

UNITED STATES DEPARTMENT OF LABOR

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NATIVE AMERICAN EMPLOYMENT AND TRAINING COUNCIL

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MEETING

+ + + + +

SUNDAY

OCTOBER 30, 2022

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The Federal Advisory Council met virtually at 9:01 a.m. PT, Joseph Quintana, Chair, presiding.

PRESENT

- JOSEPH QUINTANA, Region 6, Chair
- KAY SEVEN, Vice Chair, Other Discipline
- JACOB BERNAL, Region 6
- LORA ANN CHAISSON, Region 4
- ROBIN COUNCE, Region 4
- LORRAINE EDMO, Other Discipline
- PATRICIA HIBBELER, Region 6
- CANDACE LOWRY, Region 3
- HOLLY MORALES, Region 6
- GARY RICKARD, Region 6
- DARRELL WALDRON, Region 1 & 2
- WINONA WHITMAN, Region 6
- JACOB WOJNAS, Other Discipline

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ALSO PRESENT

ATHENA BROWN, Designated Federal Official  
B.C. ECHOHAWK, Tribal Tech, LLC  
JACK JACKSON, JR., Tribal Liaison, Office of  
Congressional and Intergovernmental Affairs  
LORENDA SANCHEZ, CA Indian Manpower Consortium  
KIM VITELLI, Administrator, Office of Workforce  
Investment, Employment and Training  
Administration

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

9:01 p.m.

CHAIR QUINTANA: Good morning everyone. We're going to call the meeting to order at 9:01. Thank you all for joining us. We hope that you all had a safe and enjoyable travel here. We're going to start today's meeting as we normally do with an opening blessing by our DFO, Athena Brown.

MS. BROWN: Thank you. Creator, open our hearts to peace and healing across all nations. We ask that you provide protection for all people. We give thanks for bringing up together today, and ask that you give blessings to all the individuals who help to serve our Indian communities.

We ask that you provide us good direction, keep us humble, allow us understanding and forgiveness of ourselves and others. Help us keep focus on our mission and purpose as we seek to serve our Indian and Native American communities and all people.

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We ask special blessings for our veterans, military, children and youth and elders, and those that are sick or facing challenges beyond their control. Thank you for the gifts of this day and every day. We ask all these blessings in the name of our Heavenly Father, amen.

(Pause.)

MS. BROWN: Just a general announcement. This is the FACA related to the Federal Advisory Committee Act. This is the public meeting of the Native American Employment and Training Council. The meeting is subject to the rules of the Federal Advisory Committee Act.

The meeting is facilitated by our chair, Joseph Quintana, or in his absence, Kay Seven.

The meeting is being recorded verbatim, so note that before we start the meeting, the chair must recognize anyone who asks to speak. So he must recognize them first. So when you're recognized, please clearly state your name and the reason or discipline that you represent for recording purposes, as B.C. mentioned a little

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earlier, and also during the meeting we ask that only the Council members or individuals recognized by the chair should speak.

Members of the public should hold their comments to Day 2, which is tomorrow at three o'clock. I would also like to recognize our Tribal Tech contractor, B.C. EchoHawk, and she'll go over the housekeeping. Thank you.

MS. ECHOHAWK: So thank you, Athena.

One thing I wanted to mention on behalf of the court reporter, who is welcome to speak up as well, that please as you begin speaking, give your name and your region. Again, these are all things for the record, and we will, you know, that will help us with that recording.

So for our folks who are on site, we are having lunch in today at noon, so just be aware of that. To use the microphone, I mentioned this earlier but a few other folks have walked in. You will turn it on. We've kept them off as they are battery powered. Please feel free to pass them among you as you would like to make a comment.

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It will take a couple of beats once you've turned it on. You'll see the light move from red to green. If our folks online would like to speak, you're welcome to use the raise hand function, and I'll open up your mic or you can open your own mic up, excuse me, and speak at that point.

Again, this is just for clarity's sake and for our court reporter being able to keep this information straight. So I think at this time, that's all I have. If you have any questions for me, you can see my name there, B.C. EchoHawk. You're welcome to direct message me in chat, and please feel free to put a note in the chat if you're having problems hearing folks or any kind of technical issue. Thank you very much.

(Pause.)

CHAIR QUINTANA: Thank you for that B.C., and we understand that we may face certain technical difficulties as they arise. We will address them as they come up. Please be patient with us. As you all may or may not know, our Secretary Robert is unfortunately unable to join

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us today because of prior commitments. So I would ask, BC, can you please conduct roll call on our behalf?

MS. ECHOHAWK: Thank you, Joe. I have the roster in front of me. I'll call names twice. If you are online, if you'd like to open up your mic and just say here or put it in the chat, we'll be monitoring that. So thank you. Jacob Bernal, Region 6. Jacob Bernal, Region 6.

(No response.)

MS. ECHOHAWK: Kim Carroll, Region 4. Kim Carroll, Region 4.

(No response.)

MS. ECHOHAWK: Lora Ann Chaisson, Region 4.

MEMBER CHAISSON: Present.

MS. ECHOHAWK: Robin Counce, Region 4.

MEMBER COUNCE: Present.

MS. ECHOHAWK: Thank you. Lorraine Edmo, Other Disciplines.

MEMBER EDMO: Present.

MS. ECHOHAWK: That is a present.

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Patricia Hibbeler, Region 6.

MEMBER HIBBELER: Present.

MS. ECHOHAWK: She is present. Robert Houle, Region 5. Robert Houle, Region 5.

(No response.)

MS. ECHOHAWK: Shawn Isaac, Region 6. Shawn Isaac, Region 6.

(No response.)

MS. ECHOHAWK: Candace Lowry, Region 3. She is present. Holly Morales, Region 6. She is present. Erwin Pahmahmie, Jr., Region 4. Erwin Pahmahmie, Jr., Region 4.

(No response.)

MS. ECHOHAWK: Angel Peer, Region 5. She is present. Joseph Quintana, Region 6.

CHAIR QUINTANA: Present.

MS. ECHOHAWK: He is present. Gary Rickard, Region 6. He is present. Kay Seven, Other Disciplines. She is present. Darrell Waldron, Regions 1 and 2.

MEMBER WALDRON: Present.

MS. ECHOHAWK: Thank you, Darrell.

Winona Whitman, Region 6.

MEMBER WHITMAN: Present.

MS. ECHOHAWK: Thank you. Jacob Wojnas, Other Disciplines. He is present. That's the end of our roster. Thank you very much. It looks like we have a quorum.

CHAIR QUINTANA: Thank you for that, B.C. First item of discussion is approving the meeting minutes and follow-up of motions and resolutions from the June 22nd to June 23rd Council meeting that we held in Washington, D.C. Each of you should have received an email with a copy of the meeting minutes, and you should also have it in your packets today. Do we have a motion to approve the minutes?

(Audio interference.)

CHAIR QUINTANA: Thank you, Patty. Patty motions. Do I hear a second? Second by Candace. Any discussion?

(No response.)

CHAIR QUINTANA: If not, we'll go to vote. Approve by saying aye.

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(Chorus of ayes.)

CHAIR QUINTANA: Any nays?

(No response.)

CHAIR QUINTANA: And anybody who abstains?

(No response.)

CHAIR QUINTANA: Thank you for that, the ayes have it. Next up or next up for discussion is approval of -- review and approval of today's agenda. You should have a copy.

MEMBER CHAISSON: This is Lora Ann, Region 4. So moved.

WL Darrell Waldron, Region 1, second.

(Pause.)

COURT REPORTER: This is the court reporter. Can you all hear me?

MS. ECHOHAWK: Okay, sorry. Can you hear us now?

MEMBER WHITMAN: Yes.

MS. ECHOHAWK: Thank you.

CHAIR QUINTANA: Yes. Quick reminder. Of course, housekeeping. We just had

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a technical issue that arise, and they will continue as we go forward. We know that things are sometimes outside of our hands. But one thing that we can control is making sure that we mute ourselves when we're not called upon, and please also place your phones on mute. So thank you all for just that housekeeping tip.

MS. BROWN: So we changed the format of the agenda so that we could think about going over to attend Joe's session, which is tomorrow, and Joe will be presenting on workforce issues, and we thought this would also be a good opportunity to interact with attendees from NCAI, and let them know that we are meeting over here if anybody should like to come over here.

We can't do that openly, but we can do it through just discussions or talking with people in general who might be interested in the employment and training issues at the Department of Labor, as we referred to it "a whisper campaign."

And so today, we have mainly scheduled a working session, but I just wanted to alert everyone I sent

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out a link to NCAI's sessions for tomorrow, and I noted that there is a census question as well for those members of this Council that work with the Census.

But there is of course Joe's session that we also want to make sure that we participate in or just listen in, Joe, and also of course, you know, you're all subject matter experts in the area of workforce development. So we may be able to lend some support to Joe. So I wanted to alert you about that agenda, NCAI's agenda and we found out that there's no registration fee for any of those sessions that were listed on the first two days of NCAI.

So we don't have to register, you know.

We could just walk over to the Convention Center and participate. Thank you.

CHAIR QUINTANA: And I open the floor for discussion. Before anybody else adds anything, just to add to Athena's point too is that it seems like we've had a difficult time being able to build the relationship, I think, with NCAI.

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Seems like they're going through some transition and some change themselves. So we can -- this is a great opportunity for us to be supportive of them.

Not only do they have I believe a new executive director in Larry Wright, Jr., who's now taken on the full responsibility full time, but we also have a great opportunity to go over and meet them in their space, rather than asking them to come over here and meet us here at this particular location.

Although I'd love to have each of you come and be a part of my presentation tomorrow, I was actually trying to figure out how we might be able to do a panel discussion. But I'm going to be operating and acting on behalf of the organization that I serve. But I think it's good to have your support there if you're able to, or to attend one of the other workshops throughout the day.

I'm going to be talking about some of the things that we share here, leading onto to

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things that we'll talk about today, talking about inflation, talking about reinvesting into our workers, talking about building the skills necessary for our members to have quality jobs long-term. And so I'm going to be picking your ears some time today and would love any advice and support that you may be able to offer.

But at least we know that we have an opportunity. We should take advantage of it both today and tomorrow when you can. Anybody else want to share as far as the discussion and meeting with NCAI?

MEMBER CHAISSON: Hi, this is Lora Ann Chaisson, Region 4. Just to give you a heads up, Mr. Larry actually before he become our CEO, he actually came to the Intertribal Conference of Louisiana Board meeting, which consists of five tribes and it's all Department of Labor funding.

So he had a -- he was able to get a great understanding of what we do with our 166 programs in Louisiana. So I just wanted to give you that information, that he did attend one of our Board

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meetings. Thank you.

CHAIR QUINTANA: Thank you for that context. Much appreciated. I know earlier Kay had reminded us too that Secretary of Labor Walsh had mentioned in his visit or during his visit to the Northwest that some of the tribal leaders had not heard about us, and did not know necessarily the type of work that we were doing. So I think this leads back to that particular point is how could we make sure --

Rather than saying you need to know more about it, let us go out there, build that relationship and that trust with them to say if you don't know about us, now you will. We have a long history and built legitimacy within our communities that we serve. Does anybody else have anything you'd like to share? The Chair recognizes Kay Seven.

VICE CHAIR SEVEN: Kay Seven, Other Disciplines. So I'm wondering, we're here at the Council and we have an opportunity to take action, and is it appropriate for our Council under a motion

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or vote to send a letter to the National Congress of American Indians, to share information about who we are and our interest in the workforce throughout Indian country, as a way to open a door to future arrangements.

Because I'm waiting to hear the update from the Department of Labor on Marty Walsh's interest to organize a Goods Jobs challenge initiative for Indian country. So we want to make sure that NCAI and other parties in the, in Washington, D.C. are aware of who we are and our interests, and I would hope that Department of Labor, through our Tribal Liaison to the White House is sharing forward our messages to that table. Thank you.

CHAIR QUINTANA: Thank you for that.

MEMBER EDMO: I have a comment. Yeah, did turn it on. Lorraine Edmo from Other Disciplines, Region 4, and I just wanted to comment to follow up to Kay's comments. I think that that would be a great idea, to send a letter to the new leadership, because I know they have undergone a

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lot of changes at NCAI, and just to outline what our purpose is and how we would really be happy to share information and possibly present that future meetings.

As far as the session tomorrow, when Joe presents his discussion is I had a question about that. Is that a, like a general assembly presentation and will you be introducing any of the Council members that are there at the session?

CHAIR QUINTANA: Yeah. So I'll be taking part as far as one of the places within the work groups that you can choose to go to. So this will be taking place in Ballroom 2. There will be other -- I think there's other sessions that will be happening at 1:00. So it won't necessarily happen during General Session.

I had wanted to at least mention that the Advisory Council was in the room and acknowledge you all. Am I allowed to do that? Okay. So we know that we have certain constraints that we have to call upon, and so that's the reason too why I am representing my organization.

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But I want to make sure that people know that you are there, and so I probably will call at least you all to raise your hand, or if you -- it would be definitely a great opportunity to know where you're at, so you can reach out to them once the meeting concludes.

MEMBER EDMO: Thank you.

CHAIR QUINTANA: But I think it's just to also touches on your point too, I think it's a great opportunity. We have reached out to them personally to congratulate Larry into his position, but I think an actual document stating what our intentions are, I think that is very much appropriate, especially not only addressed to him, but also to the regional representatives as well possibly, or include them in the letter.

I also met with Fawn Sharpe, who I believe is the president of NCAI last week, and she did seem like we needed to, we needed to educate her more as far as what this relationship could mean for both parties. So I think there's opportunity there. Does anybody else have any

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discussion? Yes sir, Mr. Rickard.

(Pause.)

CHAIR QUINTANA: We can't hear Gary. You have to turn the mic on.

MS. ECHOHAWK: Please turn your microphone on. Additionally, I'll note Lora Ann Chaisson has her hand raised.

MEMBER RICKARD: Okay. Gary Rickard, Region 6. Can we get an agenda for tomorrow so we can look ahead of time at what session we might want to attend?

CHAIR QUINTANA: Sure. If we have a link that's attached here, is it possible to have any printed? Okay. B.C. acknowledges yes, they'll be able to print some of the agendas for tomorrow's session. The Chair recognizes Kay Seven.

VICE CHAIR SEVEN: Kay Seven, Other Disciplines. The one thing I'm really happy about, in that our Council has a Census Work Group, and I've been following census for since 2019, watching it roll out, and have been watching Jim

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Tucker, who is now with the Lawyers Committee on Civil Rights, with an emphasis in voting rights, he's very involved with Indian country, working with national partners. National Congress of American Indians, Native American Right Fund, the National Coalition of Urban Families, like I can't think of that right name.

But he is also on the federal advisory committee for the Census. I shared that information with Jacob, because I really thought that Jim Tucker would be a great subject matter expert for our table. I sent an email and I didn't hear a response back. I just thought Jim Tucker was way too busy, but surprisingly a few weeks ago Jim Tucker replied to us and says yes, I am interested in, you know, working with your work group with Department of Labor.

And so now Jacob is now connected to Jim Tucker, and I believe Jacob, you're going to attend a Census workshop while you're here, and get to meet Jim Tucker. So I'm really excited about that. Thank you.

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CHAIR QUINTANA: The Chair recognizes Lora Ann Chaisson.

MEMBER CHAISSON: Hi, Lora Ann Chaisson, Region 4. Yes, and Jacob, President Fawn Sharpe, yes. She is the president and also I think that if we're going to send a letter for the future, I think we should send it prior to the NCAI meeting, because I know yesterday we met for six hours.

And so that would have been great to be on that agenda, and to be able to give information, because we do information on organizations or different issues that's been sent. There's a special time for that for us to look over. So for future, I think that that letter should be sent way ahead of time. That way it's on our agenda to discuss.

CHAIR QUINTANA: Thank you for that. The Chair recognizes Kay.

VICE CHAIR SEVEN: Kay Seven, Other Disciplines. I make a motion for the Native American Employment and Training Council to submit

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our letters to the leadership of the National Congress of American Indians, to open, educate them about who we are and our interest to work with NCAI on the opportunities for addressing workforce development in Indian country.

CHAIR QUINTANA: Do we have a second?

MEMBER EDMO: Second.

CHAIR QUINTANA: Motion has been seconded by Lorraine, thank you. Any points for discussion?

(No response.)

CHAIR QUINTANA: Now we'll take it to vote. All those approve by saying yea.

(Chorus of yeas.)

CHAIR QUINTANA: All right. All those opposed say nay or no. Gary. Gary, I'm going to get it. I promise you I will. All those abstaining?

(No response.)

CHAIR QUINTANA: The ayes have it. Thank you so much. We're going to move on to our next item of discussion, which is review the NAETC

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Strategic Two-Year Plan. The Chair recognizes Patty Hibbeler.

While we are getting set up with our mic, I just want to let you all know that you all should have the Strategic Plan draft inside of your folder or inside your email. Patty.

MEMBER HIBBELER: Thank you, Chair. Can everybody hear me okay? I'm going to guess yes. So this is the Strategic Plan draft. I would say up front I would hope we can get a final strategic plan together and passed by the Council as quickly as possible.

I actually think having a strategic plan to go with our letters that explain who we are and what we're doing really give people a good sense about how active this Council wants to be, what we want to do and how they can partner with us on some of our activities if they see an activity that aligns with them. So I think a plan is important, and it gives us some guidance as we move forward.

As we look at the implementation plan,

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I'll just go through a little bit about how I organized it. I put it into three particular categories: strengthen our infrastructure, expand training and technical assistance, and then the last one is to increase visibility and awareness.

Those were the categories we had talked about at our last meeting. It also seemed to be a good way to categorize what we have done, we want to do in our two-year existence in this Council.

The strategies came directly from the meeting minutes and the discussions that we have had, and so those are the strategies that got listed there.

I did my best guess as to which work group would be responsible, because whenever you create a strategy somebody has to drive it forward.

We have the workforce structure, so it made sense to assign it to a responsible work group, that would then move that strategy or that initiation or initiative forward over the next two years towards completion.

Some of them I added projected deadlines, because there were some that just made

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sense, such as organizing this meeting here, etcetera. Others will need deadlines that will need to be added by the work group as they begin to meet and organize. I also added a way to assess the progress, so how are we moving forward in that strategy, for the resources that we need to really help drive this forward, and then our status.

Has it not been started, is it in progress or has it been completed? And the first one, we can say our meeting here has been completed, which is great. We can begin to cross things off.

I sent this out or B.C. thankfully, B.C. and thank you for all that you do for us, and Susie got this sent out to everybody for review.

Most people said it looks good; it just needs some cleanup. Others said this is great; we just really need to start doing the work. Having that work we need to do over the next two years, as I said, documented on paper is really important, and important to show to others as we do this letter-writing campaign about the Council's still here and here's what we're working

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on.

So I think our next steps are really to take a look at the strategy, see if anything is missing from what we had talked about in our previous meeting, see if we need to add anything or if something is just not relevant anymore. So if we could take a few minutes and people could look at the strategy itself, if they have any input we'll document that and begin to put this into a final form.

I'm assuming every, and I'm looking at Athena. I'm assuming that everything is here within the purview of this Council, since they're all items that we talked about previously.

CHAIR QUINTANA: The Chair recognizes Athena Brown.

MS. BROWN: Athena Brown, Division Chief of the Indian and Native American Programs.

Just to let you know Patty, I thought this was going to have track changes in it. But I just wanted to let you know that I did some changes to the strategy plan based on the last meeting. I

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wanted to update it and as many of you know, I am going to be leaving at the end of the year, and so Kim Vitelli, who is the Office of Workforce Investment Administrator, will be key in following up on some of these items in the interim.

And so I added -- and then of course Kim is very much involved in recruiting and the selection of the next DINAP chief. So I included her as a resource where appropriate on this plan, even though I do know that, you know, some initial meetings have been set and that were still in progress.

I'm sure Kim is probably going to provide us with an update on all of that as well.

So as we go through each item, you know, maybe we can have like a short discussion on where we are with some of these things, because I know that the work in DINAP is ongoing and in large part affects where we are with this -- with the Council's strategic plan.

There are some tasks outside of, you know, the program administration part of it with

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a vision for the Council. So I just wanted to make note of that, because I didn't see the track changes, but I wanted to make sure that you all knew what I did.

CHAIR QUINTANA: The Chair recognized Kay Seven.

VICE CHAIR SEVEN: Kay Seven, Other Disciplines. From looking at the strategic plan and especially looking at resources, you know, we're going to need the resources from Department of Labor to I guess work in a manner where we have visibility nationally, and known for being a subject matter expert in what we do and guiding that process.

So I'm thinking that one resource we need to take into consideration is our Tribal Liaison in the Office of Intergovernmental -- is it Government and Interagency, something like that. But because, and I'm saying that because of the new memorandum of agreement that was recently signed on October 7th under Public 102-477, as amended by Public Law 115-93.

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In my -- I see that that could strengthen our infrastructure, and it could expand training and technical assistance when we have Department of Labor reaching out across the federal agencies on potential partnerships of our future.

For example, I was at a Department of Energy meeting just this last week, and they talked about the monies coming out of Department of Agriculture, Department of Energy.

I was thinking well shoot, that we need to see Energy, Agriculture, Labor, Interior all working together to meet the needs of tribal communities with energy development, for example.

I'm just sharing that as an example, and it's just one idea of I think we need to think about how we're going to add that Tribal Liaison to help us in our strategic plan. I had another one, but I'll bring it up when I can clearly think about that one.

CHAIR QUINTANA: Thank you, Kay. Joseph Quintana, Region 6. I do think that's a good point. I feel, and this is Jack, okay. This is Jack, is being able to better utilize his

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expertise in building out. I think Kim helping to assist us with building out our visibility and people within those government offices to know exactly what we do and how they can best support us in the things that we need support on.

Was there any specific strategy that you could identify right now, or do you want to come back and share those with Patty at a future date? The Chair recognizes Kay.

VICE CHAIR SEVEN: I think the first strategy is because the memorandum of agreement is so new, especially for eight federal agencies, I'm sure as a tribal work group we have an interest to broaden our outreach to all 12 agencies and begin to learn what's moving down from senior leadership to all departments and programs within their building.

For example, I was speaking with the Office of Tribal Relations with the U.S. Forest Service under the U.S. Department of Agriculture about a month ago. At her level, she had never heard of Public Law 102-477. So and I asked,

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because I'm asking a question about the Indian Youth Service Corps. How is the Indian Youth Service Corps program going to be rolling out across the nation?

Will there be national contractors putting bids in to administer those Youth Corps programs, and will those Youth Corps programs be more of a non-native organization versus one from a Native background? And so she says you know, that's interesting what you talk about and how the vehicle that you're using to transfer money from the U.S. Department of Agriculture to the U.S. Department of Interior is the 477 vehicle.

We used 638 in the U.S. Department of Agriculture under the Farm Bill. Is there no reason why we can't do it for other reasons, like building the workforce systems across Indian country? So those are the types of strategic thinking things I'm doing. At her level, she said okay, we don't know anything about it. We need to wait for senior leadership to bring this down to us. But in the meantime I'm sure, and this was

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our Director of Office of Tribal Relations, to see how we move it upstairs.

That's the kind of work that this work is going to take from now on, is understanding who's who at the senior level and at the mid- and lower level that we -- so that the information is flowing fully within the Department, and the Department understands that there are specific pieces of our money in our Department where we want to look at utilizing an approach of the tribe that's using that 477 vehicle to help their community.

So that's how I see it as a strategy right now, and we need a Jack Jackson to reach out across the other federal agencies and working with them, the White House, to get that message out.

CHAIR QUINTANA: Thank you for that, Kay. The Chair recognizes Lorraine.

MEMBER EDMO: Lorraine Edmo, Other Disciplines. I think that as far as Jack Jackson's position is a new position that was just created recently, and I think that (audio interference) that position as much as possible to try to work

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with him and give him advice on how he can help in our efforts, and reach out to all of those other agencies, because I know he's got a wealth of experience.

He's been a state representative. He's worked for the State Department and worked with many agencies in Washington. So I think we should, you know, find some way to incorporate his role if possible into our strategic plan, and reach out to him and see how he can further our efforts.

CHAIR QUINTANA: Thank you, Lorraine. Anybody else with any discussion?

(No response.)

CHAIR QUINTANA: Joseph Quintana, Region 6. I do agree that utilizing Jack will only assist us as we continue to move forward, and that is one of the prime reasons for establishing this strategic plan, is in order to increase that visibility and awareness around the issues that we're addressing.

So I think as part of this is that we can also come up with a better way to utilize Jack

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in his role, and for him to understand the initiatives that we're setting forth within Department of Labor. So maybe we can invite him, I believe he's already on the agenda, but specifically to talk about this issue, talk about our overall strategy as a group so he's --

He can also ask questions of us if there's anything that we can help support him in his role, his new role as he continues to grow and move forward. He knows what concerns we're seeking to address; he knows how to best present them and share them, and how to relay information back to us as it trickles into him. Maybe that's perhaps why we haven't -- we haven't necessarily got some of the report back I think that we thought we might have, and so this might be that opportunity for us to do so. Are there any other discussion points? The Chair recognizes Athena Brown.

MS. BROWN: This is also a very good opportunity to, for this Council to think about some of those other federal agencies and the initiatives that are going on in other federal

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agencies like the Department of Transportation, the Department of Agriculture, the Department of the Interior, all of these other federal agencies that have cost-cutting issues, and think about identifying someone from those agencies, possibly in senior leadership, that can present to the Council or, you know, be invited to the next meeting.

Because that process should start early enough, you know, because we're already -- we're having this meeting. There's two meetings a year, one meeting usually in D.C. or now that we're, you know, now that we have virtual attendance, it would be not difficult for a senior leader to present to the Council. But they do have to have advance notice to make sure that, you know, their schedules are free.

So now is the time to start thinking about identifying other agencies senior leadership that you might want to invite to the next Council meeting.

CHAIR QUINTANA: Thank you, Athena.

Any other comments or questions to share? Do we need to take action on this item or accept it, or will we do that at a future date? The Chair recognizes Patty Hibbeler.

MEMBER HIBBELER: Thank you, Chair. I guess my question is would it be helpful to go through each of these individually, so we could get the edits, and then adopt the edits at the end and then we're able to move forward? That would be my recommendation, and we have time in a work session right now. Chair, I think Kay has a question.

CHAIR QUINTANA: The Chair recognizes Kay Seven.

VICE CHAIR SEVEN: I think we need to think about how's our presentation going to look on paper when letters are sent to a federal agency or to NCAI. I think what we need to do is we need to finish the talk. We haven't even had -- we don't have our vision, mission for values. Do we have those?

Are those in place and we see -- those

are there? I don't, I guess I'm -- I need to see what it says, and then that -- what's the frame going to look like when we -- our three pillars or our three strategic directions are the A, B and C, and then the strategies A-2-3 are just like the bullets below?

Like I'm trying to keep it where it's simple, clear-cutting message when we are broadening our awareness out there, and I think what the things that we need to do under each one can always be added continually. It would be nice if we could get some in place today if they need to be there, but make sure we're adding them as we move along.

We only have two years in this administration to get things done, so we need to make sure we're walking out with a complete product today.

CHAIR QUINTANA: Thank you, Kay. Joseph Quintana, Region 6. I do agree that we need to have everything set in place, but I do feel we're at an opportune time where we can have at least

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a foundation to start with. We do have the mission already set in place by law, so we can add that into it. I think that in regards to us all being on the same page, I think it's also visual.

I think the way that it's presented, we can definitely change -- that's something that easily correctable. But I think today is a good, opportune time. We have the time necessary to review, make any potential changes or edits at this particular point, bring that back. We'll share that back with everybody once they've been made.

But I think if you're okay moving forward Patty, to be able to go through each one and we'll make the changes there.

MEMBER HIBBELER: Absolutely. I think that gets us closer to getting a final draft that we can all approve and move forward with. The first under Strengthening Infrastructure is our meetings of this Council, one of them to be held here in Sacramento, the next one to be held at the National Meeting coming up.

I assigned that to the executive team.

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They'll be working with the agenda and getting all of that in place, and then of course I don't need to read it to you. You can read across, but any changes on this one?

CHAIR QUINTANA: Joseph Quintana, Region 6. Can we also add the Planning Committee to assist us with not only this meeting which they're doing but future meetings as well? Thank you.

MEMBER HIBBELER: And then I guess Athena, when I have DINAP, she's listed. Does that need to change?

MS. BROWN: I would include Kim Vitelli and Lorraine Hall.

MEMBER HIBBELER: Okay, thank you.

MS. BROWN: So you could just put SWBS, which stands for supervisory workforce development specialist and OWI administrator. Kim may assign it to someone else. I don't know.

MEMBER EDMO: I have a question. Lorraine Edmo, from Other Disciplines. Athena is there an announcement out yet or when would that

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be issued for your position, or are they waiting until you actually leave?

MS. BROWN: I'll defer to Kim to give more information.

MEMBER EDMO: Oh okay, and she'll be doing that --

CHAIR QUINTANA: Real quickly, that's (audio interference) items, so we will have an update at that particular point.

MEMBER EDMO: Right. I was just going to ask if we can hold that discussion so we can get through this piece.

MS. BROWN: Okay.

MEMBER EDMO: But I would venture that's a very important part of our meeting today and tomorrow.

MS. BROWN: Okay.

MEMBER HIBBELER: Next strategy is to support the selection in process for the next chief of DINAP, also assigned to the executive team through some dates in there. I don't know if they're correct or where we're at. But know that

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that was also a piece that was in progress, and we have Kim in there. So that one sounds like it's okay. Next one is to review the annual -- did someone have a question? I'm sorry.

MEMBER RICKARD: Yes. Gary Rickard, Region 6. It says "Work Group responsible," the executive team. But we only have Effective Management, Census, Performance and Reporting and Youth Work Group work groups. So the work group responsible, the executive team. I don't think that it should be just the executive team, who is involved with the support in the selection process of the next chief of DINAP. I think that's part of the Council's job, and that's why we have a Council.

And so I would have some reservation about the only people involved with the support and selection process would be the executive team, when it's -- if you look in the, in our responsibilities, it says in there that the Council is responsible for the selection of the new DINAP chief. So --

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MEMBER HIBBELER: And if I could just respond to that very quickly, the work group responsible is the work group that's responsible to lead that strategy forward. So it doesn't mean they're the only ones working on it. They may have to bring in resource experts.

It may be the entire Council, but that work group is leading that activity forward, which I believe is probably already happening in relation to the selection of the DINAP chief, just because it's difficult to get us all involved in every step of the process.

CHAIR QUINTANA: The Chair recognizes Kay Seven.

VICE CHAIR SEVEN: So Kay Seven, Other Disciplines. I think, you know, as the new Council for the next two-year period, the executive team was elected by the Council, the chairman, vice chairman and the secretary. As an executive team, we've spoken several times this summer about how we want to keep the full Council on the same page as we move forward and the reason why you're seeing

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emails coming from Robert Houle about, you know, where we're at.

And so Joe, I would think that we need to keep the Council current with those emails. This is where we're at with this strategic action here to select a new DINAP director. So Gary, we need to do a better job of making sure that all Council members are on the same page and they have the same information at the same time.

I just don't like working with a group and not knowing what's going on until I get to the meeting. Thank you.

CHAIR QUINTANA: Joseph Quintana, Region 6. We're all definitely on the same page with what Kay had just shared. I think we don't want to be frustrated by what we don't know, and we don't want to be blindsided by information that we aren't aware of. I think that's something that we've continued to want to push forward is constant communication.

I think, I know you all are bombarded by emails already in your professional lives, but

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then you're being bombarded with emails by us. But I think it's a good thing. I think for you all to hear exactly how we're doing and how well we're progressing or where we're running into some challenges I think is important to hear.

I think in regards to Gary's point, I think that's a conversation that we do need to have.

I think we will have it. Of course, it's an important topic because we're all impacted by it, and we don't want to lose somebody here to our right, but we know we have to prepare for it.

And so I think we're going to have that conversation very soon, once the item comes up.

The Chair recognizes -- is that Darrell?

MR. WALDRON: Hi everybody. So I just want to reinforce Gary's point. The representations on our Council of our areas that we service, and I think it's important that the information flow freely, and that the Advisory Board's authorities are always checked in the forefront. I also agree communication needs to be tight, but I am looking at this executive

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committee making recommendations back to the full body for us to decide and vote, if I am correct in hearing the comment on the floor. But I do want to support Gary's comments. Thank you.

CHAIR QUINTANA: Thank you for that Darrell. Any other comments in relation to this particular strategy that was shared by Patty?

(No response.)

MEMBER HIBBELER: Okay, thank you. I'm going to go on to the next one. Review the annual DINAP budget and excess carryover. So that certainly has been part of our discussion in meetings and finding a way to advise DINAP on that next step. That was assigned to the Effective Management Work Group. Any recommended changes on that particular strategy?

(No response.)

MEMBER HIBBELER: Moving on. Develop resolutions for the Council to consider and approve discussions with DOL regarding other necessary processes. That was also assigned to the Effective Management Work Group and the full

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Council. The other thing that's important to note is the Effective Management Work Group is the full Council, just to remind everybody about that.

And there was a resolution that was going to be prepared for this particular meeting.

I don't think it happened or occurred, but I guess my question would be is that something we want to prepare for the future meeting?

CHAIR QUINTANA: The Chair recognizes Athena.

MS. BROWN: Took me for a loop at first.

I'm just remembering what it was. This was the request to extend the Council positions in place until a new Council can be elected. So just to give everybody, this is a part of the -- this was a recommendation to the Council, and it was submitted to Department of Labor, and a response was provided to the Council in writing, to Darrell Waldron.

The Department included it as just a recommended change in the language of the Workforce Innovation and Opportunity Act, but it has not

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happened yet. So that's just an update. This is something that's ongoing and dependent upon the reauthorization of WIOA.

MEMBER HIBBELER: So I would recommend that we keep it on, because it isn't closed out yet, and maybe firm up the language a little bit, okay? So the next strategy is to elect officers, appoint work groups and develop structure for the Council.

CHAIR QUINTANA: The Chair recognizes Athena Brown.

MS. BROWN: That's one of the tasks I think that we should get an update from the chair of each work group, to see where they're at. I know they're all in different stages of progress.

The Census, I know, has been working with Jacob to make recommendations for subject matter experts to serve on that work group, and the same goes for some of the other committees.

So this is an opportune time for the Council Work Group chairs to give an update of where we are in establishing members of each work group,

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and updating the list. Thank you.

CHAIR QUINTANA: Thank you for that Athena. The Chair recognizes Jacob. Jacob, do you mind sharing a summary as far as what's been done up until this point in regards to Census?

MR. WOJNAS: Let me just look in my notes. I'm assuming we're just pulling forward the 4:30 or the four o'clock session on the report out? Or should I save my comments for that point?

MEMBER HIBBELER: I would recommend we do, we just talk about process here. The report outs can actually occur later, if that makes sense.

So the discussion at the last meeting was that we didn't have really defined processes to get people on the work group, and so this strategy is really about defining those processes so when the next two-year appointment for the Council comes around, there's a process in place to put people on the work groups, determine these are the right work groups, schedule meeting dates and start moving forward so we can become more

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active.

So this is really about defining the process. I think this is an important piece that kind of organizes our work.

CHAIR QUINTANA: Do you want to give, offer that summary?

MR. WOJNAS: So I mean on the front of the Census Work Group, we've solicited subject matter experts from the full Council through email as well as other sources. We've reached out to a number of those folks and we've gotten a couple of highly respected and experienced folks who are interested in serving on that work group.

Joseph and I have touched base with Duane and Jennifer, who are leading some of the work from the DINAP side in order to do some pre-work discussions on potential areas of discussion and recommendation for that work group.

Since then, we've scheduled a session for the work group on November the 14th, where all of the Council members who expressed interest in the work group in addition to the subject matter experts that

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we've spoken with, will have a chance to get introduced to the Census data that we use, to the formulas that we use, and basically start soliciting initial areas of discussion and feedback that can then be collated, processed into work group recommendations and then passed on to the Council for potential recommendation or discussion. That's what's happened there thus far.

CHAIR QUINTANA: Thank you for that, Jacob. I know we'll hear from you a little bit later today in regards to an overall summary. I want to share very quickly, I'm the chair of the Performance and Reporting Work Group. I have met with Jennifer Whitmore recently, and we've talked through -- actually, I know Duane had been very involved previously with this work group, but he said we're in good hands with Jennifer as our subject matter expert, and we're going to be working to identify additional subject matter experts as we move forward.

So that's pretty much an update up until

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this point in regards to staff. The next would Winona Whitman. Winona, are on the call, and can you share in regards to the Youth Work Group?

MS. WHITMAN: Yes. Jennifer Whitmore and I have also met, and we have set aside December 6th, that's a Tuesday, for our online meeting and so we'll -- I will be sending out an invite to that.

In the strategic plan, it's listed already the members on the last page of the strategic plan and those that have volunteered. Are there any questions, or do you want me to elaborate more at this time?

CHAIR QUINTANA: No, I think that was good. Thank you, Winona and I apologize. I think I mispronounced your last name.

MS. WHITMAN: Thanks.

CHAIR QUINTANA: Next, Patty Hibbeler for Effective Management.

MEMBER HIBBELER: So the Effective Management Work Group has really primarily been working in getting this plan in place for -- to drive our work over the next two years.

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CHAIR QUINTANA: Thank you for that. Joseph Quintana, Region 6. There was a recommendation too, as we move forward with our work groups, that we add everyone's names who's associated with those work groups.

MEMBER HIBBELER: On the last page.

MR. WALDRON: I think we lost volume.

MEMBER HIBBELER: Can you hear us Darrell?

MR. WALDRON: No, it went quiet.

MEMBER HIBBELER: Oh sorry.

CHAIR QUINTANA: The Chair recognizes Athena Brown.

MS. BROWN: I'd also like to mention that with the format of the work groups, that each one of the work groups are supposed to define the paths that they anticipate for this, or I guess to fit into the strategic plan at least for the next year, because there are ongoing things that tie in from these work groups into each of our, each of the program's goals and objectives.

For instance, for the proponents and

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reporting, we have a number of things going on, and I won't go into detail, but Jennifer will talk about the Youth stuff a little later. But we currently have the effective of serving employers measure that is coming up for the final public comment.

We have an update of GPMS and where we're going with reporting, and with Census we have the comparison of the data that we currently use under the 2000 Census to what we anticipate looking at in any future numbers that we run. So there's in each one of these work groups, there's a defined activity that you should be thinking about as part of the goals and objectives, or accomplishments that you want to complete and, you know, of course all of those work groups tie into recommendations to the full Council for consideration, and implementation.

So I just wanted to mention that because the work of these -- the ongoing work of these work groups are really important.

MEMBER HIBBELER: I appreciate you

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saying that Athena, because I think that really talks to the importance of these work groups moving these strategies and initiatives forward, so that in the next, I don't know, three-four months. So that when we're back together at our next meeting, we're able to look at those recommendations and act upon them.

So knowing when our meetings are going to be and really working towards those will make a big difference.

CHAIR QUINTANA: The Chair recognizes Kay Seven.

VICE CHAIR SEVEN: Kay Seven, Other Discipline, and I think the other product we want out of getting this done, and what was holding us back, was sending our letter to Secretary Walsh with our strategic plan. So that's another aura that we pass that we'll need to take care of right away, once we approve our strategic plan.

MEMBER HIBBELER: Thank you, Kay. I'm going to move to the next one, Strategy A-6, Eliminate the DINAP program being a competitive

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program by placing it in the reauthorization for limited competition, and that was assigned to Effective Management Work Group, with support from executive.

MR. WALDRON: I believe the word "competition" has been removed or recommended to be removed. Is that true Athena?

MEMBER HIBBELER: She said yes.

MR. WALDRON: So would that be considered completed?

MEMBER HIBBELER: Not until it's acted upon.

CHAIR QUINTANA: The Chair recognizes Athena Brown.

MS. BROWN: Athena Brown, Division Chief. That language has been recommended by the Department of Labor in the reauthorization of WIOA, so it hasn't been completed. It hasn't been part of the passage. So it can remain on there as ongoing. At some point down the line, the Department may even ask for additional comments or recommendations.

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CHAIR QUINTANA: Thank you.

MEMBER HIBBELER: Thank you Darrell for that clarification.

CHAIR QUINTANA: Joseph Quintana, Region 6. Just one quick point to follow that, is that this is a living document, so we want to see these things through. Although it may be being considered, we want to make sure that long-term that this does get addressed, and so that there is follow-up. Either this or other things that do arise.

And so this doesn't have to be completely perfect. We can come back and make those changes as necessary, but we at least want to move forward. Thank you, Patty.

MEMBER HIBBELER: And thank you for making that comment. That is entirely my, my philosophy on strategic plans. They are not something that gets developed and sits on a shelf.

They are a working document to help us move forward, and this Council can change and edit them at any time. So thank you for making those

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comments.

Moving on to Strategy A-7, Participate in and recommend for the census formula process, and so that's the Census Work Group.

MR. WOJNAS: I would suggest that the summary statement for Strategy A-7, which is provide oversight and assurance for strong data to be presented, for determination of future funding allocations, I would suggest that be appended to explicitly acknowledge reallocations, recognizing the significance that that funding source has in certain program years, including last year, and the potential impact that census data and any formula changes have to that funding source.

MEMBER HIBBELER: Thank you.

(Pause.)

MEMBER HIBBELER: So now moving on to Section B, which is expanding training and technical assistance. Kay, sorry.

VICE CHAIR SEVEN: Before we -- oh, Kay Seven, Other Disciplines. I guess before we move

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into B is -- we don't have any mention of the reauthorization, as a group following reauthorization. I recommend that we add reauthorization or I guess a task under Strategies A, Section A, reauthorization.

MEMBER HIBBELER: Thank you, Kay. Okay, moving on to Section B. The strategy is to assist Department of Labor in planning, with a focus on youth development, and that's the Youth Work Group.

(Pause.)

VICE CHAIR SEVEN: Kay Seven, Other Disciplines. So this is under Strategy B-1, "Partner with the Secretary of Labor for implementation of Good Jobs Initiative." Does this mean that the Good Jobs Initiative has that youth focus then? I know, I guess I'm getting confused.

(Pause.)

VICE CHAIR SEVEN: Should the "Partner with the Secretary of Labor for Good Jobs Initiative" maybe a different work group or group

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that's working on that with Secretary Walsh or Jack Jackson?

MEMBER HIBBELER: Or be its own strategy?

VICE CHAIR SEVEN: Yeah, yes.

MEMBER HIBBELER: Okay. That would be my recommendation.

CHAIR QUINTANA: Patty, or Joseph Quintana, Region 6. Patty, can you do me a favor? Can you just restate what exactly was being done?

MEMBER HIBBELER: Joe, we had talked about in the last meeting about focusing on an initiative around youth? So really investing more in youth. So this was developing a plan for a focus on that youth work within DOL, and that's what, that's why we created the youth work group at that particular meeting.

So it's for the Youth Work Group to begin to outline their work around this initiative, which Winona said their first meeting's coming up on December 6th.

(Pause.)

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CHAIR QUINTANA: What are we adding?

MEMBER HIBBELER: And then we'd be adding as a new strategy to partner with the Secretary of Labor with the Good Jobs Initiative.

MEMBER WHITMAN: Winona Whitman.

CHAIR QUINTANA: The Chair recognizes Winona.

MEMBER WHITMAN: Thank you, Chair.

Winona Whitman, Region 6 Hawaii. Also, I wanted to add in my meeting with Jennifer Whitmore, in relationship to the Youth Work Group, we're looking at encouraging programs to enhance the Youth Services, which could include career pathways, apprenticeship, pre-apprenticeship, and then also looking at ways to improve outreach, simplify eligibility.

This also has to do with the case management system like GPMS, but Jennifer Whitmore will elaborate more on that during her report session tomorrow. Are there any questions?

MEMBER HIBBELER: Thank you, Winona.

We're excited about those next steps.

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CHAIR QUINTANA: The Chair recognizes Kay Seven.

VICE CHAIR SEVEN: Kay Seven, Other Disciplines. So with this, what you just mentioned Winona and the work that you're doing with Jennifer Whitmore with Department of Labor, I want to make sure that whatever we're doing doesn't have a stand-alone WIOA focus, because using the authority under 477, there's opportunity to partner with other federal agencies.

For example, Department of Agriculture, rolling out the Indian Youth Service Act, coming out with internships, summer programming for kids to work in the woods or with our national parks. So we've also got to keep in mind that there's another partner somewhere amongst the 12 agencies that we can blend money or bring money together to address, you know, this great silo implosion or do hollow implosion, address documentation of services.

Because I think anything that we do with youth is going to need partners, funding partners,

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cost-sharing endeavors outside the Department of Labor. So I want to just always keep that in mind.

CHAIR QUINTANA: Joseph Quintana, Region 6. I think what the confusion was in regards to the Good Jobs Initiative being a summit and how does that directly relate to our overall work in planning with a focus for development of the youth. Is there a way that we can tease that out more within the overall strategy, or are they one in the same? Does that make sense?

MEMBER HIBBELER: Yeah. So my thought is I'm not sure we all know enough about the Good Jobs strategy and what that looks like, but it seems like it could have a component or a focus with youth as part of it. I don't know if anybody's been to a Good Jobs summit and has that perspective.

CHAIR QUINTANA: The Chair recognizes Kay Seven.

VICE CHAIR SEVEN: Kay Seven, Other Disciplines. I would just recommend keeping, adding a new -- keep the "Partner with the Secretary of Labor for implementation of the Good Jobs

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Initiative."

Our key resource is going to be the Tribal Liaison , because we'll need to meet with him to know what's happening and how are you moving forward with this, and then have another strategy be with the youth, Youth Initiative, and then that whole line can go under that strategy.

MEMBER HIBBELER: Thank you. So we'll split those out into two separate. Next is "To assure training and technical assistance exists for adult and youth-based grantees, to effectively use the GPMS database, because we know we were adding that.

CHAIR QUINTANA: The Chair recognizes Candace Lowry.

MEMBER LOWRY: Candace Lowry, Region 3. For this strategy here, were we still -- we were talking about modules and training, and then the case managers going through a certificate program, the directors, new directors going through that director training. Because I feel like that is something that is really needed

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because, you know, with our programs it is very comprehensive.

So if we could have those module trainings and certificate levels at each point, where because it's always continuous learning. There's things changing, and it needs to be continuous and required of the staff to complete, so that there's not high turnover within our case managers.

MEMBER HIBBELER: Thank you, Candace.

Is that in itself a separate strategy? So the GPMS is one; this is another one, to create that training and technical assistance for our staff?

MEMBER LOWRY: Yes, I think it should be added.

MEMBER HIBBELER: Okay, (audio interference), uh-huh. Thank you, Candace.

MEMBER LOWRY: And also identifying a strong leader to provide those trainings, an expert that has actually worked in the field and has in field training on these issues.

CHAIR QUINTANA: The Chair recognizes

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Kay Seven.

VICE CHAIR SEVEN: Kay Seven, Other Disciplines. I know the training for case managers is real important. I remember we talked about that in June, and so what strategy is going to make that happen is the partnering with the National Association of Workforce Development Professionals. They have three vendors that help with their case management training, or are we talking to the American Indian Higher Education Consortium.

They're the tribal college that has the sort of certificate programs for vocational rehabilitation specialists, and the TCUs be a place to provide online case management training for the workforce development professional, whether you're 477 or 166. So that's what I hope we get out of that strategy. We're really thinking it through and it's going to be systemic long-term.

MEMBER HIBBELER: And would that new strategy also be the Performance and Reporting Work Group? Which work group should we assign that to?

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MEMBER LOWRY: I think it should be the Effective Management Group.

MEMBER HIBBELER: Thank you. We're assigning that to the Effective Management Work Group. Next strategy. Implement a needs assessment with input from DINAP to determine detailed needs from grantees, assigned to the Census Work Group.

(Simultaneous speaking.)

CHAIR QUINTANA: The Chair recognizes Gary Rickard.

MEMBER RICKARD: We should probably switch Strategy 2 and Strategies 3 because I think we need to do the assessment before we decide what we're going to do, and in that -- so in implementing needs assessment with input from DINAP to determine detailed needs from grantees.

I think we need the grantees to put in the information and say that they need. Too often, I think management doesn't really understand sometimes what it takes to enroll people in the program, and their case manager, you know, they

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want to try to solve the problems by management on the upper levels, when the need is the training of the staff that's doing the jobs.

As I told you last time, I've been doing case management training for over 20 years, and I've been one of two 477s, 166, TANIF, and what I find most of the times is that the case management staff has not received the training that they need to do the job, and people who have not done the job is not going to train those people as case managers.

If you guys remember, you see Davis had a big program a few years back. I went to it. It had nothing to do with what we do as case managers in employment and training, you know. So our technical assistance contract needs to provide individuals and people who can train the grantees in doing the job.

And as Candace mentioned, you know, we put people in as directors, but if they don't have the training to do the job and have that director's training, they're probably going to fail. Just

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as we put case managers in the job and they don't have the training, they're going to fail, you know.

Until we understand that technical assistance, I think, really was designed for the grantees and we keep getting reports well, so many of the grantees aren't doing the job.

Well, the turnover's so high because the executive director hasn't had the new directors training. The case manager's turnover is unbelievably high because they haven't had the right training. When we talk about going to these universities and things for the training, it didn't work with UC-Davis.

CHAIR QUINTANA: Very quickly Candace, and we'll come back to you Jacob, the Chair recognizes Athena Brown.

MS. BROWN: Gary, you're right. I think that this probably has to be -- add a new task in there Patty, and I jotted down some notes.

Just to mention that Tribal Tech will be conducting a needs assessment that we will be developing to obtain grantee input on their needs.

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So I just wanted to let everybody know that we are, we recognize that we need a needs assessment.

And then two, we need to develop a curriculum based on that needs assessment.

CHAIR QUINTANA: Thank you for that.

The Chair recognizes Candace.

MEMBER LOWRY: Candace Lowry, Region 3. So that sounds like so much what I wanted to say. So the individuals who are in these positions, I think it would be good if -- so we can have an outline from the organizations on okay, what are some of these tasks that a director needs, and have those sort of a template to go by and jot down, so that when we are looking for someone to facilitate the training, you know, everyone has everything to gather because with case management, you know, I have a booklet that I give to my new case managers, and we sit down and we do training and it's constant training because there's so many different situations that an individual can be in.

So even some scenarios, some if-then projections. But it's important to have it as a

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directive and written down in policies that you can -- that will be easily followed. So if a directive or some procedures can be also put down for the grantees, because there are a lot of struggling grantees that I've talked with that didn't realize some of the things that they need to be doing in case management, or those supportive services.

And as a director, reaching out to employers and gaining partners with the MOUs with the community colleges, workforce development. So even that training also as well, reaching out to the partners and getting MOUs.

CHAIR QUINTANA: Thank you, Candace. Jacob.

MEMBER BERNAL: Thanks. So just two moreso technical comments. I noticed that the projected deadline for this one is prior to the current term of the Council. So I was wondering if we need to revisit -- I see January of 2022 here, and then certainly glad to assist on this one through the Census Work Group, I was wondering if

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we feel like there's potentially a better synergy between this item and the scope of the Performance and Reporting Work Group.

CHAIR QUINTANA: Joseph Quintana, Region 6. Was this one we also had flipped to the Effective Management team, which is the entire, yeah, the entire group? I do also have an additional question that does follow with what Jacob was describing. Do we an idea or an estimated time on when these surveys or needs assessments will take place? The Chair recognizes Athena Brown.

MS. BROWN: I'm going to defer to B.C. EchoHawk, who works at Tribal Tech.

MS. ECHOHAWK: Thank you. So if you may remember, when we began our tenure here in our role, we actually did send out a survey. We got limited feedback, but enough to give us some idea of what folks were responding to at that time.

When we proposed a little more detailed version of that, we did encounter some suggestions for changes that were quite significant, to the

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point where we felt that as, in our role, our recommendation was we don't know that you'd have folks who would be able to take the time to respond to a questionnaire of this length, you know.

We want to hit some salient points and actually just get some initial feedback, and from there I think we could be more specific in the questions that we ask the next time, if there were a quick follow-up. You know as you guys all know, as program directors or program staff, you are constantly busy.

So we want to have something that folks will take the 15 to 20 minutes time to actually respond to, and on our 166 side that we do support significantly, I feel that it's a small enough sample at the time. I think we've told you that one of our staff members is no longer going to be with us after tomorrow. At the time I thought literally the two of us could just make phone calls.

That's how small, you know, there's 100 and what 10, 20 grantees or something? 120, oh 200. Yeah.

And still I feel that that's not so big

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that one couldn't just start making phone calls and say we've got this out here. I'll send you a link to it, you know, follow up on an email from what didn't happen to the email. So I still think that's the way to go. I mean it's not like we're talking 1,000 grants here, you know, and if you get, I would think, a 40 percent sample return, you still have some information to return suggestions from.

And if memory serves, the number one source of training that people responded to in the first survey was workforce GPS, though the actual online DOL site that's out there is what they go to the most for what their questions are, and then I'm sorry, I don't remember the follow-up ones.

But that stuck out to me because I didn't think that would have been the answer. I thought events, you know, your regional and national trainings, might have been the top response and it was not.

So we're ready to implement that, to go back to the initial questionnaire. It probably, to be perfectly frank with meetings that

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are going on, wouldn't be before the beginning of the next year though. But it could occur.

MEMBER RICKARD: Gary Rickard, Region 6. Over the last 20 years, I've probably completed training at more than, I don't know, 70-80, not only like I told you CAF (phonetic), one or two 477s, 166, and one of the things that I've always done is at the end of the training, I do a questionnaire as to how this training, you know, met their needs and what other training they would need in order to be effective in their jobs.

But I think it might be important that the Council look at the questions that you will be sending out to determine whether those questions are going to elicit the information we really need.

Thank you.

CHAIR QUINTANA: Thank you for that Gary. Joseph Quintana, Region 6. Can we make the recommendation that the Effective Management Work Group review or work alongside, work alongside you in order to develop those questions, and rather than considering just surveys, survey and

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responses, could we also consider hosting a session at the annual conference, maybe as part of an additional work group or something where we actually --

It's one thing for somebody to see it visually on the screen, but to actually have these conversations and offer some summary behind it, I talk louder than that, but to talk through some of these points and hear those responses, where we can have people in the room as notetakers I think may be also beneficial to us because there may be some things that we're losing just in clicking dots and things like that. The Chair recognizes B.C.

MS. ECHOHAWK: Yeah, we're more than happy to do that, work with whoever you assign to look at not just the questionnaire but look at possible sessions. Keep in mind during the national session in Tulsa, there was an Effective Management workshop group as well. The participation was not so significant. I mean you know, and I want to -- I want to be positive about this.

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I feel like we can market these things so that there is more participation. The people who come are reticent sometimes to make comments.

I'm not sure why that would be but maybe, you know, knowing that there is no -- there are no repercussions to responses, because I feel like that's a big hindrance to folks being forthright in how they're responding.

So if we can make sure that that's understood, we can get the participation that we need to have folks be honest about what their needs are.

CHAIR QUINTANA: Joseph Quintana, Region 6. Just really quick before we move forward. Good point. I think that sometimes as awardees, we don't want to -- we always want to talk about the successes. We never want to highlight any of the negatives in regards to maybe struggles that we're having.

So if there's a way that if it's not somebody either on the Advisory Council or not, an outside facilitator who can help push and drive

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the conversation, and if there's a way that we could better market, I think there's opportunity. Gary, did you have a point?

MEMBER RICKARD: Gary Rickard, Region 6. If you get in contact with me, I can send you the questionnaire that I've used for, you know, over the years so -- and update it. You know, a lot of the questions are pretty simple. Does your organization have standardized forms? Well, I found that in a lot of the instances each case manager designed their own forms, you know.

Do you have a policies and procedures manual for your organization? I mean a lot of these are simple things that you can do to find out, you know, and identify where problems are going to exist. No matter how good they -- the person is you hired, if they don't have right direction it's not going to go well.

CHAIR QUINTANA: Thank you for that, Gary. Patty.

MEMBER HIBBELER: So the only thing I was going to add that also might provide some good

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data that might be helpful is I believe on our evaluations at the mid, in the west and also the national conference, one of the questions is what other trainings do you recommend? What else do you need for your program to be successful?

So some of that data may already be there. It's just not shared widely, so I know Bree at the Phoenix Indian Center with all that analysis, the Planning Committee gets the data that helps you decide what sessions were popular, what do they need more of, when do you plan the next one, but Tribal Tech and this whole team doesn't see it so -- and I would say probably the same exists for the national conference.

So some of that data may be available already, rather than over-serving everyone. So the Committee as we put together for this new strategy might take some time to review all of that data first.

MEMBER RICKARD: Gary Rickard, Region 6. I know that we had -- for quite a while, we had an individual who was compiling all that data,

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and putting it into databank form, you know, where we could go and see that. I don't know whether that's been done at the last four or five or not, but I know a while ago, who was it from Texas --

FEMALE PARTICIPANT: Jim.

MEMBER RICKARD: Jim was doing that for his members for quite a while.

MEMBER HIBBELER: It's always very helpful to have that (audio interference).

MEMBER RICKARD: I have no idea either.

CHAIR QUINTANA: The Chair recognizes Kay Seven.

VICE CHAIR SEVEN: Kay Seven, Other Disciplines. I will look for the National Conference evaluation, and if I remember reading it correctly, case management was a key training request. And I think on behalf of the NAETC because, you know, we're NAETC. We should represent all grantees across the country.

Whether you're 166 or 477, one of the most interesting comments that I saw in that

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evaluation is for the 166 grantees attending the national conference, they felt like it was a 477 conference. We need to learn how to get rid of that feeling, because we just need to refer to each other as we're all Native American workforce development professionals.

That's how I'm promoting the regional coming up next week. Whether it's 166 or 477, we do the same job whether we're on a reservation or in an urban center. So I just wanted to make that comment.

MEMBER HIBBELER: I appreciate that, Kay. We're all doing the same thing and supporting each other to do it in the best way. I'm going to move on to the next one. We're almost done guys, so hang in -- hang in with me here. Chair, we might go over by a few minutes, but because I think we're getting close. I think we've got about ten minutes left. "Advise in the development and dissemination of the necessary tools, and training for a successful peer-to-peer training system."

And I think that's just what we talked

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about Candace, so we'll -- I like what you said better. We'll just adjust that one a little bit.

Next is "Increased visibility and awareness. Draft the process for approval of the Council."

(Pause.)

MEMBER HIBBELER: I honestly don't remember what that was. We had talked about it in the last meeting.

CHAIR QUINTANA: The Chair recognizes Candace Lowry.

MEMBER LOWRY: Back on this one -- Candace Lowry, Region 3. I think this was more of us going out like we're here at NCAI, and talking with our grantees, the grantees that are under us, making sure that we are reaching out to those areas. Is that the process that this one was talking about, just for clarification?

MEMBER HIBBELER: I think that's a great question, because we did talk about at the last meeting is a communication system --

MEMBER LOWRY: Right.

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MEMBER HIBBELER: About how do we report out to the grantees in our area, and we don't have that structure right now.

CHAIR QUINTANA: Really quick, before we move to Kay, Joseph Quintana, Region 6. I think that that's to the point that was being described, exactly the point that Kay just shared in regards to us not being siloed into specific 166 or 477.

Instead, we're all sharing that same message and we're also able to hear all the concerns from the people within our regions that we serve.

That we're not -- I'm not just going to hear and ask questions of 166 program just because I'm a 166 awardee. Instead, I should be hearing from both and being able to bring that back, especially if I'm hearing concerns for this particular body so we're all aware. The Chair recognizes Kay Seven.

VICE CHAIR SEVEN: All right. So I think, you know, in our strategy what we could do on this part is say okay, this is how we're going to get the news out to our community. We're going

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to do this at our regional and national conference.

We're going to do, help the 477 Tribal Work Group share information out to the 477 grantees, or have Tribal Tech, who has messaging through their newsletter which goes out to all 466 and -- 166 and 477.

We have our NINAETC social media page on Facebook. We can just remind our grantee community to read your emails and read your newsletter from Tribal Tech, and tell -- and then until maybe working out an arrangement with our webmaster for ninaetc.net. That's the California Indian Manpower Consortium is that -- where our grantee community can go find information on a regular basis.

I loved it back in the old days when Norm DeWeaver every Friday had the Friday Report. You know, maybe we need to bring back the Friday Report as a group. Who is going to be that publisher? So just ideas for this strategy.

MEMBER HIBBELER: So if I might make a recommendation, this strategy gets renamed as

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something like developing our communication system. So what does that look like within this structure?

CHAIR QUINTANA: Really quickly, Joseph Quintana, Region 6. That I think is very important for us to keep, but as you said rename and redefine. And then also can this be under, reported underneath the Effective Management team. Gary Rickard.

MEMBER RICKARD: Gary Rickard, Region 6. I like more maybe the name might be Disseminating Information from the Council. One of the things I did after our last meeting in D.C. is I put together a -- not a video but a -- hang on, because I'm old.

(Off mic discussion.)

MEMBER RICKARD: PowerPoint, there we go. I put together a PowerPoint that I presented at the, to the Board of Directors of the California Indian Manpower to the grantee region, and that way we, I was able to disseminate the information to the people in my area.

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MEMBER HIBBELER: Thank you, Gary.

MEMBER EDMO: I have a comment. Lorraine Edmo, Region 4. I think this area, you know, whether we have it as increased visibility and awareness, our communication would be a good place to add the work of Jack Jackson and the Intergovernmental. His position, you know, that the Council should work more or guide or work with the new intergovernmental liaison, to see how we can coordinate our efforts and reach out to other agencies to increase the visibility of the Council.

CHAIR QUINTANA: Joseph Quintana, Region 6. Just to add to that point, either him as active responsibility, or him as a resource. I think that's a great point that was shared. The Chair recognizes Candace Lowry.

MEMBER LOWRY: Candace Lowry, Region 3. So in 4, getting out the information, do we have a listserv that's already in place for each region? You know, because if we're doing something good in Region 3 and we want to broadcast that out to Region 6 and let them know what we're

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doing, do we have a listserv in place or could that be put in place and sent to us, of all the grantees by region?

CHAIR QUINTANA: The Chair recognizes B.C. EchoHawk.

MS. ECHOHAWK: Thank you. We do have a listserv. I'd have to double-check and see if it's broken down in regions. It actually may be, but if it's not we certainly can do that for you.

CHAIR QUINTANA: Thank you for that. If there's nothing further on this, Patty.

MEMBER HIBBELER: Okay, two more guys. "Build out the expertise of the Council by adding topic experts to the work groups," which I think some of the work groups are already doing, so any edits to that one?

And the last one was from a conversation we had about beginning to create some sort of a campaign, some sort of messaging to our programs about focusing also on middle income, because most of our work has been with the hardest to serve.

So there was a lot of discussion around that

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particular topic in the meeting.

MEMBER RICKARD: Gary Rickard, Region 6.

CHAIR QUINTANA: The Chair recognizes Gary.

MEMBER RICKARD: It's not a big deal, but I think I would rather change the name instead of create a focus on middle, moving people to middle income to -- I would rather say "self-sufficiency," because that's what in the, in the law.

CHAIR QUINTANA: Chair recognizes Candace Lowry.

MEMBER LOWRY: Candace Lowry, Region 3. So self-sufficiency and unsubsidized income, I think, would be better.

CHAIR QUINTANA: The Chair recognizes Kay Seven.

VICE CHAIR SEVEN: Kay Seven, Other Disciplines. I'd like to get away from statutory language. Why don't we talk about building wealth of Native individuals across the country? Just building wealth, you know. They say it takes seven

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generations to build wealth. I've always wondered, you know, when's that going to happen?

We need to start today. I wonder with the Cobell scholarship, you know. Some families have only been moved up to middle income brackets just within the last decade, and those children are eligible for a Cobell scholarship because their financial need is not like those that are from socioeconomically disadvantaged families. And so how is it that you build equity, build equity and building wealth for Tribal Nations?

CHAIR QUINTANA: Thank you, Kay. Joseph Quintana, Region 6. One quick addition, wondering if the determined specific messaging responsibility can be both Performance and Reporting and the Effective Management Work Group?

I think we can utilize both for their expertise.

I think if it gets specific, we'll be working alongside the performance and reporting, but overall the effective management team I think could help lead and guide this, and I think overall, going back to the conversation that had been started by

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Candace and continued by Kay, I would just suggest that wording could continue to be --

It's okay to be general, because I think if we pigeonhole ourselves to certain things unless outright we need to be as specific as possible, wondering if we can keep it general just in this specific purpose. But does anybody else have any comments or discussion in regards to that? If not, Patty.

MEMBER HIBBELER: Yeah. I think that's, that makes sense. As we reach the end of this, I think that's everything that we put together. From what I've heard today and kind of remember at our last meeting, do we want to add a strategy that focuses on developing a mail campaign, whatever we call it, that letter of awareness of who we are, what we're doing and here's our strategies to get there?

We talked about sending that to NCAI, but there are probably other national organizations we should be getting the word out to. So we could add that as our last strategy,

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if that makes sense.

CHAIR QUINTANA: Chair recognizes Kay Seven.

VICE CHAIR SEVEN: I guess -- Kay Seven, Other Disciplines. I wonder what the existing strategies that we have, where we're going to build our awareness, the one we're on expand right now?

MEMBER HIBBELER: I think the one you might be thinking about is the one where we're going to bring in speakers from the federal departments. Is that --

VICE CHAIR SEVEN: Oh visibility, increased visibility and awareness, yeah. Yeah, that would be a good one. I think we need a good list of where we're going to send our letter to and our strategic plan. NCAI was one of them. Secretary Walsh was the other one, and then so forth. Yeah, building that list together would be good.

MEMBER WALDRON: Chairman?

CHAIR QUINTANA: The Chair recognizes

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Darrell.

MEMBER WALDRON: Just more of a comment, I guess, towards the Chair. So as you all, multiple of us have been on this advisory board for many years, we basically have two meetings a year and sometimes we get in three. And so I guess with all that being said in this document here that we did, and it looks like we're going to have another meeting in April, and then this following month that go by, we're going to start looking at new advisory council members.

So who does all of this go to, and should we be really condensing this into some really serious bullets and sending them directly to the Secretary, because if we can't get four meetings in a year to really carry these type of initiatives out, which by the way there's some tremendously good work in here, how are we going to get it to a point where we are the advisors for the Secretary, and maybe some should be directed to him, and then maybe have him disseminate who it goes to, who will work with us.

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But we are running out of time. This is our second meeting this year, and then we're going to have the next one in April, and I don't know what's going to happen in the months following.

CHAIR QUINTANA: Thank you. Thank you, Darrell. I think an important comment to hear. The Chair recognizes Athena Brown.

MS. BROWN: Thank you, Darrell. I know that this Committee works within the confines of the Federal Advisory Committee Act, but each and every one of the members have responsibility for reporting to their individual communities and grantee stakeholders. All of these meetings are public meetings.

So I think, you know, having the Council work out a process for communicating better or sending out information to their, to their respective members of the public is a separate process than the Council actually making formal recommendations to the Secretary of Labor.

So if you keep those two tasks separate,

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I think that this Council can figure out a way to better communicate all of these initiatives across federal agencies, with other outside Indian organizations and with the public in general.

CHAIR QUINTANA: Thank you for that, Athena. The Chair recognizes Kay Seven.

VICE CHAIR SEVEN: Kay Seven, Other Disciplines. This might be a good time under, you know, strengthen our infrastructure, where we decide in the next six month period how we want to keep that communication loop intact, knowing that maybe when we are at the end of our reports for Effective Management, Census and Youth, that we know that you plan to maybe meet at least two to three times between now and April 1st, and that the executive committee or maybe the Effective Management Work Group as a whole is meeting by the end of March, early April.

Because then when we go, if NAETC is going to be meet during the national conference, we have a report to share with the grantee community. We have a report to share amongst each

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other about where we're at and how, what progress we've made on our plan.

MEMBER HIBBELER: Yeah, I think that's a really good point Kay, because the work groups should be meeting and can be meeting outside of our scheduled meetings twice a year. So that's what moves the work forward and gets it prepared for being put in front of this Council and looking at those recommendations.

CHAIR QUINTANA: The Chair recognizes Athena Brown.

MS. BROWN: Excellent point Patty, and just a reminder. The work groups make recommendations to the full Council, and so yeah, so work groups can really meet any time they decide to meet. Just make sure that you include DINAP, so that we can assign staff to also work with the work groups and each other. There's staff assigned to work with each member of those work groups.

MEMBER HIBBELER: Thank you for that reminder Athena.

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MEMBER WALDRON: Sorry Chairman.

CHAIR QUINTANA: The Chair recognizes Darrell.

MEMBER WALDRON: Just one more comment, backing up a little bit to the competition, because I thought that the word "competition" had been officially removed. I understand it's on the table, but that we should be putting forth resolutions consistently to the Secretary's office on that, so that we can keep that interface. Thanks.

MEMBER HIBBELER: Thank you, Darrell.

So I'd just like everybody to look at the list on the last page. Make sure that is correct. We want to make sure we're reflecting you in the appropriate work group and if there is a Council member that for some reason didn't get on a work group, let me know which one you would like to serve on and we'll make sure that your name gets there.

So that's complete, the strategic plan.

Chair, I'm going to make a recommendation that

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I use tonight to kind of clean this up, bring it back tomorrow afternoon. Do we think we might be prepared to get approval on a final draft tomorrow?

FEMALE PARTICIPANT: Winona Whitman has a raised hand.

CHAIR QUINTANA: The Chair recognizes Winona Whitman.

MS. WHITMAN: Thank you. To the Youth Work Group, I would like to add two names: Tara Androtti and Rosemary Reano, R-E-A-N-O. I can also put that in the chat.

(Pause.)

MEMBER WALDRON: Your volume's gone dead again.

CHAIR QUINTANA: Joseph Quintana, Region 6. I think this -- are there any questions or comments in regards to what was just shared by Patty, her being able to take the edits and being able to make those changes going into tomorrow, with the idea that we then review and accept at that point?

MEMBER WALDRON: So is that accept the

final draft, or actually accept the document and move it forward? I was a little -- because she had said "draft" Joe.

CHAIR QUINTANA: Joseph Quintana, Region 6. Thank you, Darrell. Good to -- good for us to confirm. This would be us reviewing the document tomorrow and taking that as a final draft, and then moving forward from there? It's still a draft until we formally approve. The document will be updated and shared electronically in your emails, or you will have a draft and a physical document tomorrow morning.

(No response.)

CHAIR QUINTANA: No other comments? Then we'll look forward to the edited version that you'll send later this evening or we'll have available tomorrow morning. Thank you, Patty. You all are about a little over ten minutes, 15 minutes behind. We need a break. We were going to go ahead and start our break now. It's going to be a 15 minute. It's eleven o'clock. We'll be returning at 11:15 on the dot. Thank you.

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(Whereupon, the above-entitled matter went off the record at 11:00 a.m. and resumed at 11:15 a.m.)

CHAIR QUINTANA: Thank you everyone, thank you B.C. We're calling the meeting back to order at 11:15. This next item on the agenda is a report out in regards to the National Indian and Native American Employment and Training conference, the Regional and National Conference Updates. This will be led by both Kay Seven and Darrell Waldron. We're going to start with Kay Seven.

VICE CHAIR SEVEN: All right. Kay Seven, Other Disciplines. So since last November, the Western Region Executive Team has been planning for Phoenix this whole last year. We started announcing this in December and next week, November 7th through 11th, is our Western Region 166-477 event.

We're at the Hila River Indian Community property, Wild Horse Pass Resort and Casino. As of last week, we had a little over 300

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attendees registered to attend. We sold out the hotel, we have an overflow hotel. We have exciting, an exciting agenda set up from Tuesday through Thursday.

On Tuesday, we brought in D.J. Vanas to be our keynote speaker, and the reason why we selected D.J. Vanas is that we've come out of a pandemic, and while we were in that pandemic, we were in our community still serving our community.

So he recently published a book called "The Warrior Within."

So the intent is we'll bring in D.J., and he'll help us restore, rejuvenate, reinspire our energy and find that warrior within and continue the good work that we're doing here in Indian country as workforce development professionals.

On Tuesday or Wednesday, we're bringing in Ian Record. Ian Record formerly was with the National Congress of American Indians and is now a consultant, and working doing contract work with the Northwest Area Foundation, and still has his

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focus on tribal workforce development.

I spoke with Ian last week and I'm really excited. He's coming to our event because there's a lot of great work that we could be doing in Indian country. I think as this group, it would be great if there was an organization, there was research, there was data that could say in Indian country, these are the top three industry sectors important to tribal communities or Tribal Nations, and that we can say this because there's a good understanding of what the need is throughout Indian country and tribal leaders attending like a National Congress of American Indians.

I had to ask the question, what are our three top industries, and what are our in demand occupations and which institutions are going prepare that work for us for those positions. So Ian's going to let us know what he's up with that, and then on Thursday morning, we have a cute little entrepreneur, 12 years old, who has a business on his Pueblo Indian in New Mexico.

I understand he's a real character,

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really does a good job at presenting to the community. So we need to promote entrepreneurship, and so that is our presenter on Thursday morning. We have a good, a good section of workshops for the 166 and 477 staff member, plus we have some good stand-alone or universal topics that our participants will do.

The Hila River is awesome. We're going to do an awesome cultural activity on Tuesday night at their museum. We have a nice banquet set up on Wednesday. We're going to also have some dancing after the banquet. Have you ever heard of Silent Disco? We're doing that that evening.

So I look forward to wearing lights and earphones and singing while no one can listen to me sing, and just dance my heart out.

So we have a good week. That's the Western Region coming up next week, and one exciting thing is we were really impressed with the Cherokee helping at our National Conference with the evaluation process. Their IT Department uses this platform where we were able to use QR

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codes, where people could do their evaluation.

I reached out to the Cherokee Nation and I said can you please help us for our Western?

Can we use your QR code process and they said yes, and California Indian Manpower Consortium has agreed to staff, to be the administrator of the platform that we'll use for our evaluation process.

So with the national conference, we got our evaluation results back within two weeks. So I'm really excited for the Cherokee Nation and thank you for bringing us into the 21st century. Thank you.

CHAIR QUINTANA: Thank you Kay for that. Joseph Quintana, Region 6. Kay also mentioned of the Silent Disco, no cellphones and no photos allowed, right? Any evidence out there.

But moving on, thank you for that. The Chair recognizes Darrell Waldron.

MEMBER WALDRON: Thank you. I was a product of disco. I never heard of silent disco.

That looks kind of and sounds exciting. So is it without music or --

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CHAIR QUINTANA: The Chair recognizes Kay Seven.

VICE CHAIR SEVEN: Darrell, we'll be wearing earphones and so we hear the music playing through the earphones.

MEMBER WALDRON: Oh cool.

VICE CHAIR SEVEN: And it's really lit up, I guess, so there's -- one of our committee members went a silent disco in Texas and said it was a lot of fun, and there's a vendor in the Phoenix area that does it. So we're renting 100 earphones for 100 live bodies to be out there dancing so --

MEMBER WALDRON: Outstanding, sounds cool. So I won't be too long. So we are excited about the conference coming in April. We had our Myrtle Beach conference and we did a couple different twists on some workshops, which were very well attended.

One of them was on Managing Your Office, which had quite a few folks in it. It was like probably no chair left on the first session. It was pretty well attended, and we did some

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role-playing with directors of the program, where clients come from and some of those interviews and where, you know, the caseworker has to respond.

We created some pretty exciting ones, but that were real. We had one that was, you know, was jonesing on drugs and just kept chasing the check, chasing the money, chasing, chasing, chasing and how the caseworker needs to deal with it. So most of those workshops were well-attended, so they'll be duplicated.

We're in the process of forming a formal relationship with the Secretary of Labor for the state program in Rhode Island, and duplicating some of those assets out throughout our regions, and we hope to have presentations done on that. We have been receiving some requests from grantees.

A lot of it is around spending their dollars, managing their programs, so we're kind of excited.

There are 22 different tribes in our area, and we're looking at some pretty fancy cultural activities at night and during the day.

We do want to get a very serious twist on the

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conference with opportunities. We are seeing in our regions a lot of free training, whereas what do you do when there's so much free training.

So we're trying to form these relationships now, which could be added dollars without us managing them for our clients. We're hooking up with the community colleges. That would be also presentations done, is how can you get that type of stuff typed right into your organization or your tribal group?

So and there will also be some new funding opportunities. The ICRA Off Reservation Program we are a pilot, and it's working with Andrew, who used to be one of the chiefs in the DINAP program. We have a good-sized pilot program on prevention by Indian Child Welfare. So we're going to have them at the conference, doing a presentation on how to access those funds.

Our urban-based Indian health program in New York City has grown quite a bit, and its relationship is related to the census data. So I know how important that topic is, and so we're

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looking at that as being a new funding source. So we're kind of excited. It's a little bit early in the game. We haven't started soliciting too many private dollars and support yet, although Foxwoods Resort Casino will be, you know, probably our key donors.

So we're excited about the conference.

There's about 400 rooms, that's all we could get from them at the government rate. I suggest people get their space early. There are several overflows in the immediate areas, as well as a couple of different hotels that are inside of a casino.

We are in the Fox Tower, which is -- I think it's 45 of 50 floors. We don't have to go far for our workshops; the workshops are all kind of collected in one central area in this massive space down there, and people can get around really easy. Everything is well signed. It's a little bit of a transport from the airport to the casino. We're working on that. It's probably about a 45 minute ride.

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There are some laws in Rhode Island around casinos having bus trips, ports go from the airport. So that's a project that's on our table.

But there is so much going on, guys, with acquisition of funds, partnerships, some of the technical institutes, the matching Indian dollars.

So if you put 4,000, 5,000 dollars down on a client for training, they pick up the other four or five thousand dollars, and that stuff there we want to present.

So we're excited. We are moving into the land of opportunity for a short period. We are hearing rustles that the next Congress coming into place may be a little bit different. So it's time to build those partnerships and bridges, and we want to have a good thrust on building partnerships. So we hope to have those workshops that are new and exciting.

CHAIR QUINTANA: Thank you very much.

Thank you both. I think I echo what the sentiment is, is that we're very much looking forward to both the Western Regional and then of course the

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National Conference at Foxwoods. So thank you all for the work that you all are doing. Does anybody have any questions for either Kay or Darrell at this point? The Chair recognizes Kay.

VICE CHAIR SEVEN: Kay Seven. Just as an FYI, the 477 or the NINAETC Planning Committee will be having a workshop on Thursday afternoon at 10:30 to 12:00, and we welcome the grantee community to come in and participate with our planning meeting. We're getting ready to set our date for like registration, years of service, workshop proposals and so forth. But we're meeting next week.

CHAIR QUINTANA: Thank you for that.

Any other questions or comments?

MEMBER EDMO: Yes, I have a question.

CHAIR QUINTANA: The Chair recognizes Lorraine.

MEMBER EDMO: Lorraine Edmo, Region 4.

Darrell, does our Council meet like the first couple of days of the National Conference, or how is that woven in, our meeting?

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MEMBER WALDRON: So you're talking the advisory board meetings?

MEMBER EDMO: Yes.

MEMBER WALDRON: Yeah. So that will be woven in. Probably we'll discuss that with Joe and Athena. I know the *Federal Register* has got to go out and the process is there. But the intention is to meet at a convenient time so we can maximize, you know, folks coming in on the meeting. But yes, the short answer is yes.

CHAIR QUINTANA: Thank you for that Darrell. Any other questions or comments? The Chair recognizes Athena Brown.

MS. BROWN: So now is the time to start thinking about topics for the Council agenda, and any invited guests that you want to present to the Council, so that we could start working on the agenda in advance of that meeting coming up, concert with NINAETC.

And making sure that Kim is aware of the agenda topics as well, so that if there's any folks from Department of Labor that we need to

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address, that we give them out advance notice and put it on their calendars, because senior staff are always really busy. So we like to have advance notice. Thank you.

MEMBER WALDRON: Joe?

CHAIR QUINTANA: The Chair recognizes Darrell.

MEMBER WALDRON: Athena, so if I want to invite Kim, do I work that out through you for the conference in April?

MS. BROWN: Yes.

MEMBER WALDRON: Thank you.

CHAIR QUINTANA: Any other questions or comments to share?

(No response.)

CHAIR QUINTANA: Any other names that we should consider for agenda item? The Chair recognizes Gary.

MEMBER RICKARD: Gary Rickard, Region 6, and Darrell, I think we should also invite Marty.

MEMBER WALDRON: Yes.

MEMBER RICKARD: So I don't know if

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he'll be able to make it but, you know, we need to at least send him a formal invitation.

CHAIR QUINTANA: The Chair recognizes Darrell.

MEMBER WALDRON: Yes. So there have been some changes in his, you know, folks. But yeah, we started working on that on Thursday. I put a phone call in just to begin to see the availability. So yes, he's on the agenda, but it's going to be done more officially.

CHAIR QUINTANA: The Chair recognizes Gary.

MEMBER RICKARD: And I also think we should invite Athena.

MEMBER WALDRON: We have a zip line that goes from one tower 45 stories off the ground to another tower that's about the same, and I would love to get a film of Athena setting in that zip line going across the sky.

CHAIR QUINTANA: They'll call it "Swinging into Retirement."

MEMBER WALDRON: Yes, yes. We'll do

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a little movie, but we've definitely got to have her there to be holding a special place.

CHAIR QUINTANA: She wants to make note that she is scared of heights.

MEMBER WALDRON: We can blindfold her.

CHAIR QUINTANA: The Chair recognizes Kay Seven.

VICE CHAIR SEVEN: Kay Seven. So I think we really -- I would like to see on our agenda maybe a presentation from the White House. They have that White House group on Intergovernmental Affairs. It's good to hear from the White House perspective what they're hearing in terms of working with the federal agencies and tribal leader groups, because they're having their Tribal Nations event coming up in early December on the importance of workforce with Tribal Nations.

Something from that level would a good thing to hear from the White House if available, and if not I think we should arrange for maybe a video, a pre-recorded video that we could watch during our meeting or during our National

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Conference. I think that would be a good thing to have.

CHAIR QUINTANA: The Chair recognizes Lorraine.

MEMBER EDMO: Thank you, Lorraine Edmo, Region 4. I would also like to recommend that we invite somebody from the, possibly from the American Indian Higher Education Consortium, since we're talking about trying to reach out to them for any opportunities they might have for case management training, see if any of the tribal colleges are actually --

I think Kay did mention one, but see if they are doing case management training and they do have an office in Virginia, the American Indian Higher Education Office there. I think Carrie Billy is still the CEO, and so she would -- either she or one of her staff members, and oh let's see.

I was thinking of somebody else. It will come to me in a minute. I'm getting old too.

So but that's one recommendation, and I'll think of the other in a few minutes. Thanks.

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MEMBER WALDRON: Thank you both for your comments. I'll work on those. We have been having discussions about creating an inter-tribal Indian college in our area with a couple of the Ivy Leagues and the state colleges too, so thank you very much.

CHAIR QUINTANA: The Chair recognizes Candace Lowry.

MEMBER LOWRY: Candace Lowry, Region 3. Has anyone reached out to the Governor's Interstate Indian Council, seeking information from them, because they bring up issues from all the states and they're appointed by the governor in the state for those issues, because they have -- they have sort of a large group and I do have the directory also. But they are, they are a good group to also reach out and see what some issues are that are happening in the community.

MEMBER WALDRON: Actually as you remember from our regional meetings, we're going to start putting together regional calls between one another, between you know, some time in the

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very near future and the conference. So you guys are definitely on our list, Candace. Thank you.

CHAIR QUINTANA: Joseph Quintana, Region 6. I'm also wondering, I know that it was mentioned about AIHEC, but could we also consider.

I know previously we've had a representative from Bureau of Indian Education, but it may be an opportune time thinking that having a representative attend that April session.

And then also I know we've had representation from the Bureau of the Interior in the past, which has been tremendous. But could we also send an invitation out to Secretary Holland? If not for the April meeting and potentially in D.C., when we go back to D.C.? That can also be something to consider as well.

MEMBER WALDRON: Absolutely, Joe. In fact, I was on the phone with the BIA on Friday, about them opening up a new -- they're interested in opening up a new eastern office, and we just acquired a new building and we're trying to get them in. So you know, but definitely we can do

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all attempts to do that.

There are some very exciting things that they're doing with off reservation programming at the BIA that we've been fortunate to have (audio interference). But great idea, hopefully they'll -- if we can get them in the Rhode Island office, they would definitely be at the conference.

CHAIR QUINTANA: Thank you for that.

Any other questions, comments, either to share with Kay or Darrell?

(No response.)

CHAIR QUINTANA: Anybody online?

(No response.)

CHAIR QUINTANA: If nothing more, then we will go ahead and break for lunch. The time is now 11:36. We originally were scheduled from 12:00 to 1:30. We'll continue to stay on that schedule, so please return by 1:30 and we'll start promptly. Thank you all.

(Pause.)

MALE PARTICIPANT: Kim Vitelli is

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coming in after lunch?

CHAIR QUINTANA: Hi, this is Joseph Quintana. Kim is here and she was actually scheduled for 2:30. So she'll be here from 2:30 to 3:00. We will have one, I believe one slight change. 1:30 to 2:30 we initially had Jack Johnson, who will be here, but we anticipate that his presentation will not take the full entire hour.

So we will have a representation, representative of the Udall Foundation. Her name is Lauren Cordova, who will share some information in regards to the Udall Foundation.

So I just want to make that slight adjustment so everybody's prepared. So see everybody at 1:30.

MEMBER WALDRON: Thank you. What a cool name, Cordova.

(Whereupon, the above-entitled matter went off the record at 11:36 a.m. and resumed at 1:30 p.m.)

CHAIR QUINTANA: Welcome back

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everyone. We're going to go ahead and get started.

It's 1:30. We're going to start with our afternoon session with our first item on the agenda, which is an update on White House Initiatives and Other Issues by Mr. Jack Johnson, Jr., who is the Tribal Liaison .

He also -- Jackson, I'm sorry, Jack Jackson, Jr. He's the Tribal Liaison . He also represents the Office of Congressional and Intergovernmental Affairs. Mr. Jackson is joining us via Zoom. Jack, are you there?

MR. JACKSON: I'm here, hello.

CHAIR QUINTANA: Thank you, Jack.

MR. JACKSON: Let me sort of turn up my volume a little bit here. All right. Can you all hear me okay?

CHAIR QUINTANA: Yes, we can.

MR. JACKSON: Wonderful. So thank you all for allowing me to be on your agenda this afternoon. Special thanks to Athena Brown for always reaching out and including me in these important meetings. It is my pleasure to be now

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serving as the Tribal Liaison here at Department of Labor in our Office of Congressional and Intergovernmental Affairs. I've been at this post since April, so going on seven months now.

And you know they say it takes about six-seven months to finally feel comfortable enough to know what you're doing and where you're headed. So I feel like I've got some good momentum under my wings and certainly hope to be able to continue in my role and capacity as the Tribal Liaison for the Department of Labor.

I just wanted to update you all on a couple of initiatives that the Department of Labor has been working on behalf of Tribal Nations. Most recently, I spent a lot of time in submitting the Department of Labor's Tribal Consultation Progress Report for this year, following up on what was reported to the Office of Management and Budget last year.

There were a number of programs and initiatives that Department of Labor has been doing, has been working on, as laid out by the

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Office of the President and Vice President. And so spent a lot of time in reaching out to our agencies at DOL and getting updates from them on some of the significant work that they have done in regards to outreach and engagement with tribes.

So all of that was compiled, updated.

We had a deadline of this past Tuesday, so some significant time was used in getting all that prepared and I'm happy to say that that was submitted on time. In that report, as I stated earlier, we are tasked with updating the Department of Labor's Plan of Action for outreach with tribes.

And so there are a number of updates to that, including updating our own tribal consultation policy. We plan on getting that update updated, and this was a policy that was provided in 2012. So we continue to look at ways to improve it, to update it and our goal is to get that out the door by the end of next year. So a lot of work needs to happen in order to ensure that we're hitting all of our targets and the things that we are hoping to do.

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You know, and all of that, of course, takes place by working with our agencies here at DOL, including ETA, OSHA, ODEP, which is the Office of Disability and Employment Policy, our Office of Federal Contract Compliance Programs, Office of Workers Compensation Programs, the Veterans Employment and Training Service, our Mine Safety and Health Administration, Wage and Hour and our Women's Bureau.

So my job is to continue to meet with those folks, to see what they're doing in regards to outreach to tribes and engagement, and to also plan ahead to see what might -- what more might take place in order to ensure that our Tribal Nations and tribal communities are being listened to and met with.

The progress report also includes the, some of the important tribal consultations and listening sessions that many of these sub-agencies have conducted over the last year since 2001. Just listing the, some of the consultations that happen, the meetings that some of our agencies had with

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Indian tribes.

So there's a whole list of activities that happen, and I believe at some point maybe you will get a copy of that progress report. I'm very, I'm very happy about it. Again, a lot of work went into it, just ensuring that we're, you know, we're all working together to do outreach with Tribal Nations.

Something I really wanted to point out was our Women's Bureau. They are really looking at this coming year in a really progressive way. They've been talking with some of their Congressional members and their staff to learn how they could begin to increase outreach to tribal communities.

So they're looking ahead for ways to learn from tribal communities about the challenges of gender-based violence and harassment, which we all know has a disproportionate impact on Native women, which of course gives rise to efforts -- which gives rise to the missing and murdered indigenous women

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problem that we all know about.

So I'm really happy. I look forward to working with them on some of these efforts. So those are just some of the things that are reported again in our 2022 Tribal Consultation Progress Report. I'll go ahead and answer any questions you might have on that before I move on, if you want to do that.

CHAIR QUINTANA: This is Joseph Quintana, Region 6. At this particular time, we'll just have you continue and we'll follow up with questions and discussion at the end of your presentation.

MR. JACKSON: Great, thank you. The next thing I want to move on to is of course now that the Tribal Nation Summit has been announced for November 30th and December 1st, a lot of effort has been happening with the various agencies in Washington, in making sure that these agencies are working on deliverables that can be announced at that Tribal Nations Summit.

Department of Labor has been involved

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in many of those initiatives. Some of the bigger ones that we've been working on with other agencies is the tribal treaty rights. The Department of Labor joined a number of agencies on tribal treaty rights in 2001. This year, we've been working with about 17 agencies to update that MOA.

We're working on new guidance that will assist federal field staff in integrating the consideration of tribal treaty and reserve rights into agency decision-making processes. So that work is happening. If it continues and that announcement will be made during the Tribal Nations Summit.

Another big initiative that Labor has been working on is the Electric Vehicle Initiative for Indian Country. That EV Initiative for Indian country will ensure that Tribal Nations are part of the EV future of the country, that federal resources for EV development are equitably shared and approved and supportive of tribal economies, and that physical build-out of the National EV Network includes tribal lands.

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I have been working pretty closely with Kim Vitelli from our ETA in getting some really good language in that initiative. All of that will be rolled out again during the Tribal Nation Summit. Let's see. There also an Indian Energy Transition Initiative, where the Department of Energy is launching a new interagency initiative to support tribes transitioning from non-renewable to renewable energy development.

That initiative will be supported by Interior, Transportation, Agriculture, Education and Labor. All of that will be rolled out again and at the Tribal Nations Summit, and of course the new MOA on the 477 program. A lot of work went into that, to trying to get that signed. The next step for some of our agencies, including Labor, will be to develop guidance to assist tribes in taking advantage of the new 477 MOA.

Department of Labor, Education and Interior will be working on that guidance, and that initiative of course will also announced at the Tribal Nations Summit.

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Lastly, the Department of Labor is joining 12 additional agencies on expanding and implementing the Native Languages MOA, which was also signed last year. So a lot of leg work went into that to ensure that we get the Secretary's signature on that. So I believe that what that will do moving forward is strengthening Native languages and cultures by, you know, all the agencies that have signed on to it. We're working to ensure that that happens.

There's going to be a report that agencies will be all working on, that will propose a framework for a ten-year national plan on Native language revitalization. So a lot of inter-agency collaboration is happening on many of these initiatives that were proposed by the White House.

Department of Labor continues to be part of that.

Another initiative that Labor is working on is with the Department of Transportation. Let me see if I could bring that up here. That is looking at language to revise the Department of Transportation's, let's see

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here, FY '23 programs, looking at an opportunity to provide language that did not make it into the FY '22 FOA.

What we've been working on with Transportation is language that would more directly encourage transportation investment in workforce development, especially supportive services, incentivizing and asking for data on performance on workforce equity, clarifying populations of interest and definitions so we are all-inclusive, and expanding the definition of supportive services to include housing.

Of course, a part of my efforts and responsibilities are to ensure that tribes, Tribal governments are part of those definitions and inclusion. So those are ongoing efforts that Labor is engaged in with Department of Transportation at the moment.

And then lastly, I'm happy to announce that I've been working on our first ever Tribal newsletter that will come out of OCIA. My plan is to get that out hopefully next week. We're

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waiting on a couple of press releases from the White House on the National Native American Heritage Month coming up starting in November.

So I'm excited that that would go directly out to all of our tribes, just to keep tribes updated on initiatives and stuff coming out of Department of Labor like grant opportunities and so that is something I've been working on for a while, and so hope to be able to get that out in the next couple of weeks.

And I believe that's all I have at the moment, so if there are any questions, I'll be happy to take those.

CHAIR QUINTANA: Thank you, Jack. This is Joseph Quintana, Region 6. I appreciate your summary. I think, I think as we have this morning talked about our strategic plan and restructuring that draft, your work in being able to assist us in building out our relationships is going to be integral, I think, to our success long term.

But we also have to make sure that we're

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supporting you and understanding what, what we see as priorities for this particular body. So we will definitely be in continued contact. Are there any other questions, comments from any of the other Council members? Yes, Lorraine. The Chair recognizes Lorraine.

(Pause.)

MEMBER EDMO: Good afternoon, Jack.  
Good to see you again.

MR. JACKSON: Hi Lorraine. Always good to see you.

MEMBER EDMO: I just wanted to find out about the consultation report that you talked about pulling together. Is that in preparation for the Tribal Leaders Summit that's going to be held later, or are we able to get like an electronic version of it?

MR. JACKSON: Yes, I believe that is something that will be made public. That was just submitted OMB this past Tuesday, and I will have to give guidance on where, you know, where that can go outside of OMB. But certainly hopefully

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we'd be happy to share it with you all. There's some really good information in there. It really provides a great sense, a great report on what DOL has been doing over the last year, and again looking forward to what we can do in the next fiscal year. So I will get back to you on that.

MEMBER EDMO: All right, thanks.

CHAIR QUINTANA: The Chair recognizes Gary.

MEMBER RICKARD: Gary Rickard, Region 6. Thank you for being here today, Mr. Jackson. My question is how could we make sure that everyone on this Council has an opportunity to receive your newsletter?

MR. JACKSON: I will work with Athena on that and once we get that, I guess everybody's emails, I'll include you on that email listserv.

CHAIR QUINTANA: The Chair recognizes Patty.

MEMBER HIBBELER: Good afternoon, Jack. Patty Hibbeler here.

MR. JACKSON: Hey Patty.

MEMBER HIBBELER: Hi. So I wanted to do just a brief follow-up about the Good Jobs Initiative and Summit, just to see if you have any updates on any of that planning. And then also we're wondering if we might be able to get an agenda from a previous summit that might give us some idea of what happens and to advise on different speakers and parts of that as you put that together.

MR. JACKSON: Yes. I believe most of you were there when Secretary Walsh, when you guys met in Washington and Secretary Walsh had an opportunity to comment and talk to you all. There he mentioned the Good Jobs Summit that happened the day before you all met.

A lot of excitement that happened in the building that day, and so the Secretary has mentioned what that Good Jobs Summit focused in on and, you know, you all heard that he wanted to ensure that Tribal governments were a part of this, and talked -- and did mention a Good Jobs gathering of sorts for tribes.

So with that, a number of folks at Labor

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began to look at all of this a little bit more closer. I know that the Good Jobs Summit that happened for -- the big Good Jobs Summit took a lot of effort by a lot of folks over several months to pull all that together, making sure that they were talking with the right folks, that they were inviting the right people from state and federal government.

So we kind of used that lens to think about how we might pull together a convening for tribes, and a number of us in the building started to reach out to various tribes to talk a little bit more about them, about what they do in ensuring that their specific projects, you know, that they were using some Good Jobs strategies like registered apprenticeship programs or project labor agreements.

And particularly, we were looking at the use of these Good Jobs strategies in the infrastructure space. We did have some great conversations with the Navajo Nation, and then we also had great conversations with the

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International Union of Painters and Allied Trades from Seattle. They do a lot of work with tribes in that region.

And so we're still, still working on this. We want to be able to talk with a number of other tribes to really find out how they're working in perhaps using some of these Good Jobs strategies. What we plan on doing is highlighting all of these at a convening of some sort. I don't know whether that's going to be a half a day convening or a full day convening.

We're really looking at using the Tribal Nations Summit as perhaps piggybacking off of that gathering to do this particular summit.

But there was a lot of work that still needs to happen. The White House is, you know, holding close to those two days. So we weren't able to pull anything together.

But it's still on our radar screen. We hope to be able to do something, a convening next year hopefully towards the beginning of the year. So I would just ask you all to stay tuned

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on this. So it's something that the Secretary is committed to and our office is committed to, and a lot of folks at Labor have been working on it as well.

CHAIR QUINTANA: Thank you for that Jack. Before we move to Candace and then Kay, this is Joseph Quintana, Region 6. Just to follow up to Patty's point, as we start to prepare for the White House Summit, is this a good opportune time to at least start building that conversation and building up the interest within those tribal leaders, and talking through issues or concerns that they might have, or building support on the overall Good Jobs Summit going into next year as you described?

Also, I don't know. You don't have to answer now, but how can this particular body support that work in order -- I know you said it takes, it's a great deal, it's a big lift and it does require a lot of different pieces but think through how we can provide resources or be supportive of you. The Chair recognizes Candace

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Lowry.

MEMBER LOWRY: Hi, Candace Lowry, Region 3. I'm a member of the Lumbee tribe. Good afternoon, Jack. So I have a question about the electronic vehicle initiative for Indian country. Will that, will that be open to state-recognized tribes, or will it only be open to federal tribes?

MR. JACKSON: I believe at this point, it is going to be only for federally recognized tribes, only because it's -- you know, a number of agencies who are working on this together. So I'm not sure, to answer your question, if this will include state-recognized tribes. I haven't heard that, but I will keep that in mind and hope we can get back to you on that.

MEMBER LOWRY: Thank you.

MR. JACKSON: Uh-huh.

CHAIR QUINTANA: The Chair recognizes Kay Seven.

VICE CHAIR SEVEN: Good afternoon. I'm Kay Seven. I'm with the Other Discipline, 477. So Jack, you know, I'm glad for all the updates

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that you're providing, and I guess my presentation is from a point where for this Native American Employment and Training Council, our conversation is how is it that we, working with Department of Labor, become the key area or agency that other federal agencies and Tribal leaders can look to, to help shape the future Tribal workforce development opportunities?

For example, I don't think there's one person or agency or organization looking at data and information can say for Tribal Nations in this country, these are the top three to five industry sectors important to the economies of Tribal Nations. And within those industry sectors, these are the in-demand occupations.

Even with the in-demand occupations, and these are the institutions and organizations that are preparing a Native workforce for those key industries that provide and generate jobs for people, I think I've become concerned when -- and not knowing at the White House level or even at the NCAI level the importance of Tribal workforce

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development itself. I don't hear that enough. I hear a lot of community and economic development, but workforce development needs to be synchronized with all those efforts.

For right now, there's a lot of initiatives with inter-agency work going on, but is anybody saying okay, we have, we have a workforce out there. We have Native workers from across the country. But how do we prepare those people or those groups of people for these initiatives? Who's going to do, who's going to build electronic vehicles? Who's going to build solar energy? Who's going to do the construction trades, the road constructions, the transit systems, the bus drivers?

How do we get this done together, and we're all on the same page? So I think as Department of Labor works with Department of Health and Human Services, and Department of Health and Human Services, Interior is, with that guidance, is to really work with the 12 agencies on the utilization of what we call the 477 vehicle, to

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be able to transfer monies from let's say Department of Agriculture, Transportation to the Department of Interior, to projects that are with maybe 477 tribes, or that the 477 tribe maybe is the, is the grantee that has the capacity to maybe in turn do a sub-agreement to provide some of the training for regional groups of people, or become the National Training Center for this or that.

Last month in September, I listened to the U.S. Forest Service roll out their national hiring events that are coming up, and in that conversation I heard U.S. Forest Service talk about -- or I asked a question about where, what is the status of the Indian Youth Service Corps?

They said they're implementing, and I'm wondering in the implementation process with Department of Agriculture, are they going to go to national organizations that would be national entities that will be recruiting and placing Indian youth with the Forest Service, or is that entity going to be a Tribal Native group doing that job?

And I spoke with the trainer with the

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Office of Tribal Relations, and she didn't even know anything about 477 I guess, and she said I'm going to share this with our director for the Office of Tribal Relations, because we don't know this information yet. It hasn't come from upstairs-downstairs. I guess what I'm asking is the Tribal Liaison with Department of Labor and I'll need to go to Interior or federal agencies is to be -- help us be the navigator, to understand who's who with the 12 agencies under this MOA at the leadership level.

And at the leadership level, are they coming down to the front line to identify key programs that we need to be working with us together as a group, to build that Tribal workforce development plan, wherever it may be? Whether it's on Tribal lands or in urban centers. So thank you for your update, because they're very interesting.

I just see a lot of opportunity on how is that we do this together and, you know, at the Tribal Nations Summit, you know, when you walk away

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from there, will the Tribal Nations have a good feeling for yes, these are the key industry sectors the Tribal Nations are talking about, and these are the occupations that they need a trade workforce for, and who's doing it? So thank you.

MR. JACKSON: Thank you, Kay. I just wanted to maybe perhaps haul up on that. Yes, there needs to be, you know, focus on our Tribal workforce, and as the eight federal agencies continue to work together on some of these inter-agency collaborations that happen to the White House Council on Native American Affairs, I try to attend most of those conversations and will keep, you know, and hope to be able to plug in our Tribal workforce.

And so that work continues. So I hear what you're saying, and so thank you for that and I'll continue to look into that a little bit more closer. So thank you.

CHAIR QUINTANA: Joseph Quintana, Region 6. Just to piggyback on what was shared by Kay, I think too, I think those are great points

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that need to be made. I think that of course we do need to have access to better data. It allows us to make better suggested decisions on what we need to do.

But I think we also play in a role as far as how we also engage what's happening within our sectors, based upon the regions that we serve.

I know just in the conversation just about the electric vehicles alone, I know the state of California which I'm in has an initiative that's similar to what you're talking about or describing as far as rolling out. But imagine a Native person who's never had the ability to own their own home, that very much knows little to nothing about asset management or anything like that, and then you're saying well now you qualify for this new vehicle.

Just come and trade it in.

But they don't see themselves as being electric vehicle owners, no matter what the incentives are. So how could we best educate our community going forward, even if it's around the ability to have electric in the home or whatever

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else it might be.

I think there's a great deal that we can do to assist there, but also preparing for jobs of the future, preparing our members not to be just consumers, but making sure that we're the ones building the vehicles, that we're the ones selling the vehicles, you know, whatever else it might be that we're actively engaged in every aspect going forward.

Does anybody else have any comments or questions for Mr. Jackson?

MR. JACKSON: I just wanted to follow up maybe real quick on your statement regarding the EV Initiative. You'll hear, as part of the rollout of the initiative at the Tribal Nations Summit, that there's going to be a new toolkit that will provide tribes information they need to start planning and implementing EV infrastructure projects.

So a lot of those types of conversations will be happening once this EV Initiative is rolled out. But there's a lot in there, so just stay tuned

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for that.

CHAIR QUINTANA: Thank you for that.

Any other questions or comments? Anybody online?

(No response.)

CHAIR QUINTANA: If not, thank you again Mr. Jackson. We appreciate your time.

MR. JACKSON: Thank you very much.

CHAIR QUINTANA: Now we are going to shift gears a little bit. I mentioned this prior to our lunch break that we actually have a guest with us, and so I'm going to now present Lauren Cordova. She's both from Taos Pueblo and Shoshone Bannock. She's a program associate in Washington, D.C. and represents the Udall Foundation. Thank you for joining us.

MS. CORDOVA: Thank you for having me.

I won't take up much of your time. I really want to thank everybody for allowing me to come and speak to you all today on behalf of the Udall Foundation.

I work for the Morris K. and Stewart L. Udall Foundation as a Native American and Alaska Native program associate with the National Center for

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Environmental Conflict Resolution, and then I'm also the program coordinator for the Native American Congressional Internship Program on the Hill.

So I have some fact sheets that I'm just going to pass this way. A little bit of information on the Udall Foundation itself, and then I've also got some information on our scholarships and internship programs, which I'll be speaking a little bit about. But just to kick us off, I wanted to share with you all an icebreaker that I actually used with the interns when they came to D.C.

This was my first year as the program coordinator for the internship program, and one of the first questions I asked them when they came to D.C. was what did you bring with you in your metaphorical suitcase? So when you were leaving your Tribal communities or your urban Indian communities, your home communities, what did you bring with you to be intern experience to inform you on your journey through this program?

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So I would pose that same question to folks online and everybody here. When you come to meetings or when you come to convenings like this, what do you bring from back home? What do you bring with you, and just kind of like keep that in the back of your mind, and then we'll come back to it at the end of my time.

But basically, some of the responses that we got from the interns were things like oh, green chili, right, from New Mexico or some folks were saying that they're bringing their culture, their language and things like that, and that's something that really struck me because I myself grew up away from, you know, my home communities and my reservations, and something that has always carried me forth is the strength of my families on both sides and my strong connection to my culture.

So that's something that I wanted to make sure that we prioritize in this program. So one of the things that we did in this 2022 cohort was we went ahead and we planned cultural

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activities for our interns. So we were able to have them plan and participate in a partnership with Running Strong for American Indian Youth, to put on a pow-wow, and that was something that was really valuable. But I'll come back to the internship program in just a minute.

So the fact sheets that hopefully you all have in front of you now just tell you a little bit more about the Udall Foundation. So who we are, the Morris K. and Stewart L. Udall Foundation was established by the U.S. Congress in '92 as an independent executive branch agency, to honor Morris K. Udall and Stewart L. Udall's lasting impact on this nation's environment, public lands and natural resources.

So the work that we do manifests in environmental conflict resolution and collaboration work, which we do through the John McCain National Center for Environmental Conflict Resolution. So on that side, we provide impartial services and leadership to help federal agencies and other stakeholders to improve collaboration,

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and resolve disputes involving environmental, public lands and natural resource issues.

So a lot of the work that we're doing currently focuses on, you know, programs with the wildlife risk reduction infrastructure task force with the Intertribal Timber Council and the Forest Service. We have projects that we're working on with the Bureau of Oceanic Energy Management. We have a community of practice of Native American and non-native environmental conflict resolution practitioners that we are trying to grow.

And so part of the work that we're doing right now is we're planning a Native youth webinar series, where we're hoping to recruit Native youth who are interested in environmental issues, and get them to join our community of practice so that they can become employed as moderators in this field.

And we're hoping that we can create sort of a pipeline to have folks come through our programs, our scholarships, internship and fellowship programs, and come directly into the

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community of practice once they graduate. So that's a little bit about the environmental conflict resolution side of what we do, but coming back to the internship program, our internship program is a program that puts Native students who are undergrad in their fourth year of college or recent graduates with a bachelor's or a master's degree, or law students into these intern positions with Senators, Congressmen, Representatives or federal agencies in D.C.

And through this program, our hope is that they will gain valuable experience learning about the legislative process, as well as sometimes gainful employment. So one of the main challenges that we face when preparing students to come to D.C. for the program after they've been accepted is kind of helping them navigate those tough issues of, you know, maybe they're leaving their home state for their first time, or maybe they're leaving their home communities for the first time in some cases.

So there's a lot of challenges as to

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homesickness and, you know, sometimes there are mental health issues that come into play. So we at the Udall Foundation do our best to prepare our interns and our scholars and our fellows to be able to navigate all of their professional challenges, utilizing the civility, integrity and consensus, which are our core values.

So I'll go ahead and stop there. I promised I wouldn't go very long, but I'll just come back to everyone's maybe item or value that they're going to bring with them in their metaphorical suitcase. Would anyone want to share theirs?

CHAIR QUINTANA: The Chair recognizes Gary.

MEMBER RICKARD: Gary Rickard, Region 6. Now you said that they have to be minimum fourth year of college or they could be grad students?

MS. CORDOVA: They can be a fourth year undergrad student, they can be a recent graduate of undergrad or a master's program or a law program, or they can be currently in law school. We haven't

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had any non-traditional students participate recently, but that is also something that we take into consideration when we're in the selection process. Uh-huh.

MEMBER RICKARD: Basically the minimum is they have to --

MS. CORDOVA: Right, uh-huh. And what were you bringing with you in your metaphorical suitcase? No, okay.

MEMBER RICKARD: Hunting, cattle. No?

CHAIR QUINTANA: Joseph Quintana, Region 6. Quick question in regards to the Udall program. I had a cousin benefit from the program, ended up getting his law degree and worked for the National Congress as legal counsel. But we know that many of our young people, they need to have or they have opportunities like this that are important, but you also come in with bad habits sometimes.

Being on time, making sure you're taking your breaks, making sure you know how to

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write a resume properly, making sure you're holding yourself accountable and that you're a self-starter in some ways. Some of those things you can't necessarily get on Day 1. How do we prepare, or what do we do to prepare them prior to them ever getting into this position?

You're getting into a job where you're working with a Congressional leader at times, and at some of these positions you're the first contact to a lot of these Congressional offices. Anytime somebody comes in off the street to talk to their Congressional leaders, you're the first person they see.

So how do we -- is there a way that you all currently prepare those young people, or how do we support it?

MS. CORDOVA: Yes. So right now as it stands, we have a week of professional development of them. So for the interns specifically we have -- their first full week in D.C. is a career fair, a professional development day where essentially they are -- well, they kind of have

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to sit there and listen to folks present all day long, for a whole day on basically just what you're talking about.

So how to basically like comportment, how to dress, what they need to be prepared with, what they need to brush up on. We also have a handbook that gets sent out as soon as they're accepted, and in that handbook we lay out pretty much everything they need to know.

But also when I took this position, I also recognized that those challenges exist. So I have taken it upon myself to bring more opportunities for professional development and just development overall into the program. So one of the things that I implemented this year was kind of like a Networking 101, and also a how to get around D.C. We called it like Navigating the Beltway.

So we did a sort of mock reception, so that folks could, you know, if they have never been in a networking position, so that folks could figure out how to sort of navigate. Okay, this

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is what you need to have on hand when you're trying to network in D.C. at any kind of big social event, or this is, you know, what you need to make sure you're Linked In or resume looks like.

This is what your frequently asked questions are going to look like in your office, and if you don't know, make sure you ask those questions. One example I'll give is that one of our interns who's from Comanche Nation, she applied to the program. She was a non-traditional student, but she had gone back to I think OU, and she was interviewing and she told us in her interview, you know, my professional development really isn't where it should be.

Like I've worked for my tribe, and I've been in Oklahoma my whole life, and I really don't feel like I'm at the same level as everybody else.

But I know that I'm going to give 100 percent.

Like I just need a little bit of guidance. So we took that into consideration and the selection committee actually, you know, that played in her favor. So she was able to get accepted into the

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program, and she was asking questions right off the bat.

Like she was asking well, what do I need? Like what should I bring? What should I, you know, be prepared for and all of those kinds of things. So part of it is initiative, part of it is you look for students who are going to take that initiative and say hey, even if I don't have all of the qualifications that maybe are going to put me ahead of the curve, like I will work hard and I will ask the questions.

So when she got to D.C. we had, you know, gradually been preparing her and she had been preparing herself, and she let us know that she got accepted to Columbia University, to the Mailman School. And so that's where she was going to be going after the internship, and then she interned in Senator Warren's office, and the first week she was there she got a job offer.

So it just goes to show like even if some folks don't feel that they are that prepared for these situations, a lot of times it's there,

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you know, like the ambition and the drive is there.

You just need a little bit of polishing. So I strive to provide that for our students. And same thing with the scholarship program. We fly out all of our scholars to Tucson for a whole week of professional development as well so --

CHAIR QUINTANA: Thank you for that.

I went through NNI, so I'm proud of that particular group myself.

MS. CORDOVA: Yeah.

CHAIR QUINTANA: Any other questions or comments? Athena Brown.

MS. BROWN: So when I was a project officer many years ago and I just started with DINAP, one of our workforce directors from Alaska became a Udall student, and she went on to become an attorney, and then years later I noticed her name in one of the articles, where she was a district attorney in New Mexico.

It's a very, very good program and thank you for sharing that information with us, because I think it's an excellent program for Native

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students anybody really.

CHAIR QUINTANA: Thank you. Any other questions or comments? One last thing. This is Joseph Quintana. You asked what we carry with you, with us? What I carry with me, I don't know if anybody else feels like this but -- is I carry the voices of the voiceless, all the people back home who don't have a job, all the people who are struggling with homelessness or addiction, those people who are afraid to raise their hand.

I think those are the -- what each of us here represents. We represent those people who can't represent themselves. So good question. If there's nothing else, thank you so much for coming today.

MS. CORDOVA: Thank you.

CHAIR QUINTANA: Oh. The Chair recognizes Lorraine.

MEMBER EDMO: All right, thanks. I just wanted to say that I'm really proud of Lauren's work with the Udall Foundation. This is her -- I don't think she's completed one year yet with

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the Foundation, but she grew up in the Washington, D.C. area when my husband and I were back there working for the federal government, and went to D.C. at three and a half years old, and decided to go back after we moved back to New Mexico in 2017.

But she's really come a long way and I'm really proud that she's with the Udall Foundation and is doing a great job. This year was the first time she ever pretty much facilitated the pow-wow, you know, organized the whole thing in D.C., in the D.C. area and drew a lot of people in for that pow-wow that was put on on behalf of the interns for this summer. So thank you for allowing her to do her presentation here.

CHAIR QUINTANA: Thank you again. We will now move on to our next item of the day, which is a presentation by Kim Vitelli. She is the administrator of the Office of Workforce Investment, Employment and Training Administration. Kim, do you have a microphone or --

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(Pause.)

MS. VITELLI: Can you hear me now? Okay, excellent. Well, I have a bunch of notes of things that I want to make sure to cover, but just given our morning's discussion, I wondered if I should start with the preparation for the hiring of the next DINAP chief. If that's okay with you I'll start there.

So I've been working with our Office of Human Resources to develop the job posting, and at our last -- at the Council's last meeting, the Effectiveness -- the Effective Management Work Group had taken on being able to help support these preparations. So I've already spoken with the executive team on the preparation.

So I will be posting -- not I, but the Department will be posting this position some time in the next two weeks. We already, and Kay helped us get sort of, sort of like a little bit of a female campaign and like a Facebook campaign going, to sort of tell people that that was coming. Job postings when they're posted by the federal

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government, posted by U.S. Department of Labor, are open a standard 14 days, which sounds to a federal HR professional like a long time.

But it's really not that long if it's a job that hasn't been on your radar. And so we've been trying to sort of get a little bit of a word out that this position will be posted soon. I would also love your -- if you can, in your roles, if you can also sort of spread that word, and I think that a little bit of a description of the role is already on the, maybe the -- I can't remember which Facebook page, but I'm looking at Kay about which one it's on.

(Off mic comment.)

MS. VITELLI: NINAETC, okay. So one of the tips, for instance, was for people who maybe haven't worked in the federal government before, you know, the way you apply for a federal job is through USAJobs.gov. But you're going to -- it's not super-hard, but you do need to sort of set up an account and get your resume in a format that can be screen readable, so that you can upload it

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when it's time, you know, to apply for jobs.

So we wanted to sort of get that word out, right. Like get your USAJobs account ready, update your resume if you haven't updated it in the last few years, so that you're ready to apply for this job.

And then after the job is out there, I'll make sure to send the posting link around to a whole bunch of people. So certainly the folks on this Council, and I hope you help me share it out more broadly, and the executive team is also helping to like think of places that we could send the job posting once it's up on USAJobs.

It will be open for 14 days, and then there's like a little period HR is sort of sorting through everyone who applied, right, before -- it's not like the very next day I get a list of candidates. So there's always like a little bit of processing for them.

I've been talking with the executive team, thinking about how we might then review the resumes that come in, the job candidates, and that

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one of the ways that we could do that which will sort of be good, it will be a little bit easier to nail this plan down once I see how many applications there are, because if there's like 200 applications, it's probably not 200, right.

But like if it's like a whole bunch of applications, I'm not going to send you 200 resumes. So we might need to boil that down a little bit into like people who would, you know, be good candidates. And then honestly, I'd like your feedback here as well too. This plan isn't set in stone. We're talking about it.

So we can get your input on the best way to move forward. A couple of different sort of interaction touch points. One is I imagine that we would want to have like an interview with any member of the Council that would be available. That might be depending on the volume and sort of what we see in the applicant pool, that might be an upfront thing or it might be a, like sort of like a way to do like a second interview, right, after there's like a little bit of initial review.

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An interview with a smaller set of people, the folks on the executive team being able to sort of share resumes, whether that's all the resumes or whether that's the resumes of people who after an initial review by the executive team look like a good pool. Some of this will depend again on the volume, but also on your input today on like what you think is like a realistic way of doing things.

So some of the different constraints that we're operating under it -- I mean at the end of the day, I'll be the one to make the selection.

That's my job is to make that selection, but it's with the input of this Council. So I would weigh that input really, really heavily. I would also be -- you're mindful and I'm mindful of not leaving the position open too long.

We're glad to be able to post this while Athena is still here. That shortens, right, like the empty time and Athena's retiring at the end of December, right? And so thinking about sort of how we do, like how we pace out the interviews

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and whether that's, you know, sort of an initial round and a second round of interviews or multiple --

Like I want to make sure that that doesn't, you know, drag on for so long that then the position is empty for a long time. I think I've already sort of accepted that the position's going to be empty for a little bit. I would love to have a candidate sort of selected and they're onboarded on December 31st, but I want to be realistic that that might not really be happening.

I intend to work really closely with the DINAP team and that's my job, right, to be able to sort of step in and back up that team, and of course Duane Hall and the whole DINAP team are very strong, it's a very strong team that will also be able to sort of step up a little bit. But then I'll be, I'll be working really closely with them.

So sorry. I went off on a little tangent there, but the reason I mentioned it is that part of like the hiring process will be making sure that I run it all in a timeframe that doesn't

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leave the position open too long. So let me pause there. That was a lot of me talking, and Mr. Chair, if there's anything you would want to add from your perspective, and then comments from everybody on this process.

CHAIR QUINTANA: Thank you for that Kim. Very briefly I want to share anyway that we want, of course, can be supportive we want to be.

I think two, we also have to be mindful, although we are under certain time constraints, is that this is a long term process, that once that person comes on board, no matter who it is, there's going to be an adjustment period for them.

They're also going to have to get a chance to build relationships with the DINAP team, and then of course build a relationship with us.

So we know that this will probably go, you know, six to nine months, if not longer going into next year realistically. So any way that we can continue to support and build a relationship with that individual, it's going to be far longer than us just checking a box that says "hired," you know,

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and then going from there.

So I just want to offer that as we go, no matter how much we hate losing somebody. But is there anybody else who has any comments at this particular point? I know this is an important topic, and the Chair recognizes Candace Lowry.

MEMBER LOWRY: Candace Lowry, Region 3. So will this position be a hybrid position or will it still be stationed in Washington? I know that was a discussion that we had previously.

MS. VITELLI: The position will be located in Washington. So that's the duty station is in Washington, D.C. We do have the ability for a lot of telework, but somebody's duty station would be to be in the D.C. area. They don't necessarily need to come into the office five days a week, I don't even do that. But it is, yeah. The duty station's D.C.

CHAIR QUINTANA: Yeah. The Chair recognizes Gary.

MEMBER RICKARD: Gary Rickard, Region 6. In reading our articles where it lists that

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the Council will have input into the hiring process, I'm concerned that this will be the chief of Program 166 grantees. And so I want to make sure that representatives from 166 grantees are going to play an integral part on this process.

I know we don't want to drive a wedge between 102-477, but the fact is this chief is 166 programs.

And so I think that it will be important that the 166 programs do have a good voice in this process.

CHAIR QUINTANA: Thank you for addressing Gary. The Chair recognizes Lorraine.

MEMBER EDMO: Thank you. Lorraine Edmo, Region 4. I'm just wondering, Kim you said that the position would probably be open for 14 days, and then how soon did you say it would be advertised? How quickly?

MS. VITELLI: Right. Two weeks -- you're right, that it will be open for two weeks once we've posted. I think your question is well okay, well when am I posting it? Is that the question?

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MEMBER EDMO: Yeah when -- yeah. When do you anticipate posting the position?

MS. VITELLI: Yeah. I was going to try to do it in like mid-November, so that the sort of information sharing about like hey, this position is coming has enough time to sort of get out there and take root, particularly over some conferences where people might be talking about it. I don't want to wait so long that -- so if it gets lost and like it's posted when people have already like turned off their computers for Thanksgiving, right?

So sort of like the second-third week of November roughly. Is there any timing considerations that you think --

(Simultaneous speaking.)

MEMBER EDMO: It's coming up pretty fast and I, you know, having worked with the federal government at a higher level position, I know we advertised -- my position was a deputy director for Tribal Affairs position with DOJ, and we advertised I think for 30 days, and then we had,

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you know, officials involved at the head of our agency and then we really weren't allowed to get a lot of input from outside, you know, tribal entities.

But we did a wide circulation of the announcement and made sure that, you know, people across the country knew about it. So it just seems like a real tight time frame to try to get the position announced by mid-November, and then get, trying to get somebody on board that quickly. I'm not sure if it's really going to happen that quickly. I mean --

MS. VITELLI: Yeah. It won't be super-fast. DOL only puts through for 30 days when there are Senior Executive Service positions. This is a GS-15 level position, so it's a standard 14 days. I did try to get them to post it for longer. What they did promise me though was that if the -- you know, they'll look at like the 11-12 day, and if there's a really low number of applications, I'm allowed to push the date out another week, to make sure that we get, right?

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We don't want just a handful of applications. We can't make the best decision that way. And so like I said, I really don't think that we'll make, and I'm not trying to make a selection before -- like if it means that it's a rush, I'd rather make a good selection rather than try to have the new person on before Athena leaves.

That's probably not -- I agree with you that that's not feasible.

But I don't want to leave it -- I do want to post it shortly. I mean it's written. We've worked, been working on it so we're ready with the HR office to be able to post. I wouldn't -- I'm not just now starting to put it together.

MEMBER EDMO: All right. Well, I might have another question later.

CHAIR QUINTANA: Okay. Joseph Quintana, Region 6, and that's why it will also be reliant on us, as you were describing, and able to get the word out. I think that if we have identified people or identified contacts in our

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networks to be able to share that, I think that's why it's important to talk about the USAJobs, because we know that may be an obstacle for some of those, for some of our Native candidates if they want to apply, do they understand how time-consuming that may be for them.

And so we want to be able to start doing that now, so that when it is available that they can readily apply. And as what was being described is that we want great candidates. We know that we'll probably get candidates and that's good, but we want a great fit for us. I think that's also I think what Gary has described, is want to able to identify who that right person, not just to lead us for the next year or so but long term. So Kay, did you also -- well, okay. Does anybody else have any comments, questions? The Chair recognizes Angel. Oh wait, I'm sorry. Angel's on this side.

MEMBER MORALES: Holly Morales with Region 6, Alaska. And just to speak a little bit to the 166 versus 477, I just want to reiterate that 477, our 166 grantees, I think our voice at

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the table is just as equally as important, and also being representative of Alaska, we also have 166 stand-alone programs as well.

CHAIR QUINTANA: Thank you for that Holly. Any other questions or comments? Anybody online?

(No response.)

CHAIR QUINTANA: It doesn't look like anybody.

MEMBER EDMO: Hi, I have one more quick question.

CHAIR QUINTANA: The Chair recognizes Lorraine.

MEMBER EDMO: Lorraine Edmo. The last time around, Athena, do you know how many, how much involvement there was from the Council? Was it like the executive committee of the Council, and then did you -- did they make recommendations to DOL on the hiring?

MS. BROWN: Actually --

CHAIR QUINTANA: The Chair recognizes Athena.

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MS. BROWN: That might be a question directed to members of the Council who actually participated in that process, because I know the Council interviewed me, but I don't know what happened in the organization when the division chief was hired. I think Darrell was one of the members on that panel, because he was chair of the Council. So if Darrell's online, he might be able to share the process.

MEMBER WALDRON: I am online. We were actually heavily involved, and it was a very good and smooth transition. There were three of us, myself, Marinda (phonetic), and Elk who participated, and it was a great working relationship with the administration in choosing a DINAP chief. Hopefully we'll have the same smooth and cooperative transaction.

CHAIR QUINTANA: Thank you, Darrell.  
The Chair recognizes Kay.

VICE CHAIR SEVEN: Kay Seven. So Lorraine yes, the executive committee was involved in the process. Kim reached out to us, gave us

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a copy of the cross-description, asked for review comment. We got to ask questions about the process itself. So at this point, so what Darrell said at his time, because he was serving in an executive position he was a part of that committee, and so that was given, granted to us as an executive committee, Robert, Joe and myself.

But Robert could not participate as a panel member for the interview process or the process itself. Therefore, Kim gave us a suggestion. Why don't we add Winona Whitman? But Winona Whitman couldn't do it either, and at that point I thought well, that was a really good selection because being representative of all grantees, the Native Hawaiian, a 166 and a 477 was sitting at the table.

So and now that if I'm right, now that Winona could not participate, Darrell is going to step in as a former chair and be a part of the process with us; is that correct?

MEMBER WHITMAN: Darrell, would you like to do that?

MEMBER WALDRON: Yes, that's fine.  
Thank you very much. Thanks Winona.

MS. VITELLI: We do need another person, and we sort of talked amongst ourselves, like who could that be? But if Darrell's the right person, I think he'd be terrific and it sounds like he's going to do it.

VICE CHAIR SEVEN: Right, and I think I had made my recommendations, and it was important that I was reminded that that seat should be open for a member of the Council, and so we need to take that into consideration, and I take it in consideration too because it is at a GS-15. There's a lot of work going into preparing documents for the OPM process, filing and submitting your resume.

But having a resume ready that meets the general and the specialized experiences that we're asking for, that we hope we see that in their resume, and in the questions that they'll be asked about their skills and knowledge and qualification statements that they write so --

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CHAIR QUINTANA: Thank you for that.  
Kim.

MS. VITELLI: I do have other, other updates besides that, but I don't want to cut off commentary prematurely if people have other questions. Okay. So one of the other things that came up in our -- in the Council's discussion today was about some of the recommendations that the Council has had on WIOA reauthorization. So I just wanted to say more about that, right, because folks have wondered whether that had happened or not.

Congress has not reauthorized WIOA. I wish I could make them, but they haven't -- that's really up to them, separation of powers and everything. So the House did pass a bill. The Senate has not taken that bill up. It does not look like, I mean you know, between now and the end of this Congress, that the Senate will try to take that bill up.

But the bill that the House passed is definitely public knowledge, and if you haven't

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already -- and some of you may already have really dug into it. But if not, I'm happy to sort of make sure that we get you a link so that you can see the legislative language, including language within Section 166, the House bill of 166 that -- it's always a little dangerous to speak off the top of your head, but I'm pretty sure that it made it into the House bill about the Council terms and variations on the regular competition.

And so we'll want to -- the Department of Labor is very interested in supporting Congress and making sure that we answer any questions that they have, and the Secretary, Secretary Walsh has been clear when he speaks to when he testifies or when he meets with Congressional leaders that, and we're hoping for WIOA reauthorization among several other legislative priorities in the Department.

And so I think we'll sort of want to keep this on our, you know, we can keep this on our regular updates about, so that we can sort of watch how this happens. With a new Congress the

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House, unless the Senate, you know, were to sort of pass the House bill between now and January, which let's be clear that's not, like that's probably not going to happen, the House would have to reintroduce that bill.

But the Committee, the House Education and Labor Committee would have reintroduce that bill and have another House floor vote on it, if they were to pass that exact, try to pass that exact bill again. The good thing though, and I think what I'm not trying to say what Chairman Scott was trying to do; I don't want to speak for Chairman Scott.

But you know, often Congressional leaders will try to get a bill passed, even if they know that it won't, you know, pass in full, to sort of like lay a marker down, right? So I mean this is a very viable piece of legislation that the next -- for the next Congress when they think about WIOA reauthorization, would pick up and look at this, right, as a starting point for negotiations. So it's pretty smart for Chairman Scott to guide this

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bill all the way to the House floor and get a vote on it.

As it's -- the Department's responsibility is always to answer questions of the House and Senate Committees, also we're not the only people that give them advice, and we're not the only people that are allowed to give them advice.

I think that the House and Senate authorizing committees frequently reach out, and your organizations might, you know, also have past information to them. They might have reached out to you and they also often hold hearings. So there's lots of sort of different routes. The Department of Labor's just one route of information to Congress.

On a sort of similar note, the current WIOA legislation requires the WIOA core programs, as well as several other programs authorized by WIOA including the Indian and Native American program, to have an effectiveness in serving employers measure. Congress required this

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measure but didn't define it, left it up to the Department to define it.

We have, we've piloted a couple of different measures. We asked, we did a study along with our partners, Adult Education and Vocational Rehabilitation and held town halls last year about what could be a good measure of effectiveness in serving employers. So several of you participated in those town halls, and other organizations as well did.

One of the things that honestly was inadvertently included in your packets, so I want to give you a little bit of context about this, is a document that was summarizing the effectiveness in serving employers feedback that we got in those town halls. So I mean just the summary of the town halls is perfectly fine. I'm glad you have that as a recap, and the taking in all that information, the Department, there's -- I know I'm getting a little technical here but I want to explain something, that the Department published two rules, one for the joint programs,

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the WIOA core programs, the adult (audio interference) youth programs, along with the education programs, and then one for the DOL-only programs.

We have published that notice of proposed rulemaking. So DOL put out our best draft of a draft regulation that is now open for public comment. I think that you might have seen this in a couple of ways. Duane, I think, sent out or we sent out a new blast to the grantees, so that everyone knew that this was out for public comment.

And the -- it's published in the *Federal Register*, but you can also get it on [regulations.gov](https://www.regulations.gov), and let me tell a certain number, because if you try to navigate and comment on the regulation, you'll need this number. It's called the docket number, and it's ETA-2022-0005. So that's the docket number for the regulation, and one thing. ETA-2022-0005.

I'm going to multi-task for one second, because I want to give you the date that comments

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are due, and I want to give that to you accurately.

November 14th -- so this was published on September 14th, and it's open for comment until November 14th. So a word about -- you guys, many of you have been involved before in proposed regulations, so this regulation does not, is not in effect right now. It's just a proposed regulation.

It's open for public comment. We want public comments. When we get those comments, we'll sort through all of them, read all of them.

We're allowed to make changes, we're sort of supposed to consider changes that we should make based on public comment, and our final rule will include a preamble sort of explaining who said what in the comment period and what we did with it.

So sometimes we're saying we got these comments and we made a change, and other times we might say we got these comments but we didn't make a change and here's why. If you want to submit comments on the rule, you would want to do that into regulations.gov. So just sending me or

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Athena an email won't count as a public comment.

I mean if we get those emails, we'll sort of direct you. Please load this into regulations.gov. The Administrative Procedures Act is super-restrictive. We're not allowed to take comments in from any other way. Any comments should definitely be submitted through regulations.gov.

So and good, I'm glad it was easy. Patty's already found it online, and there's, you know, there's sort of specific instructions there too. It's just a matter of, you know, you can -- I think that you can type them in, but most, a lot of people upload a Word document or a PDF document for that public comment.

So the handout in your packet on the first page has sort of the summary of the kinds of input that we got during the town hall, and then it has a section called Recommendation, and I want to put this into context.

This was like a summary document written about a year ago as we were thinking about

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the proposed rule, and I think that this is also sort of similar to a comment that people might have, that grantee organizations might have submitted during the town hall or after the town hall.

So this is out of context and not the current recommendations of DINAP. DINAP is of course part of ETA, which has put out its Notice of Proposed Rule. But it does include some good ideas. One of the things that it mentions is about calculation in an aggregate national level instead of at a grantee level. The statute requires that we collect this measure as a grantee measure.

What we do with it though is up to us, and the grant competition that we right now have to run under the current regulations, I think that you'll see in our past grant competition that like we take into account grantee performance. But it's not a super, you know, it's not like the only thing that we consider in -- in scoring the grant competitions.

The effectiveness in serving employer measures is really reusing data that grantees are

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already reporting. That was a high priority for a lot of members of the public that -- and for the Department. So the ease of which you would report, you really won't end up having -- you. I mean grantees won't really have to do any separate reporting just on this measure. It's a measure that would sort of be able to be calculated based on data that's already reported by grantees.

Once you read the long Notice of Proposed Rulemaking, you'll see that we acknowledge in the proposed rule that some grantees are not in a position to provide certain data until the Department of Labor builds and rolls out a really robust performance reporting system.

And so, you know, the use of GPMS now makes it easier for us to collect and hopefully easier for you to report data for the programs serving adults and the comprehensive services program, and that we don't have a module for right now, although it's coming, for youth. So if we can't collect it, then we also can't and wouldn't be able to hold you accountable for it. I keep

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saying "you." I mean the grantees.

And so for the, you know, the comments a year ago in this little summary sort of mentions like the impacts, the impacts for youth. So those are sort of some of the context that are in the NPRM, the National, the Notice of Proposed Rulemaking that you can consider as you're putting together any comments, and let me also pause again, because I know it's a lot of me talking about kind of a complex bureaucratic process, to see if there's sort of questions or comments.

CHAIR QUINTANA: Any questions or comments? The Chair recognizes Kay Seven.

VICE CHAIR SEVEN: Kay Seven. So I'm a little embarrassed, well I am embarrassed because I wasn't aware that this was out for comment, and I guess as a member of the executive team, we probably should have gotten this right out. You said that this was shared with the grantee community from ETA?

MS. VITELLI: Yes.

VICE CHAIR SEVEN: Well, I've not seen

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it. I've gone through my email and looked, and I didn't know if Tribal Tech was sharing the information there in a newsletter. So I'm looking at regulations.gov is the place that we go to?

MS. VITELLI: Yes.

VICE CHAIR SEVEN: And I'm looking at the docket here, but it's not that one. So I think what we need to probably share right away is the links and get that out, and take a look. I'm not too sure if for public comment it's just individual grantees we do that or we do it as a Council, a comment.

CHAIR QUINTANA: The Chair recognizes B.C.

MS. ECHOHAWK: I just sent an email with a link to that document, but additionally it was in the October newsletter apparently.

MS. VITELLI: And also for anyone who went to the town hall, or who had registered for the town hall.

CHAIR QUINTANA: This is Joseph -- oh sorry, Kim. This is Joseph Quintana, Region 6.

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It may have also only went to 166 awardees. I'm not too sure if that's also the case, but it also makes -- also a good point on why we need to follow up with a lot of the newsletter and information that's being shared. I know myself too, I was caught off-guard. But I need to do a better job reading through it. Any other questions or comments? The Chair recognizes Athena.

MS. BROWN: Also just a point, that the WIOA indicators and the data collected is really applicable to the Section 166 because 477 grantees are not subject to our performance indicators. But they can still comment on this particular measure. Anybody can comment, any member of the public. But again, this particular measure is not applicable to 477 grantees.

CHAIR QUINTANA: Any other questions, comments? Anybody online? If not, Kim.

MS. VITELLI: One other performance thing to say is that based on the Council's recommendation, we also have the authority to waive, provide waivers on performance reporting

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for grantees that want to use alternative measures.

And so grantees that would be not so much reporting, but having like an effectiveness serving employer associated with their grant, can also change the performance measures using the waiver authority that we established in our guidance letter, based on the recommendations of the Council.

So we'll -- if you have comments, you can submit those by November 14th, and then we can also sort of continue to keep you apprised on, you know, what happens with the rule and how it impacts the 166 programs afterwards. You know, a couple of other -- Mr. Chair, I want to make sure that I'm not running over my time.

CHAIR QUINTANA: No, you're fine.

MS. VITELLI: I've got, okay. So a couple of other updates on like just things happening in DOL and happening in ETA. We've talked, the Council has talked before already today about the importance of sort of workforce

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development as part of infrastructure development with the Bipartisan Infrastructure bill, the Chips in Science bill and the Inflation and Reduction Act.

There's a fair amount of federal money flowing towards a lot of different economic development and community development. The Department of Labor is in an interesting position here, because we're not responsible for any of those funds, and yet we care a lot about workforce development.

And so sort of the role that we've tried to play at DOL, and I'm speaking not just of DINAP or ETA but really all of DOL, is to try to coordinate with other federal agencies and share our values about -- that we hope, and these have begun shared values across the administration, and what kinds of jobs we hope to see be produced and result from all this different investment.

So one of the things in your packet under the sort of Good Jobs principles, and when we talk about the Good Jobs Initiative, this is

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really kind of the stuff that we're talking about, how does DOL use its voice in working with other federal agencies, and when speaking to the, you know, businesses that might be getting transportation construction contracts, about how those funds get used, so that they are used for good jobs.

And so some of the ones, the ones probably, these principles are probably familiar to you. They're ones that you have also built into your values and your organizations for a long time.

But about sort of proactive recruitment particularly from underserved communities when filling jobs; that jobs pay well and that they have good benefits, that workplaces are ones of equal opportunity free of harassment; that workers have voice and can join unions and are not suppressed and being able to contribute to those decisions; that working conditions are safe and healthy; that workers have an opportunity to advance.

And so Good Jobs principles, this is

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sort of how the Department is trying to make our presence felt. We have advised other agencies if they're working on -- some of the other agencies got grant money. So we help and, you know, we reviewed the Department of Commerce's funding opportunity announcements to weave good jobs principles into those grant competitions.

We've also sort of talked to the Department of Transportation as they're passing money onto states, who then sort of put out contracts to sort of weave some of these concepts in, and then have also tried to lift up best practices when there are organizations, particularly partnerships between labor and management, between a business and a worker voice, on how that works well when government workers and employers are at the table together, you know, how that sort of changes the landscape and what it means for good jobs.

Some of the things specifically in ETA that we're doing to try to advance, you know, more people being able to have good jobs, we published

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a training and employment notice I want to say last week, on sort of the landscape of what is the workforce development role in infrastructure investments, right? This money isn't coming into workforce boards; it's not coming into necessarily any of our competitive grants.

So how, how might we be at the table when decisions are being made? How might we play a role in recruitment for those, those kinds of jobs. This is the kind of stuff I know that your organizations try to do every day. In addition to that training and employment notice, we're preparing a little request for information, where we sort of put out an idea and say what do people think, and ask for advice on worker-centered sector strategies.

So we're planning on publishing a request for information. We think that your strategies are a great way to build a workforce pipeline into growing industries. Here's what sector strategies and worker-centered sector strategies look like, and then asking for examples

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of where there's been an action asking for sort of feedback and reaction to, you know, whether we've got the right mind set. Is this a good description of what a worker-centered sector strategy is?

We'll also be putting out guidance on job quality. So for workforce professionals, what kinds of actions can workforce organizations take to improve job quality. So you know, how much a company is offering in benefits is not something usually that a workforce agency or organization can directly influence.

But what are some of the levers that workforce grantees have, and that might include, you know, if we're really big like workforce boards, providing on-the-job training and any time that they're sort of getting out a benefit to employers, being a little bit choosy in which employers that they're partnering with, finding employers that have a good record on job quality and sitting on their, for instance on a workforce board or an advisory board of a non-profit.

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But sort of laying out how the workforce system plays a role in job quality. We'll also be publishing a grant opportunity about worker-centered sector strategies. We plan to publish that in the winter, so not this month, maybe in December or January that we'd be publishing the grant competition. That was one that we'll also make sure that we get out to all of y'all.

And I can tell you like two more things about upcoming grants, or should I stop? Yeah.

CHAIR QUINTANA: Joseph Quintana, Region 6. No, you can keep going. But I had a quick question in regards to the last point that you just shared. In regards to the advisory boards, I know for us we're a mandated partner.

But getting those MOUs is oftentimes more challenging than not, and I feel like most other groups might not be prepared for the long haul.

They may just decide to throw their hands up in the air and give up completely.

I know just for us, we have seven MOUs

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with the seven area workforce boards, but that took a while, and that took constant knocking on doors, constant calls and things like that. Is there a way to not only incentivize that or also better educate the advisory boards as far as our role, especially in regards to the possibility for expanded access to services and co-enrollment? I think that's a major selling point for us when we have these conversations.

One other piece is could we actually sit at the table on an advisory board ourselves, having a seat available to us so that we can make a lot of these making our own suggestions on how best to move forward? Oftentimes, the advisory boards I mean have direct access to a lot of the businesses. They also have access to the data as far as how business is changing rapidly in their areas.

So oftentimes if we don't have a seat at the table, we're left out. So that's just when -- at least I feel that might be of interest.

MS. VITELLI: Yeah, that's really

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helpful input. So yes, we could continue to do more technical assistance to the local workforce development boards themselves on, you know, how to be a good board. We have been trying to put in more expectations on the role of the boards in doing proactive outreach and recruitment and partnering with community organizations as a, like I said, key way to actually do their jobs.

And so to make sure that people have access to programs, we can always do more of that.

As far as sort of having a seat on the board, I mean the statute doesn't require that seat, but it doesn't forbid it either.

So there's definitely like a local board can include a representative from a 166 or 477 program on the workforce board. They're not mandated to by law, but that's being, you know, to your point about being at the table to influence those kinds of decisions is worthwhile, and a lot of that --

So will those work sort of like a FACA.

The local workforce boards are supposed to be

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holding all of their meetings transparently. So they're supposed to say in advance when they're meeting and make the agenda public and the meetings are supposed to be public. So even if you -- I mean I know it's a commitment of time.

But even if you're not on the board, everybody has a right to go a local workforce board meeting and sit in the audience and ask questions and, you know, cooperatively work with the board and to sort of, you know, raise questions about like why isn't the board doing this, this or this.

They also write a strategic plan and make that -- they're supposed to put that out for public comment.

It is of course a commitment of resources, I recognize that, to sort of -- especially if you're working with like seven local boards to sort of keep track of all of them. I mean it's something you're already doing, having done the MOUs to your point. But not every small organization has the capacity to do that.

One thing about upcoming grants, and

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that's that we recently published -- well, we will also publish again strengthening community colleges. It's a grant program that we have, and in the most recent funding opportunity announcement is now closed. We put a real emphasis on community colleges reviewing equity gaps and sort of with their own programming, and then designing their grant proposals to specifically address those equity gaps.

That's a feature that we anticipate also building into the next Strengthening Community College funding opportunity announcement, and then for community colleges, some of you might be associated with a community college. I know that, you know, the 166 grantees wouldn't themselves be a grantee, but many of you are working with tribal colleges and minority-serving institutions including tribal colleges give bonus points. So they sort of get like they move up the ranks in the application process.

Another grant program that I wanted to

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put on your radar is the work opportunities, Workforce Opportunity in Rural Communities. This is one that we've also gotten appropriations for a couple of years in a row, and we got more money in the FY '22, meaning that in the program of '22 we'll publish another funding opportunity announcement. We usually publish that one in the spring and make awards in the summer, and that is actually designed for smaller organizations specifically.

Some of our grants are pretty big dollar sizes. Like the grants for this program, Workforce Opportunities in Rural Communities, we sometimes call that WORC, W-O-R-C, has a much, much lower floor in the grant amount. It's in the Appropriations Act specifically for the Mississippi Delta Region, the area within the Appalachian Regional Commission, so that's what the last grant competitions have been about this year, through a change in the appropriation language.

It will also include the Northern

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Border Regional Commission, the area that they cover. So sort of a lot of the east coast. This is by statute, by approps language it's not available in the west. But I want to make sure that folks who fall into those regions know about that, about that grant program too that will come out in the spring. Let me pause again.

CHAIR QUINTANA: The Chair recognizes Candace Lowry.

MEMBER LOWRY: Candace Lowry, Region 3. So for the Workforce Opportunity for Rural Communities grant, will it be offered -- I know you were saying the east coast? Would that be North Carolina? Would that be --

MS. VITELLI: Uh-huh, uh-huh. It would be.

MEMBER LOWRY: Okay, and it's for -- Section 166 could apply?

MS. VITELLI: They could. Section 166 grantees would be eligible.

MEMBER LOWRY: Okay.

CHAIR QUINTANA: Any other questions,

comments? The Chair recognizes Kay Seven.

VICE CHAIR SEVEN: That's an interesting grant opportunity, looking at the regional commissions like the one there in Appalachia. I was wondering what about the Denali Commission? Could that be designated as Region 2 maybe for the Alaska area in the future?

MS. VITELLI: Yeah. It will be interesting to see if Congress adds any more organizations or areas into -- right now, it's just Mississippi Delta, Appalachia and Northern Border. But they might in the future add other areas, yeah.

CHAIR QUINTANA: The Chair recognizes Gary.

MEMBER RICKARD: Gary Rickard, Region 6. They need to come out and look at the Rural Northern California. It's burned up and job opportunities that were there before fires are gone. So I know Appalachia is an area that has always had economic need, but I'll tell you, we have some need in Northern California now.

CHAIR QUINTANA: Thank you for that

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Gary, important for us to know. Any other questions or comments? Joseph Quintana, Region 6. One quick important note is that we now have fresh coffee and there's delicious cookies over there. So please, I know we don't necessarily have a break scheduled, but if you need to stretch your legs, definitely grab some refreshments.

I also want to add one other point to what you shared. It was in regards to gender equity, also not only in regards to education but also wage equity as well. I think within our area, American Indian women earn 55 cents to every \$1 a non-Hispanic white male makes. And so how could we make sure that we're not only addressing the need, but also working sure that women also have every opportunity as men do.

I think also looking at a growing concern within our area of inflation. I think no matter how much we try to make sure that we place people in good jobs, we know that their day-to-day essentials continue to rise. And so their salaries aren't rising, but the things around them

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are being even ever more costly. Is there anything in the future that will address that, or is that something we can work to address together?

MS. VITELLI: Yeah, you know, it's tough for sort of workforce development and overall to impact inflation. But I think to your point about, you know, sort of how do we set people up for jobs in which they can withstand that kind of inflation, right? I mean this is some of what we try to talk about when we say job quality and the sort of placements where we help people find jobs, helping them find a job that's not a dead end job and helping prepare them for a job that okay, you're only making this much now, but there's career advancement opportunities.

So that, you know, even as inflation rises like they're better able to get higher pay over time. So that, I don't have a sort of silver bullet for that, except that like I, you know, being able to the maximum extent possible, make sure that we're setting people up to be lifelong learners, so that they can keep advancing in their careers.

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You know, also people who are sort of caught up in that, caught up in low wage jobs, might find it really hard to take time out, because they can't necessarily afford to take time out of the labor market for training. It's one of the things that Jack mentioned about the important role of supportive services, which has been a feature of many 166 and 477 programs for a long time.

But it's not necessarily a given in every workforce program, and so we've also been trying to really emphasize with those other grant programs where it's not as much of a tradition, to make sure that supportive services are built into the structure of the program, even if that means, you know, helping people apply for cash assistance if they need it, providing needs-related payments so that -- and sort of having, you know, training geared towards adult learners, so that it's not, you know, the training's not 9:00 to 3:00 even if they're working in those hours.

This is like training and supports

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available for working adults, because otherwise if people can't afford to go into the training, then they can't, you know, get out of that, get out of that cycle of poverty and being stuck in those low wage jobs.

And Athena, I know we were also going to talk about the 477 MOU, but I didn't know if that was on your -- I'm starting to cut into your time. If you wanted to be able to talk about that.

(Simultaneous speaking.)

MS. BROWN: Initially yeah, we should give (audio interference) with an MOU.

MS. VITELLI: But it's sort of talking about supportive services made me think, right, about combining, combining resources across, across programs. Oh yeah, sorry. There's questions on the phone? Sorry.

MS. BROWN: There is a question online. We'll have to have that person introduce themselves, however. They're on a phone line it looks like.

CHAIR QUINTANA: The Chair recognizes

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the iPhone. Who is that?

MEMBER COUNCE: This is Robin Counce, Region 4. Thank you Kim for all the information.

I just wanted to circle back around and ask about this work grant initiative, and you know, of course you've got regional boundaries brought down with the spring announcement. You said that they may add other regions? Would it be on the spring announcement, or is this something that is a new announcement every year, every two years?

MS. VITELLI: It's a grant competition. It's a grant program that so far Congress has provided us annual appropriation for.

So it has been a yearly grant competition. The one that we'll publish in the spring is sort of following the rules of the FY '22 appropriation because we're -- that sort of carried in PY '22 and PY '22 money that we'll use.

So in the spring, I know for sure that competition will only be for the regions of Mississippi Delta, Appalachia and Northern Border.

I was mentioning that it's certainly possible that

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in the future Congress would add additional regions, but that won't be in the spring. That would be for any -- if Congress makes any changes, those would be that would, you know, then sort of land on the ground in the following year.

MEMBER COUNCE: Thank you.

CHAIR QUINTANA: Thank you, Robin.

Any other questions or comments?

MEMBER WALDRON: Joe, this is Darrell.

CHAIR QUINTANA: The Chair recognizes Darrell.

MEMBER WALDRON: Thank you. I've been seeing those new grant opportunities. They've been flowing quite regularly. I get at least a couple a week. Thank you for bringing that up.

I think some of them are really good programs that would complement the 166 programs that we have off reservation.

But I wanted, and it may be an inappropriate time to mention, but I did have a question about the lateness in getting the monies out to the grantees, because they've been calling

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me and asking because essentially five months have gone by, leaving seven months left to do what they normally do in 12.

And is there going to be any decisions on that or leniency come next June 30th, because folks are asking? I know not everyone's even been funded. So I know it probably wasn't on the agenda, but I'm getting -- I get a call probably at least once a week. Thank you.

CHAIR QUINTANA: The Chair recognizes Athena.

MS. BROWN: Darrell, you should refer all those calls to DINAP, to explain to the grantees the funding and also to deal with those individuals on an individual basis, and I'm sorry they're calling you because that places you in a very difficult position, because I know that you're not aware of the internal issues in DINAP. So just feel free to refer those calls to me as the division chief.

MEMBER WALDRON: I will, thank you. Because I say I don't know, but I can find out.

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Anyway Kim, I hope I'm not putting you on the spot.

MS. VITELLI: No. It's a fair question, Darrell. So yeah, there were. There were delays. We worked really closely with our grants office to prioritize any grantee that was -- did not have very much carryover, to make sure that those all got out. The ones that are remaining are grants that had a high amount of carryover or some other sort of complication with their grant that has been -- taken a little bit more time to resolve.

And we did, you know, learn a lot of lessons in this grant competition, but we're dealing with our Grants Office to sort of make sure that this doesn't happen again in the future years.

I mean some of them are sort of like a perfect storm in terms of like did some organizations couldn't get their BAM (phonetic) registration.

That's sort of something that's really outside of our control, but it adds into the chaos of the grantmaking, you know, getting everybody's grant applications in and everybody's SF-424s in

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so that where we, you know, do have to take things into consideration for the competition that we can compare like to like.

And but it's still, I mean to your Darrell, you know, it's unacceptably late even for problematic grantees, for us to not have all the money out by this point. And so we have been trying to minimize the problems, but there's still problems. So they're ones that we've also been thing to study okay, what happened here, so that this doesn't happen again.

There are grants that don't have carryover money and still haven't gotten their grant, or that you have problems being able to drawdown anything. You've probably already been in touch with Athena or the DINAP team. But if not please let us know so that we can dive into resolving that.

CHAIR QUINTANA: Any other questions or comments? If not, thank you Kim, appreciate it. We're going to move along with our next agenda item, which will be shared by Athena Brown,

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division chief for DINAP Report Out and Updates.

MS. BROWN: Thanks for asking me to provide this update. It gives me an opportunity to sort of discuss the program as a whole, and also for those new members of the Council, maybe I'll get into a just a little more detail, sometimes because I feel like it's unfair that we expect you to understand the program and how it's set up.

But DINAP, as most of you know, a part of the Employment and Training Administration, one of the largest agencies within the Department, and also Kim, as our administrator, heads Office of Workforce Investment, and they have numerous programs, I think it's like 25 different programs, and support a huge budget as part of the Department's overall budget.

So Kim has a lot of responsibility in addition to the Indian and Native Program and supporting our program where she can. We have -- we are one of the smallest of the programs, but we're unique in that we're a nationally administered and managed program, and although a

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large part of our work is administering and managing grants, we also perform a lot of collateral duties in the Department of Labor.

Some of that is interacting with the Office of Congressional and Intergovernmental Affairs to ensure that we're conferring with Jack about some of the larger initiatives across all federal agencies and in the White House. The federal project officers in DINAP also play a large part in assuming responsibility for collateral duties beyond just overseeing the grants itself, like Jennifer says of Performance and Management.

She's been working for the past two years on developing the grants' performance management system and rolling that out.

Duane does a lot of work on the budget and on other collateral duties, reviewing periodic Congressional language coming from other federal agencies. So we all take on and wear a lot of different hats in DINAP. We currently have two outstation employees in Texas. That is Duane Hall, who has recently been promoted to the

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supervisory workforce development specialist, from a team lead.

Duane also has long-served as the subject matter expert, and Kavahe Brandeau Fasica (phonetic), she also recently -- she was hired as a remote worker, but just recently was transferred from California to Wichita, Texas. So now she's in a different area, but she's still, you know, hopefully that's a seamless transition. She still has the same assigned grants. She's just working out of a different area.

And then we have Jennifer Whitmore in Sacramento right here, so Jennifer joins us today, and we have -- we have two employees in D.C., Maria Mendoza and Chelsea Fish, and Carl Duncan, who is a remote worker out of Arizona. So we are spread throughout, and that's really to the advantage of the grantees because we want the federal project officers to have that direct contact with their grantees.

And so I'm very happy to report that Kim has also been a really big supporter of our

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program because she approves like the FTEs as part of the Department's budget. We just, we were able to recently pre-screen some applicants for another federal project officer position, and OHR has approved that and they're moving forward on contacting the applicant to make a job offer.

So hopefully we can see that happen soon, and when I say soon in government, you still have to go through the background checks. You have to have the Office of Human Resources make a job offer and they have to accept, and then any other negotiated things take place. So but we're moving forward with that and I'm very happy that we go through the pre-screening of some very talented applicants. I was impressed with the applicants that we had.

The next step is to process the job announcement for another supervisory workforce development specialist in DINAP. That will be working alongside Duane Hall, and that position will be posted on USAJobs some time very soon. Kim will also -- well Kim also talked about the

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division chief position that we expect.

So we're moving along and hiring some additional staff and hopefully can alleviate some of the workload on the existing FTOs. The update of our number of grantees that have been served by DINAP, we are now at 99 comprehensive service program participants or grantees, and 66 supplemental Youth Services.

That number is reflective of approximately three to four grantees that are no longer operating stand-alone programs, and are currently being served by other organizations. You know, unfortunately I think the Council is aware that we have some issues with applicants that have had issues that are beyond resolving, issues that move to initial and final determinations and potential fraud and abuse.

And so we did lose about three to four grantees along the way, but hopefully, you know, DINAP was resourceful enough to ensure that the services continued through other mechanisms. I think that at least one transferred over to the

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477 program through a new grantee, the South Puget Sound that took over Western Washington's area.

So when DINAP is working with grantees that are at risk or very high risk, or have lost their grants, we work really hard to make sure that we prioritize those service areas so that they don't lose the services. We know that oftentimes clients are being served, and we don't want to lose those clients. We want to make sure there's some continuity of the services being provided.

So we look at all of our options across the board, and one of those is, you know, can we possibly transfer that workload over to another highly-performing grantee. We just also approved three more grantees to participate in the 477 program, and I'm very pleased and happy because, you know, these are tribes that have been working on their applications for a while, and considering going over to the 477 program.

One is the Hualapai Tribe, Bois Forte, and Pascua Yaqui. I think we have one additional pending application at the Absentee Shawnee in

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Oklahoma. So the number of 477 grantees now stands at 67, with one additional application pending.

A combined total of \$18,716,368 is transferred over to the Department of the Interior for the 477 program, and that's 13,533,802 in the adult funds and 5,182,566 in youth funds.

So as you know, this year was a competition year and the awards were issued with nine receiving conditional awards, and almost all nine of those conditions were related to excess carryover. And so this means that the FPOs will be required to work closely with these grantees, to ensure that all of those issues are resolved, and that they submit corrective action plans.

Note that we recognize that the targeted training and technical assistance recommendations from this Council are important in Patty's strategic plan because we, we want to make sure that we're addressing those grantees that are at risk, and those that have issues related to the performance. So that's an important component. The Department of Labor's Indian and

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Native American Program is funded on a program year basis. So we go from July 1 through June 30th, and throughout -- through program year 2021 through program year 2023, we received incremental increases in our funds.

So in 2021, you know our program received \$55 million in comprehensive service funds, and 13.7 million in supplemental Youth Services funds. In program year 2022, the program received \$55 million in CFP funds and \$13.9 million in Youth funds. That amount also includes the one percent allowable funding that we take out for training, for training and technical assistance.

Of course, Tribal Tech is our PAT provider, and the small -- and the Department also reserves a very small amount of program integrity funds and in case some of you guys are mathematicians and these amounts don't add up while I'm talking, I just want you to let -- I just want you to know that.

So in 2023, the President's proposed funding is \$63.8 million in adult funds and \$14.5

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million in youth funds. And so a lot of work goes into formulating recommendations for our budget every year, and putting together papers that address how we either want to improve services or meet some of the targets laid out in our strategic four-year plan and other types of things.

So a lot of considerations go into how those budget increases happen, and so I would like to recognize that under this administration, we have had those incremental increases in our funding, which was one of the recommendations from this Council.

Just to put it in some context also, our largest grant is \$6 million and our smallest is approximately 16,000. So that tells you that there's a great, diverse participation of the size of our tribes across the nation. Some of us who work in small rural areas know that these programs really make an impact, whether you get a large amount of money or a small amount of money.

I just want to recognize that we serve large and small grantees across the nation, and

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that's one of the things that we take into account when we work with the grantees and when we provide training and technical assistance at the national conferences and the regional conferences.

For some of the new members of the Council, I just want to let you know that the Department of Labor funds Youth grants to federally recognized tribes only, and one Native Hawaiian organization, and that's why the numbers are so much smaller than the adult grants.

The statutory language authorizes a supplemental youth program where the Indian and Native American Program receives 1.5 percent of the appropriation for the WIOA youth state formula funds. So if they get an increase, we get a small increase as well. So that's how that works.

Many of the youth programs are very small and operate summer youth only. However, we do allow year-round programs. So if you're one of those small grantees that operate a youth program and you've not been able to spend your money, you can go beyond that and even though

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historically you might have operated summer only program, you might want to consider extending your program throughout the year.

Also unlike the state-run programs that are being held for out of school youths, many of our programs concentrate on in-school youth and high risk youth. So a lot of the targeted and technical assistance is to in-school youth.

Jennifer was nice enough to send me a copy of our performance data, and I want to give you an update. But also I'll provide maybe a copy of this to all the Council just in general, because I know it's difficult to retain these years, these numbers. So if you looked at from program year 2018 through program year 2021, it actually looks like we decreased significantly.

But that's because of the way that we defined the collection of our data in program year 2018 and 2019, where we have numbers that were in the 20,000, 24,000 and 20,000 respectfully. In 2020 and 2021, we were required to just look at those numbers that were terminated; is that

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correct?

So we no longer looked at the clients that came through and just received different types of services through the program. They weren't really receiving like a job or work experience or they weren't really enrolled. They received just services by the program sometimes, you know, helping them put together a resume or whatever.

So it was -- the way that we counted those numbers were different.

So it looks like our numbers went down, but it's collected uniformly across the Department of Labor, the same way that they're collected by the state programs. So the participants enrolled, we had a nine percent increase from 2021. It was 6,882, and the self-service -- oh, that's what I was trying to say. The self-service customers, I'm sorry.

So before when the numbers were in the 20,000's, we also counted the self-service customers, and that's why the numbers were higher.

But now we separate out those numbers. So under

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the self-service customers, you know, that was a 14 percent increase in 2021 to 458. The total number of grantees reporting specifically to our program is 101, and that's because we don't collect the reporting from the 477 grantees. They have their own separate reporting.

Under the supplemental Youth Services Program in program year 2021, we served approximately 3,094 customers. It was a 47 percent increase compared to program year '20, program year 2020. Exits and terminations was 1,601, which is a 94 percent increase from program year 2020. That's primarily a result of the pandemic, because you'll see that our program numbers significantly decreased during the pandemic, and I think that happened across the nation.

So in addition to the Indian and Native American programs, many of the other DOL-operated programs had the same type of decrease. Those participants in the youth that obtained two or more goals, we have a 90 percent increase with 1,194.

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That was a 75 percent increase from 2021, as compared to program year 2020, which was only at 628. The number of grantees reporting for the youth program is 68, and again I explained that only federally recognized tribes received the youth funds.

Hopefully those programs that are not receiving youth funds are interacting with the state, because the state should be also serving the non-profit organizations, the organizations like Candace and Joe run. As mentioned above, the Department of Labor supports the Public Law 115-93 Indian Employment Training and Related Services Consolidation Act. It's a long name. We call it the 477 program, as amended.

Department of Labor was one of the four agencies that initially supported 477 before it became a permanent part of the law, and Kim reported a little bit about the signage of the MOA, the memorandum of agreement. I believe the Department of the Interior does plan to have a formal signing of that MOA because it is so important and, you

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know, with all 12 federal agency Secretaries signing that document.

It was a huge undertaking, and Kim served as the primary point of contact on that committee, with me serving as the alternate. So we really sat through all of the negotiations and Kay was on the Tribal, the work group that was participating in those as well. Oh, and Holly.

I'm sorry, Holly.

So that, that program is unique and such a huge part of Section 166 because we were initially one of the agencies supporting that program. We've always supported it. We've combined our regional and national conferences so that we can provide training and technical assistance to workforce directors across the nation, without separating out 477 and 166 because we're all, you know, on the same page. We want to be on the same page with our employment and training initiatives.

It's just that that program allows a lot of flexibility, and that's why we're always encouraging tribes to look at the voluntary

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transfer their funds over to the Department of the Interior by turning in an application. We've always supported the Department of the Interior in providing technical assistance if the grantees ask us to help them navigate through that process.

Although Interior is the lead agency, they sometimes do come to us and ask us, you know, how do we initiate the process for going 477? And we really appreciate that, because it allows us to navigate through our internal system and look at the funding and decide what they need to do in order to prepare to go for 477, and oftentimes that includes working very closely with the federal projects officers, because we know we have to close out those grants and finish up the reporting, or in some cases we've transferred funds over knowing that a grantee might have excess carryover, and they might still have to report to the Department of Labor while transferring over their new funding to the Department of the Interior.

One of the big priorities of this administration, as Kim mentioned, is to rebuild

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the economies and to bring back our businesses and to focus on returning job opportunities. For those news junkies probably like myself who like to sit in front of the TV and watch the news all the time, we hear that jobs and the economy is at an all-time high, with unemployment rates through the country going down.

However, as we recognize, it takes a keen understanding of the Native communities, and that's where this Council comes into play, because we recognize that to understand the local reservation-based economy and the challenges where the unemployment rates are much higher, the opportunities are oftentimes few.

And I think that Kim and I even recognize that working and living in Washington, D.C. because we've had our challenge in recruiting applicants, you know, who are oftentimes willing to relocate or to take jobs that might take them out of their comfort zone and maybe away from their home. And that's been one of -- I think one of the benefits of -- one of the side opportunities

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that the Department has offered was increased flexibility in our workplace alternatives.

We have remote work now. We never had remote work before. Well, we might have had it on a very limited, restricted basis. But DINAP has been able to recruit federal project officers that are willing to work remote from other areas.

So as I explained earlier, now we have remote workers, and the other I think the big benefit is the ability to telework.

You know, everything is virtual. Our meetings are virtual. We offer them virtually.

So there's been some new ways in looking at work.

I think I'm very grateful for the Secretary's leadership and ETA in general, because they've set up really a very strong agenda for the Good Jobs Initiative that we heard about from Jack, and also heard about from Kim.

One of the things that I think we're going to rely on this Council is maybe to nail down some potential dates, you know, to look at the upcoming calendar of what's going on and to make

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some suggestions to the Department of Labor and Jack no when we can bring this together. One of the other things that I know is looking at the calendar and the schedule of large gatherings of tribes, so that maybe we don't have to duplicate effort.

So I think that's one of the things that I'm probably going to be looking -- that whoever's going to be taking over my position as a division chief will be looking at, those types of recommendations, because we want to keep this going. We want to keep this on people's radar and start looking at some, nailing down some real planning for that summit to happen.

Similar to the concerns that the Council raised in their last set of recommendations, economic growth is only meaningful if everyone can benefit. So we've tried to challenge ourselves in the workforce system to be more selective about the types of jobs that we prepare people for, and to aim for those with higher wages and benefits, where workers can

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have a good voice and a good career. So I think that this is like a total different mindset for our program because, you know, we've always concentrated on the very hard to serve, you know, just getting basic skills and getting their foot in the door.

But now, you know, there's an increased emphasis on working with other people, beyond just the hard to serve, and looking at where we can identify some of those that really need to get in really good, stable jobs. So I was really pleased with Kim's report out too recently on the agency's management plan, and she highlighted some of those internal objectives that we envision for ETA's workforce, for all of those in ETA programs, including the Indian and Native American programs.

And I was really excited about some of those objectives, and I was glad she shared with you some of those ideas. We're also going to hear from someone from the apprenticeship office, and as you're -- I've mentioned this during almost every conference and almost every Council meeting,

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that the apprenticeship program has bipartisan support across the board, and there's a large amount of resources dedicated to this program.

We've seen a lot of interest among stakeholders and those on the Hill that are supporting pre-apprenticeship as a way to expand and enter apprenticeships. Hopefully apprenticeships will be giving us a report on them, what they've accomplished and what they're doing to get tribes more involved in this effort. But I also want to put it out to the Council, because it's one of those really important initiatives that I hope to see expanded across Indian country.

I mean there's just great, great potential out there, and I know that DINAP always doesn't hear about the individual efforts being made by grantees. So if you know of anyone or if you're interested, just let us know.

CHAIR QUINTANA: The Chair recognizes Gary.

MEMBER RICKARD: Gary Rickard, Region 6. At the meeting in D.C., I know that the

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apprenticeship people talked about setting up these centers across the U.S. How much do you know about that?

MS. BROWN: I don't know enough, but I will rely on the Apprenticeship Office to give a report out, and I would like that to be one of the questions on reporting on the Centers for Excellence, because they are teaming with a group of industry leaders to assist tribes and everybody else interested in apprenticeships, and providing TA on how to apply, how to get into the program and how to expand your apprenticeships.

MEMBER RICKARD: Okay.

MS. BROWN: So yes, reserve that question for apprenticeships.

MEMBER RICKARD: Okay, thank you.

MS. BROWN: I'd also like to quickly mention that the role of the Tribal Employment Rights Offices across the country, they play a key role because oftentimes they're the ones that are identifying the business partners. They're identifying those contracts that are coming into

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Indian country to train, to offer trades oftentimes in health and construction and other types of industry.

So I recognize that they're a very important part. I have been invited to speak at the National PERO Conference in December, and we did have Lee Adolph at our last advisory council meeting. So I would really like to see there be -- the national PERO efforts coordinated with all of what we do across Indian country, in bringing forward workforce initiatives. And I think that's all I have for now, and I'll gladly take any questions.

CHAIR QUINTANA: The Chair recognizes Candace Lowry.

MEMBER LOWRY: Candace Lowry, Region 3. My question is about something you spoke about earlier, about you know, the grantees, some of them haven't got their funding yet. But the ones who did get their funding on their NLA, it does not have the administrative waiver, 20 percent to increase it from 15 to 20 percent.

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So will that, is that in the works? I know I did speak with my fed rep on it and she said that they were doing things different this time. But just for our fiscal department, because I work under the state, and so they want it in writing and on paper so we can adjust it to that 20 percent.

MS. BROWN: Did you submit the --

MEMBER LOWRY: Yes, the waiver was submitted, and then the information that was sent back in that packet, all of the information is in there. I just didn't get a good answer on why it wasn't. But it is in the information they sent back, and I did send it.

MS. BROWN: Was it approved?

MEMBER LOWRY: No, that's not what -- it's not on there. So just the funding amounts on there, but they request on that waiver, it's not represented on the MOA.

MS. BROWN: Okay, yes. We do have a meeting coming up with the Office of Grants Management. They have a new grant officer as well

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as a new administrator. Our former administrator, Laura Watson, is now our deputy, one of our deputy assistant secretaries. So she's pretty high up there.

But we will work out all those issues.

We've made a note of all those issues, and we have an upcoming meeting with the grant office to go over each and every one of these challenges we've had with processing the requests for waivers, the fact that the funds went out late as a result of other challenges.

Just in fact on Friday, before I left, I was working on trying to get the funding to show up in the payment management system for one of the grantees, and we had to do something completely different on the side. So we made note of all of these problems and we're including the federal project officers in the meeting with the grant office to go over all these issues and challenges.

CHAIR QUINTANA: Candace Lowry.

MEMBER LOWRY: Candace Lowry, Region 3. So also, you know, our award amount may have

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been a little more than what was on the application, and I know before we do -- would have to go back into grants.gov and resubmit the budget narrative and the other documentation to reflect, to make it match your NOA.

So will that also be upcoming process, because normally once we get it, we can go in and we can upload those documents, but there wasn't a link for it also. Will that be something that will be upcoming that the grantees, because I got a few calls from grantees in my region and they've asked, and then I've called and spoke with them, and I know right now it's not available.

But is it something -- I just told them to get it ready, to get it ready and have all the numbers in place, so whenever it is time they can just submit it.

MS. BROWN: Yes. I mean that's another issue we'll work on.

CHAIR QUINTANA: Are there any other questions or comments? Anybody online? The Chair recognizes Kay Seven.

VICE CHAIR SEVEN: Kay Seven. Athena, I was trying to look through my June notes. Was there one pending appointment during our June meeting for the Employment and Training Administration, a pending placement of a -- uh-huh.

I guess there was a pending status, but what is the update now?

CHAIR QUINTANA: The Chair recognizes Athena.

VICE CHAIR SEVEN: Kim, this is for the confirmation of the Assistant Secretary. Have we heard an update on that?

CHAIR QUINTANA: The Chair recognizes Kim.

MS. VITELLI: So the Senate has not yet confirmed our nominee for the Assistant Secretary for the Employment and Training Administration, Mr. Rodriguez. So his nomination is still pending. If this Congress ends without confirming him, then the administration will have to renominate him or someone else in the next Congress. It's really kind of a shame. We're not

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the only agency that's in this boat. There's lots of administration nominees of agency heads I think that requires Senate confirmation that are still pending.

They do sort of slowly work some people through. Amy Lloyd for instance is now, you know, has I think for several months now, been Senate-confirmed as the Assistant Secretary for Office of Career, Technical and Adult Education.

In the meantime, Brent Parton is a career deputy -- not career, political deputy assistant secretary who is also our acting assistant secretary.

So you all might have met Brent in June, because he came and talked to us. So he's our acting agency head right now, and Mr. Rodriguez is still pending Senate confirmation.

CHAIR QUINTANA: The Chair recognizes Kay Seven.

VICE CHAIR SEVEN: So if the confirmation doesn't happen in this Congress, will Brent Parton remain the acting until that happens,

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the appointment happens?

MS. VITELLI: Yes, and he can hold the role of acting assistant secretary for, I can't remember exactly how long it is, like 180 days or something like that, and then after that he still sort of still does the job, but he has a super-long title that says deputy assistant secretary, also acting in the role in the acting agency head, something like that. Like he can't call himself an acting assistant secretary after six months.

But he'll still, you know, we've got three deputy assistant secretaries. Two of them are career officials, Juanita Jacob Simmons and Laura Watson, and then a political appointee who's a deputy assistant secretary. That's Brent Parton and, you know, he hasn't said anything about going anywhere. So he'll still be with us, even if -- even if his role/title gets long, you know, when the Senate doesn't take action.

CHAIR QUINTANA: Any other questions or comments for Athena?

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(No response.)

CHAIR QUINTANA: If nothing, thank you so much Athena. We appreciate your work. We're going to move on to the next agenda item, which is Report on Native American Employment and Training Council's Work Groups. We had some discussion on this earlier today, but we're going to continue conversation now. First, we'll start with Patty Hibbeler, the chair of the Effective Management Work Group.

MEMBER HIBBELER: Thank you Chair. I don't think I have anything more to add after our discussion earlier this morning. We'll do the updates on the plan and we'll bring it back to you tomorrow. Thank you.

CHAIR QUINTANA: Candace Lowry.

MEMBER LOWRY: Candace Lowry, Region 3. So the updated format that we have, were you still putting it in a table form or are you going to put it in paragraph and bullet form? Because I know that was mentioned earlier.

MEMBER HIBBELER: You can put it in

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whatever form you would like.

CHAIR QUINTANA: Joseph Quintana, Region 6. So I think definitely making the edits to the form you already have, with the idea that we are going to talk about how best to present this.

I know we talked about how we'll be able to share going into next week's regional, and maybe once we create a draft around that, just specific bullet points so we have a good visual representation of it, we'll share that with everybody and then we'll make comments off of that, with the Effective Management Group, if that's okay.

And then also one quick point too is that I know that it was mentioned to Patty's plan, but I think this is our plan. This is my plan, this is our plan. I think we've all got a chance today and give our opinions and offer our suggestions, and so I hope as we go forward we all take ownership of this as we progress. So thank you so much Patty for your work.

MEMBER HIBBELER: Well said, Joe. All the data in it has come directly from these

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discussions since we started in our first meeting.

So it really is our plan. I just have the honor and pleasure of putting it on paper.

CHAIR QUINTANA: Of herding cats. I recognize Candace Lowry.

MEMBER LOWRY: Candace Lowry, Region 3. With the format that we have, if it was in the form of a letter form or a memo form, it would be easier for us when we're contacting our regions and the people, the grantees that we're representing too, send it to them and maybe they explain it a little bit, just explain it a little better in the other format (audio interference) for the purposes of putting it in each --

I think both forms. It could be in the table, but also just with the other in the paragraph form so it can be sent out in bullets, just for smoother reading.

CHAIR QUINTANA: Joseph Quintana before we go to Kay, Region 6. So I do agree.

I think that there's a way that we can also talk about how we share this information back with our

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region. So I think that's a greater conversation, but at least we'll have something set forth as a foundation. I do think that you're right, so we do have to come back to that and have a conversation about it. The Chair recognizes Kay Seven.

VICE CHAIR SEVEN: Kay Seven, Other Disciplines. I also recommend that we work with NINAETC web administrator, because on their page we could actually add our two-year strategic plan as an additional link.

CHAIR QUINTANA: Great point, Kay. Thank you so much. Any other questions or comments for Patty? If not, thank you Patty. We'll move forward with Jacob, Jacob who has our Census Work Group.

MEMBER BERNAL: Sure. So just to reiterate very, very briefly on the Census Work Group, we're planning on having an initial discussion with the full work group in mid-November. I've been involved in a number of planning discussions with Duane, Joseph, Jennifer and others, and we're looking forward to kicking

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off the collective dialogue.

Those of you who expressed interest in the work group should have received a calendar invitation with dial-in details for that mid-November virtual meeting. Additionally, I wanted to thank those of you who provided suggestions through subject matter experts. We've reached out to many of those individuals.

Those that were receptive and would like to be involved include a Bureau of Labor Statistics economist, a Native American legal advocate involved in Census issues, and a couple of others. We're also very fortunate to be able to work with Ron D'Amico and members of Social Policy Research Associates team, who assisted with the implementation of the prior decennial census data and tabulations. We welcome any additional referrals on an ongoing basis.

As you all know, specific recommendations will be left to the Council after having been made and formulated by the work group.

Through that channel, we look forward to providing

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thoughtful feedback on any issues that face Duane and Jennifer, particularly around the use of the ACS, the American Community Survey data.

In light of the time lines involved, we hope to be able to formulate recommendations over the coming months in advance of the next Council meeting. Thank you.

CHAIR QUINTANA: Thank you so much, Jacob. Joseph Quintana, Region 6. Before we open it up to comments and questions, I just want to say how appreciative I am of your work. We think that you really hit the ground running in taking on this task for us. I felt like you were piecing together people all across the nation to be a part of this team.

I know we had some conversation about that. So I wanted to say how impressed I am with the work that you're doing there. Any other questions or comments or suggestions for Jacob?

The Chair recognizes Kay.

VICE CHAIR SEVEN: Kay Seven, Other Disciplines. So as we do the work with the Census

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Work Group and we're reporting back out, I was talking to Jacob earlier and I thought, you know, is there a message that we need to carry with our work as Council members in, you know, the GOTC, Get Out the Count. If the annual American Community Survey count by our community members is going to be important, then let's send that message out.

CHAIR QUINTANA: Thank you so much Kay for that reminder. Any other questions or comments?

(No response.)

CHAIR QUINTANA: If nothing, nothing online, we'll move to the next, Performance and Reporting, which I chair. I have no new remarks other than what I shared earlier today, other than that our working group should anticipate an introductory meeting soon. We'll be working closely alongside Jennifer and in the background we'll be working with Duane as well.

But we will have a meeting soon, so Robert, Candace, Robin and Kim Carroll, please

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expect a meeting invite going into the tail end of the year, with the anticipation that we'll meet and then we'll hopefully have something continuous meetings going into our next meeting in person in April. Any other questions, comments or concerns about Performance and Reporting at this point?

(No response.)

CHAIR QUINTANA: If not, we'll move on to Youth Work Group, Winona Whitman.

MEMBER WHITMAN: I don't have any, many things to add, Winona Whitman from Region 6, based on my report this morning, but I do want to reiterate that we will have a December 6th meeting, and an invite will be sent to everyone that's listed on the last page of the strategic plan, and we added two more members this morning, Tara Androtti and Rosemary Reano.

And I also wanted to add, based on Kay Seven's recommendation this morning, we will add the Good Jobs Initiative to the Youth Program track.

CHAIR QUINTANA: Thank you for that



Winona. Any other questions, comments, suggestions? The Chair recognizes Kay.

VICE CHAIR SEVEN: Kay Seven, Other Disciplines. I need to look probably better at the composition of our work groups. But to make sure the composition of our work groups is representative of both 166 and 477 programs.

CHAIR QUINTANA: Thank you for that. Any other comments, questions? No. Thank you so much, Winona.

MEMBER WHITMAN: Could I also reiterate what Kay Seven also indicated. Yes, yes, we will -- we looked at all of the 166 and 477. We're all one group of Indian and Native American grantees.

CHAIR QUINTANA: Thank you. Yes, we are. If there's nothing else, then we will move on to -- we're moving ahead a little early, so I anticipate us breaking early.

So usually we at this point would do a recap of today and rather than it just solely sit with me summarizing what we've talked about

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up until this particular point, I'd like to go around the room and check in with each of you, and either if you can uplift something that you've learned from today or something that you're excited about going into the rest of the year.

If we can each either say one of those two things. So if there's something that you've learned, something that you're taking away, something that you're excited about that you've heard here today or something that you're looking forward to through the rest of this year. Kay, do you mind starting us off?

VICE CHAIR SEVEN: Kay Seven, Other Disciplines. I guess my takeaway is is that we have a strategic plan completed, ready to print out and begin to distribute through our motions to send to the Secretary of Labor, to send to National Congress of American Indians and a number of other partners, and post and update the NINAETC website. So that was my takeaway.

MEMBER PEER: Angel Peer, Region 5. For me, it was the new funding opportunities that

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are coming up. I think that's really important that we get that information out there, so that we can all apply for additional funding.

MEMBER EDMO: Hi, Lorraine Edmo from Region 4. I think my takeaway is similar to Kay's.

I'm really happy that we do have that final strategic plan draft and that it's really good to have that ready to go, and to move forward. I think we made a lot of progress on that, and also working with Jack Jackson. I mention him again because I worked with him many years ago when we were at NIEA together, and it will be good to continue to work with him and try to elevate all our work in collaboration with his work. Thank you.

MR. WOJNAS: Jacob Wojnas, Other Disciplines. I'm simply excited about the sheer number of different fronts that we've made some early progress on, and the traction that that represents.

CHAIR QUINTANA: Thanks, Jacob. Want to share anything BC? Okay, we'll move over. Kim, you want to --

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MS. VITELLI: And I have a whole page of notes of things that I want to make sure to send out to folks, including looking at our own internal processes of how quickly we get information out about when there are new grant competitions, so that we can get it in the hands of lots of people as soon as possible.

CHAIR QUINTANA: Jennifer.

MS. WHITMORE: I am looking forward to supporting your initiatives, so exciting.

MEMBER HIBBELER: So a lot of what's already been said. I'm excited about the movement of the work groups and the prospective movement that's going to come. I also have to say that I am excited for Kim's support at her level in really helping to move this Council forward.

I believe we're going to have some great recommendations that will come up from the work group, and move forward and when they get to this level, I think Kim will be prepared to support us in moving us forward. So we're streamlining the process all the way along, so I'm excited about

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that.

MEMBER RICKARD: Yeah, a couple of things that I am interested in, and I gave -- I have a cough. First thing, I thank Kim for her update because it's, you know, reauthorization is always a big topic and letting us know how that's going is really great. And then the update on the ETA 2022-005 comment period, you know. That's, I really appreciate that.

And then the other thing is finding out more. I was somewhat walking away from our last meeting going now how are these apprenticeship centers going to work that they're planning on setting up, you know. So I really want to learn more about that, and I think tomorrow we're going to get some information on that. So that's really going to be something that I'm interested.

MEMBER LOWRY: Candace Lowry, Region 3. So some of my takeaways are Jack's, his presentation with the different initiatives that are going on and the momentum, and Native American communities and opportunities that we'll be able

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to bring back to our states and our regions, and give that information out, and also the Good Jobs Summit that is still in place.

We are, I'm working toward that and it's just great to see that, as Kay said, we have a -- we have a scope of work, we have time lines, and we have things that are getting completed. So it's just a great, exciting momentum for us.

MEMBER MORALES: Holly Morales, Region 6 Alaska. I'm new to this Council, so I'm most excited about learning from all of you, the experts across the nation, to make sure that I represent Alaska well. I'm also really excited to start on the work group, another opportunity to learn and see how I can advocate for my fellow grantees in Alaska.

MS. BROWN: My takeaway is I'm very grateful for Patty taking the lead for the outlining the strategic two-year plan, and I'm very grateful to this Council because you really turned this into a working meeting today, and I got a lot of ideas that I want to put down on paper and make

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sure that Kim has that for any future meetings.

Thanks.

CHAIR QUINTANA: Thank you. Joseph Quintana, Region 6. I'm definitely, as I've said in previous meetings, this is one of the meetings that I really look forward to coming to and rolling up the sleeves alongside each of you. We might not always agree on things. We all come from different parts of the country, but there's one thing that we all agree on is that we want better for our people.

So I feel like as much work as there is back home, we've just got through a ton of work today. So looking forward to what we'll continue to do tomorrow. Of course, what we'll continue to do through the rest of the year and looking forward to the new year. Before we end, let's go to those who are online, and so I'll start with iPhone 12. Is that iPhone? Robin, is that you? I'm sorry.

MEMBER COUNCE: Robin Counce, Region 4. You know, being new on this Council, my

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takeaway is that it seems like all the pieces are kind of coming together, and I'm equally as excited to hear about the apprenticeship opportunity and the Good Jobs Summit, and the continued support that Secretary Walsh has given us his word to support us.

CHAIR QUINTANA: Thank you for that, Robin. Darrell, are you still here with us? No, Darrell's not here. Lora Ann?

(No response.)

CHAIR QUINTANA: If not Lora Ann, then how about Winona?

MEMBER WHITMAN: Thank you. Thank you, Joe. I appreciate today the wealth of information and work shared with everyone. A big mahalo, a big thank you to Kim, Athena, the presenters, DINAP and the Council members. I mean without all of us working together, none of this could have come to fruition today. Thank you.

CHAIR QUINTANA: Great way to close this out, Winona. If there's nothing more -- the Chair recognizes Gary.

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MEMBER RICKARD: Yeah. I wanted to go off record and ask Winona, have you guys finished putting all the thatching on that grass hut yet? You've been remodeling for a year.

MEMBER WHITMAN: Gary, I will never forgive you for this. Yes, the remodeling has been done for maybe about two months ago.

CHAIR QUINTANA: He's clapping for you.

MEMBER WHITMAN: Did that answer your question?

CHAIR QUINTANA: The record share that Gary clapped for you. If there's nothing else, then we will end on that, and with your consent I will move us to recess until tomorrow morning at 9:00 a.m. The time is 4:14. Thank you all.

(Off mic discussion.)

CHAIR QUINTANA: All right. We're going to adjourn for today. We're not going to recess. I'm sorry, I misspoke. So do I have a motion to adjourn? Gary has moved us to adjourn,

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with a second by Patty Hibbeler. All eyes in the room?

(Chorus of ayes.)

CHAIR QUINTANA: Anybody opposed?  
Anybody abstaining?

(No response.)

CHAIR QUINTANA: Ayes have it. We'll see you tomorrow. Thank you all, 9:00 a.m.

(Whereupon, the above-entitled matter went off the record at 4:14 p.m.)

