

UNITED STATES DEPARTMENT OF LABOR

+ + + + +

NATIVE AMERICAN EMPLOYMENT AND TRAINING COUNCIL

+ + + + +

MEETING

+ + + + +

MONDAY

OCTOBER 31, 2022

+ + + + +

The Federal Advisory Council met virtually at 9:00 a.m. PT, Joseph Quintana, Chair, presiding.

PRESENT:

- JOSEPH QUINTANA, Region 6, Chair
- KAY SEVEN, Vice Chair, Other Disciplines
- JACOB BERNAL, Region 6
- LORRAINE EDMO, Other Disciplines
- PATRICIA HIBBELER, Region 6
- CANDACE LOWRY, Region 3
- HOLLY MORALES, Region 6
- GARY RICKARD, Region 6
- WINONA WHITMAN, Region 6
- JACOB WOJNAS, Other Disciplines

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

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

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

A G E N D A

Opening - Blessing ..... 4

Roll Call ..... 5

Apprenticeship Update on Participation of  
Tribes and Indian Organizations ..... 11

Report Out on DOL's Youth Framework ..... 36

NAETC Two-Year Strategic Plan ..... 63

Public Comment ..... 110

Recap and Follow-Up ..... 127

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

(9:00 a.m.)

CHAIR QUINTANA: Joseph Quintana, Region 6. I call the meeting to order at nine o'clock. At our meeting is we do each of our meetings with an opening blessing. I ask you that you place everyone here in person and we're going to pass it over to Athena Brown. Athena.

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.

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.

CHAIR QUINTANA: Thank you so much, Athena. As Athena mentioned, this is another opportunity for us to better the chances for our community members, so we know why we continue to serve this particular board and Council. I know want to ask B.C. if she will conduct the roll call.

MS. ECHOHAWK: Yeah. Thank you, Joe. Folks online, please remember to unmute yourself if we have Councilmembers on the line when you say aye. Mr. 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. Lora Chaisson, Region 4.

(No response.)

MS. ECHOHAWK: Robin Counce, Region 4.  
Robin Counce, Region 4.

MEMBER COUNCE: Present.

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

MEMBER EDMO: Present.

MS. ECHOHAWK: Patricia Hibbeler,  
Region 6. Okay, well we'll get that changed. She  
has indicated present, Other Disciplines rather  
than Region 6. Robert Houle, Region 5.

MEMBER HOULE: Present.

MS. ECHOHAWK: Shawn Isaac, Region 6.

(No response.)

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

(No response.)

MS. ECHOHAWK: Angel Peer, Region 5.  
She's present. Joseph Quintana, Region 6. Gary  
Rickard, Region 6. He is present. Kay Seven,

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

Other Disciplines. She's present. Darrell Waldron, Regions 1 and 2. Darrel Waldron, Regions 1 and 2.

(No response.)

MS. ECHOHAWK: Winona Whitman, Region 6. Winona Whitman, Region 6.

(No response.)

MS. ECHOHAWK: Jacob Wojnas, Other Disciplines. He is present. That's our roll call and we do have a quorum. Thank you.

CHAIR QUINTANA: Thank you for that, B.C. Next up is a recap of Day 1. We're going to save that for a recap later this afternoon, as previously scheduled. Instead, I do want to share that last night we did receive an update of the Strategic Plan. So thank you so much Patty for your work in putting that out so quickly and getting it back to us.

You should have received that by email.

We know that wasn't necessarily enough time for everybody to take a look at that and give your opinions or suggestions on any potential changes

or edits. So as we go out and take this, take the break to go and visit NCAI's workshops, in the meantime B.C. is going to print out some of the strategic plans, so we can have those readily available here.

This will also give everybody who's joining us online an opportunity to go through and view the document as well, with the idea that we will then have a discussion about it during the 2:00 to 2:45 period that had formerly -- been previously meant for recap and follow-up by me.

Instead, we'll have opportunity for us to share our suggestions within that draft and finalize it.

Any questions about that going into this afternoon?

(No response.)

CHAIR QUINTANA: If none, the Chair recognizes Kay.

VICE CHAIR SEVEN: Kay Seven. So I just want to make sure. So we're going to, we're going to leave here at 10:00 then, or do we need to be over at, for your workshop by 10:00? And

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309



then also then will you return and be back and start at 1:00 for the clarification? And B.C., will there be someone in here during the time period that we're leaving the room, to leave our equipment?

CHAIR QUINTANA: Thank you, B.C. So great question, Kay. Joseph Quintana, Region 6.

The idea is that as soon as we're finished here, we can take the opportunity to go ahead and make our way over to NCAI or the Space Center. My presentation doesn't start until 10:30, but there are a number of other workshops I think we can take part in. So please view the agenda for something else that catches your eye or feels, something you feel may be pertinent either to this Board or to the region that you serve. Please sit in on it and make those important contacts within that particular work group. We will then reconvene after lunch at one o'clock sharp.

So we would advise everybody to start making their way back to, and that we will then start right at 1:00, including those joining us

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

early. Please make you way back by 1:00 p.m. Pacific Standard, as we will be (audio interference) John Ladd and a number of other speakers and guests. I want to be mindful of their time, and so we will start promptly right at 1:00.

That's everything that I have on my end.

Is there anything else that we need to share or discuss (audio interference). Are there any other questions or concerns we need to address? B.C. The Chair recognizes B.C.

MS. ECHOHAWK: Just a comment. It has already started, but this morning U.S. Census Bureau Consultation session is going on at NCAI in Ballroom A and B-10, and it will be -- they'll be there until 10:00.

CHAIR QUINTANA: So if there's no other questions or concerns, why don't we make our way over to NCAI, and so we'll formally move the meeting to recess until 1:00 p.m. Thank you all.

(Whereupon, the above-entitled matter went off the record at 9:29 and resumed at 1:02

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

p.m.)

CHAIR QUINTANA: (Audio interference)  
to start our morning is that we will be reviewing  
the draft of the strategic plan this afternoon from  
2:00 to 2:45. We'll come back and revisit that.

You should have all received a copy of that in  
your emails, so we're looking forward to reviewing  
that and going forward.

First, we want to welcome Mr. John Ladd.  
He's the administrator and Cierra Mitchell.  
She's the division director and we will be joined  
also by Angela McDaniel. She's the Cultural  
Diversity Lead of Apprenticeship is going to offer  
an apprenticeship update on participation of  
tribes and Indian organizations. Welcome.

MS. MITCHELL: Thank you so much and  
hi everyone. This is Cierra Mitchell. So nice  
to join you again. For those who don't know me,  
I'm the division director in the Office of  
Apprenticeship, overseeing business and industry  
engagement portfolio, as well as performance and  
marketing and outreach portfolio. Unfortunately

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

John was not able to make it, and Angela is not able to make it either. So I'm joined by my colleague Vanietta Armstrong, who also attended the last meeting. She oversees the investment division in the Office of Apprenticeship.

I know there were some questions about some of our investments, so she will be able to cover those questions. I have two slides. Are you all able to -- if I share my screen, are you all able to see my slides? Okay, all right. So I will share those now.

So I think one update that I have for you is, and hopefully you can see my slide. Are you able to see it? Yes? Okay. One is just an update on the current ecosystem. So during the last meeting, we had about 38 programs for the number of programs on Tribal lands or in coordination with the Native American community. It has pretty much stayed the same since the last time we met a few months ago, about 38 programs.

The number of apprenticeships has grown to about 40 additional apprenticeships. So now

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

there are about 317 apprentices across these various states. Oops, sorry. The industry has pretty much stayed the same. We're starting to see more in the construction industry. There are a lot of new partnerships with NAFTU and other intermediaries, especially with all of the infrastructure work going on.

And here are some of the other top industries that we're seeing through those programs. Again, as listed, the top six sponsors, and then some of the occupations for those programs. During the last meeting, I shared some examples of some of those programs. I'm happy to share some of those again for those who might not have received that PowerPoint.

As far as some updates, I wanted to let you know that I can't remember exactly the month that we met, but if we have lost the 100 day, at the 120-day Cybersecurity Apprenticeship Sprint at our last meeting. But I wanted to let you know that we did launch it based on a critical national security need with cybersecurity. So we have

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

launched a 120-day Cybersecurity Apprenticeship Sprint with the White House and the Department of Commerce.

During this time, the goal is really to raise awareness about cybersecurity apprenticeship programs, and to help organizations create cybersecurity programs. So we have three intermediary partners that we work with, industry, intermediary contractors that are basically helping us develop cybersecurity apprenticeship programs.

Like NAFTU and others, they have funding that can be used to support organizations that want to develop programs, and one of them is the Safal Partners. So I did want to let you know that we have to work with folks with Safal Partners.

They have been working with the Island Mountain Development Group or IMDG, who recently joined their national cybersecurity program.

For those who aren't aware of the IMDG, it was founded in 2009 by the Fort Belknap Indian Community Council. It's an autonomous for-profit

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

economic development corporation to serve the -- I don't want to mispronounce it, Aaniiih and Nakoda Nation. Their mission is to build a self-sustaining local economy through the creation of business opportunities.

That's a new program. It's a part of the IMDG team. Tribal members work to create true generational change and economic prosperity in the Fort Belknap Indian community. They just had a really big event to really launch the program, and we're excited about the cybersecurity program. It is the first cybersecurity program for the Native American community in Region 4. And so I just wanted to let you know we are doing that, but if you are aware of any organizations that have a need or an interest in developing a cybersecurity apprenticeship program, please let us know. We would be more than happy to help them create that program and connect them to our staff and to our intermediaries for more support.

I also talked to Angela. Again, she wasn't able to meet today, but she did want me to

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

mention that we are presenting or having another Apprenticeship 101 session on how to increase Tribal apprenticeships on November 8th at the Native American Employment and Training Western Regional 166/477 training conference. Angela also represents the Department of Labor on the White House Native American Interagency Work Group.

I know recently they put out a data request, requesting information for the entire Department, on what we're doing to support the Native American community. So she is spearheading that effort, and all of that information will be made publicly available on I believe the White House website.

We are also working with the Department of Education and DOL's Office of Disability Employment Policy on a series of in-person and virtual events to increase opportunities for Native Americans. So please stay tuned for dates. We'll be sure to get back to you soon.

Athena, you probably remember that we

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309



were talking about the interest and the need for increased federal apprenticeship programs, and I believe Athena you mentioned an idea to fully look at developing a program at the Interior. So Interior has a program that's physically with the Bureau of Indian Affairs, using their Indian preference.

So I do want to let you know that we have been having several conversations. There's a lot of interest in federal apprenticeship programs from Interior, and we do plan to work with the Bureau of Indian Affairs. So I just wanted to let you know and give you an update on that work.

And lastly, National Apprenticeship Week is taking place the week of November 14th this year.

It's a great way to learn more about (audio interference) apprenticeship and to attend this, but also to host events.

And so on our website, you can look up events by your area. You can look up events by industry, and there's also a key word search. So you can search for different types of populations

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

or industries there. So we definitely encourage and hope that you will participate in National Apprenticeship Week this year. We're expecting over a 1,000 events, and we are hoping for over 250 proclamations.

In fact, we recently just worked with an organization to develop a proclamation, which will be posted on our website. So that's it for updates from me. I'll pause here to take questions, and then I'm sure Vanietta will also have some updates to share.

CHAIR QUINTANA: Thank you for that update. Are there any members who would like to share any questions or comments? We will -- the Chair recognizes Gary.

MEMBER RICKARD: Gary Rickard, Region 6. Yes. I would like to in our meeting in Washington, D.C., I guess it was John that talked about these apprenticeship centers that they, you were going to set up across the U.S. Can you tell me, tell us more about that and would a Native tribe be eligible to be the major player in an, in an

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

apprenticeship center?

MS. MITCHELL: Great question. Yes, I'll be happy to answer that, and I'll turn it over to Vanietta, who oversees our Investment Division, to provide more information about those case centers and other investments that the Native American community can participated.

MS. ARMSTRONG: Thank you Cierra. Good afternoon everyone. I'm saying hello to everyone in Indian country. So happy that we can come together today. Just like my colleagues, Cierra indicated we have a lot of variety going on regarding funding, particularly for RATA centers. We are really stretching the net where we are definitely making sure that collaborations are twofold.

Meaning that we're very committed to doing that outreach and collaboration with Indian country, to ensure, which is my catch phrase, everyone has a seat at the table. This is a wonderful opportunity from our RATA centers to really galvanize and find out what is needed out

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

there. So when we have these kind of forums, it's a great opportunity to have that temperature read.

What is it that we can do with Office of Apprenticeship to get that collaboration, continue to make it strong, make it meaningful.

So I'm really excited to hear from the great suggestions you do have, so that I can relay them to our RATA centers. They are very well-equipped with working collaboratively with different demographics, and so I'm really excited that we will be able to tap into their great resources, to promote and assist Indian country.

So are there any questions that you might have specifically?

CHAIR QUINTANA: Thank you for that.

This is Joseph Quintana, Region 6. I just want to follow up to what was shared by Mr. Rickard.

I think that is a good question in regards to how can we best support making sure that apprenticeship programs or training can also be done by either the tribes or the urban centers themselves, since we know that education plays a great role for our

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

workers as they continue to progress.

If we have the insight and the ability to provide that work for them, could we work in partnership together or is there ways that you all -- you don't have to answer now, but think of how this body can help support that as we move forward.

Kay, did you also have a question? The Chair recognizes Kay Seven.

VICE CHAIR SEVEN: Okay, Kay Seven, Other Disciplines. What does, what does the acronym R-A-T-A stand for? Is that Registered Apprenticeship Technical Assistance?

MS. ARMSTRONG: Centers of Excellence, yes. You win the grand prize, yes. RATA Center, that's the acronym, Registered Apprenticeship Technical Assistance Centers of Excellence. In fact, they provide technical assistance to apprenticeship programs in their role of training.

Located in key areas, the RATA Centers of Excellence will seek to create successful and inclusive talent pipelines that meet the needs of today's industries, workers and community.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

Centers of Excellence will also provide technical assistance to employers and industry, to build out model registered apprenticeship programs across a range of industries and jobs, including those in America's critical supply chains. The Centers will also work across public and private sector partners to expand opportunities and registered apprenticeship for women, youth, people of color, rural communities, justice-involved individuals and people with disabilities.

The RATA Centers of Excellence, we have four of them. They specifically Jobs for the Future is our Diversity Inclusion Center; Safal Partners provides strategic partnership and system alignment center; Urban Institute provides apprenticeship occupations and standards center; and the Council for State Governments, data and performance and best practice center.

One of the things that I just heard mentioned was about urban centers. So when you look at the four that we do have, a nice link up

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

may be, you know, for investments to work collaboratively with Indian country, with those key people, you know, the people that really are out there, the ones that are the key decision-makers who work maybe with the Urban Institute on finding out what is it Indian country, the key occupations that are in need?

We keep data regarding occupations and wage inequality, but definitely with this partnership, we want to hear more grounded down, you know, mine it down more. What is it that Indian country needs? The other thing to think about as we're expanding out, not only taking this opportunity today to find out more, but keep the conversation going.

So I hope that that kind of gave more, more of a snapshot of clear analysis related to our commitment through our RATA Centers to stretch the net. The other thing, without going into great detail, just keep in mind on the horizon we have a funding opportunity announcement that is coming out. I cannot disclose that in great detail

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

because it hasn't hit the street yet, but it will focus from a state perspective.

Meaning that if you have, you know, tribes in certain states which, you know, related to apprenticeship, this is a good time. I would say to everyone not that we have time every day, but just, you know, make sure you're signed up for the grants.gov website. They will send you alerts for new funding opportunity announcements.

Because there are so many announcements coming out, it can -- you can kind of break it down, if you haven't already, what specifically, what occupation, what need, what applications you want to pursue. You can break that down. I say that because things are moving very quickly. Again, I can't go into great detail, but we are committed to keeping the funding going.

In fact, our last funding opportunity just awarded over \$130 million in grants. It doesn't stop there. We're starting to see really strong numbers, and so with strong numbers come the great -- and funding come the great opportunity

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309



again to really stretching that out and give people what they need. So not just people, but our collective partnerships and I always say to the people out in the field, that makes a difference.

VICE CHAIR SEVEN: So I guess my question is so now we see the four contractors who are the Centers of Excellence. Who in the building, Department of Labor building, is ensuring that each contractor is reaching out to Indian country? Are they reaching out Indian country through the White House or will they reach out to Indian country through the federal Advisory Committee on Native American Programs?

And the reason why I ask is I was looking at Jobs for the Future on their website just last week, and I guess my question too would go back here. It says now registered apprenticeship programs in 15 states. I guess it would be good for us to look at what those 15 states are and is there Indian country in those 15 states?

There's a concentration on Indian programs. Are you limiting -- going to limit the

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

effort to those 15 states, or will this be Indian, Tribal Nations that are anywhere in the United States, whether they're in urban or reservation areas. So Jobs for the Future was quite interesting because is your office familiar with Public 102-477 as amended by Public Law 115-93?

MS. ARMSTRONG: Cierra, are you able to answer that, because I could answer the front end question regarding the state funding that's coming up?

MS. MITCHELL: Yes. So to answer the --

MS. ARMSTRONG: Or can you answer the first part of the question about who's overseeing?

I mean at a high level, to answer the beginning of that question, we have point of contacts within the Office of Apprenticeship and FPOs, federal project officers that oversee each of the grants.

But our point of contacts, points of contact within the Office of Apprenticeship are there to ensure to JSS, for example, is working with Indian

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

country.

And so, and we are working closely with them and we will be sure to reiterate that, and can actually make a connection to you all to let us know, you know, who we should make that connection with, but to actually connect you directly with the lead from Jobs for the Future, because I agree.

I think out of all of the TA centers, Jobs for the Future, the Diversity and Technical Assistance Center probably is the one that can provide the most support to Indian country. And so yes, they can definitely do that.

VICE CHAIR SEVEN: I guess in following up with that, is I guess for a federal agency working with Indian country is, I would hate to see things be handled and to lead to fragmentation, of where information's going. So I guess the FPO or the Office of Apprenticeship would be good maybe at our next meeting is to navigate. How did Jobs for the Future or the other three contractors reach out to Indian country, which agency, and what was

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

the outcome?

Because I looked at the Jobs for the Future website, and they're primarily located in the east, and maybe one office in Oregon in the Pacific Northwest, and that -- we're having a regional conference in Phoenix next week.

We're inviting Amy Lloyd with the U.S. Department of Education, the Office of Career Technical and Adult Education, and as I was -- as we were inviting her, I looked at her press release from the Department of Education, to learn that she was the vice president for Jobs for the Future.

So you know, I have an interest to meet Amy and ask her what the insight was at the time that she was at Jobs for the Future, when they submitted the grant application for diversity and inclusion and how they thought about rolling that out in Indian country, because I have a real interest in that. I see where opportunities lie in Indian country, but I don't know if I'm a part of that table or how to get to that table, or who to talk to to share our ideas with Jobs for the

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

Future for bringing apprenticeship into Indian country.

So I just wanted to share that comment, and I think that will be it right now. I guess the other thing, does the Office of Apprenticeship, are you familiar with Public Law 102-477 or the 477 program? And the reason why I say that is are they just going to be important for leadership at the Department of Labor, to filter down the information about 477 and near and future opportunities, especially in apprenticeship with Indian country?

Right now, I'm -- for the Pacific Northwest area, I know there's a real opportunity for an apprenticeship project to be happening in the Pacific Northwest. But we have business and industry contractors that are saying that we're lacking funds for apprenticeship, and is the reason why we're not offering apprenticeships on nuclear reactor or Department of Energy facility?

But their eyes light up and they say but we know there's money with Department of

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

Agriculture and Energy, and we know there's money with Labor and Interior, Education. Why can't all these five federal agencies team up and say we hear we have an interest to do something in the Pacific Northwest, between five federal agencies? What is it that we can do to respond to business and industry and the tribes, to bring apprenticeship to the Pacific Northwest, and this is the regional Apprenticeship Training Center for our Native American Program?

So I'd like to learn how we get to those tables to share those ideas.

MS. MITCHELL: So one, I want to say you are talking to the right people if you are trying to get connected (audio interference). We are more than happy to connect (audio interference). Following this call, I can send an email to connect you to Sashua Jackson (phonetic), who is the lead at JSS for the diversity technical and inclusion technical assistance center.

I know that he will be more than happy

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

to talk to you. I think earlier you had asked a question, you know, if it was just limited to certain states? And I want to let you know that it's not, that it's kind of a national center and they work with all states. And so again, I'm happy to connect you to him, to see what they're already doing with Indian country or what the vision is, and to see what we can do to advance that work moving forward.

I'm sure he would love to hear your ideas, and we're happy to be a part of those conversations as well. As far as the 477 program, yes I'm familiar, somewhat familiar with it, just through our partnership with DINAP, and in fact we have worked with Athena to hold some registered Apprenticeship 101 sessions in the past, and have always included the 477 programs.

But I agree, that more can be done there to make sure that, you know, we're increasing our coordination efforts. So any additional thoughts that you have would be great. Again, happy to work with Athena in other ways that we can make sure

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

that we are sharing this information and making sure that everyone is on the same page and that we're working together. I hope that answered your question.

MS. ARMSTRONG: And just to add if you didn't, but I'm sure it did. Thanks for the great coverage, Cierra. A couple of things. I definitely would be interested in, you know, attending not be a presenter, because you probably already have your agenda, but the upcoming meeting that you just mentioned, you know. We're always -- we have great federal partnership, and so I definitely would want us to, you know, at least be listening in on.

The other thing is, as Cierra mentioned, we have FPOs, federal program officers for each of our RATA Centers, and what DOL does really well is data mining. So by the time we have our next meeting or if someone wants to sidebar with me shortly after, I can definitely get that information generated on the percentage of outreach for each one of our respective RATA

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309



Centers.

What are the percentages related to, you know, their outreach and their involvement and participation and collaboration with Indian country? So that's an easy reach. We can definitely generate that data and have it for you for each one of the programs.

CHAIR QUINTANA: Thank you for that.

I think that's an important way, an important follow-up for us to have. If you're able to share that information and we'll share it with each of our members so we can review it. Are there any other questions, comments or concerns you can pose to our presenters? Anybody online, anybody would like to share anything? The Chair recognizes Gary Rickard.

MEMBER RICKARD: The 101 presentation, might that be on video somewhere where we could get a copy of it?

MS. MITCHELL: Great question. I'm trying to remember if we recorded it. I sure hope we did. We do have the slides from it, which I

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

shared before that. We had three of our sponsors speak at that presentation, so we do have their slides. I'll see if it is recorded. We've done several of them, so I'll go check with our Region 6 colleagues. They tend to have those often, quite often.

So I will reach out to them to see if they have a recording link, and if so I'll share it with you all.

MEMBER RICKARD: The reason I ask is that usually after I attend one of these meetings, is I go back and the tribes in my area, I do a presentation of what we discussed in here, and it would be great if I had a copy of that to take with me and maybe show these tribes and get them interested in the apprenticeship program.

MS. MITCHELL: I agree. I think it's a great idea. So I'll reach out. I'm pretty sure we have at least one recording somewhere. If not, then maybe we can record the presentations that we're having next week.

MEMBER RICKARD: Yeah.

MS. MITCHELL: So we can share that out. But yes, I think it's a great idea.

CHAIR QUINTANA: Thank you Gary for your question. The Chair recognizes Kay Seven.

VICE CHAIR SEVEN: Kay Seven. So in response to Gary's question about for a recording of the presentation next week, you know, let me know if your office is not record next week's session. Our conference has hired a photographer/videographer, and I can ask that our consultant or our vendor, Kate Vea (phonetic), tape that session for us. But that would have to be upon the approval of Department of Labor. Just an idea.

MS. MITCHELL: That would be great.

CHAIR QUINTANA: Thank you for that. Any other questions, comments, concerns? If not, thank you so much for your presentation. We look forward to hearing more from you. We will now move on to our next agenda item, which is a Report Out on Department of Labor's Youth Framework by Jennifer Whitmore. Jennifer.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

MS. WHITMORE: Is this on? Okay. Thank you for this opportunity to provide an update on where we are with the Youth Program. For today's session, next slide, I'm going to be going over introducing a framework from the Employment Training Administration, and through that we'll be discussing what DOL, what ETA has decided. Oh next -- oh can you not hear? Do I need to get closer? Okay, thank you. Sorry about that.

Okay. So today I will be just sharing an update on where we are with DOL youth and some of those initiatives coming out of ETA to support our youth and young adults. I'm also going to go over kind of some, the Indian Native American programs, where we are with youth, how we've been servicing youth. I've been listening this past day, and I have some updates on performance.

And I also wanted to kind of recap on where we were with service delivery, some observations I've seen at least for 166, because we have access to that data. Unfortunately, we don't have -- I don't have updates on 477, so yeah,

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

our stats are limited to 166. And then I'll also be providing, lastly I'll be providing an update on our supplemental youth services program, where we are with their modernization.

So we are building a case management system, so I'll share, you know, kind of what that is going to look like over this next year.

Okay. So the Employment Training Administration, within its -- has a strategic plan, and its vision for 2030 includes a great Good Jobs, the Good Jobs Summit, skilled -- providing better training, right, to get people into good careers, higher pay, tapping into apprenticeship programs and within that, the key component is youth employment work.

So they are in the process of developing this strategy where we'll coordinate youth service systems to provide work experience, do wraparound support, anyway, to introduce the youth to better jobs. I have some talking points. So ETA was going to be on this call today, but she was not able to join since it got moved. So she did give

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

me some notes here. So I just want to make sure I don't leave anything out. So I'm just going to reference them real quick to make sure.

So she said that the -- so Department of Labor, they're really invested in making sure, because they take value in the nation's care economy. They want to make sure they build a modern, inclusive workforce which includes -- they want to make sure they're including our leadership here and the advisory council, because they know how important it is to service Native American, Alaska Native and Native Hawaiian youth.

We see the ripple effects created by the pandemic. In 2020, there was a big drop in the -- and we dropped over 40 percent in how we service youth in the SYS program, and with the adult programs too there's a significant drop.

Next slide. So we've got a strategy for better servicing our youth. They're forming this Youth Employment Works group, and within this work group within ETA, they're going to be -- they want the vision for 2030 is to really guarantee

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

paid work experience for every young person. So again that's 14 to 24 for us, because that's who we service.

And that could be -- we might want to introduce or reintroduce, I know we have career pathways, where maybe a youth is not able to go straight into two year or four year. They need a job right away. So passing into career pathways, apprenticeship or even pre-apprenticeship programs. Maybe our youth do not have the skills to even enter a registered apprenticeship. Like what does that look like.

So to get our youth at that point, what we're doing today now within Department of Labor is doing like a learning series. So we're looking at maybe also adopting that within the tribal communities, and ETA will be working alongside the Council and our youth work group to better assist our youth providers or grantees. Oh, I thought you were flagging me, you had a question, okay.

And then of course there's no wrong door. So they want to make sure they're seamless,

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

clear, one access to the programs, whether if someone would be a dropout. Like right now with our numbers, we see -- next slide -- so we have 166 grantees total out of Section 166. We have 99 Section 166 grants. So of that 99, 66 of those 99 receive supplemental youth services funding, and then 67 are receiving Public Law 102-477. So their money's transferred to Interior. So we all service youth, we know that.

So within the SYS program, we serviced 3,094 this past year. But with our CSP, our Conferences Services Program, we can actually service 14 and older in that program. I know that's known as the adult program, but we are servicing youth in that program. So I combine their numbers. So just with CSP and SYS alone, you know, we're over 5,600 youth being serviced just in 2021.

In SYS, over half are participating in work experience during the summer. So we know that's one of the activities they're doing, but again they can be giving, getting those services

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309



year-round. Looking at the demographics too with age, most of -- almost 80 percent are age 14 to 18 who are being serviced in our program. So we see younger youth are coming into the program, but we can service those older, up to 24.

And then with the -- that last slide there for education at enrollment, we see most of the individuals coming in the program, over 60 percent are in high school. So those are kind of just some numbers to kind of give you an idea of where we're at with youth for the INA program.

And then the next slide I have is basically I took this from our, my last presentation we did at the Council meeting we had in June, and I thought this was important because at that time, and unfortunately still today, grantees are significantly underspent. So we want to make sure that we're providing enough technical assistance so they know that, you know, what's allowable, what kind of services they can provide.

And like we just don't have to do summer

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

employment. We can provide year-round services.

It's so great to hear about the programs with the registered apprenticeship, and they're going to be out at their regional. Maybe we can be tapping into that resource. DINAP will be working hand in hand with them, trying to push that into or make that more available or accessible for our grantees.

We also see low enrollments. We do see a rebound occurring this last year, in comparison to 2020, so that is good news. A majority of services, I already mentioned this, are summer employment. We can expand services to include career pathways, apprenticeship programs. Oh, and then I mentioned this about almost 40 percent of the individuals enrolling in our CSP or also known as our adult program, are ages 14 to 24.

That's very interesting. I didn't know that until I pulled the numbers. So again, this -- I already did this. The initiative for youth, I heard Kay yesterday. We want to make sure that we're not just limiting to the supplemental youth services program, because we also are

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

servicing them through the Conferences Services Program. So that includes like United Urban down in LA. I'm sure they're servicing youth too.

So this initiative would include our urban areas as well that don't receive those tribal funds for youth, and our 477 grantees.

Next slide. So that was my short update. I know that was a lot of information I guess I gave in ten minutes, but that was just kind of like DOL's framework for investing in youth, their vision, and then kind of just an update on where we are with youth within the INA program.

The last thing I did want to share is so if you recall, these last few years we've been working on the Grantee Performance Management System, and the GPMS is a web-based system developed, designed by Department of Labor in consultation with the grantees, to develop this system for data collection and reporting.

So we rolled that out in 2020 to our grantees that received CSP funds. So we are in

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

the process of developing a system for our youth grantees, and so that's 66 grantees. So that contract was secured in July, and this past quarter we've been working on just revisiting the regulations, the law, TEGs (phonetic).

I've been working with the youth, Youth Program because our section in the regulations pretty much aligns to what the Youth Program's doing, and they have a lot of -- it's really nice.

They have a lot of resources, because they have a large staff committed to youth.

So I have been using, tapping into them just to make sure that we're dividing the system to meet our reporting requirements. So I've been providing that information. So I've just kind of -- this is just kind of like our time line. We've got a lot going on, so that's what we've been doing through September, October to December, this quarter, we're working on providing the services and performance requirements.

I'm hoping that once we do have that Youth Work Group meeting, that I will be bringing

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

in some of those grantees. We'll ask them to provide feedback for this new system, and then -- oh, at the regional, we will be giving a demo of the new GPMS. I'll be able to show kind of the progress we've had to date. We'll only have, I think we'll have just up through eligibility done.

Our services piece is not done. They're working on that this month, so we probably won't be able to view it until December or January.

With that I wanted to say it's pretty cool. It will integrate with their systems. So for example, if you're a grantee and you receive CSP and SYS funding, once you've logged into the system, you'll be able just to -- if you are, if you receive youth funds, you'll be able just to toggle and see your youth grant.

And then of course the color scheme will be different and everything will be youth friendly, and hopefully case manager friendly. So that's -- yeah, what we've accomplished to date and what we're working on. Come next year, I'm hoping to work with some grantees to actually get into the

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

system. We'll create accounts for them so they can provide us feedback and we'll be making improvements.

And then by May next year, we're hoping to go live with it, and we will go live with six grantees. We've already identified them, and they will pilot it.

They will use it for probably like a month or two, just to make sure there's no big hiccups before we roll it out to all 66. If like UUIC was part of our pilot we did in 2020, and they were really helpful in providing that feedback to us, just to make -- catch little things before we roll out to all of our grantee community. On there, I believe -- oh.

CHAIR QUINTANA: The Chair recognizes Patty Hibbeler. The Chair recognizes -- no.

(Pause.)

MEMBER HIBBELER: My apology Chair. Who are you choosing to pilot?

MS. WHITMORE: Okay, so I'm going to try to remember this because it's on my laptop over

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

there. I know we have the Navajo Nation. We have Alaleiki (phonetic) from Hawaii. We have Ysleta del Sur from Texas. We have Santa Domingo from New Mexico. I know I have two more. Oh, CIMC.

We have the California Indian Manpower Consortium as well, and we have one more. But I'll get that and I'll send it over. Thank you.

So we -- what we did is we wanted to get -- we wanted to get like a wide variety, right.

Large with the small, because this is -- Athena had mentioned yesterday, we have grantees up to 16 -- with as little as 16,000 all the way to six million, and even with our Youth Program, I forgot.

The median grant size of, is like 30,000.

So we have a lot of small grantees. So we're trying to design the system to be as simple as possible. We definitely want to reduce that reporting burden on our grantees is the goal. But again remember, this is -- we have to be compliant with reporting requirements so --

CHAIR QUINTANA: Thank you for that.

Joseph Quintana, Region 6. Two quick questions.

Were you still going?

MS. WHITMORE: No.

CHAIR QUINTANA: Okay. Gary wanted you to keep going. He thought that was too short.

Gary makes a motion for you to continue, but two quick questions in regard to what you shared. One was in regards to the 50 percent youth who participate in the summer employment. Is there any particular reason we've seen, or I don't know if there's been dips over the years in regards to involvement in summer employment.

If they're taking part in the summer youth program, are we finding challenges as far as getting them employed or them wanting to be employed during the summer months? That's my first question. The second question was I appreciate all the information that you shared.

Do we also hear directly from them about their experience, or is that necessarily not the conversation we would have in regards to their reporting back on this?

MS. WHITMORE: So first, for your first

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309



question, repeat that again?

CHAIR QUINTANA: In regards to them or us, the graphic that you shared, so that there are 50 percent youth in summer participating in employment, and I was wondering is there any challenges that we're seeing there?

MS. WHITMORE: So before I provide an official response back, I'd have to do kind of -- and I have those numbers. I have to go back and see is that normal. I can, I don't want to say.

I think we're usually a little bit higher, but yeah. Because of the pandemic, the tribes were completely shut down, and so you know, if they have a tribal resolution where they're not putting youth at worksites.

Very many, very few tribes actually placed youth. Most of them, you know, safety first right, and they didn't want to place youth. I did see all of our tribes so far I'm aware of, have reopened and they are back to work. They have protocols, so if there are exposure, you know, they're quarantining. So they have usually like

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

all those policies in place.

Some of the challenges, the challenges are varied really. No tribe is the same, which I'm sure you're aware of, yeah. So I can't even, I don't even want to speak to it. This seems to be a common, like there's not a common, because like one area might be experiencing issues due to modernization. Like they don't have access to the Internet.

So when they're shut down, they couldn't even participate in virtual type activities, because they don't have Internet or they come from poverty and they don't have that.

Even though we let them know when the pandemic started, you could use this as supportive service.

But they just didn't have the infrastructure in place to pivot to remote-type services.

So but some did, some did but some did not. So I'm hoping like our Youth Work Group will be able to take a deeper dive into that analysis and provide some good feedback, and we can talk to those grantees that are performing really well,

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

and share those practices with other youth.

CHAIR QUINTANA: Thank you for that.

The Chair recognizes Athena, and then we'll go over to Gary.

MS. BROWN: What we found there in the pandemic, because the Youth Programs, as I mentioned yesterday, is primarily the federally recognized tribes and Alaleiki. So when the tribes shut down completely, most of our Youth Programs, especially the smaller ones who serve at-risk in-school youth as opposed to out of school youth.

So once those schools shut down, basically it was like serving no summer, no youth participants because it was during the summer. The editing that we found, one of the challenges we found just from, you know, talking to the tribes and the initial conversations when the pandemic first happened, was that many of our small tribes were ill-prepared to do anything virtual.

And so like even the online intake process was completely shut down for small tribes

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

who did not have laptops, and who did not have equipment to record. And so we started encouraging and providing guidance to our grantees on how to purchase laptops. But oftentimes we found, more often than not, they were faced with their own internal restrictions on the purchase of laptops. Something as simple as getting a laptop, so that you could do intake.

CHAIR QUINTANA: Thank you. The Chair recognizes Gary.

MEMBER RICKARD: Well, I think it might be, and I happen to be on the Youth Committee, so it's going to be important for us to look at pre-pandemic and what happened, you know, five, ten years prior and then we'll take a look at what's happening now under post-pandemic, because ten years ago it was, you know, pre-pandemic and we still had the same issue.

Well then we should have been able to fix it within ten years, I would have thought. So the only thing I can say is if it started, you know, 10-12 years ago, we must not know the reason

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

in order to be able to fix it yet. But we need to look at that. I know you'll be with us --

MS. WHITMORE: Yes, and with our development of the Grantee Performance Management System for Youth, Social Policy Research Associates is assisting DINAP in that endeavor, and they have committed staff time through a separate contract through a performance contract.

But they will be assisting and trying to not only, you know, because there was this new case management system, make sure we're meeting performance requirements, but also modernizing -- standardizing like our forms, right?

So part of that is they're going to help to see like oh, can we help with the intake process, because they know what all our requirements. So we're going to do that. We're going to have some quick, like some fact sheets. So I'm hoping like with this new system, we can also kind of reenergize or revamp the Youth Program, at least for our supplemental youth services program.

I hope once we get that in the works,

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

that the other, you know, youth programs, other providers that provide youth services can also maybe take from that. But anyway, so yeah. We're doing more than just developing systems. We're trying to really be as mindful and thoughtful in the process, so when we do roll it out, it will really benefit the grantees and, you know, the community.

CHAIR QUINTANA: The Chair recognizes Kay Seven, and then we'll go kick back to Gary.

VICE CHAIR SEVEN: So I guess this is more of I guess a comment. I'm really glad that we have a youth committee formed and that they're ready to meet. But I think there's some really out of the box thinking that you really could do for Native youth, whether you're 166, 477, Alaskan or Hawaiian.

But I really think using the vehicle of 477 and Department of Labor knows how important for pathways for you. It is important that there's a reach out to Education and other federal agencies to pull money together. Some of your 166

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

programs are lacking the capacity to do what they would really like to do with such little money that they have. They can't possibly afford their dream of what they would like to offer their kids.

So when you were -- have federal agencies working together and saying here, here's your backbone or your mainframe for what you need for multiple organizations, whether you're 166, 477, Hawaiian, that we can recommend those youth coming to those like Centers of Excellence, where it may be a boot camp or a summer camp on, you know, the career pathways that are important to Indian country because we need to know what those area.

Because apprenticeship just asked the question. We'll ask the tribal leaders what are -- what industries are important to your tribes.

I don't think we have the answer in a consolidated, comprehensive manner. So is it health care; is it hospitality because of gaming? Is it natural resources, energy, technology, cybersecurity, manufacturing, if at all, in the Indian country?

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

Building trades and with the energy, you have renewable energy.

There's a lot of money out for all of these things, but how do we pull money together to get our youth on those career pathways? And then also last night I was on TikTok, and I saw this interesting TikTok called "Tear the Paper Ceiling." The invisible barrier that kids might feel because their tribal communities are saying "go to school, go to school" and kids are saying oh, I don't want to go to school after high school graduation. I just want to work, or I want to go through an apprenticeship program.

And so in our summer programming, we're sharing with kids the opportunities. You don't need a college degree to be what you want to be, and you know, this is how you can go back to your community as a youth ambassador to tear that paper ceiling down, with being able to work in a job that pays a living wage, and maybe requires no four year degree but might require maybe a certificate or career technical education or an apprenticeship,

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309



or just some work experience. Or have soft skills to enter the labor market.

Just thinking along those lines is the capacity, because I know summer youth money is really tiny, you know. You can't even I think afford a staff member to run youth services. So how are organizations paying for their youth coordinator, you know? You've got kind of just provide the little itty bitty services to youth.

So I just had to make that comment and with the Youth Committee, to really think outside the box which how is it that we can do something better and different, now especially that we have this hopefully great programming available, because 12 agencies know that they can work together and they can consolidate their funds into a single pot and a single budget when they know it has a purpose, and youth is a good one.

CHAIR QUINTANA: Thank you for that, Kay. Gary Rickard.

MEMBER RICKARD: Do we need to look at what (audio interference) these programs have side

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

jobs for (audio interference) primary job is something else. So that makes it (audio interference) seem that way for a long time is the turnover in 166 programs. Every time and for how many years now I've been doing case management, one of my first questions is how long have you been with your grantee? How many's been there at least a year? Rarely does a hand go up. How many's been there nine months, six months, you know.

And so the first time I did case management training was in San Diego I don't know how many years ago. I thought okay, I only got to do this once and everybody will be trained. But then every year, my classes got bigger and bigger and every year I asked the same question, how long have you been at this?

So I think the fact that there's such high turnover really is one of the factors that probably helps this be a problem within our, within our grantees, and in the Youth Programs.

CHAIR QUINTANA: Thank you for that.

No, I think it's important for us to know what

stability means not just for us as adults, but important for our youth as they continue to grow.

Any other questions or comments, or is there anything online with any of our members joining us virtually? The Chair recognizes Holly.

MEMBER MORALES: I was just curious -- oh Holly, Region 6. I was curious if there's actually like a youth council that we recruit youth from programs to provide feedback, because one of the challenges that I see is sometimes we're scratching our head about why are you not using programs or how do we reach youth better when we're kind of not asking the right people, which is the youth that we serve and the youth really that we don't serve.

I think some of our challenges is that we expect the youth to come to us, and a lot of those youth are out of school. We really do have to go to them, and so figuring out how to get those voices to the table so that we can be more effective in how we run our programs.

CHAIR QUINTANA: Thank you for that

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

Holly. I think that was an important comment to have, is that we're so much pushing certain programming down our youth, we rarely ask their opinion about it. The Chair recognizes Lorraine.

MS. EDMO: Thank you. Lorraine Edmo, Other Disciplines, Region 4. I just had a question about the youth group. I'm a new member. Well, I guess a lot of us are new members to that, but I wanted to find out in preparation for our meeting with Jennifer and Winona, if there are documents or information that we could review prior to the meeting.

For instance, who are all of the 12 agencies that are part of 477 and, you know, what their resources might be, as well as any other information that you might want to share with our committee, so that we could get prepared to have a better discussion.

CHAIR QUINTANA: The Chair recognizes Winona.

MEMBER WHITMAN: Winona Whitman, Region 6. I just want to acknowledge what Lorraine

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

was asking, is that we will send as much information prior to our December 6th meeting, and Jennifer and I have already been in discussion about the agenda.

The invitation will go out soon, and even from the members that are already on the list, if you have suggestions please send them to us and we will incorporate it in our agenda. So I assume we will have a very extensive first meeting.

CHAIR QUINTANA: Thank you. Thank you for that clarification Winona. Any other questions, comments? If not, thank you Jennifer for presenting to us. I think this is -- I knew it was bound to happen. We were going to have TikTok as far as our minutes, so it's been -- at some point going to happen. We will move on now. Previously, we had for our two o'clock session.

That has been replaced by the updated draft that was shared by Patty Hibbeler. We have a printed document of it that's been created by B.C. It's going around now, and then our members joining virtually, you should have it inside your

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

email that you had received, and so I will turn it over to Patty. Patty, can you please lead us in discussion?

(Pause.)

MEMBER HIBBELER: Okay. So we're just -- can everybody hear me? Okay, all right. So we're just getting set up here. All right. That's better, I think. So what I did is from our discussion yesterday, the notes that I've taken, I went back and updated the strategic plan. That's what you're seeing in front of us today, and our goal is to get to a point where we feel comfortable to pass the strategic plan that will help guide our work over the next year and a half or so.

I think the other thing we talked about yesterday that everybody was very much in favor and clear about is the strategic plan is not something that we create and sits on the shelf.

It's actually a working document and if new issues come up, we want to get them added, we'll add them at our next meeting if the Council approves that.

So I think that's how we want to think about this

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

particular plan.

The other changes that I made in this plan in relation to what was sent out previously is two sections are not in here. One section is what's really our performance measurement. So what's the way that we know that that particular key strategic or strategic initiative is moving towards completion?

I took that out, and then I also took the status column out. So you may remember there was a status column that said has it not started yet, is it partially completed or is it fully completed? In my mind, I wanted to create this piece that gets it ready to be attached to that informational orientation letter that's going to be sent out. I think those other two pieces are more of our internal monitoring, the best strategies moving forward.

So it doesn't need to be part of our external communication, but needs to be part of our own monitoring, and that's where I proposed in the email that we create a dashboard. And

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

really what a dashboard is, the way I think of a dashboard is it gives our Chair and our executive committee and all of us a really quick glance in looking to see that that particular initiative is moving forward towards completion.

It's usually some sort of a simple document where you check, I don't know. I like color coding. So you check red if that initiative is between 0 and 25 percent complete. You check yellow if it's between 26 and 50 percent completed, etcetera. So in a really quick glance, we could all see which initiatives are moving well towards completion and which ones might need a little bit more attention.

So that's one of the next things I'll create and send out to people is a dashboard that we can begin to look at, just as a way to monitor our work. But this is the work that again we want to put out there into the public.

I added the first section that just talks a little bit about NAETC. Comes directly from the website that talks about the Council and

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309



what our initiative is. A lot of the language comes directly from the charter that you discussed yesterday Gary. So that's just very simple, talks about the Council and then kind of leads people into the plan.

The categories are the same, so those haven't changed. So we're still starting with the strengthen infrastructure. I rewrote -- primarily I rewrote the key strategic initiative, based on the conversation yesterday.

So this one reads "The Council will hold a minimum of two meetings per year to be scheduled in conjunction with the annual NINAETC and NCAI meeting." Oh, looks like we have NCAI twice.

And then the work group assigned is the executive committee. The projected time line of the upcoming meeting for 2022 and 2023. We haven't determined the second meeting in 2023 yet. It would be in line with NCAI, but that is not advertised yet.

CHAIR QUINTANA: I recognize Kay Seven.

VICE CHAIR SEVEN: Patty, is it going to be easier to ask questions at the end or do them as we move through?

MEMBER HIBBELER: Oh, I think I would do it at each one.

VICE CHAIR SEVEN: Okay.

MEMBER HIBBELER: So we can just be clear what we want it to say.

VICE CHAIR SEVEN: Right. So looking ahead for 2023, for the second meeting, I was thinking maybe around or close to the Tribal Nations Summit that the White House Tribal Nations event that they do like in early, either early November and early December, and that meeting be in Washington, D.C. at the Department of Labor.

(Pause.)

CHAIR QUINTANA: Joseph Quintana, Region 6, and to piggyback on what was shared by Kay, do you think that it's important for us to consider posting a meeting in D.C.? I think that's where our partners are at. I think we also have access to Congressional leaders while we're there.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

It may be easier for them to attend our meetings in order to present and for us to hear directly from them, rather than us looking at them on a screen. Just something to consider as probably a third option.

I still like the other two, but just considering if we have it within our budget to consider meeting in D.C. as well.

VICE CHAIR SEVEN: So Randy, if I might suggest that the language says -- because I think what I'm hearing is we all think that we ought to be at the National Conference, right? And then the other language could be and/or the annual Tribal Nations meeting or NCAI. Because we know the Tribal Nations meeting doesn't happen every year. It's going to depend on elected officials, but that kind of gives the option of what to center around if we put and/or.

MEMBER HIBBELER: Absolutely. We've got a new one coming, yeah. So we're good with that change? And then A-2, and Chair do you want me to go through every one?

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

CHAIR QUINTANA: Joseph Quintana, Region 6. I don't think that you have to go through the entire thing over again. I think instead focusing on the ones that you previously added, that we know that we had to address yesterday. Unless there are particular concerns once we left here, if you had other questions. The Chair recognizes Kay Seven.

VICE CHAIR SEVEN: So Patty, how about roll call. Let's just A-2, any questions?

MEMBER HIBBELER: That's good. So A-2 was changed based on taking language that's exactly in our charter. So that came directly from our charter change we requested yesterday. Any questions on A-2?

(No response.)

MEMBER HIBBELER: A-3, any questions on A-3?

(No response.)

MEMBER HIBBELER: Moving on, A-4. Any questions on A-4?

CHAIR QUINTANA: The Chair recognizes

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

Kay Seven.

VICE CHAIR SEVEN: Kay Seven, Other Disciplines. So this doesn't have any notation in the projected time line, but I would recommend that we were thinking by April 2023 about this strategy, that we make the recommendation to the Secretary of Labor at that meeting.

Because our -- I was looking at the beginning here. Our two-year appointment, I believe, started April 2022; is that correct, and will end March 2024? So I think by next April, that Department of Labor has the internal processing to do the public notice for nomination process and selection. We should get that all started by next April, and that things are moving along between April and November.

So that there's no delay in knowing who your Council members are going to be by April of 2024.

CHAIR QUINTANA: Joseph Quintana, Region 6. Are there any suggestions either from Athena or Kim with regards to this or -- the Chair

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

recognizes Athena Brown.

MS. BROWN: Yeah. Just to keep in mind, you know, the dates for starting the process for the *Federal Register* -- well actually with the nomination of the Council members first of all, you know. That process starts even earlier, because we have to send a notice out to all of the grantees nationwide and we have to also publish it in the *Federal Register* to get the nominations.

Once we get the nominations, we have to -- we have to ensure that we have the vetting take place, which means a clearance of all of the nominees. So that process has to start at least at a minimum probably even earlier than six months in advance, to start planning for all of the information to the grantee community and to tribes and others. So even though your nominations expire in 2024 in March, I think it's March 11th, it's like two years exactly after the dates that you received your appointments from Secretary Walsh.

CHAIR QUINTANA: Thank you, Athena.

So what is the, what are we proposing as far as the projected time lines --

MEMBER HIBBELER: I would recommend as what Kay suggested, that we put it in in that April 2023. Means we start to talk about it at our next committee, at our next Council meeting. So that gives plenty of time to get moving.

CHAIR QUINTANA: Yes. Any other questions, comments about that?

(No response.)

CHAIR QUINTANA: If not, we'll move forward. Thank you.

MEMBER HIBBELER: A-5. Any questions on A-5?

CHAIR QUINTANA: The Chair recognizes Kay Seven.

VICE CHAIR SEVEN: Oh, I guess we're done with that strategy aren't we?

MEMBER HIBBELER: Moving on, A-6. Any questions on A-6?

CHAIR QUINTANA: The Chair recognizes Lorraine.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

MS. EDMO: Lorraine Edmo, Region 4. I just wondered how long has it been since the reauthorization was, has been under consideration or discussion and when do we anticipate that it will be accomplished? I guess, you know, it will depend on Congress. But do you think it will be that reauthorization could be done by next spring?

CHAIR QUINTANA: Sorry Lorraine. Would you mind repeating that question?

MS. EDMO: Oh okay. I'm just wondering about the reauthorization process. I know it takes a while, and I think Kim talked about it yesterday, about it being in one House of Congress. I think it passed the House, but that has to be reintroduced in the Senate after the new year if it doesn't pass this fall. So when do you anticipate that reauthorization could take place?

CHAIR QUINTANA: The Chair recognizes Athena Brown.

MS. BROWN: I think what Kim mentioned yesterday, that it must be reintroduced and that means after they reestablish a new Congress.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309



MS. EDMO: After January probably.

CHAIR QUINTANA: Joseph Quintana, Region 6. Also, I would make the suggestion if we could make the addition under resources. It's the DINAP chief, but also including the OWI administrator, Kim. I think she would be an important part of this process.

MEMBER HIBBELER: It's already there.

CHAIR QUINTANA: Oh, it's the whole following thing after. I didn't read that far. I'm sorry. Any other questions or comments in regards to this?

(No response.)

MEMBER HIBBELER: All right. I'm going on to A-7. any questions? Do you have any changes to this one Jacob?

CHAIR QUINTANA: The Chair recognizes Jacob.

MEMBER BERNAL: My only suggestion yesterday was to potentially explicitly reference the reallocation process, given the implication of the census data and formula on that funding,

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

and the significance of those funds to many of our programs.

MEMBER HIBBELER: Thank you, Jacob. So I recommend after it would say "determination of future funding allocations" or "reallocation through review." So we would add that language there. Thank you.

Moving on to Section B, Training and Technical Assistance. These are in a little bit different order as recommended by a couple of Council members. Any questions or concerns on B-1? So this is the assessment that Tribal Tech is going to implement, and then based on the time line that B.C. gave us yesterday.

CHAIR QUINTANA: The Chair recognizes very quickly Lorraine. Hold on. The Chair recognizes Athena Brown, then we'll come --

MS. BROWN: Instead of just putting in there "directors and case management," I would definitely say directors and workforce development staff. That we include, you're all-inclusive of everybody decides just the directors. I know

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

there's a heavy focus on case managers, but that also includes intake and counselors or whatever titles they have.

CHAIR QUINTANA: The Chair recognizes Lorraine.

MS. EDMO: Thank you. Lorraine Edmo, Region 4, Other Disciplines. Under "Projected Time Lines," should that be February 2023?

MEMBER HIBBELER: Yeah. B.C. just caught that.

MS. EDMO: Oh okay.

MEMBER HIBBELER: Thank you, Lorraine.

MS. EDMO: 2023.

MEMBER HIBBELER: Uh-huh.

MS. EDMO: Okay, thanks.

MEMBER HIBBELER: All right, moving on to B-2. Any questions or concerns?

(Pause.)

MEMBER HIBBELER: Change the date to 2023. I'm seeing that on a few of these. Moving on to B-3. Any questions or concerns?

CHAIR QUINTANA: The Chair recognizes

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

Gary.

MEMBER RICKARD: I have a question that it has -- "Devise training for successful peer-to-peer training system focusing on directors and case managers based upon the needs assessment report." As far as I know, Tribal Tech doesn't really have any experts in the employment training business, do they?

CHAIR QUINTANA: The Chair recognizes B.C. You have the mic. Do you want to respond?

The Chair recognizes first Athena Brown, and then we'll go to you B.C.

MS. BROWN: Actually, I want to respond to that, because I think it puts B.C. in a difficult position. The Department of Labor contracted with Tribal Tech because of their capabilities in a lot of different areas.

So not only -- so they have numerous government contracts that tie into workforce development activities, and that was one of the reasons why when we independently looked through all the different proposals that were submitted

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

to Department of Labor, we selected Tribal Tech because of that expertise.

So the -- when we considered conducting the needs assessment, Tribal Tech had experience in conducting comprehensive needs assessments, and so that would -- when we work with them, we work and they work in concert with Department of Labor to determine like the different areas as specific to workforce development.

I could see that also, you know. We could use a subject matter experts out in our community to advise Tribal Tech what they need to incorporate in that needs assessment. So it's not like they're developing it all on their own.

CHAIR QUINTANA: Do you want to offer any other clarification, B.C.?

MEMBER RICKARD: Then we get to the part where it says to provide peer-to-peer training, you know, in the one percent.

CHAIR QUINTANA: The Chair recognizes Athena.

MS. BROWN: The peer-to-peer training

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

is available across the board to all of the grantees, even though we do focus on the small grantees. We not only go out to identify subject matters experts that can serve as peer providers from, you know, some of our larger grantees or even sometimes some of our smaller grantees that operate very efficient and streamlined programs.

So peer to peer is part of the training and technical assistance, but if you wanted to look at it as a whole, you know, it's both the small grantees and the large grantees.

MEMBER RICKARD: Well, I noticed in the budget for Tribal Tech that there was only like 37,000 or something like that spent on peer to peer training, and the 460,000 was not spent on peer to peer training.

CHAIR QUINTANA: Really quick. The Chair recognizes Candace Lowry, then we'll go to Athena.

MEMBER LOWRY: For the survey that's going out, would it be possible for the Council to look over the survey before it goes out, and

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

give input on information that maybe missing and that should cover, because we are expert, you know, we're experts in the matter also. It would be good just to see it before it does go out. That way, if we wanted to add something, we can add it.

CHAIR QUINTANA: Thank you for your comment. Really quickly before we go to Patty, Joseph Quintana, Region 6. Could that instead be shared with the Effective Management Work Group, rather than having it to come to full Council? Because full council is a part of the group either way. Do you want to respond Patty?

MEMBER HIBBELER: Yeah. It is assigned to the Effective Management Work Group.

So my recommendation is we remove the word "case managers" and we say "workforce development staff" so it matches the one previously. The date would change to 2023, and remember, these are just the strategies. These are not going into the weeds about how we're going to do that.

That would be up to each of these work groups to create. This is the overall strategy

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

that we would be sharing with our partners and others as we do that awareness. So this is our strategy to lead us forward. It's up to the Effective Management Work Group to oversee this particular strategy. So I think a lot of the things that you're all saying can easily be part of the process, but doesn't have to be written into the strategy.

CHAIR QUINTANA: Thank you for regrounding us. Really quick, B.C., did you have a comment or you're okay, and then we'll come back to Athena.

MS. ECHOHAWK: I just wanted to quickly say that yeah, I feel we discussed this yesterday, and at that time I assured the group and I continue to assure you we're happy to accept any input that you have to offer, and in fact I thought the arrangement had been made that I would get with Gary to look at some of the tools he's used in the past to create this.

We have sent a needs assessment survey out in the past, and in fact we already thought

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309



about including everyone, not just project directors but all staff, asking them to self identify what their role was with their program.

So we done this at one point, and we're happy to accept any input that anyone on this committee might have.

CHAIR QUINTANA: Thank you for you reiterating that. The Chair recognizes Athena Brown.

MS. BROWN: I just wanted to make sure I responded to Gary's question about the money.

I think like everyone else, during the last contract year we saw less peer-to-peer provider support because small tribes were just not traveling. They were not traveling to the conferences, and you were not allowed into those tribal community.

So oftentimes, you know, we did show a huge, significant decrease in the costs for peer-to-peer. The other challenge was coming out of the pandemic, we saw excess carryover by many grantees, and especially some of the tribes. So

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

there are two challenges still of that. But you know, I think that as Patty said, we could work through those different things and come up with strategies.

MEMBER HIBBELER: And then I'll just add one more thing before we go to the next one.

So I'm familiar with Tribal Tech on other contracts working with other federal departments, and they are great at bringing on other subject matter expertise to be part of the team when necessary. So when we get to that curriculum development team, if there are certain expertises that we need, I'm sure Tribal Tech would consider them to be part of the team. So they build up where they need to for their contract. So thank you.

MEMBER HIBBELER: Moving on to B-3, one of my questions here, and I'm going to pose that to Jennifer, is the projected time line. I think it's early.

CHAIR QUINTANA: The Chair recognizes Jennifer.

MS. WHITMORE: So B-3, "Assure

training and technical assistance support are in place for both adult and youth-based grantees, to effectively implement the GPMS database." So with the Youth Program, we have rolled that out successfully.

We have ongoing trainings that take place on a monthly basis through virtual office hours, and then as needed from our grantee community, if we need to do a full training, we are offering that virtually at our regional and National Conferences.

If something is needed beyond that point, which I think I heard yesterday, maybe like prerecorded. Oh, I think yeah. We had a suggestion for prerecorded, so if we hire new staff, they can just go access that recording, right? So we will be working with Tribal Tech to maybe develop something like that and maybe with SPR (phonetic) as well. Regarding the youth system, we're hoping to get that implemented next year by July, rolled out to all 66 SYS grantees is our goal.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

Now again remember, these are DOL contracts and programmers, so hopefully we'll meet that goal. I think we will. But I foresee us doing, starting training in April, and we will -- I'll be offering training at the National Conference, and we'll do a full walk-through of the system, and then we're hoping that, you know, we don't do the full lab anymore at the conferences where we, you know, set up the whole lab.

Before we'd set up like laptops, like sturdy laptops. We're not doing that, but if grantees do bring like a digital device, because you could seriously like use your phone, iPad, computer, laptop to access it. But we're trying to get a virtual site so grantees can also log in and follow along with that. So training will begin in April for a little while and July.

Pilot will begin May with those six grantees, oh and those six grantees. Here, I have that information here. Let me -- sorry, I know you guys are on a deadline. I just want to share this, because I think it's important. So we have

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

got the Navajo Nation, the California Indian Manpower Consortium, Alaleiki.

We have American Indian Council. Angel's also offered to pilot the program, test it out and provide reliable feedback. So thank you, Angel, and then the Santa Domingo tribe and Ysleta del Sur Pueblo.

So those are our six grantees that will be piloting, and I will be collecting that information and providing those feedback to our division chief for our supervisor of DINAP at that time, and so it can get reported back to the Council for regular updates.

CHAIR QUINTANA: Joseph Quintana, Region 6. Before we move forward Patty, just to follow up to what was just shared by Jennifer, could we be conservative on the projected time line. The estimate is that it will roll out in July of 2023. We anticipate at least the potential for some hiccups, and making sure that everything is, you know, that they have the support that's needed for grantees. Maybe projected for fall 2023. So

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

what do you feel, how do you feel about that Jennifer? The Chair recognizes Jennifer Whitmore.

MS. WHITMORE: Just to add to that, so our goal, yeah, is to have us integrated or submitting reports by August 15th. If all fails, then November is like the fallback date. But August, we're hoping to have that integration in place so our grantees can begin submitting their reports electronically for program year 2022.

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

MEMBER HIBBELER: Okay. So we'll put that as fall 2023. Moving on. Before, any questions? I think my big question here is if you want 166 and 477 in here, I heard two things yesterday. I heard conversation about making sure we list 166 and 477. I also heard from people let's not delineate. So this is your plan; what would you like to see? I know what my --

CHAIR QUINTANA: I share first. Before I know, Kay is going to raise her hand here

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

in a minute. Joseph Quintana, Region 6. I feel that we're talking about visibility and changing the silos. Of course we know that there are certain restrictions with both, but I think this has to be representative of all of us. That's just my personal opinion on it. I think we need to bring our folks together. So I would suggest that we put it under one particular umbrella.

But does anybody else have any suggestions, any comments? The Chair recognizes Kay Seven.

VICE CHAIR SEVEN: Yeah, you know, yes.

It needs to be for all, all of Indian country, wherever we are. Whether we're a TANIF program, GA program, a 477 or 166. We're providing workforce development services to our community, no matter what seat we sit in our organization.

So yeah, we could remove that. But also would recommend removing for both adult and youth programs.

I hate to get too bureaucratic and using federal agency terms, so I'd like to leave our

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

strategic plan, you know, general, open, because when we have a Good Jobs Summit we're able to reach out even further when we leave it open.

MEMBER HIBBELER: So remove 166 and 477? It will end for the Good Jobs Summit at Indian country. Moving on, B-5. This is the Youth Initiative.

(Pause.)

MEMBER HIBBELER: Okay. Moving on to Section C, C-1, and this is the overall communications systems we talked about yesterday to include us reporting back to our respective communities in our areas.

CHAIR QUINTANA: The Chair recognizes Kay Seven.

VICE CHAIR SEVEN: That was a good conversation, but we have that recorded, don't we, and you have that written down. We've got the 477 Tribal Work Group will reach out to all the 477s. Tribal Tech will issue their newsletter that reaches both 477, 166, federal project officers, both agencies will notify their grantees, and we'll

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309



ask our webmaster at NINAETC, well CIMC to add it to the NINAETC web page. So those were just the tasks that are associated with that strategy.

MEMBER HIBBELER: There may be more, but as of this meeting was recorded.

VICE CHAIR SEVEN: Yeah.

MEMBER HIBBELER: As I look at B.C.

(Pause.)

MEMBER HIBBELER: All right. Moving on to C-2. I'll be honest. This is one my notes got a little sketchy, and this is really where we talked about how the Committee would work with the DOL Tribal Liaison of the Office of Congressional and Intergovernmental Affairs. This is Jack. I'm not sure if you want it this broad or you want anything more added to this.

CHAIR QUINTANA: Joseph Quintana, Region 6. I think that we wanted to offer him both direction and support within his role. I think that he also has to have a clear understanding of the overall strategy of this particular body. So once we have this documented that we immediately

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

share it with him as well, so that he understands too what the needs are and what we want to be able to address as a group. Is that some of what we shared yesterday? The Chair recognizes Kay Seven.

VICE CHAIR SEVEN: It will be good to look at our minutes and to see, because I think the tasks are real important, we've seen all these headings. Because I see Jack Jackson is probably our, am I right, the key point of contact for the Department of Labor reaching out to the White House, to the other federal agencies.

MEMBER HIBBELER: Right, so I think it's both ways if I think about it. I did have the words "direct" and "support" in my notes yesterday. I kind of edited a little bit, but we could say provide direction and support the work of the DOL, and then use the title if that makes sense.

(Pause.)

MEMBER HIBBELER: So this one will change to say "Provide direction and support the work of the DOL Tribal Liaison, Office of

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

Congressional and Intergovernmental Affairs," and that's also under the Effective Management Work Group, ongoing. As long as we're in office, 'til they kick us out. No, I didn't say that.

B-3. So this is our awareness campaign for this committee. Moving on to C-4.

CHAIR QUINTANA: Joseph Quintana, Region 6. Just one quick edit, potential edit is of course time line. Is it possible to move that back? That's April '22, right?

MEMBER HIBBELER: '23.

CHAIR QUINTANA: Okay, '23.

MEMBER HIBBELER: Sorry, I had '22 on the brain.

MS. ECHOHAWK: Winona Whitman has a raised hand.

CHAIR QUINTANA: The Chair recognizes Winona Whitman.

MEMBER WHITMAN: I'm sorry. Are we on C-3 or C-4, because I have, I have a comment or a question for C-4.

CHAIR QUINTANA: You can share it?

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

MEMBER WHITMAN: Pardon me?

CHAIR QUINTANA: You can share it.

MEMBER WHITMAN: Okay. Is there any -- I know that we had discussion about this at a prior meeting. Is there any regulation or that precludes like for the chair of each of the work groups, do they have to be Council members or can they be subject matter experts on the committee?

I just wanted to get this clarified for after we have our first meeting, our Youth Group meeting.

I needed, yeah, a clarification on that, because in the past we have had subject matter experts as chair of the work group meeting. Is that still in place?

CHAIR QUINTANA: Thank you for that, Winona. The Chair recognizes Athena Brown.

MS. BROWN: I don't believe that we required the chair to be a member of the Council.

We've have instances in the past where I believe like Norm DeWeaver headed the Census Work Group because he was the subject matter expert, and worked on the Census as a subject matter expert.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

But we did require that -- we do require that the committees, that the work groups all report out to the Department of Labor, and I think sometimes that does make it easier when a Councilmember is the chair.

But I always assign like a DINAP staff to work alongside whoever work with these work groups, and so as part of that, it's a way for me to make sure that the recommendations are written in a very formal manner before they're presented to the full Council, because we know that the full Council has to approve any of the recommendations coming from the work groups.

CHAIR QUINTANA: Thank you. Does that answer your question Winona?

MEMBER WHITMAN: Yes. Thank you. I think, I think we just remain the same. Is that it until we can justify more inviting? If we want to --

(Simultaneous speaking.)

MEMBER WHITMAN: Is that it?

CHAIR QUINTANA: The Chair recognizes

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

Athena Brown for clarification.

MS. BROWN: Yes Winona. As you can recall when we worked on the Performance Reporting Work Group, it was very complicated and we had a lot of subject matter experts from the grantee community working on that particular work group.

But ultimately Duane, who was DINAP staff and also subject matter expert in performance reporting, compiled to the final recommendations to the Department of Labor, and he assisted the Council in walking through the written comments and putting it forward in a final document, helping the committee or the work group draft up the final comments and the recommendations to the full Council meeting.

So to answer your question Winona, I know you're probably concerned about chairing the work group because you think that there possibly might be somebody else that would be better in serving as the work group chair. But I don't think you have to worry about that. You're on the Council. You know that your staff is very familiar

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

with the youth issues, and I think some of them are actually serving on that work group as subject matter experts.

So someone, you know, Jennifer will most likely be the DINAP staff person assigned to the Youth Work Group, and she will help compile those recommendations in a final format, working closely with that work group.

MEMBER WHITMAN: All right. That helps to clarify, and will the work groups be having assistance from or could they have assistance from Tribal Tech for the notes of the meeting, or is that --

CHAIR QUINTANA: Joseph Quintana recognizes B.C.

MS. ECHOHAWK: Yeah. If the chairs get with us when they are planning their meeting, we can make sure we set up a Zoom connection for recording.

CHAIR QUINTANA: Thank you for that. Joseph Quintana, Region 6. Also the short answer is yes, they can assist you. The Chair recognizes

Athena Brown.

MS. BROWN: I want to make sure we're following the right process. Duane Hall of DINAP staff is basically the contracting officer's representative. So he works closely with Tribal Tech, and I think it's kind of unfair because we're having B.C. answer these questions on behalf of Tribal Tech.

But really ultimately those decisions are made by DINAP, in making sure that we're going to the core to check on allowable costs and see where they fit in certain subtasks and tasks. So I'm yes, the answer, the short answer is yes. Tribal Tech will definitely offer support, but I want to make sure that we're mindful. We have to go through the contracting officer's representative, just to make sure that he's aware of these costs to the contract.

CHAIR QUINTANA: Thank you for that.

Any other questions or comments, and I apologize

--

MEMBER WHITMAN: Thank you.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309



CHAIR QUINTANA: Thank you, Winona. I apologize, Patty. I moved us over to C-4 without you. So back to you, Patty.

MEMBER HIBBELER: That's perfectly fine. So I'm assuming that C-4 is okay as written, and moving on to C-5.

(Pause.)

CHAIR QUINTANA: The Chair recognizes Kay Seven.

VICE CHAIR SEVEN: If I remember right, so are we looking at this as like a provision where it's okay for maybe someone who doesn't meet the HHS guidelines of middle income, that they're still eligible for services? Is that what we're saying?

It's interesting, because I was talking the state WIOA program recently, and they were saying that, you know, we're kind of getting away from those HHS guidelines, because as long as we're enrolling individuals who have an opportunity to have a wage earnings gain, a better-paying job is where we're at.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

CHAIR QUINTANA: The Chair recognizes Candace Lowry.

MEMBER LOWRY: Candace Lowry, Region 3. It says on here "On wealth building through supporting middle income clients in their pathways." We're supporting the low income when they come to us, and we're going to move them to middle income. So I think that wording there is -- it's a little misleading for what we actually do.

MEMBER HIBBELER: Yeah.

CHAIR QUINTANA: Joseph Quintana, Region 6. So I think that's an important part of this. I also think going back to what was shared by Kay is that we know that many different parts of the class sectors have been impacted by the COVID-19 crisis. So we don't necessarily know how long this is going to impact our people.

I think we may have people who were impacted by -- who had a middle class job but lost it, and lost their wages and have now since dropped their status. How do we make sure that we regain

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

that? I wonder if that's an opportunity for us to address the issue? I'm not too sure if that was the specifics of this topic, or if there's a way to reword it. And the Chair recognizes Athena Brown.

MS. BROWN: Patty, I was just going to ask for a little more clarification on that, because I think what we have talked about was, you know, the Good Jobs Initiative, making sure that people are getting into long term jobs and but yet we do know that we do still serve the very hard to serve clients that are low income. So maybe there's a way we could reword that, to make sure we're included both.

CHAIR QUINTANA: Reinforcing.

MS. BROWN: Reinforcing.

MEMBER HIBBELER: Right, because I think -- I think when we look at the note from our previous meeting, that's what the discussion was centered around, is everybody's really focusing on the hardest to serve, but also to create an awareness with grantees to begin to service not

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

always the hardest to serve and the lowest, but other that might be more prepared for the workforce, etcetera.

So that's the type of language that we're looking to add in here. So if anybody has any wordsmithing idea --

CHAIR QUINTANA: Not necessarily words, but just to add to it. Joseph Quintana, Region 6, is that we continue to reinforce like the work that we're trying to do, but we also understand that members have lost their jobs, been furloughed, whatever else it is because of the global crisis, and we know that we're not out of the woods yet. It may be -- it may be a long period of time before we do get back to that, but that we continue to provide those services, either to retrain people.

We may have veterans who want to come back, you know, are entering the workforce for the first time. We may also have retirees who want to come back into the job market and who need to be retrained and reskilled in order to enter a new

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

pathway. So I think it also keeps us open. It also keeps us viable. Any other questions or comments about that? The Chair recognizes Holly.

MEMBER MORALES: Holly, Region 6. I thought you were going to say --

CHAIR QUINTANA: Yeah, we're looking at you.

MEMBER MORALES: I would just propose taking out "middle income" and just leaving "clients."

MEMBER HIBBELER: I agree. All right. We're going to take out the words "middle income," and so it would go "supporting clients in their pathways." And that reaches the end of the strategic initiatives. Just one last glance on the last page with the work groups. Again, a work in progress. So if there are people that are missing as you add your subject matter experts, we'll add them onto this list and just continue to update it.

CHAIR QUINTANA: The Chair recognizes Candace Lowry.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

MEMBER LOWRY: Candace Lowry, Region 3. So yesterday when the discussion was about our work group, the Effective Management Work Group, it was stated that we were going to be all involved in that. But the membership, everyone's name isn't on there yet.

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

VICE CHAIR SEVEN: So what I recall there is, you know, I think when we all started as executive officers, Houle, Joe and I when we spoke, one thing that we want to support during this entire two year period is that we're pretty much all on the same page moving forward together, knowing what we're doing.

I don't want to show up at the next meeting and learn whether it all happened in the last six months. But you know, I think as an executive committee, between Joe, Robert and I, the plan was to update the full Council as the Effective Performance Work Group on an update on what happened that month, maybe by the end of each

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

month.

But it would good for each work group chair to share information with Joseph and Robert and I, because usually Robert's really good at constructing an update and getting that email out.

We all share that task together on what needs to be said to all members of our group. So that would be good in terms of I think we already know when the work group meetings are for the next month or two, and that we'll be seeing updates at the end of November and the end of December.

But I think I'd like to work with Joe and Robert and keep us all informed on a monthly basis or sooner, but we're all busy people, so let's do it once a month for right now.

CHAIR QUINTANA: Thank you for that, Kay. Joseph Quintana, Region 6. I think it's also a good opportunity for us to learn how we can support one another. I think we run into certain challenges. We have so many things going on in our own personal lives that it's important for us

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

to be able to hear from one another and you being able to review things on your own time.

So we definitely want to have those conversations as we go forward. Did that response answer your question, or was there a separate question that you had asked. I just want to be mindful of that. The Chair recognizes Candace.

MEMBER LOWRY: Now the executive work group is separate from the Effective Management Work Group, right? So my question was about the Effective Management Work Group.

MEMBER HIBBELER: Can I respond to that?

CHAIR QUINTANA: The Chair recognizes Patty.

MEMBER HIBBELER: So I believe the Effective Management Work Group is the entire Council, although at our last meeting we did identify a subgroup from that, and that's the names that you see here, wanted to sit on that.

CHAIR QUINTANA: Yeah, hold on. Just for clarification, the Chair recognizes Athena

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309



Brown.

MS. BROWN: Actually a recommendation was during the last Council meeting, that Lorenda Sanchez serve on the Effective Management Work Group because of her expertise across all programs for many years, and but I see here on the Census Work Group and I don't know if she still wants to remain on the Census Work Group.

CHAIR QUINTANA: And there had -- Joseph Quintana, Region 6. And there had been the establishment of an executive board. So that may be -- I'm sorry. Just what was shared by Athena was that that would be myself, Kay and Robert as the elected board. Maybe that's the wording that we need to change, just so there's clarification there. Any questions or comments about any of that or -- is that --

MEMBER HIBBELER: So on this one, we'll remove the 1-2-3-4-5 names of members to the Effective Management Work Group, and we'll list the full Council.

CHAIR QUINTANA: Thank you so much

Patty. We appreciate all your time and effort into this. I know you were working by lamplight last night to get it back to us. So thank you so much.

We of course, with our conversations, this important conversation, we have gone a little bit over in regards to our break schedule. It's now 2:57. We're going to take a 15 minute break and we'll be back by 2:13. So --

MEMBER HIBBELER: Chair?

CHAIR QUINTANA: Yes Patty, I'm sorry.

The Chair recognizes Patty Hibbeler.

MEMBER HIBBELER: I'm sorry. Can we get a motion on these with the changes as approved.

CHAIR QUINTANA: I'm sorry, what did you say?

MEMBER HIBBELER: Can we get a motion on this with the changes as approved?

CHAIR QUINTANA: Oh yes, I'm sorry.  
The Chair recognizes --

MEMBER RICKARD: Gary Rickard, Region 6. I'll make the motion to approve the new strategy plan.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

CHAIR QUINTANA: The Chair recognizes Gary Rickard and seconded by Holly. All those in favor, denote by saying aye?

(Chorus of ayes.)

CHAIR QUINTANA: Those opposed say nay.

(No response.)

CHAIR QUINTANA: Any abstaining?

(No response.)

CHAIR QUINTANA: The ayes have it. Thank you so much for your work, appreciate it. And, and this is important, there are cookies. So man, you guys really thought I was going to say something tough. There's cookies, there's coffee. Please help yourself. What did I say, 3:13? Am I on the wrong time? 3:13. You write it down.

It's three o'clock, so we can't have a break. 2:57. Okay, so this is what we're going to do. We're going to take a three minute break, stretch, grab some coffee, and we'll be back at 3:00. Thank you.

(Whereupon, the above-entitled matter

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

went off the record at 2:57 p.m. and resumed at 3:05 p.m.)

CHAIR QUINTANA: We're going to now come back to Public Comment, where we invite members of the public to come up and share words and rather than have you stand and present, we'd love to invite you up to the table and to an open seat, and we'll have you join us at one of the mics.

Where Jennifer -- Jennifer, can you raise your hand?

(Pause.)

CHAIR QUINTANA: If you can, please state your name and the organization you represent or the Tribe you represent.

MR. RICHARDSON: All right. Good afternoon. My name is Greg Richardson. I am -- I am the executive director of the North Carolina Commission of Indian Affairs. My office is based out of Raleigh, North Carolina, and I am the enrolled member of the Haliwa-Saponi Indian Tribe, and I want to let you know that my career was based in employment training programs.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

Being back from Vietnam in 1972, I went to work with state government in 1975, and was employed in the what was then the CETA program.

So if anybody around the table remembers that, you know what you're going to be doing is telling your age like I am. But what I felt about that program is it really gave me an opportunity, as an example, to get a job in government to start a career, to start developing a resume that has been long-standing.

That led me into of course while working to get my degree, my business degree, and then it led to a career in housing. I was an Indian housing director for over five years. From that, I went to the Office of Public and Indian Housing in Washington, D.C. as an appointee at HUD, served in that capacity and then back to North Carolina in 1975 as director of this Commission of Indian Affairs.

So a few key points about, I guess, the work at hand. I think the importance that I wanted to echo here is to keep our communities as state

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

tribes, state-recognized communities in your work plans. These communities are spread out throughout the United States and certainly have needs, just like any other community.

The disadvantaged populations in these communities really need assistance in terms of being able to get some training, and then to be able to get a clear opportunity to go off and generate funding for their families.

I think the workforce program also provides an opportunity for economic development.

We oftentimes do not think about workforce as economic development. But it really is, because it provides an opportunity for the employers across our communities to have trained employees to conduct their work.

So I think it's important for us to think how we can incorporate economic development as part of the long-range plan in this work. You know, we just went through the 2020 Census as well, and so we know that, based on what we're seeing right now, there's been an undercount in our

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

communities.

So that is a little bit troubling for me and other leaders that think about this because we know that with an undercount it may or will impact the funding for this program and other programs.

So I'm wondering if we should maybe set out on a task of figuring out if there's going to be some type of additional funding that could support, shore up what will be lost in terms of the undercount in American Indian communities and tribal communities.

So I hope that we can figure that out.

I hope that through our advocacy we can figure out a way that that additional funding will be coming to offset any decreases in funding. So that to me is a very, very important part of the mix.

So creating an opportunity, opportunities rather through funding really supports tribal communities throughout this nation, and the workforce component here with this particular program is so very important I can't

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

begin to tell you what it means for our tribes throughout the nation. It is the baseline in my mind that supports our Indian housing program, supports the Indian ed program and you can go on and on and on.

I want to also let us think about perhaps the benefit of having regional peer-to-peer training. To me, this puts an opportunity in place where you can bring people together from regional communities, so that you can have a discussion about what the needs and concerns are within those communities.

So I think that is something that is, you know, is worth the funding that we receive, worth of the program in terms of what we need to be doing. I also think that we need to retain the 166 component of the program, because the 166 component of the program does some very specific things in relation to training.

It also puts in place some opportunities for very specific training in specific communities. So that way you can look

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309



at the needs of a specific community, design your plans and your programs around that. I also echo the same for the 177 program, because that is just as important and needs to be retained. I feel that we need to keep the DINAP Office in Washington, D.C., and I say that because that is where the rubber meets the road in our government, that's where Congress is, that's where the meetings are held on the Hill.

Meetings are planned all the time on very short notice, so you need to have staff and resources in place to go and testify and to be able to argue the points that we need, we'll need to make moving forward. So in closing, I want to take this opportunity to thank Brown Athena. Where did she go? She took off on me. Oh boy.

But you know, this lady's been so committed to this work. I just had to say something today about that. I've known her for a long time.

She has sacrificed in my mind a lot to move away from her community to Washington, D.C. to do this work, and she's a person who's got first name

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

recognition in a lot of our communities.

She's like family, so I wanted to get this on the record today, and to make sure that from the North Carolina standing point and our grantees in our state, that we appreciate her and what she's done to make our state and our people a better place in North Carolina. So also congratulations to you as a Council, because you could be in a lot of different places today. You all, I can tell in this room that you've been rolling up your sleeves and doing a lot of work this week and you have in the past.

So I wanted to commend you for that work, and just know that it's so important and work that needs to be done. So congratulations again for your work and your successes that you've made in our state, in our regions and the United States.

DINAP is important.

There she is, and so she -- I just wanted to say that, you know, you're just -- you've just been such an inspiration for all of us. I wanted you to know that from the North Carolina grantees

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

and our state, we're going to miss you, you know.

We don't know -- the person coming in is going to have some tall shoes to fill. I know that.

But I hope that DINAP and the team would also look towards trying to find someone that will have her talents, have her ability to communicate, her ability to relate to American Indians, and so we hope that -- we're hopeful that Indian preference will be applied there too. So Athena, thank you so much for all that you've done. Do you have any questions? Well, I understand. Thank you again.

CHAIR QUINTANA: Thank you for your service. Appreciate it. Any other members for public comment? Any other attendees?

(Pause.)

MS. SANCHEZ: Good afternoon. My name is Lorenda Sanchez. I'm the executive director of the California Indian Manpower Consortium, Incorporated, and I want to thank the Council for meeting and having this public comment opportunity, and I also want to acknowledge and

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

thank Ms. Vitelli for being here and meeting with the group.

I only have a few comments to make, because I'm going to be updating the letter that was previously sent in regards to the Effectiveness in Serving Employers. I will be sharing that letter on the California Indian Manpower Consortium page, and that way it's -- it's shared from the -- from a grantee and other grantees can look at that.

Those comments will be based on the resolution that was adopted by the Native American or the National Indian and Native American Employment and Training and Public Law 102-477 Conference in September of 2021. I will incorporate the whereas statements in that resolution and incorporate that into a paper.

I just want to share with you why I feel so committed to having our consideration and concerns shared with the Department of Labor in regards to this particular indicator.

For a number of years, I've shared that

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

the performance measures, the performance outcomes for the Indian and Native American Programs is definitely not a one-size-fits-all, and the language in our law indicates that our program services and our outcomes need to reflect the communities, their values when different rules and different mandates are placed on our programs.

I was pleased to hear yesterday that there will be a waiver provision, and I'm hoping that that will be, will be remaining in the outcomes for the 166 programs. I also want to comment on the discussion that was mentioned yesterday and the recommendations of the Council to address the communication with the Indian and Native American community, and I just want to share that. (Unintelligible) Richardson was so good about sharing with all of our communities through his emails, and when he left the Commission, then we had Guy Sutoka (phonetic).

That was the other person that was very generous with sharing on the emails to the grantee community. It's been a little lacking in

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

communication to us all, but I do feel that if we don't have a means to share amongst the grantee community, I think things will occur and we will miss opportunities that may be coming available through the various funding.

I do want to commend Secretary Walsh on his efforts to include Indian and Native Americans in the funding opportunity announcements, and I believe he's continuing that from our prior Secretary. But I do encourage grantees to respond to those FOAs. There are many needs that our communities have, and I think there's a lot of opportunities that are missed if we don't take advantage of those various funding opportunities.

I want to thank Candace Lowry for bringing up the listserv. I think that's really important for part of our communication, and I also want to commend the Council on your work on solidifying the strategic plan and actually put, making some very meaningful processes, as well as tasks for our grantee community.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

I do know that our recommendations that were sent to Secretary Walsh by former Council chair Darrell Waldron were responded to, to the Council, and I believe that the Secretary's team is very aware of some of our specific needs and is working to address those.

I hope that we're going to be able to share this strategic plan with the grantee community, because I think it's important that if they feel they want to have some comment, that they are able to go to their grantee reps to bring that to the table on behalf of the grantees.

I really appreciated your presentation this morning, though I would hope that you would consider that for the National Conference. We have so many new grantees that maybe have, had a lot of opportunity to work and with our communities. So I think that only gave an idea of some of the wonderful work that's going on, but I believe it can stimulate and inspire some of our grantee staff to take a chance and to explore other opportunities.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

So I'm going to be optimistic, but I also want to be concerned that we have a very short window of opportunity that we know of right now, and there is an abundance of funding and I believe the work that the apprenticeships offer and some of the funding streams that are being announced through Department of Labor can really enhance our programs, and I would hope that we could take full advantage of that.

I had the pleasure of having lunch this afternoon with Dr. Santos, Census Bureau Director, and was able to share with him the final report from California on the 2020 census. Although, you know, we did a lot of work, reached a lot of people with the pandemic hitting when it did, we are going to have some issues with some very significant undercounts in some of our communities.

He's very favorable about looking and having his team work with Commerce and the Labor Department to look at the methodology for our programs. He was rather surprised that we are still using 2000 Census data, and he said that has

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309



to be fixed. He's willing to work with the federal agencies to help make sure that there is no program that is severely impacted by what those numbers may mean if they get used.

He has just -- he reported or was sharing that his team had just visited Sitka, Alaska and he realizes that the remoteness of some of our communities and the lack of opportunities to really move towards livable wages for some of our communities is something that he wants to see happen for our program.

We will be working with him on California side. The Tribal advisor for the governor in California has just had her position elevated to a secretary in his cabinet for California American Indians, and she is going to work with the governor's office on making sure that the recommendations that came from the 2020 census are included in the plans over the next couple of years for 2030.

California made a significant investment in census for Indian country, so we know

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

that it can work and he wants the Tribal, governor's Tribal liaison wants to see if we can use it as a model for other states that have significant Indian populations. So we'll continue to work with her office, as well as the director of the Census Bureau.

And I just wanted to thank you all for being engaged. You have a lot of work ahead of you. You know, reach out to the grantee community as you need it to help, and Athena, I want to wish you well, and just want you to know I thank you for all that you've done and I hope that the Council is going to be successful in filling our DINAP chief position.

It's going to be -- what did Greg say?

Did he make the comment about some -- it wasn't big shoes; was it big, tall shoes? Tall shoes, okay. They will have tall shoes to fill. So you all have safe travels home and we'll be posting something on the website, the National Conference website to let you know when our paper is done, because I think the comments are due real soon here.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

So thank you.

CHAIR QUINTANA: Thank you for that and thank you for your work. Any other members for public comment?

(No response.)

CHAIR QUINTANA: Is there anybody online who would like to share with us and offer public comment? B.C.? The Chair recognizes Lorraine.

MS. EDMO: Thank you. Lorraine Edmo, Region 4. I just wanted to comment as a Councilmember and as a friend of Athena's. For many years, I won't get to see her in probably over the next couple of months, because I won't be able, you know, won't have an opportunity to go to the western conference, and I'm way out in Taos.

So I just wanted to really thank Athena for all of her years of work with DOL. I know she's really committed many years, a lot of knowledge to the agency over all these years, and she also had a stint out in BIA at the Carson Agency. But I've known her for many years and I really appreciate all of her work, all of her dedication

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

and we'll miss seeing her, and I know that we'll, you know, find -- hopefully we'll find someone as committed and hard-working as Athena.

But I just wanted to give her a gift from me, a card before we go, because I won't get to see you.

(Pause.)

CHAIR QUINTANA: Thank you for that, Lorraine, appreciate that. Any other questions or comments? Anybody else who wants to share a public comment?

(No response.)

CHAIR QUINTANA: Okay. Since we don't have anybody else for public comment, and we still have a couple of items that we need to move forward, one of those being us scheduling our date for our next meeting, right? I think that is -- is that the national? We've already done that piece of it?

Okay. Let's go ahead and if we can decide now on this particular date and then move forward with a motion. Can we take a look at the

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

calendar please?

(Pause.)

MS. ECHOHAWK: This is B.C. This isn't the calendar, but these are the dates, April 30th through May 4th. Oh sorry, it's only showing up on my -- let me do it from here.

CHAIR QUINTANA: Joseph Quintana, Region 6. So what B.C. is describing is that this was supposed to start on Sunday, April 30th, to go through Thursday, May 4th.

MS. ECHOHAWK: So April 30th you could see is a Sunday, through May 4th, a Thursday.

CHAIR QUINTANA: The Chair recognizes Kay Seven.

VICE CHAIR SEVEN: Usually on Sunday -- I'm sorry. Kay Seven, Other Discipline. Sunday is usually a day where federal agencies can set up pre-conference workshops such as new directors on a Sunday afternoon. But Sunday afternoon is the day of registration. At past National Conferences, I've seen a two-day Council meeting occur like on Wednesday-Thursday or

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

Thursday-Friday of the conference week. I guess it's up to the group when we choose our dates.

CHAIR QUINTANA: Joseph Quintana, Region 6. Do we have a preference on whether or not we want to meet prior to the event starting, or at the tail end? Does anybody have suggestions? Does anybody anticipate anything that's happening? The Chair recognizes Kay Seven.

VICE CHAIR SEVEN: Kay Seven, Other Disciplines. So I'm thinking too is that I think the reason why we're going to the National Conference is to allow the grantee community to do a public comment, and sit in and listen to a Council meeting. So I would recommend that the meeting be during the conference week, Wednesday-Thursday or Thursday-Friday.

CHAIR QUINTANA: Any other suggestions? The Chair recognizes Candace Lowry.

MEMBER LOWRY: Candace Lowry, Region 3. What about the Tuesday-Wednesday, because some people will be traveling out on the Thursday.

CHAIR QUINTANA: The Chair recognizes

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

Kay Seven.

VICE CHAIR SEVEN: Kay Seven, Other Disciplines. I think from the Council table, I'm the only one that is a member of the National Planning Committee and I'm going to have a busy week, and also a member, executive member of -- oh, and Holly. I was thinking too Holly and I are both members, executive members of our Public Law 102-477 Tribal Work Group.

We'll do a half day Tribal Work Group meeting that week, and probably be on Tuesday is what I'm thinking or maybe Monday afternoon. Holly. I would recommend, I don't know. You would lose two Council members from the table I think if you thought about Tuesday-Wednesday. But we don't know our calendar yet, and we're meeting next week as the Tribal Work Group.

CHAIR QUINTANA: The Chair recognizes Patty Hibbeler.

MEMBER HIBBELER: Patty Hibbeler, Other Disciplines. I'm curious. I know when we normally have these meetings, Public Comment is

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

on second day. I agree with what I heard, that on Thursday a lot of grantees have already left, so if we do Public Comment on Thursday it's too late for many of them. Can we do Public Comment on the first day of our meeting if we started on Wednesday?

CHAIR QUINTANA: The Chair recognizes Athena Brown.

MS. BROWN: Thank you Joe for keeping us on target of the process. It's really up to the Council to determine when we have Public Comment. It can happen, it can occur on either the first day of the Council meeting or the second.

We usually opt for the second, but that doesn't mean that we can't have it on the first, first day.

CHAIR QUINTANA: Joseph Quintana, Region 6. So there is a possibility that we could move it based on -- could move it to Wednesday agenda item. The Chair recognizes Kay Seven.

VICE CHAIR SEVEN: Kay Seven, Other Disciplines. Just another FYI. Also Darrell Waldron is a member of our Council table too, and

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309



he is the co-chair of our 2023 event. So we have three members that are going to be busy that week.

CHAIR QUINTANA: The Chair recognizes Lorraine.

MS. EDMO: Oh, thank you. Lorraine Edmo, Other Disciplines. I would be in favor of a Wednesday, yeah Wednesday-Thursday meeting that week, and then having Public Comment the afternoon, Wednesday afternoon about 3:30, 3:30 to 4:30. I think that might -- well, you know, I'm pretty open but that seems like it might work for me. Thank you.

CHAIR QUINTANA: Joseph Quintana, Region 6. Is there anything in regards to an agenda currently for the National Conference? Do we know what will be taking place Wednesday or Thursday we can anticipate? Not at this point. Kay -- the Chair recognizes Kay Seven.

VICE CHAIR SEVEN: Not at this point. We've not decided what we're going to do each day of our event yet, but we are having a planning committee meeting next Thursday. Councilmembers

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

are invited to join our Planning Committee.

It will be available through Zoom because Darrell won't be at our Western Regional, but he is a member of our Executive Planning Committee. So that's a meeting that I could maybe share with the group, to see if you want to join and listen to what our planning details are for next April-May.

We're just basic -- this is one of our first meetings, real meetings where we're just going to basically set out our deadlines for the different forms that we need submitted in for our conference, and then plus just really want input from the grantee community on our training workshops or what you'd like to see at the National Conference.

CHAIR QUINTANA: Joseph Quintana, Region 6. Quick question. What did we do in the previous one in Providence, what was the last National Conference. Does anybody remember which particular dates those were? Did we have conflict?

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

(No response.)

CHAIR QUINTANA: Any other comments in regards to this? Any other preferences that we should consider? The Chair recognizes Patty.

MEMBER HIBBELER: --about which last meeting Chair?

CHAIR QUINTANA: Joseph Quintana, Region 6. I'm sorry. I was mistaken. We actually didn't -- we didn't host a previous meeting associated with the annual conference, did we?

MEMBER HIBBELER: I think the last one was the annual conference that I'm aware of was in Rhode Island. We did have a meeting there.

CHAIR QUINTANA: Joseph Quintana, Region 6, and that was just us first coming back out of COVID. This was our first meeting back, and we did host at the final, I believe the last two days and the majority of the Councilmembers joined us virtually, I believe. So there was -- there's precedent for us to do it on the last two days.

Do we want to move forward with a motion

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

at this particular time, with those dates?

MEMBER HIBBELER: I would like to move that we have our Council meeting on the Wednesday and Thursday of the National Conference, which I believe is like the 4th and 5th of May? No, let's see, the 3rd and 4th of May, with Public Comment on the afternoon of the 3rd.

CHAIR QUINTANA: Do I hear a second?

VICE CHAIR SEVEN: Second.

CHAIR QUINTANA: Seconded by Kay Seven. All those in favor say aye.

(Chorus of ayes.)

CHAIR QUINTANA: Thank you. All those opposed say nay?

(No response.)

CHAIR QUINTANA: Anybody wish to abstain?

(No response.)

CHAIR QUINTANA: If not, the motion passes. Thank you all. We also had one other piece that we also need to come back to, and this was in regards to formerly drafting a letter and

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

adding our finalized strategic plan once Patty is able to make those edits and changes, in order for us to send this to the Department of Labor and to other potential partners, including representatives of NCAI. Does anybody have any questions, comments in regards to this? Are we okay with moving forward with a motion? The Chair recognizes Patty Hibbeler.

MEMBER HIBBELER: I'd like to make a motion to employ the executive committee to draft a letter to Secretary Walsh and NCAI, introduction to this Council and the strategic plan as we passed today.

CHAIR QUINTANA: Thank you. Do I hear a second? Seconded by Lorraine Edmo. All those in favor say aye. Well, any questions or comments? I'm sorry. The Chair recognizes Kay Seven and then --

VICE CHAIR SEVEN: I have a question. I was wondering if maybe this letter that goes to Secretary Walsh if we need to -- should send a carbon copy to Jack Jackson as our Tribal Liaison

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

with the Office of Congressional and Intergovernmental Affairs. Is that recommended, Department of Labor staff, or is something Marty Walsh will automatically share with Jack? Okay.

CHAIR QUINTANA: The Chair recognizes Athena Brown.

MS. BROWN: We have an internal process, so everything that comes into the Secretary's office, that often comes still to the program. It comes back down and is assigned to the program to look at, to invite any advisors to do the initial review and I'm sure that they'll probably provide Jack with a copy as well.

CHAIR QUINTANA: Does that answer your question? The Chair recognizes Kay Seven.

VICE CHAIR SEVEN: So we reviewed the draft that we're going to do, and it's a general template, but I'm thinking that our letter maybe just needs to maybe talk about some specific things, that we look forward to the New Jobs Challenge Initiative for Indian country. We're working on the recruitment of the DINAP chief.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

We have an interest in apprenticeship. So that he just kind of understands okay, I need to make sure that this letter goes to Apprenticeship too in addition to Office of Intergovernmental Affairs and DINAP.

And I'm just thinking, do we need to maybe just be a little bit, including just additional information with some of our interests?

So he sees that from the get-go, because he's not going to see it in our strategic plan.

CHAIR QUINTANA: Joseph Quintana, Region 6. I think it's a good, a good question Kay. I think that we should instead we could highlight points. So we should keep focus within the strategic plan, since this is what the body has approved. Any other questions or recommendations out of that? If not, I think we are suffice for move forward, right? I think we got the answer we got, we needed from Athena.

So we've heard the motion from Patty.

It was seconded by Lorraine. Now we'll move forward. All those in favor say aye?

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309

(Chorus of aye.)

CHAIR QUINTANA: All opposed say nay?

(No response.)

CHAIR QUINTANA: Any of those choose to abstain?

(No response.)

CHAIR QUINTANA: If not, the motion carries. Thank you. Any other questions or comments or announcements before we adjourn?

(Pause.)

CHAIR QUINTANA: Motion heard by Gary Rickard. Anybody want to second? Holly seconds. All those in favor say aye.

(Chorus of aye.)

CHAIR QUINTANA: Anybody opposed? Anybody choose to abstain. If not, thank you all for your time. We appreciate your work. The time is 3:51. Thank you all.

(Whereupon, the above-entitled matter went off the record at 3:51 p.m.)

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1716 14th STREET, N.W., SUITE 200  
WASHINGTON, D.C. 20009-4309