advance notice that Athena will go back and make
11 sure that this is allowable first, so we're not
12 overstepping our bounds and the wording-- we're
13 being subject to the wording as prescribed.

14 So just want to make that clear. We
15 will continue to entertain the motion, but we'll
16 take, accept a vote today, but we will seek
17 confirmation first. Patricia.

18 MEMBER HIBBELER: Yes. So, Patricia
19 Hibbeler, Other Discipline. I recommend Kay
20 amends her motion to say exactly that, that we
21 want to go through the process to make sure that
22 writing this letter is appropriate. And then I

1 call for the question.

2 CHAIR QUINTANA: Thank you. Kay, will
3 you amend your motion?

4 VICE CHAIR SEVEN: Yes. I make a
5 motion for the NAETC's executive positions of the
6 chair, vice chair, and secretary to submit a
7 letter to the Secretary of Labor to communicate
8 three immediate issues.

9 One is the recruitment of a DINAP
10 Chief. Two is the Good Jobs Challenge Event for
11 Indian country. And three, the NAETC's strategic
12 plan. And that the executive team will consult
13 with the DINAP Chief on our understanding of the
14 appropriate protocols that our Council needs to
15 be aware of as we move forward communicating with
16 the Secretary of Labor.

17 CHAIR QUINTANA: Do you accept the
18 second?

19 MEMBER HIBBELER: I do.

20 CHAIR QUINTANA: Patricia seconds.

21 MEMBER RICKARD: Were you the original
22 person that seconded it?

1 MEMBER HIBBELER: I was.

2 CHAIR QUINTANA: She was. Any other
3 comments or questions? If not, then we'll go to
4 vote. For everyone in person, please denote a
5 raise of hands for aye.

6 VICE CHAIR SEVEN: Aye.

7 MEMBER HIBBELER: Aye.

8 CHAIR QUINTANA: There was aye in the
9 room. Any nays?

10 VICE CHAIR SEVEN: What about the --

11 CHAIR QUINTANA: Are you, BC, are you
12 also accepting votes virtually?

13 MS. ECHOHAWK: Yes, folks can either
14 enter in the chat their vote or raise your hand.
15 I know some of you have had problems using the
16 raised hand motion.

17 CHAIR QUINTANA: Or any of those that
18 abstain and then in person. Motion carries.
19 Thank you so much. I know -- Patricia.

20 MEMBER HIBBELER: I'd like to make a
21 motion. So, I'd like to make a motion that the
22 Effective Management Workgroup meet by August

1 15th virtually. And that I'll work with Tribal
2 Tech to get a Doodle poll sent out to everyone
3 next week to find that date to meet by August
4 15th.

5 And one of the agenda items that we
6 will add to the Effective Management Workgroup
7 agenda will be recommendations and involvement
8 levels for this Council in the hiring process for
9 the new DINAP Chief along with the strategic plan
10 development.

11 CHAIR QUINTANA: Is there a second?

12 MEMBER LOWRY: I second.

13 CHAIR QUINTANA: Seconded by Candace
14 Lowry. Is there any discussion? Kay Seven.

15 VICE CHAIR SEVEN: Discussion. So if
16 I recall in our conversation yesterday as we were
17 plan, talking about and Effective Management
18 Workgroup meeting, we talked about two meetings
19 at the most between now and September 1st.

20 So I would recommend that we have our
21 first meeting by mid-July and our second meeting
22 by mid-August is what I would recommend or is my

1 comment.

2 CHAIR QUINTANA: Any other comments or
3 questions? Anybody virtually? No?

4 MEMBER MORALES: This is Holly
5 Morales.

6 CHAIR QUINTANA: Holly Morales.

7 MEMBER MORALES: Thank you. I highly
8 request that if it is a virtual meeting if we
9 could please take into consideration Alaska and
10 Hawaii.

11 VICE CHAIR SEVEN: All right.

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

14 MEMBER HIBBELER: What did she say?

15 CHAIR QUINTANA: She said we should
16 take in consideration Alaska and Hawaii.

17 VICE CHAIR SEVEN: Holly's probably
18 been up since five this morning.

19 MEMBER RICKARD: Yes, 5 o'clock.

20 CHAIR QUINTANA: Any other comments or
21 questions? Do we want to continue with the
22 motion as is? Yes, BC.

1 MS. ECHOHAWK: I just want to note Kim
2 Carroll, for the record, Kim Carroll did abstain
3 on Kay's motion.

4 CHAIR QUINTANA: Noted. Kim Carroll
5 abstained from the previous motion. Yes, Kay.

6 VICE CHAIR SEVEN: So, Patty, can I
7 ask you to maybe amend your resolution?

8 MEMBER HIBBELER: I'm willing to
9 amend. I'm just, kind of, waiting for
10 communication from other--

11 VICE CHAIR SEVEN: Okay.

12 MEMBER HIBBELER: --if that works for
13 them.

14 VICE CHAIR SEVEN: Okay.

15 CHAIR QUINTANA: Are there any
16 questions or concerns or thoughts on the motion?

17 MEMBER HIBBELER: Only because the
18 July 15th date might be a little aggressive for
19 some, so I'd like to amend my motion that the
20 Effective Management Workgroup would meet once by
21 July 15th and then our second meeting happening
22 by August 15th. We will send out dates for that

1 meeting via a Doodle poll next week.

2 CHAIR QUINTANA: Do we have a second?

3 Second was Candace. Do you second?

4 MEMBER LOWRY: Candace Lowry, Region

5 3. I second.

6 CHAIR QUINTANA: Any other discussion?

7 If not, we'll go to vote. For ayes, please

8 denote with a hand raise and an aye.

9 VICE CHAIR SEVEN: Aye.

10 MEMBER HIBBELER: Aye.

11 CHAIR QUINTANA: Everyone in the room.

12 Any nays? None in the room. Any abstentions?

13 None. The motion carries. Or --

14 MS. ECHOHAWK: I think there's a new

15 abstention from Kim Carroll.

16 CHAIR QUINTANA: Okay. Thank you,

17 Kim. We appreciate your time. We appreciate

18 your presentation. Thanks, Kim.

19 VICE CHAIR SEVEN: Thanks, Kim.

20 CHAIR QUINTANA: We are now at a

21 scheduled break. We'll take a -- do we still

22 take a 15 minute here?

1 MEMBER RICKARD: Just five minutes.
2 We've got a public hearing or public --

3 CHAIR QUINTANA: Okay. We've got --
4 we have an eight minute break. We'll start
5 exactly at 3 o'clock. Please be back in the room
6 a few minutes prior. Thank you so much.

7 (Whereupon, the above-entitled matter
8 went off the record at 2:53 p.m. and resumed at
9 3:00 p.m.)

10 VICE CHAIR SEVEN: Ready to call the
11 meeting back to order for our 3 o'clock agenda
12 item with our public comments. Public comment
13 allows those with our grantee community, other
14 organizations with the interest in Indian and
15 Native American programs to speak to the Council.

16 And during this time, I think my
17 understanding of the Council's responsibility is
18 we're here to listen for the next hour to the
19 public --

20 MEMBER RICKARD: No comment.

21 VICE CHAIR SEVEN: -- and that we do
22 not reply or comment back to any comments made

1 during this period.

2 Do we have anyone on the line for
3 public comment at this time? Suzie, are you able
4 to see what's on the other side?

5 MS. CASAL: Yes. I'm going --

6 VICE CHAIR SEVEN: Okay.

7 MS. BROWN: And then maybe no public
8 comment.

9 VICE CHAIR SEVEN: Hmm?

10 MS. BROWN: I said there may be no
11 public comment.

12 VICE CHAIR SEVEN: Yes. So what do
13 you do in that case? Maybe just give it 15
14 minutes and then move on?

15 MS. BROWN: You can move -- you can
16 still discuss things during the time.

17 VICE CHAIR SEVEN: Okay. While we're
18 waiting for a public comment, we can continue a
19 discussion. We end our meeting here at 4:30, so
20 if there's any information that we want to share
21 with each other, now would be the time.

22 One thing I would like to bring up to

1 the Council table is so we know now that we're
2 planning our next two official NAETC meetings.
3 One will be during the NCAI at our convention in
4 Sacramento at the end of August or October. And
5 the next one will be next, the end of April 2023
6 during the National Indian Employment and
7 Training Conference.

8 I want to talk about NCAI coming up at
9 the end of October. I spoke with Robert and Joe
10 briefly about a plan moving forward with that,
11 with that, organizing that next meeting.

12 So this would be Tribal Tech getting
13 involved and getting things ready for us. Is
14 NCAI usually have what they, Sunday, what they
15 call, they call preconference workshops.

16 MEMBER RICKARD: Yes.

17 VICE CHAIR SEVEN: And that NAETC
18 could organize a one, a one and a half hour
19 preconference workshop to share with the tribal
20 leadership attending NCAI about the Council, who
21 we are, what are platform is with our strategic
22 priorities in the next two-year period.

1 And then whatever we announce and
2 share at that time with the tribal leadership is
3 going to be based on our strategic plan that we
4 work on the next two-month period. So my idea
5 was that let's do a preconference workshop on
6 Sunday, and then go into a full Council meeting
7 Monday/Tuesday.

8 We do not have to have our Council
9 meeting onsite alongside NCAI. We can, actually,
10 we can go outside the hotel or a location of NCAI
11 and have it at another hotel. So that was just
12 our preliminary thinking. So your input is
13 important too with what --

14 MS. BROWN: I have a question.

15 VICE CHAIR SEVEN: So Athena has a
16 question. Athena.

17 MS. BROWN: So is there a fee for
18 having a preconference workshop? Do you have to
19 pay NCAI?

20 VICE CHAIR SEVEN: So that's a
21 question we'll need to ask. I guess in terms of
22 Tribal Tech, is that something you would like to

1 explore for us?

2 So BC Echohawk said that that's
3 something she can explore for us in terms of any
4 fees associated with organizing an event during
5 their week. Patty and then Robert.

6 MEMBER HIBBELER: So are -- Patty
7 Hibbeler, Other Discipline. We've organized
8 those in the past for other committees and
9 concerns that I've been part of, and we haven't
10 had to pay NCAI any fees. We just have to pay for
11 the cost of our meeting space and, you know,
12 food, et cetera at the location. So I would
13 assume that that's still the same, but thank you
14 Tribal Tech for checking into that.

15 VICE CHAIR SEVEN: Robert.

16 MEMBER HOULE: Robert Houle, Region 5.
17 Would it also be an opportunity to present or
18 think about any resolution that we would present
19 to NCAI at that time during their official
20 meeting at all?

21 VICE CHAIR SEVEN: From my
22 understanding with FACA, that probably wouldn't

1 be appropriate is what I'm thinking, unless we
2 take action at today's Council's meeting.

3 MEMBER HOULE: So that's why I'm
4 bringing it up.

5 VICE CHAIR SEVEN: Right.

6 MEMBER HOULE: Okay.

7 VICE CHAIR SEVEN: So it's something
8 that we do now--

9 MEMBER CARROLL: Kim Carroll--

10 VICE CHAIR SEVEN: --so Kim Carroll,
11 do you have a question or a comment?

12 MEMBER CARROLL: I do. Thank you.
13 Kim Carroll, Other Disciplines. In order to
14 present a resolution at NCAI, you have to be both
15 a member, and you have to be registered for the
16 conference.

17 MEMBER HOULE: Okay.

18 MEMBER LOWRY: Lorraine. I have a
19 comment.

20 VICE CHAIR SEVEN: Lorraine.

21 MEMBER LOWRY: Yes. I wanted to say
22 that too that I agree with whoever made the

1 comment about the pre-meetings that I don't
2 believe we would have to pay anything. I think
3 we just have to ask the NCAI office, their
4 meeting planner, if we can just have a room to
5 have a pre-session, you know, some sort of
6 informative session.

7 We used to have those with the
8 Violence Against Women Act. We'd have a task
9 force meeting prior to NCAI, and they didn't
10 charge anything. So whoever their organizer is
11 with NCAI, their meeting planner, you would just
12 probably need to check with them. Thank you.

13 VICE CHAIR SEVEN: All right. Lora
14 Ann, do you have a comment or question?

15 MEMBER CHAISSON: Yes. Lora Ann
16 Chaisson, Region 4. For the NCAI, for
17 resolutions, there's a cutoff date that you can
18 submit your resolutions. And I know that on
19 Sundays is executive meetings all day long for
20 committees, executive--

21 But if we do do a resolution, if we're
22 interested in doing that, we could submit it

1 prior to the NCAI, and whenever the cutoff date
2 is, but then it goes to subcommittees, and then
3 committees, then it goes to the full floor.

4 So if, you know, if we wanted to
5 sponsor something like that, then we could all
6 follow that and go through the proper channel,
7 submit, subcommittee, and committee, and then to
8 the full floor.

9 VICE CHAIR SEVEN: Okay. Thank you,
10 Lora Ann. And so that's the question for the
11 Council is on that. As of today, do we foresee
12 any interest or need to submit a resolution to
13 NCAI? Is there an immediate or dire situation
14 happening that we need to address now?

15 And then, also, I think in other
16 situations, I know with the 477 Tribal Workgroup,
17 we've used the NCAI resolution process, and
18 usually we've had someone from our committee take
19 that through for us.

20 Plus, the responsibility will go with
21 staying with that resolution during the process,
22 so you need the commitment from someone to speak

1 to the resolution, introduce, stay with it until
2 --Thursday, I think is when the resolutions are
3 finally approved.

4 So we have all that to think about but
5 -- Patricia Hibbeler.

6 MEMBER HIBBELER: So I recommend that
7 we make that one of the agenda items for the
8 Effective Management Workgroup. We can discuss
9 it. Resolutions are due three weeks before the
10 start of the conference. So we have time to get
11 one in should we feel there is an issue or
12 concern we want to create a resolution about, and
13 we can discuss that at the Effective Management
14 Workgroup meetings.

15 MEMBER RICKARD: The date of the
16 conference is what?

17 VICE CHAIR SEVEN: It's October the
18 26th through November 1st or something like that.

19 MS ECHOHAWK: October 30th to November
20 4th.

21 VICE CHAIR SEVEN: All right.

22 MEMBER RICKARD: And when's the

1 Effective Management Workgroup is going to meet?

2 MEMBER HIBBELER: We're going to meet
3 once by July 15th and then second meeting by
4 August 15th. So both well in advance of when
5 resolutions would be due.

6 MEMBER RICKARD: Second one is when?

7 MEMBER HIBBELER: August 15th.

8 MEMBER CARROLL: I have a question.

9 VICE CHAIR SEVEN: Question, Kim.

10 MEMBER CARROLL: Yes, thank you. Kim
11 Carroll, Other Disciplines. Are we able to
12 submit something without voting at a full,
13 regular Advisory Council meeting?

14 VICE CHAIR SEVEN: No. I mean --

15 MEMBER CARROLL: I mean, I believe
16 that a workgroup can develop a resolution and
17 submit it to the Council, or am I incorrect?

18 VICE CHAIR SEVEN: Well, I guess, Kim,
19 my -- I'm thinking along your lines. I think
20 one, you would need full Council approval to do
21 that, and if that was going to happen for the
22 next NCAI, that vote would have to happen today.

1 That resolution would need to be done today so
2 that we've reviewed it, we've edited it, and
3 we've made it a final resolution ready for
4 submission.

5 I guess my question that I have too is
6 under FACA, is a resolution appropriate from a
7 council to a national organization like the
8 National Congress of American Indians?

9 MEMBER RICKARD: Let me --

10 MS. BROWN: We've done that in the
11 past.

12 VICE CHAIR SEVEN: Okay.

13 MEMBER RICKARD: Yes, we've sent them
14 before.

15 VICE CHAIR SEVEN: Okay.

16 MEMBER RICKARD: What we might do
17 because of the shortness of time, is we might
18 thank them for their continued support and ask
19 for their continued support, you know, NCAI.

20 That would be what we could probably
21 do. You know, first thank them because they did
22 do a lot. You know, Ian, you know, he did all

1 that stuff and, Ian Record.

2 VICE CHAIR SEVEN: Yes, I think the
3 intent for considering NCAI as a place to meet
4 has been several years. We were planning to do a
5 council meeting in Portland, Oregon during the
6 annual convention. Was that three years ago?
7 And was canceled due to the pandemic.

8 So this is our opportunity to return
9 and have some visibility-- have the visibility
10 with tribal leadership who did express at a
11 recent event with Secretary Marty Walsh this
12 spring. The tribal leaders from the Northwest,
13 you know, says, you know, well who -- we didn't
14 know there was a Native American Employment and
15 Training Council. Why don't they meet at our
16 tribal leader event?

17 So, so this is our opportunity to
18 promote our platform for the next two-year
19 period, and I think a lot of that platform is
20 going to be built on a lot of what we've heard in
21 the last day for initiatives that are going
22 across the beltway here with aligning building

1 cohesion of programs for Indian country.

2 MEMBER RICKARD: We can do it. Gary
3 Rickard, Region 6. We could do it as a
4 resolution, you know, thanking them for their
5 support and asking for their continued support.
6 I mean, they even put out that whole booklet, you
7 know, supporting us when Ian did that report.

8 And the other thing, we should always
9 have, and you don't have to worry about this
10 anymore, Athena, we should always have our budget
11 Council meetings in conjunction with other
12 national conferences.

13 And the reason for that is just what
14 we're experiencing right now. Who else was back
15 here to come testify, you know?

16 VICE CHAIR SEVEN: So Gary, --

17 MEMBER CARROLL: I have a question.

18 VICE CHAIR SEVEN: So, Athena, do you
19 have a response to Gary's question?

20 MS. BROWN: Yes.

21 VICE CHAIR SEVEN: Okay. Athena.

22 MS. BROWN: The reason being that we

1 have the first meeting of the newly confirmed
2 Council in Washington, D.C. is to meet with the
3 senior leadership because you report to the
4 Secretary of Labor. And it would be very
5 difficult to get all of the senior leaders out
6 to, you know, a region to --

7 MEMBER RICKARD: Have it in Hawaii.

8 MS. BROWN: Yes. So that, that's,
9 that's the rationale behind that. So we usually
10 have the first meeting of a newly confirmed
11 council in Washington, D.C., and then one other,
12 the other required meeting out in the field.
13 And, of course, you're not limited to two, but
14 you have to have a minimum of two per year.

15 MEMBER RICKARD: Well, yes, but
16 remember sometimes there would be other things
17 going on here. And, in fact, the one time they
18 were having the NCAI here, and we have maybe 10
19 to 12 people come over to testify, you know.

20 VICE CHAIR SEVEN: Yes. So, yes, that
21 is how we should think about organizing our next
22 meetings, and I think the next time we would be

1 most interested of coming back to Washington,
2 D.C. is when Secretary Walsh is ready to host the
3 Good Jobs forum for Indian country, so.

4 MEMBER RICKARD: Yes, yes, I mean --

5 VICE CHAIR SEVEN: And that could be,
6 for example, during NCAI's winter executive
7 session in February. But the question goes back
8 to the building, to Secretary Walsh. Is his team
9 ready to organize an event in nine months?

10 So does the Council interest, and I
11 was wondering if maybe that's -- well, that's a
12 letter we're going to make. We're going to write
13 to Secretary Walsh about that event through that
14 letter, through that last motion we did.

15 Patty, or did anyone else have a
16 question or comment?

17 MEMBER CHAISSON: Yes, I do. This is
18 Lora Ann.

19 VICE CHAIR SEVEN: Lora Ann.

20 MEMBER CHAISSON: Yes, this is Lora
21 Ann, Region 4, Chaisson. I was wondering if is
22 it a possibility that we can address the entire

1 conference if I could make that happen for us to
2 have a five minute/10 minute platform to all the
3 tribal leaders during the general sessions?

4 VICE CHAIR SEVEN: Lora Ann, I was
5 thinking the same thing yesterday. I think at
6 the meeting here where Secretary Walsh says hey,
7 I'm going to be in Idaho in October. So I'm
8 thinking, oh, if you're going to be in Idaho in
9 October, can you swing over to Sacramento for
10 five minutes and say some words to Indian
11 country's tribal leaders.

12 So, but that's something we can at
13 least share with Department of Labor. They can
14 decide if that's something they can make happen.

15 But, Lora Ann, I think that would
16 be -- if that's something-- the wishes of our
17 Council, especially during the main convention,
18 whether it happens on a Monday or a Tuesday, that
19 we are recognized, and the tribal leaders know
20 that we're on the same page with the initiatives
21 that the White House is working on with
22 interagency work addressing the silos of federal

1 agencies while serving Indian country in that we
2 are happy to become a part of that platform from
3 where we sit as a Council with the Department of
4 Labor. Is that what you're getting to Lora Ann?

5 MEMBER CHAISSON: Yes. Either the
6 Secretary or even somebody like Athena or, you
7 know, to come and address the entire tribal
8 leadership, because I think it's important that,
9 you know, because the October meetings are always
10 big.

11 And, you know, the annual's always a
12 big event, and especially since it's in
13 California with all of the tribes there, close to
14 California, I mean, Alaska. You know, there's
15 going to be a lot of people there.

16 And so if, I mean if y'all let me
17 know, I will see about making sure that we have
18 at least 5-10 minutes just on the platform
19 because I think it's important that our tribal
20 leaders know about, you know, 477 and 166. I
21 believe that.

22 And because sometimes, you know,

1 there's such turnover leadership that they don't
2 understand how important and how most of the
3 tribes got started with our programs.

4 MEMBER HOULE: Yes.

5 MEMBER CHAISSON: So I just think it's
6 important--

7 VICE CHAIR SEVEN: Good comment, Lora
8 Ann. So I know Kim and Athena heard that, and so
9 look forward to -- I know Athena said she hasn't
10 filed her notices yet.

11 So she's likely going to be here for
12 the next six months and that, you know, that the
13 Department of Labor does convey our interest as a
14 Council that we're looking for -- that they know
15 that Athena's leaving us, and that she's done a
16 good job, but that she's going to make sure that
17 we're left in good hands for a number of years to
18 come to sustain what Indian country's looking for
19 from interagency cooperation and working together
20 here on behalf of Indian country, so. Get your
21 speech ready, Athena.

22 MEMBER HOULE: Kay?

1 VICE CHAIR SEVEN: Robert?

2 MEMBER HOULE: Robert, Region 5. I
3 would agree on that five or 10 minute addressing
4 of the group NCAI simply because COVID-- the
5 pandemic has really stalemated, has frozen, if
6 you will, our minds and our whole process and
7 thoughts of just, you know, these organizations
8 and what we do.

9 Now's the time to renew that awareness
10 and that collaboration of who we are, and what
11 our mission is, and what their mission is, so
12 that we have that collaboration. So that if
13 there was a resolution, that resolution would be
14 very simply.

15 That's what Gary's saying. That it
16 would just simply say keep in mind we thank you
17 for your previous work you did. Remember way
18 back when before the pandemic, what you did,
19 here's us, here's what we'd like to see happen
20 moving forward, and that's to renew that
21 commitment and renew that relationship and the
22 importance of what we're doing collaboratively

1 through our outwork with Department of Labor et
2 cetera.

3 VICE CHAIR SEVEN: Right. And also, I
4 was thinking that this is our time too if there's
5 any movement on the reauthorization of the
6 Workforce Innovation and Opportunity Act. We may
7 have an opportunity to voice what's going on with
8 Congress at that moment.

9 Patty Hibbeler and then Kim Carroll.

10 MEMBER HIBBELER: So Patty Hibbeler,
11 Other Discipline. I agree with exactly what you
12 said, Robert. It's a good time for us to, kind
13 of, renew our missions and our work together.

14 It looks like the last resolutions in
15 support of our programs at NCAI happened in 2018,
16 2017, and 2012. So I think it's time --

17 MEMBER HOULE: It's overdue, exactly.

18 MEMBER HIBBELER: -- we're in front
19 and working with them and being present.

20 VICE CHAIR SEVEN: So Patty, I would
21 recommend that we poll down those three
22 resolutions and just a review of past history

1 with NCAI, and bring those to our Effective
2 Management Workgroup meeting. I would --Kim
3 Carroll.

4 MEMBER CARROLL: Thank you. Kim
5 Carroll, Other Disciplines. I agree with
6 everything that has been said, however, I think
7 it would probably be best if our Chair were to
8 present on our behalf. I think it would be
9 accepted more-- differently. It would be
10 accepted differently than if a federal person
11 were to do it.

12 VICE CHAIR SEVEN: Yes. Thank you,
13 Kim. That's a good -- a good comment. Can you
14 hear me, Kim?

15 MS. BROWN: They can still hear you.

16 VICE CHAIR SEVEN: Okay.

17 MS. BROWN: It's us.

18 VICE CHAIR SEVEN: Yes, we just
19 lost --

20 MEMBER RICKARD: Visual.

21 VICE CHAIR SEVEN: A visual.

22 MEMBER CARROLL: Yes, I can.

1 VICE CHAIR SEVEN: And they will
2 reboot, I'm sure, again. We-- at this time we
3 have no new public comment coming in.

4 MEMBER RICKARD: We don't know yet.
5 Check it out.

6 VICE CHAIR SEVEN: Okay. We're back
7 on the board. I do not believe we have any new
8 public comment coming in. This could be an hour
9 of no public comment.

10 MEMBER RICKARD: That's, that's my
11 point. We need to have these --

12 MS. BROWN: That's not unusual Gary.

13 MEMBER RICKARD: Yes, I know. One
14 year we did have it and NCAI was here, and we got
15 --

16 MS. BROWN: Two.

17 MEMBER RICKARD: Ah, it was more than
18 that.

19 MS. BROWN: Who were they?

20 MEMBER RICKARD: Remna came over. I
21 forget. There was three or four.

22 MS. BROWN: Margaret.

1 VICE CHAIR SEVEN: They could do it
2 virtually. Any new comments? Any new questions?
3 Robert.

4 MEMBER HOULE: Okay, just -- Robert
5 Houle, Region 5. I just googled the NIEA,
6 National Indian Education Association. They had
7 their annual conference and trade show October
8 5th through the 8th, 2022, in Oklahoma City.

9 You mentioned key partners in
10 certainly education, NIEA, when I was a
11 member -- now I'm probably going to have to
12 renew, but it's critical to our mission as well.

13 VICE CHAIR SEVEN: Right. I think you
14 are-- Effective Management Work meeting, that
15 first meeting that we have on July 15th, as we
16 talk about the presence or visibility with
17 partners because I started writing down a list of
18 partners that, you know, that we want to let
19 people know.

20 We want to be -- we'd love to have
21 that partnership with you because you share the
22 same interests as this group, and so that's the

1 White House Council on Indian Affairs.

2 MEMBER HOULE: Right.

3 VICE CHAIR SEVEN: National Indian
4 Gaming has their Workforce Development Plan they
5 announced recently. You have the Intertribal
6 Timber Council that has had a Workforce
7 Development Plan for a few years.

8 We have the American Indian Physicians
9 Association. We have AIHEC, American Indian
10 Higher Education Consortium out there. You know,
11 so is anybody gathering all this information?
12 They might say well, geez that sounds like a
13 Department of Labor comment because they're
14 paying attention to industry sectors across
15 Indian country.

16 So I think if we have more information
17 that we can gather and share that type of
18 information with our audience, we may be an
19 attractive body of people who have an interest in
20 what's going on in Indian country with our-- with
21 programs. So, Athena Brown.

22 MS. BROWN: Recently DINAP participated

1 on a conference call with the Department of
2 Education, with Hollie Mackey, who was here --

3 VICE CHAIR SEVEN: Yes.

4 MS. BROWN: -- with apprenticeships
5 and others to start to share information broadly
6 across all the different agencies. So I think
7 that there's -- that was just like the very first
8 meeting and I was very pleased that Hollie Mackey
9 agreed to attend this meeting. And Amy Loyd, the
10 newly confirmed Assistant
11 Secretary -- what does OCTAE stand for?

12 MS. VITELLI: Education, the
13 Department of Education's Office of Career
14 Technical and Adult Education.

15 VICE CHAIR SEVEN: Right.

16 MS. BROWN: So Amy Loyd is now
17 confirmed Assistant Secretary for OCTAE.

18 VICE CHAIR SEVEN: Okay.

19 MS. BROWN: And she's very much
20 interested in collaborating with Department of
21 Labor. And I think that even extends to the
22 Department of the Interior because they're

1 working very closely with, you know, finalizing
2 the MOA for 477.

3 MEMBER RICKARD: Well, maybe 102-477
4 is-- will be why these people from the different
5 agencies will want to collaborate.

6 VICE CHAIR SEVEN: Right. And so for
7 the other partners, it's definitely the Bureau of
8 Indian Affairs and Bureau of Indian Education
9 because of 477, but you also have the Office of
10 Indian Energy and Economic Development where the
11 funds are going to go to for energy development.

12 Energy programs for Indian country, I
13 think that announcement just came out yesterday.
14 And so I'm not too sure if their funds contain
15 any workforce development monies to help build up
16 that labor force, or is the Office of Indian
17 Energy and Economic Development in need of
18 partnering with Department of Labor, BIA and BIE
19 programs to prepare that workforce for that new
20 initiative that's being funded.

21 So --

22 MEMBER HOULE: And --

1 VICE CHAIR SEVEN: Robert.

2 MEMBER HOULE: Robert, Region 5. I
3 would be remiss to not mention Indian Health
4 Service, which I work with on a daily basis in
5 running a medical clinic on a reservation. So,
6 yes, there's many workforce and areas that they
7 are interested in expanding.

8 And, again, I'm becoming a voice, an
9 advocacy of saying we were-- we are woefully,
10 inadequately staffed within the Indian country of
11 providers in the healthcare field, healthcare
12 professions from CMAs, CNAs, LPNs, NPs, docs,
13 dentists, hygienists. I could go through the
14 whole list.

15 I mean it's been -- the pandemic has
16 really magnified that. It was there before, but
17 the pandemic has really multiplied and magnified
18 that with everything from burnout of getting
19 public health.

20 I mean, I had three highly qualified
21 RNs that got burnt out, and it just, it was
22 tearful moments for them to realize: I just can't

1 keep doing this. Now we were lucky to bring in
2 staff too. I'm still short one, but Indian
3 Health Service.

4 VICE CHAIR SEVEN: Those are
5 certainly, when we talk about industry sectors
6 like in healthcare, it might be interesting
7 amongst ourselves what industry sector are we
8 like-- have a passion to learn more about and
9 because it's part of our regional issue that we
10 deal with as workforce development professionals
11 in our own community.

12 They say oh, Robert's the medical
13 person, and Patty's a natural resource person,
14 and Candace is manufacturing, and Robin is
15 hospitality and tourism, you know. So if people
16 recognize us as that, you know, hey, those--
17 that's the group that kind of understands
18 industry sectors across Indian country.

19 We've kind of become our own subject
20 matter experts on what we know because we can--
21 we have access to those resources, but where are
22 they? The question is where are they, to pull

1 this all together to share with other national
2 groups?

3 MS. BROWN: Kay?

4 VICE CHAIR SEVEN: Athena.

5 MS. BROWN: Also during the RES 2000,
6 I really thought that they should've, that some
7 point down the line they should include
8 apprenticeships, Department of Labor's
9 apprenticeship because that's where they talk
10 about business partnerships and industries. And
11 they really should be hearing it at Labor.
12 Although Jack did attend, and he did get a plug
13 in for apprenticeships.

14 VICE CHAIR SEVEN: Yes. You know, in
15 my region, I'm watching a methodology introduced
16 through the U.S. Chamber of Commerce Foundation,
17 and we're applying that methodology in Idaho.

18 And, you know, with business and
19 industry, your human resource manager is the
20 ideal person to have involved in that process to
21 help project one, three, five year projections on
22 what your occupational demand is going to be for

1 the different positions you support in your
2 facility.

3 They're just -- the HR people they
4 have their own national group, don't they, the
5 Indian Human Resource Professionals. So maybe
6 that's another group we need to consider reaching
7 out to and sharing what methodologies are working
8 in Indian country to understand our workforce
9 need. You know, so.

10 Through our work, I would like to see
11 those-- more of those kind of conversations and
12 topics be presented to our regional and national
13 event people. It's just different from what
14 we've heard in our past. Robin.

15 MEMBER COUNCE: Robin Counce, Region
16 4. I want to throw out another organization,
17 AISES, which is advancing Natives in the STEM.

18 MS. BROWN: And DINAP, I might
19 mention, have two AISES projects, one in Hawaii
20 and one in Alaska. And it was a dedicated
21 funding that was part of the appropriations, and
22 we decided to target science, technology,

1 engineering and math.

2 And Jennifer Whitmore oversaw one of
3 those projects and then Guy Suetopka.

4 VICE CHAIR SEVEN: Yes.

5 MS. BROWN: They have really good
6 results.

7 VICE CHAIR SEVEN: Yes. Some of us
8 live in states that may have National Science
9 Foundation Funding building ecosystems for the
10 STEM fields. Idaho is one of those. We're in
11 our third year of a strategic plan building up
12 our ecosystem in Idaho.

13 Very interesting work, but I'm
14 learning that our work in Idaho through ecosystem
15 strategic planning is, we're building synergy,
16 and building cohesion with activities through the
17 Idaho Workforce Development Council, the Idaho
18 Career and Technical Education.

19 And so I see a lot of coming together
20 in Idaho happening. We're all coming to the same
21 platform to be able to move together-- future
22 looking at the curriculum and design for K

1 through 12 and post-secondary.

2 So it's been an interesting watch
3 through, I think, the pandemic. It started a lot
4 of this work that has been very interesting and
5 has me even thinking and talking differently now.
6 So any more questions or comments? We are now at
7 3:35. We have 25 more minutes of public comment.

8 Does any Council member have any
9 questions or comments about, you know, what
10 you're thinking about performance measures that
11 we're currently going through? Athena.

12 MS. BROWN: There are things that we
13 did not get through on the agenda was getting the
14 word out on 477.

15 VICE CHAIR SEVEN: Yes. At this time,
16 can we entertain talking about Public Law
17 102-477? That was on the agenda, and we moved it
18 back on the agenda for the right time, and this
19 could be the time. Holly, would you like to do
20 an introduction to 477?

21 MEMBER MORALES: Oh, certainly. Can
22 you hear me okay?

1 VICE CHAIR SEVEN: Yes.

2 MEMBER MORALES: Okay. I thought that
3 Athena did a beautiful job earlier today kind of
4 giving the general overview of what Public Law
5 102-477 is.

6 If I could just add to that, that when
7 we passed the new law in 2017, that's when it
8 expanded to eight more federal agencies. And so
9 it expanded it in total to 12 agencies that can
10 integrate programs into a 477, and expanded the
11 type of programs that you can include in 477
12 beyond formula funds.

13 And within that law in 2017, one of
14 the requirements were to create a Memorandum of
15 Agreement between the 12 federal agencies. And
16 when it was created in 2018, there was no tribal
17 input, so we've been working really hard to get
18 the MOA amended with tribal input, and to also
19 ensure that it aligns better with the law that
20 was passed in 2017.

21 And so for the past about, Kay, I want
22 to say it's about four months now, the tribes

1 have been working with the federal partners on
2 the renegotiation of the MOA.

3 We are very closely. Hopefully, our
4 last meeting is June 30th, and it should be ready
5 for signature with all the Secretaries
6 thereafter.

7 With the new MOA, we're hopeful that
8 more programs can be incorporated under 477. We
9 also hope to do more training and information to
10 the federal partners because what we've realized
11 is with the expansion to other federal agencies,
12 there's a lot of confusion and not a lot of
13 training on what Public Law 102-477 is. I would
14 say that's probably both on the federal side and
15 the tribal side. We need just more information
16 and training to get out there to everybody.

17 So I know that the tribes have
18 committed to working with the federal agencies to
19 ensure that we offer additional training.

20 I was -- am I missing anything there?
21 We do have an annual meeting that is also
22 required as part of the law. It's tentatively --

1 I don't know that it's been confirmed for August.

2 And that's an annual meeting that the
3 White House stated that we had to have in
4 partnership with the federal agencies and the
5 tribal. And I guess I'm hoping that will be a
6 signing ceremony.

7 VICE CHAIR SEVEN: Good.

8 MEMBER MORALES: Okay. Kay, did I
9 miss anything?

10 VICE CHAIR SEVEN: Nope. I don't
11 think you missed anything. I was-- I had hoped
12 that we could get some more information from our
13 lead federal agency, the Bureau of Indian
14 Affairs.

15 But I think currently right now,
16 Holly, I think we have 72 477 plans or grants out
17 there that represent over 250 tribes. At this
18 time, I think there are -- I can't remember how
19 many tribes are looking at submitting a plan to
20 become a 477 tribe, so it's growing.

21 And I think with this, I think with
22 the Biden Administration, the White House Counsel

1 on Indian Affairs, and the interagency work that
2 they do is going to really help the 477
3 legislation. We're just 12 out of 37 federal
4 agencies here on the Hill.

5 And I think it's going to help the
6 Indian country, the way I see what we do even as
7 166 programs, or 477 programs, as NAETC members
8 is our interest is Indian country.

9 And I've always talked about, you
10 know, that one workforce, the Tribal Nation
11 Workforce Plan where anything that we do, we,
12 that we walk, talk -- is we're supporting all
13 Indian and Native American programs no matter
14 where you live, whether you live in an urban area
15 or in a reservation area. We're looking out for
16 all.

17 So I think with 477 a lot of our
18 information-- or our information can be found on
19 the ninaetc.net website. We usually, as we've
20 seen, we've always coordinated our meetings with
21 the 166 grantees for a number of years, probably
22 two decades now.

1 And I think it was in -- what year was
2 that, the early, between 2010 and 2013, we
3 decided to merge our planning group to make sure
4 we had elected officers for both 166 and 477
5 programs.

6 Up until 2019, the National Conference
7 represented, usually was a 40/60 percent
8 participation. It was always like 40 percent
9 477, 60 percent 166 programs attending those
10 events. This last year it turned over. In
11 Oklahoma there was 60 percent 477 and 40 percent
12 166 participation.

13 And one interesting evaluation comment
14 that came out. This year is, you know, I've
15 always sensed this over time is what -- that a
16 166 program comment was, you know, I've felt like
17 I was at a 477 event, you know.

18 And so we want to be able to create
19 future events where someone attending a National
20 Indian Employment and Training Conference for--
21 as a Native American Workforce Development
22 professional doesn't have to feel that they had

1 to take sides with whether you're 166 or 477.

2 We're all on the frontline serving
3 American Indians and Alaskan Natives. And so I
4 think that's going to be important. I think as
5 important as serving as a co-chair of a national
6 conference is to make sure that that we have that
7 come out more. I just don't -- that was a really
8 interesting comment to see from this last event.
9 Candace.

10 MEMBER LOWRY: Candace Lowry, Region
11 3. For the MOU that you guys created and have
12 been working on, I think that may be before I
13 came on the Council two years ago, so we as, with
14 that is Section 166 mentioned in that Memorandum
15 of Understanding, or is it only for the 477
16 grantee groups, a Memorandum of Understanding
17 between those agencies and them and not the 166
18 grantees? Is it that?

19 VICE CHAIR SEVEN: So Holly, correct
20 me -- could you just like give the basic
21 response?

22 MEMBER MORALES: Yes.

1 VICE CHAIR SEVEN: The MOA addresses
2 12 federal agencies. And let's say we have a
3 tribe come in and say we've had the basic
4 programs that have been allowable, WIOA,
5 Department of Labor WIOA programs has been a
6 program that we could integrate with other monies
7 from the Bureau of Indian Education, the Bureau
8 of Indian Affairs, like the GA, Higher Education,
9 Adult Education, Job Placement and Training and
10 was held in numerous service programs like GA,
11 Childcare Development Fund, Union Employment
12 Works.

13 It's now this new MOA saying well,
14 we're going to go, we have eight new federal
15 agencies, and so we want to add in, to integrate
16 Justice Reintegration Programs, the Department of
17 Labor Reintegration Program.

18 All federal agencies aren't ready to
19 go there right now because of how the original
20 MOA was created and used. And so while our
21 interest as tribes is that once the MOA is
22 approved, that tribes can now feel more confident

1 and know that there's a better system in place to
2 begin talking to Department of Labor about
3 integrating, let's say, our apprenticeship
4 programs in our tribes plan.

5 But the tribe, the tribe decides how
6 much integration they want. Some tribes only
7 want just a few programs integrated because maybe
8 at the tribal level, tribes are dealing with turf
9 and territory. And they're holding onto their
10 little silos and don't want to break with that
11 yet. So it's a mix and match of a lot of
12 situations going on across Indian country,
13 especially with 477 tribes.

14 MEMBER LOWRY: Okay.

15 VICE CHAIR SEVEN: Holly, did you want
16 to add to that?

17 MEMBER MORALES: I would just add that
18 the -- yes, the MOA is supposed to be a
19 Memorandum of Agreement to help the federal
20 agencies, or it's to state how they're going to
21 implement the Act of the Public Law 102-477.

22 So it doesn't specify programs. It

1 just specifies the agencies they are allowed
2 to -- that tribes can request to put those
3 programs that meet the criteria of the law under
4 their 477 plan for inclusion.

5 VICE CHAIR SEVEN: Athena.

6 MS. BROWN: So a little history on
7 that. It was first written into law as a
8 demonstration project many years ago, 20 years
9 ago.

10 VICE CHAIR SEVEN: 1992.

11 MS. BROWN: And the four federal
12 agencies, the primary agencies that participate
13 in 477 because they are very specific to
14 employment and training were related in
15 everyone's mind. It's Department of Labor, HHS,
16 and Department of Education. And Department of
17 the Interior was the lead agency.

18 So we-- once we had approved a plan,
19 we funneled that money over to Interior, and they
20 administered it, and those programs were then
21 combined under one combined plan.

22 Well, under the new law, it allows all

1 12 federal agencies to participate. So my
2 experience here in Washington, D.C. is that it's
3 been a total educational process across federal
4 agencies from the time the Act was implemented,
5 the new Act hadn't rolled out.

6 You know, educating all the other
7 federal agencies of the potential and the purpose
8 and what they could incorporate as part of the
9 tribe's plan, it's entirely voluntary based on
10 what each, whatever each tribe decides they
11 wanted incorporated in their plan.

12 As Kay said, I think the major
13 challenges that we've seen, even in Labor,
14 occasionally are the unwillingness of programs to
15 give up their control of programs at the local
16 level.

17 So sometimes directors, you know,
18 they've administered employment and training
19 dollars for many, many years and they're like oh,
20 we don't want to combine under one single plan
21 because who's going to administer this? I'll no
22 longer be a director or whatever. So it's really

1 breaking down those silos at both the local level
2 and then also at the federal agency level.

3 So it's a real educational process,
4 but there are just amazing benefits for the
5 tribes. And part of those benefits to me-- in my
6 mind, are the simple fact that they then
7 consolidate all these funds under one single
8 plan.

9 It's in a 638 contract, so you don't
10 have the restrictions that we have here at
11 Department of Labor. They're even allowed to use
12 a portion of those funds for job creation and
13 economic development, something that's not part
14 of, you know, what we do here at the Department
15 of Labor. Although it makes perfect sense, it's
16 not an allowable use of our funds.

17 So there's a lot of -- they also can
18 draw down the money and put it in
19 interest-bearing accounts under 638 contracts.
20 And so here at Department of Labor, we do monthly
21 -- you know, we do drawdowns based on the
22 expenditure.

1 So our funds are really tracked on the
2 use of them, and it's not so much at the
3 Department of the Interior. The other thing is
4 they only have one annual report a year. Whereas
5 the Department of Labor, we require four reports
6 and two program reports.

7 And so, you know, there's benefits on
8 both sides, but really a lot of great benefits to
9 the tribes for consolidating, and streamlining,
10 and saving resources and money. There, I did my
11 part.

12 VICE CHAIR SEVEN: All right, 12
13 minutes to 4 o'clock. Twelve minutes of public
14 comment left. Do we have anyone available for
15 public comment at this time?

16 MS. BROWN: I'll say something about
17 the MOU if you don't mind?

18 VICE CHAIR SEVEN: Go ahead. Athena.

19 MS. BROWN: So the MOU was signed
20 under the previous administration, and it was
21 largely guided by the White House Committee on
22 Native Affairs, and, you know, the tribes did say

1 that they were excluded from the consultation.

2 So we did -- but on behalf of the
3 federal agencies, it was a huge effort because
4 you have all 12 Secretaries, which are the
5 cabinet members from each one of those federal
6 agencies that signed the MOA.

7 So now that we're renegotiating that,
8 we're going to be trying to go through that same
9 effort of having all 12 federal agencies at the
10 secretarial level/cabinet level sign the MOA.

11 VICE CHAIR SEVEN: Yes, we've seen
12 quite a history with the federal government for
13 roles since 1996, I think, of things really
14 started when the Personal Responsibility and Work
15 Opportunity Act came through with some resistance
16 from one federal agency with how tribes
17 integrated, like TANF, especially, into her their
18 plans.

19 And so we've seen a federal agency go
20 directly to OMB for an OMB supplement to be
21 imposed on -- forced on tribes without any
22 consultation with tribes. So we've seen a lot of

1 that kind of activity over time.

2 And we think, you know, that we have
3 the best one nation -- one workforce nation plan
4 is to help, or is to listen to Congress. And
5 Congress, when the Workforce Innovation and
6 Opportunity Act was signed, the Secretary here at
7 that time said this is what Congress wanted.
8 This bill is about busting silos. It's about
9 silo implosion amongst federal agencies to begin
10 working together to address this nation's
11 workforce.

12 So I look at Public Law 102-477 as
13 that type of programming. So federal agencies,
14 let us do our Tribal Nation Workforce Development
15 Planning using this legislative authority because
16 right now, for our, like for instance, my tribe,
17 I have five federal programs in my plan. They're
18 just little buckets of money. They're just like
19 tiny drops that don't even fill up the bottom.

20 And it's a lot easier to deal with not
21 -- without having to deal with five federal
22 agencies, five different statutes, regulations,

1 program reporting requirements, financial
2 management drawdowns. I just deal with the lead
3 federal agency, and that's the Bureau of Indian
4 Affairs, so. Gary.

5 MEMBER RICKARD: Gary Rickard, Region
6 6. Once again, don't forget to mention Norm
7 DeWeaver. I remember one of the very first
8 meetings on the 102-477, Norm DeWeaver was the
9 big advocate at that meeting. It was here in
10 D.C. I don't remember when. I remember we drove
11 quite a ways that day. And, once again, of
12 course, here Norm knew where he was going.

13 But Norm DeWeaver touched so many
14 lives, and that was some of the first meetings of
15 forming 102-477.

16 VICE CHAIR SEVEN: Yes, yes, Gary,
17 that's a good reminder. I remember it was like
18 four gentlemen that sat at a table one time --
19 back here somewhere that actually started that
20 process for us. And so, Athena, you have a
21 comment?

22 MS. BROWN: Yes. I had the privilege

1 of attending Norm DeWeaver's memorial last
2 weekend. And Lorenda spoke. Tom Dowd spoke. I
3 spoke. And Martha Fahrer, I don't know if many
4 of you remember her. She was a former Executive
5 Director of Niagara and Erie Counties, and John
6 Hasson who is from the Council of Three Rivers,
7 and, of course, Norm's two sons. And it was in
8 Newark, New York.

9 But what I'd like to say is to
10 build -- I feel like I would be remiss. This is
11 going to be my last big push for this, and it's
12 going to be built off of Kay's earlier remarks
13 and based on the comment that I saw in the
14 evaluation about the tug of war often times
15 between the Section 166 and the 477.

16 There should be no tug of war
17 whatsoever. We're all part of Indian country.
18 Department of Labor was, in my mind, instrumental
19 in ensuring the success of 477. Everybody
20 questioned the purpose of 477 when it first
21 started, and nobody really -- we all knew very
22 little about how it would work.

1 But the concepts of ending
2 self-determination and self-governance is built
3 into the law in 477, and it's also a part of
4 Section 166. We want tribes to tailor their
5 programs to fit the needs of the communities
6 under Section 166 and under 477.

7 And so when we go to these national
8 conferences, we learn from 477, and 477 should
9 learn from us because they're, you know, simply
10 because they're allowed to combined so many other
11 resources doesn't make it any less necessary for
12 Section 166.

13 So often times the workshops that you
14 attend, you can learn a lot about the different
15 employment and training programs, and other
16 programs, and other federal agencies. And we all
17 should take advantage of that.

18 So my whole thoughts is, no matter how
19 many times I hear it, is please don't separate
20 the Section 166 from 477 at these national
21 conferences because it's only going to weaken
22 those links. We all need to remain together.

1 VICE CHAIR SEVEN: Yes. I think, you
2 know, and we're looking at, you know, with this
3 MOA is -- we're looking 25-30 years out. And
4 that, you know, as federal agencies and as tribal
5 nations we're continually thinking outside the
6 box to make this sustainable over time.

7 And in my mind, and in my picture, the
8 sustainability will include is there going to be
9 a time when Congress says you know what, we need
10 to add our monies to the Department of Interior's
11 programs to be able to support tribal members
12 that live in the urban areas.

13 And so that's the day that I would
14 love to see in my future. I think some tribes on
15 their own support what happens with urban centers
16 across the country. I understand Navajo
17 contributes to several urban communities across
18 the nation.

19 MS. BROWN: Lorraine has a question.

20 VICE CHAIR SEVEN: Lorraine.

21 MEMBER EDMO: Yes. I just had --

22 VICE CHAIR SEVEN: Or Lora Ann.

1 MEMBER EDMO: -- questions before.

2 Lorraine Edmo, Other Disciplines.

3 VICE CHAIR SEVEN: Oh, Lorraine, okay.

4 MEMBER EDMO: I wanted to find out
5 from Athena, you mentioned that 477 just requires
6 one -- there's one annual report for tribes. Who
7 does that report go to? Does it go to BIA?

8 MS. BROWN: Yes. Department of the
9 Interior is the lead agency, so all of the
10 reports go to the Interior.

11 MEMBER EDMO: Okay. And also who at
12 Interior-- is there still an Employment and
13 Training Office, or is it Education, or who
14 receives the funds from DOL?

15 MS. BROWN: There is a 477 program at
16 Department of the Interior, so it's under the
17 Office of Tribal Services.

18 MEMBER EDMO: Oh, okay.

19 MS. BROWN: So the funding portion is
20 really processed by each funding agency. So
21 Department of Labor, once we're prepared to
22 transfer those funds over, it goes directly to

1 their finance office, and they have arrangements
2 under the 638 contracts of the various tribes.
3 And it's really funneled to a 638 contract.

4 So in order to go under -- in order to
5 participate in the 477 program, you have to be
6 able to enter into a 638 contract with the
7 Interior or a self-governance compact.

8 MEMBER EDMO: Okay. That's good to
9 know. And also when is WIOA up for
10 reauthorization?

11 MS. VITELLI: WIOA is due for
12 reauthorization -- sorry, this is Kim speaking,
13 and the House passed last month a bill on the
14 floor, so the House has passed a new WIOA. It
15 has several provisions in it that did change some
16 features of Section 166 the Indian and Native
17 American Program.

18 Of course, that doesn't become law
19 until the Senate also passes a companion bill,
20 then if theirs is different, they have to go to
21 conference. The Senate, so far, has not made any
22 moves in their authorization. I don't think that

1 that means that they won't. It's just that's not
2 what they're doing like right now. So we'll keep
3 watching what happens in the Senate.

4 MS. BROWN: And I share some of those
5 proposed --

6 MS. VITELLI: Oh, yes.

7 MS. BROWN: Yes. Can I share --

8 VICE CHAIR SEVEN: Sure, Athena,
9 thanks.

10 MS. BROWN: I want to talk a little
11 bit about the proposed recommendations or the
12 proposals that are in that House version.

13 One of the things that DINAP has
14 struggled with over the years is just the fact
15 that we're a competitive program, but we're sort
16 of a hybrid. We're a formula-funded program. We
17 get very little competition. Many of you that
18 have been here a long time know that under the
19 previous law, we weren't a competitive program.

20 It was when we transferred from the
21 Job Training Partnership Act into the Workforce
22 Investment Act that they wrote a provision in

1 there that made us a competitive program. So
2 that caused a lot of different things.

3 It really, in the Department of Labor
4 we're treated like a discretionary program, but
5 we always say we're not really a discretionary
6 program. We're very similar to the state
7 formula-funded programs because we know that
8 tribes don't get competition for their areas.

9 And they do have priority in our
10 regulation. So under the reauthorization, that's
11 one of the things that is in that to change us
12 back to a noncompetitive program, take out the
13 provisions for being a competitive program.

14 One of the other provisions that we
15 asked for, and I don't know if it's in this law,
16 correct me if it isn't, is to allow the council
17 members to continue in their seats until we move
18 to electing new council members --

19 VICE CHAIR SEVEN: Okay, okay.

20 MS. BROWN: -- for continuity purposes
21 so that the council members' work doesn't come to
22 a standstill. That provision is actually in the

1 Workforce, WIOA -- what is it the Workforce
2 Innovation?

3 MS. VITELLI: Workforce Innovation and
4 Opportunity, Advisory Council.

5 MS. BROWN: Advisory Council. The
6 other Advisory Council for the formula that's
7 under the program. So that would be great if we
8 got that in there. And there was one other
9 provision, and I can't remember.

10 MS. VITELLI: I know. I'm trying to
11 think of it too. I don't --

12 MS. BROWN: But those are the two most
13 important is to change it from being a
14 competitive program back to being noncompetitive.

15 VICE CHAIR SEVEN: Right.

16 MEMBER RICKARD: And we're asking for
17 \$102 million.

18 MS. VITELLI: That's an appropriation
19 thing rather than --

20 MEMBER RICKARD: Yes, yes.

21 VICE CHAIR SEVEN: Yes. And so I know
22 there's just some 477 process, I think, for the

1 Department of Labor. Once the money is
2 transferred to Department of Interior, then it
3 has an effect on the performance measures
4 numbers.

5 And so I think there's been a question
6 is there somehow in the future, under an MOA, is
7 that we're sharing -- we're sharing data. That
8 just because the money moved from one agency to
9 the other, that we're still able to share that
10 same data and will not affect performance per
11 agency because, you know, we've had the comment
12 in the past where Department of Labor, WIOA
13 Programs, Indian Programs are ineffective
14 according to an OMB thing.

15 And so we want to watch out for things
16 like that. We want to protect what monies Indian
17 country's deserving of, so.

18 MEMBER RICKARD: They didn't use any
19 real data to make that comment.

20 MS. BROWN: Well, during the previous
21 administration when the budget was constantly
22 being proposed to be zeroed out, and we were,

1 fortunately, we went under, you know, Congress.
2 Even though it was supposed to be zeroed out, it
3 wasn't really zeroed out.

4 But the comment that came out during
5 the OMB negotiations was that our program did not
6 go through a rigorous evaluation. And that's
7 something that we've often thought about in the
8 Department of Labor about include, you know,
9 because our program is a small program, having it
10 evaluated or included as some part of a larger
11 evaluation in the Department of Labor.

12 But Kay's point, I know this is all
13 government stuff, but it's kind of interesting.
14 Under the Bush Administration, everybody went to
15 what was called the PART, the Performance
16 Assessment Rating Tool.

17 And all of the programs across federal
18 government were evaluated and rated according to
19 whatever OMB examiner you had. So OMB examiners
20 came into every federal agency and rigorously
21 went over, scrutinized everything we did.

22 And we had to show performance data,

1 reporting. We had to talk about, you know, how
2 we administered and managed the program. So
3 there were many, many portions of this that went
4 into a report to OMB. And, at the time, 477
5 program was also being evaluated at Interior and
6 the Bureau of Indian Affairs.

7 But we had, based on the examiners you
8 had, some programs that they wanted to eliminate
9 were held to different standards that other
10 federal agencies were held to. And so it-- to
11 me, it was very odd that, 477 got a very high
12 rating and was like the best program that ever
13 was, but the Labor's Indian and Native American
14 program just barely sneaked over the line and
15 performed satisfactorily.

16 And do you know why that was? That
17 was because 477 program at the time, if you
18 recall, was going through the Cabal case. So
19 they were restricted to collecting data. And
20 everything was paper copy. They didn't even have
21 access to the internet. And they didn't do
22 online reporting.

1 Whereas Department of Labor, we
2 collected all our numbers. We had to ensure that
3 it was posted on the website, and they really
4 held us to those standards.

5 And so in the end, I think at one
6 point, 477 even used our website as a point of
7 reference. And we're like, I know we didn't
8 collect that data for 477, but you know what,
9 it's okay. They got a good rating. We got a
10 satisfactory rating. I was happy that we got the
11 satisfactory rating.

12 VICE CHAIR SEVEN: So thank you,
13 Athena. We should be videotaping this because,
14 you know, what, Athena's going to write a book on
15 Indian programs. We'll go to her book signing
16 when she --

17 MS. BROWN: Well, I'm telling you, we
18 had to jump hoops. I worked on it, Duane, a Greg
19 Gross was alive at the time. And we did
20 everything we could to get us a satisfactory
21 rating. I mean, we were digging up information
22 from here to there.

1 VICE CHAIR SEVEN: So I think we lost
2 the video again, and we have audio only. The
3 time now is 4:05. Public comment has ended.

4 Let's move onto the next agenda item,
5 which is new business. Do we have any new
6 business we want to introduce at this time?

7 MEMBER RICKARD: I'm too old to have
8 new business.

9 VICE CHAIR SEVEN: Lora, Kim, Winona,
10 Holly, Lorraine? Do we have any new business you
11 would like to entertain?

12 MEMBER CHAISSON: No.

13 VICE CHAIR SEVEN: Okay.

14 MEMBER WHITMAN: None for Winona.

15 MEMBER MORALES: None for Holly, thank
16 you.

17 VICE CHAIR SEVEN: Okay.

18 MEMBER CARROLL: None for --

19 VICE CHAIR SEVEN: Is everybody on the
20 same page with our next steps. We have some
21 pretty busy agenda now between now and October to
22 set our platform for the next two years, and I

1 think we're real happy to be working with the
2 group. Robert, Joe, and I wanted to make sure
3 that there's inclusion at all times, we're all on
4 the same page, and we're all moving together at
5 the same time with our activity.

6 So, with that, I'll -- Athena?

7 MS. BROWN: Just one comment, one
8 final comment. If any of the council members
9 change their addresses, phone numbers, if you
10 don't want your number published, please at least
11 give us a number where you can be reached.

12 It is so important when we have to
13 send out information that you -- and please send
14 that to Suzie Casal because she's going to keep a
15 version, a track version of our council members
16 because that changes so often. So address
17 changes, phone numbers, emails -- it's really
18 important that we have the most current version.

19 VICE CHAIR SEVEN: All right. I will
20 entertain a motion to adjourn. Robert?

21 MEMBER HOULE: Robert Houle, Region 5.
22 I will make that motion, Madam Vice Chair, to

1 adjourn this session.

2 VICE CHAIR SEVEN: All right. Do we
3 have a second?

4 MEMBER WOJNAS: Second.

5 VICE CHAIR SEVEN: Jared. All right.

6 MEMBER RICKARD: Say your name on
7 video.

8 MEMBER WOJNAS: Jacob Wojnas, Other
9 Disciplines.

10 VICE CHAIR SEVEN: Jacob. All right.
11 All is in favor of adjourning the meeting for the
12 two-day session, please say aye.

13 (Chorus of ayes.)

14 VICE CHAIR SEVEN: Any oppose? Any
15 nays? Any abstentions?

16 MEMBER RICKARD: Nay on the nays.

17 VICE CHAIR SEVEN: Hearing none, this
18 meeting is adjourned.

19 (Whereupon, the above-entitled matter
20 went off the record at 4:08 p.m.)
21
22

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and Training Council Meeting

Before: US DOL

Date: 06-23-22

Place: teleconference

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