

**UNITED STATES DEPARTMENT OF LABOR  
NATIVE AMERICAN EMPLOYMENT AND TRAINING COUNCIL MEETING**

*WEDNESDAY, JUNE 22, 2022*

The Council met in the Frances Perkins Building, 200 Constitution Avenue NW, Washington, D.C., at 8:30 a.m. EDT, Athena Brown, Designated Federal Official, presiding.

**Present**

Jacob Bernal, Region 6  
Lora Ann Chaisson, Region 4  
Robin Counce, Region 4  
Lorraine Edmo, Region 4  
Patricia Hibbeler, Other Disciplines  
Robert Houle, Region 5  
Shawn Isaac, Region 6  
Candace Lowry, Region 3  
Holly Morales, Region 6 Alaska  
Joseph Quintana, Region 6  
Gary Rickard, Region 6  
Kay Seven, Other Disciplines  
Darrell Waldron, Regions 1 and 2  
Winona Whitman, Region 6  
Jacob Wojnas, Other Disciplines

**Absent**

Kim Kaniatobe Carroll, Other Disciplines  
Erwin Pahmahmie, Jr., Region 4 Oklahoma  
Angel Peer, Region 5

**Also Present**

Athena Brown, Designated Federal Official (DFO), Chief, Division of Indian and Native American Programs (DINAP)  
Martin J. Walsh, Secretary, Department of Labor (DOL)  
Brent Parton, Acting Assistant Secretary, Employment and Training Administration (ETA)  
Lee Adolph, President, Council for Tribal Employment Rights (CTER)  
Patrick Carey, Assistant Commissioner for the Office of Current Employment Analysis, Bureau of Labor Statistics (BLS)  
Suzie Casal, Meeting Planner, Tribal Tech, LLC  
Sean Conlen, DOL Solicitor's Office

BC EchoHawk, Tribal Tech, LLC

Jack Jackson, Jr., Tribal Liaison, Office of Congressional and Intergovernmental Affairs

John Ladd, Administrator, Office of Apprenticeship

Hollie J. Mackey, Executive Director, White House Initiative on Advancing Educational Equity, Excellence, and Economic Opportunity for Native Americans and Strengthening Tribal Colleges and Universities

Courtney McCusker, PMP, Project Manager, Tribal Tech, LLC

Angela McDaniel, Cultural Diversity Lead, Office of Apprenticeship

Cierra Mitchell, Division Director, Office of Apprenticeship

Anthony Rodman, Executive Director, White House Council on Native American Affairs, Office of the Assistant Secretary - Indian Affairs

Kim Vitelli, Administrator, Office of Workforce Investment, ETA

Lashanda Whaley, DOL Solicitor's Office

### **Blessing/Call to Order/Roll Call**

Athena Brown, Designated Federal Official, opened the meeting at 8:37 a.m. and gave the blessing. She conducted a roll call and determined there was a quorum.

### **Approve Minutes/Review and Approval of Agenda**

Councilmember Waldron made a motion to accept the minutes as written. Councilmember Hibbeler seconded the motion, and the motion was approved unanimously.

DFO Brown reviewed the agenda. Councilmember Rickard made a motion to approve the agenda. The motion was seconded by Councilmember Waldron and approved unanimously.

### **Meet and Greet with Secretary Martin J. Walsh**

Martin J. Walsh, Secretary of Labor, acknowledged that the past two years of the COVID pandemic have been difficult. As Secretary, he has visited a number of reservations around the country. He talked about his past work with the Native American community as a Massachusetts state representative. One of his first meetings as Secretary with the President was with Interior Secretary Haaland about the need to focus on supports for the Native American community. He told the Council members he wanted them to feel at home at the Department of Labor (DOL) and to know that DOL will do everything it can to both strengthen relationships with Native communities as well as strengthen the communities, whether through workforce protection, grants, or other means.

DOL has only recently started reporting unemployment numbers for American Indians and Native Alaskans and is bringing attention to those numbers so that more can be done in terms of job training and workforce development, worker protection, and how to make the investments needed to create jobs where they are needed. Secretary Walsh thanked the members of the Council for being here today.

Councilmember Rickard talked about the diminishing authority for tribes to have flexibility in designing programs and outcomes that meet the needs of their own communities. Secretary Walsh noted the degree to which DOL's hands are tied with regard to Workforce Innovation and Opportunity Act (WIOA) and other grants in terms of measurements and investments. He has been reaching out to members of Congress and asking for the kind of flexibility in grant-making that is needed to meet current needs and avoid wasting money on workforce development for jobs that are not needed.

Councilmember Seven would like to see resources at upcoming training events focused on industry sectors that are important to Indian Country and wondered if discretionary funds could be used for something like an academy to introduce youth to fields such as manufacturing, hospitality, health, and technology. She also noted the importance of creating awareness about opportunities. Secretary Walsh talked about the opportunity created by the pandemic to allow us to think differently in terms of investments, job training, targeting the right populations, and meeting people where they are. He suggested that the principles of the Good Jobs Initiative should be looked at by Native communities and adjusted according to their needs. He proposed having a Good Jobs conference at DOL for all Native communities.

Councilmember Rickard talked about how more Native Americans live off reservation than on. Councilmember Quintana noted that in California the largest populations of Native Americans are located in urban centers and discussed the opportunity that comes with that. However, the unemployment rate is higher than any other racial/ethnic groups. He agreed about the need to address flexibility and create equitable opportunities for young people to have long-term career success and upward mobility.

### **Ethics and Overview of FACA**

LaShanda Whaley and Sean Conlen, DOL Solicitor's Office, provided an overview of the ethics rules that apply to the Council members. Mr. Conlen discussed issues such as misuse of government affiliation, misuse of government resources, conflict of interest, keeping government and private work separate, political activities, and best practices for social media use, particularly when it is linked to government work. He urged the Council members to reach out to him or LaShanda with any specific questions.

Councilmember Houle asked if there was any kind of signed agreement or code of ethics. Ms. Whaley said there was not anything they needed to sign for DOL, but there could be something specific to the Council. She said the DOL attorney assigned to the Council is Joe Plick, who would be able to answer specific questions about the actions of the Council itself.

### **Update from the White House Initiative**

Hollie J. Mackey, Executive Director, White House Initiative on Advancing Educational Equity, Excellence, and Economic Opportunity for Native Americans and Strengthening Tribal Colleges and Universities, noted the authority for the current initiative comes from Executive Order 14049, which is unique in that the Initiative, while housed in the Department of Education, also works under the auspices of Secretary

Haaland, Department of the Interior, and Secretary Walsh, Department of Labor. The focus of the initiative is K-12 education, tribal colleges and universities, and operationalizing economic opportunities. Reducing policy barriers that prevent tribes from fully realizing self-determination and sovereign responsibilities is a primary purpose of the initiative.

Councilmember Seven talked about the importance of cohesion among agencies for workforce development and reaching populations wherever they are, including public schools with large populations of Native students. The talent pipeline management methodology has taught us that business and industry needs to talk to education systems in order to make sure that people are getting ready for entry-level positions in those fields. Ms. Mackey noted that while 93 percent of students are served in public rather than Bureau of Indian Education (BIE) schools, 7-10 percent of the students in BIE schools will be critical to economic development within their communities, so there is a need for balance. She suggested having conversations with the National Advisory Council on Indian Education (NACIE).

Councilmember Quintana discussed silo busting and the importance of education and labor working side by side to address new economic opportunities, as well as gender equity in advanced degrees and wages. He also talked about the Urban Indian Education Summit and said he was discouraged about the degree to which urban Indian centers rely on non-Native/non-indigenous people to educate Native peoples. He stressed the importance of being able to have a say with regard to what happens to Native children, especially in Title VI programs. Ms. Mackey noted that representatives of National Urban Indian Family Coalition at the summit did not represent the federal government. She said in the future they would like to have broader representation from those working in urban public schools.

Councilmember Lowry talked about barriers to those in state-recognized tribes as well as the lack of resources to get necessary certifications. Ms. Mackey agreed about the importance of making funds available for members of state-recognized tribes or individuals who are descendants but not recognized members. She talked about the opportunity provided by the Every Student Succeeds Act and reauthorization of Title VI and the responsibility and trust conferred on states to do right by tribes, so the authority should be extended to provide funding to tribes recognized by those states.

Councilmember Edmo was happy to see all the collaboration and coordination between agencies. Councilmember Houle asked what can be done to develop Native providers in the area of behavioral and mental health. Ms. Mackey said they are working on getting better data in order to be able to make decisions about improving healthcare in tribal communities and urban areas while staying aligned with traditional community values.

### **Election of NAETC Officers**

DFO Brown facilitated the nomination and election process. For chair, the nominees were Jacob Bernal, Kay Seven, and Joseph Quintana. Following brief statements from each nominee, votes were cast, and Joseph Quintana was elected as chair. The nominations for vice chair were Jacob Bernal and Kay Seven, and Kay Seven was elected as vice chair. For secretary, the nominees were Candace Lowry, Patricia

Hibbeler, and Robert Houle. Following a tie between Robert Houle and Patricia Hibbeler, the two gave brief remarks. Votes were cast again, and Robert Houle was elected as secretary.

## **Employment and Training Administration**

Brent Parton, Acting Assistant Secretary, ETA, began by thanking the members of the Council for their service. One priority of the department is ensuring that investments are equitable and accessed by underrepresented and under-resourced communities, specifically tribal communities. A second priority is how to measure success, ensuring that those investments are driving outcomes for workers and communities. DOL can do more than just put out funding, including helping set up partnerships with industry and labor and working across federal partners, particularly now under the Bipartisan Infrastructure Law. A third priority of DOL is the care economy. Although there are exceptions, wages for care workers are not great and need to be addressed. The strength of the care workforce helps to reinforce the strength of every other industry workforce. DOL is looking to make investments in workforce development in the areas of health care, child care, and long-term care.

Mr. Parton discussed the impact of the COVID pandemic on tribal communities. When allocating resources to support the recovery of communities, we should take steps to prepare those communities for the future of work. In the area of apprenticeship, there is a focus on capacity building; investments are being targeted to build an ecosystem for apprenticeship rather than just investing in one program at a time. He urged the Council to consider DOL as a partner not only in funding and technical assistance but also in strategizing to help get communities where they need to be.

Vice Chair Seven talked about Idaho's talent pipeline management and the need for industry to work with secondary and post-secondary institutions on preparing the workforce for particular industries. There is a need for economic modeling tools to better inform talent pipeline management. Mr. Parton referred to what he called a sector partnership approach to look at what money is coming down, whether for economic development projects or other purposes, and think about how to use those funds to advance community goals, with employers at the table on the front-end.

Secretary Houle emphasized the importance of welcoming the formerly incarcerated into communities and the workforce by providing lifestyle and skills training, given the high rates of recidivism in Native populations, particularly among adult males. Mr. Parton noted DOL has reentry grants, but the need is much higher than what is being provided. He agreed about the need for wrap-around supports combined with training. The WIOA bill passed out of the House of Representatives would permanently authorize the reentry grant program and increase the level of investment.

Chair Quintana referred to remarks from President Biden at the Summit of the Americas about the challenges posed by trickle-down economics and how we have to adjust to get funding to those who need it, including youth and those preparing to enter the workforce. It is important to be proactive, rather than just reacting to things like inflation and recession after the fact. Mr. Parton agreed about the need to ensure that resources reach workers and communities with the greatest need, as well as

providing technical assistance and other support to make sure resources can be used to build the capacity of communities and advance strategies that work for them.

Councilmember Counce talked about the crisis in the teacher workforce and the need to increase wages for teachers since education is the foundation for getting youth into the workforce. Mr. Parton noted that the issues for teachers are similar to other industries, but with greater challenges in recruitment and retention. He talked about the value of apprenticeship giving people experience in a field while they have a mentor, so that those who eventually get into the field stay there.

Councilmember Waldron referenced the problem of apprenticeship programs where money goes to non-profits or other organizations that do not work with Native communities and suggested there may be a need for some kind of enforcement action around the point system for grant applications for such organizations. Mr. Parton said DOL is trying something new with apprenticeship investments to try to create a more level playing field by creating accountability around equity and equal employment opportunity. There is a new category of grants called apprenticeship hubs, which provide direct investments to community-based, local organizations or to cross-cutting entities that might focus generally on something like tribal apprenticeships.

### **Office of Congressional and Intergovernmental Affairs**

Jack Jackson, Jr., Tribal Liaison, Office of Congressional and Intergovernmental Affairs, talked about DOL's tribal consultation workgroup that includes about 17 other agencies to coordinate federal outreach to tribes. DOL is preparing deliverables on work with tribes for the White House in preparation for the White House Tribal Nations Summit. He noted the importance of flexibility in letting tribes make their own decisions. The theme of NCAI's conference this year was thinking beyond self-determination, and Mr. Jackson noted that the period starting in 2000 is known as nation-to-nation, where different administrations have pushed government-to-government relationships.

Councilmember Waldron stressed the need for constant communication with the Council so they can get information out to communities. He also talked about his frustration that the Council has made great recommendations in the past that have not always been acted on. Councilmember Rickard talked about how Natives who live off reservation often fall through the cracks in grant programs because of some of the filing requirements. Mr. Jackson noted that much of the COVID funding was based on population rather than residency. Vice Chair Seven asked that the Council be provided updates on reauthorization on WIOA.

### **Update on Unemployment Data for American Indians and American Indian Labor Force Report**

Patrick Carey, Assistant Commissioner for the Office of Current Employment Analysis, BLS, discussed American Indian and Alaska Native (AIAN) labor force data gathered in the Current Population Survey (CPS) and provided updates on the American Indian Population and Labor Force Report (AIPLFR).

CPS is a monthly survey that provides timely, comprehensive data on the U.S. labor force and is the source for the nation's unemployment rate. Up until 2022, labor force data on AIAN was only published

annually because of concerns about small sample sizes. In January BLS revisited the issue of producing more timely data, and although there are still concerns about volatility due to small sample sizes, they felt the monthly data still conveys meaningful information on longer term trends. The challenges with increasing sample sizes are that response rates to surveys have been decreasing while costs for data collection keep increasing.

Monthly unemployment rates were provided for Whites, Blacks, Hispanics/Latinos, and AIAN, but not for Native Hawaiians/Pacific Islanders or those who self-identify as two or more races, but they are considering whether the samples support reporting for those groups. Mr. Carey noted that the AIAN data presented are not seasonally adjusted. Despite that there is more volatility compared to data from other groups, there are still clear trends in the AIAN data over time, and we can observe differences with the other groups. He noted that AIAN unemployment in April 2020 at the height of the pandemic was over 29 percent, by far the largest of the four groups. Employment-population ratios were also presented and are now getting close to what was observed prior to the pandemic, but are still below the February 2020 level. Labor force participation rates were also presented and also remain a bit lower than February 2020.

A 2019 BLS article pooled three years of data to look comprehensively at the AIAN labor force, and data was analyzed in terms of sex, age, disability, school enrollment and educational attainment, nativity, and notably area of residence. Looking at age distribution, the total AIAN population has greater proportions of younger people than the general population, and younger AIAN workers are more likely to be not residing in AIAN areas. Unemployment was also higher for those living in AIAN areas.

The AIPLFR was produced by the Bureau of Indian Affairs (BIA) beginning in 1982. Past reports relied on different sources, so there was a lot of inconsistency, and stakeholders were critical about population undercounts, accuracy, and timeliness. In 2017 responsibility for preparing the report was transferred to DOL ETA. ETA contracted with a research company to better understand the issues and concerns about the report, in consultation with tribal groups. The resulting issues paper was released in February 2022, when responsibility for AIPLFR was transferred from ETA to BLS.

Legislation specifies that the AIPLFR must include population and labor force data at multiple levels, including national, state, BIA service delivery area, and tribal. For each, the report must include the total service population; service population broken out by age groups; population available for work, including those who are not searching for jobs, given the lack of job opportunities in some areas; employed population, including those with annual earnings below the poverty line; and number employed in private and public sector positions.

Challenges identified in the issues paper include how to define key terms like service population; terms and definitions in the law do not match what BLS typically uses; whether the scope should be expanded to include other data not included in the legislation, such as educational attainment, health, and disability; and accurate data sources for the required geographic and demographic details. No data sources currently provide sufficient data to meet all the requirements for the AIPLFR. Exploratory analysis was performed using five-year pooled American Community Survey (ACS) data. Of note, they

found that the six largest tribal areas accounted for nearly half of all AIAN living in tribal areas; 85 percent of tribal areas had AIAN populations of less than 1,500, with the median estimate being 235. They also looked at the percentage of federal tribal areas that have reportable estimates for key AIPLFR data elements, and only 40 percent had reportable ACS estimates for all of the required data elements.

The most critical issue in considering future AIPLFRs is data sources, especially for reporting data at the tribal level. The two main options to address this are ACS and tribal data. ACS data are widely used but not adequate for all tribal areas or all data elements. Data collection at the tribal level would require substantial investment in resources and training. Future reports should be more useful to tribes so that they are actually used.

Recent BLS activities include continuing to engage with ETA on transfer of responsibility for the AIPLFR, a briefing at the National Indian and Native American Employment and Training Conference, and participating in an interagency Indian Country Data Working Group.

Secretary Houle asked if the Council had set up a strategic initiative to look at key points and variables for data sources. The Chair suggested they return to that point in the strategic planning discussion.

### **White House Council on Native American Affairs**

Anthony (Morgan) Rodman, Executive Director, White House Council on Native American Affairs, provided an overview of the White House Council on Native American Affairs, which is co-chaired by Interior Secretary Deb Haaland and Ambassador Susan Rice, Director of the White House Domestic Policy Council. The group meets at least three times a year, and at the November Tribal Nations Summit, Secretary Haaland committed to doing three tribal leader engagement sessions with the Council, including one on June 29th focusing on Native languages with the Education Committee of the White House Council on Native American Affairs. The White House Council works very closely with the White House Initiative on Native Education, including a focus on workforce development.

The White House Council is organized into six committees, including one on Economic Development, Energy, and Infrastructure that deals with workforce development and labor issues. DOL is part of that committee. They are exploring the intersection with tribal colleges and universities. The White House Council made a number of presentations at the recent Reservation Economic Summit (RES).

The Economic Development, Energy, and Infrastructure Committee is looking at the economic benefits around the electric vehicle initiative, supporting tribes that are undergoing or exploring energy transition to renewable sources, and infrastructure, especially in light of the Bipartisan Infrastructure Law. Tribal treaty rights are a big focus of the White House Council. Last November the tribal treaty rights MOU was announced, and there should be updates on its implementation at the next Tribal Nations Summit. The White House Council also has a tribal homelands initiative with an order signed by USDA and Interior that seeks to reinforce tribal land management.

Secretary Houle highlighted the need for collaboration given all the different groups working in various areas. Mr. Rodman noted that eliminating silos and bureaucratic barriers is a key focus of the White



House Council, as well as ensuring that policies developed in coordination with tribal nations are being executed. The Chair asked if urban leaders are invited to the Tribal Nations Summit or if there are other ways for them to work with the White House. In the area of transition to renewable energy, he stressed the need for tribal members to have access to green jobs as well as being able to have energy efficient vehicles and lessen their reliance on fossil fuels, and allowing for tribal governments to sell their green energy to other consumers. Mr. Rodman noted that members of the White House Council are working on connections with urban Native populations.

### **Review of NAETC Strategic Two-Year Plan**

Councilmember Hibbeler talked about the development of the last strategic plan, which had to be done virtually due to the COVID pandemic. In spite of technological challenges, there was great participation from all of the Council members. There was discussion about collaboration and partnership with federal agencies, and there was a robust discussion about partnering more closely with NCAI. Some pieces of the strategic plan were never really addressed before the Council went on hiatus. DFO Brown asked the Council to think about its workgroups. There are currently four, Effective Management, Census, Performance and Reporting, and Youth.

Councilmember Waldron suggested they should make precise, powerful recommendations rather than making too many to avoid missing out on current opportunities. Councilmember Lowry asked if they could meet at the NCAI conference. Vice Chair Seven wondered whether the Council would want to introduce a resolution at NCAI. The Chair noted that the strategic plan will constantly evolve as we work through the recovery and look ahead to the possibility of a recession, and agreed with the point made about striking while the iron is hot while we have the attention of political leaders. Vice Chair Seven asked if the Council's required two meetings per year is based on program or calendar year. DFO Brown said it is based on fiscal year, with a report to GSA due at the end of the fiscal year.

Councilmember Hibbeler asked if the Council could be prepared to have its next meeting in October in Sacramento in concert with the NCAI conference. Given what they would need to get in place before that, she wondered if the Council could meet again before October to prepare. DFO Brown said the key consideration would be the need for a Federal Register notice, which has to get DOL clearance first. Councilmember Hibbeler suggested that requirement would not apply to a workgroup meeting, and DFO Brown agreed. Councilmember Waldron thought at least some members should pay the NCAI registration fee to join their conference. The Chair agreed and suggested sending a specific committee or specific members to relay information about the Council to NCAI.

Councilmember Hibbeler suggested having one or two virtual meetings between now and the end of August to finalize the strategic plan in preparation for the Council meeting. Councilmember Chaisson noted that in her role she will be present at the NCAI meeting and could convey information. Vice Chair Seven suggested having a second Council meeting in concert with the April NINAETC conference in Connecticut. Councilmember Hibbeler said the Council's workgroups should support key initiatives of the strategic plan rather than the other way around. Councilmember Waldron suggested someone from the Council should run for a position with NCAI.

## **Council for Tribal Employment Rights**

Lee Adolph, President, CTER, explained that CTER is a community-based non-profit founded in 1977 to help ensure tribal members get fair employment opportunities. CTER covers a lot of areas and works with the Equal Employment Opportunity Commission and the Office of Federal Contract Compliance, among others. CTER recently got a resolution passed for tribes to support unions. Mr. Adolph noted the importance of partnerships as part of his motivation for speaking with the Council.

One thing that the Tribal Employment Rights Office (TERO) does really well is promoting Indian-owned businesses in contracts and procurement. TERO also handles discrimination complaints. Mr. Adolph talked about the challenge of unemployment and suggested addressing that and other issues through collaboration. He invited the Council members to attend CTER's convention. He also stressed the need to involve youth to develop future leaders.

Councilmember Lowry discussed the issue of urinalysis given that marijuana has been legalized in some states but policies still treat marijuana as an illegal substance. Mr. Adolph said the way to address that issue is an NCAI resolution and putting pressure on Congress to repeal marijuana prohibition.

Councilmember Rickard asked if CTER has recommendations on fees for things like licensing to work on a reservation. Mr. Adolph said CTER provides technical assistance and noted that TERO fees were one of the first forms of a tax base for tribes.

## **Apprenticeship Update on Participation of Tribes and Indian Organizations**

The Chair welcomed John Ladd, Administrator, Office of Apprenticeship; Cierra Mitchell, Division Director; and Angela McDaniel, Cultural Diversity Lead. Mr. Ladd said he wanted to hear from the Council not only on expanding traditional apprenticeship opportunities, but also on expanding into new and emerging industries. Ms. Mitchell said there are currently 39 programs and 286 apprentices, which is a large increase, but we want to see it increase even more. Resources are available to help expand current programs or create new ones, including through the Apprenticeship Building America (ABA) Grant Program. Last year DOL awarded over \$99 million for states to expand apprenticeship programs and increase inclusive recruitment strategies to create a more diverse workforce. \$31 million was recently awarded for technical centers of excellence, including one focused on diversity and inclusion which went to Jobs for the Future (JFF). In addition there are 16 industry intermediaries who can help develop registered apprenticeship programs and provide technical assistance, as well as provide funding to support sponsors in developing programs or for others to launch and implement those programs. Mr. Ladd noted that part of the ABA went to creating apprenticeship hubs to centralize outreach efforts and create local intermediaries.

Councilmember Waldron asked if the Council could be provided information on grants to disseminate to tribes. Councilmember Rickard asked if there is a webinar or other program on developing apprenticeship programs. Mr. Ladd said webinars and other tools are available on [apprenticeship.gov](http://apprenticeship.gov). Councilmember Waldron asked how pre-apprenticeship differs. Mr. Ladd said pre-apprenticeship is aimed at getting people prepared to enter apprenticeship programs. There will be guidance generally

defining a quality pre-apprenticeship program, but each program will vary based on the entry requirements of a given apprenticeship program. It is important for pre-apprenticeship programs to have a relationship with apprenticeship programs to ensure that those requirements will be met. Ms. McDaniel noted that pre-apprenticeship programs are not limited to youth.

The Chair noted that the healthcare and construction sectors never closed during the pandemic, but tribal members continued to face high rates of unemployment because they did not have the certifications. He also raised the issues of gender equity and wage equity. Mr. Ladd noted that as apprenticeship has expanded into new industries, the percentage of women, while still unacceptably low, has been increasing significantly, but there is still a lot of occupational segregation and resulting wage impacts. Councilmember Waldron talked about the marijuana issue and noted that launching apprenticeship programs is easy if you are familiar with the trades, but communities are being left out. Ms. McDaniel talked about the importance of having diversity in positions with decision-making, policy implementation, and managerial functions. Mr. Ladd noted that the investments in intermediaries and hubs will help other industries and small businesses in standing up programs.

Secretary Houle asked if there are apprenticeship opportunities in the area of behavioral or mental health. Mr. Ladd said they recently approved mental health and substance abuse counselors. Ms. McDaniel noted that Alabama A&M is the first HBCU with a master's program in social work. Councilmember Houle said there is a critical need for certified substance abuse counselors in Indian Country to deal with the problem of opioids, and he also suggested having an apprenticeship program for doulas. Ms. McDaniel noted that HHS provides grants to train apprentices to help deal with the opioid epidemic.

Vice Chair Seven asked about who the intermediaries are, and Mr. Ladd said that for future fundings they should think about who could serve as an intermediary to meet specific gaps. The Chair talked about the importance of sustained employment given that not every tribal economy can sustain the kinds of jobs that people want. Ms. McDaniel noted that on July 21<sup>st</sup> there will be an agriculture accelerator with USDA, AHIEC, and HBCUs present, and she invited tribal farming stakeholders to attend.

Councilmember Morales noted that most grants have 15 percent administrative caps, which can make it hard for tribes, and suggested putting them under P.L. 102-477 to capture the full indirect rate.

## **Recap**

Council members expressed appreciation for the Secretary's commitment to work with tribes and his willingness to hold a Good Jobs summit for Indian Country, as well as the focus on collaborative work among various agencies and departments. Councilmember Hibbeler focused on the possibility of creating our own intermediary for apprenticeship programs. Councilmember Wojnas appreciated the discussion about the open questions and progress in the area of workforce data.

The Council recessed for the day at 4:44 p.m.

*THURSDAY, JUNE 23, 2022*

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

**Present**

Joseph Quintana, Region 6, Chair  
Kay Seven, Other Disciplines, Vice Chair  
Robert Houle, Region 5, Secretary  
Jacob Bernal, Region 6  
Kim Kaniatobe Carroll, Other Disciplines  
Lora Ann Chaisson, Region 4  
Robin Counce, Region 4  
Lorraine Edmo, Region 4  
Patricia Hibbeler, Other Disciplines  
Shawn Isaac, Region 6  
Candace Lowry, Region 3  
Holly Morales, Region 6 Alaska  
Gary Rickard, Region 6  
Kay Seven, Other Disciplines  
Darrell Waldron, Regions 1 and 2  
Winona Whitman, Region 6  
Jacob Wojnas, Other Disciplines

**Absent**

Erwin Pahmahmie, Jr., Region 4 Oklahoma  
Angel Peer, Region 5

**Also Present**

Athena Brown, DFO, Chief, DINAP  
Suzie Casal, Meeting Planner, Tribal Tech, LLC  
BC EchoHawk, Tribal Tech, LLC  
Duane Hall, Contracting Officer's Representative  
Courtney McCusker, PMP, Project Manager, Tribal Tech, LLC  
Kim Vitelli, Administrator, Office of Workforce Investment, ETA  
Jennifer Whitmore, Federal Project Officer

**Call to Order/Roll Call**

The Chair called the meeting to order at 9:03 a.m. Secretary Houle conducted a roll call and determined there was a quorum.

## **DINAP Report Out and Updates**

DFO Brown began by giving an overview of DINAP, which falls under the Office of Workforce Investment (OWI). DINAP currently funds 105 adult programs under the Comprehensive Services Program (CSP) and 69 youth programs, not including the Public Law 102-477 program. The 477 program is designed to serve federally recognized tribes or consortiums that serve those tribes, and they are allowed to combine funds from similar employment and training programs under one single budget, and all 12 federal agencies are allowed to participate. When DOL receives a tribe's plan to enter into the 477 program, the funds are sent to the Department of the Interior as the lead agency, and they are no longer required to meet DOL's performance indicators. Instead they have their own indicators specified in their plan.

DINAP disperses funds by county and service areas determined by Census data. It is different than normal competition for discretionary grants because it is a formula-based program. Previously only three indicators were tracked: entered employment, employability enhancement, and positive termination rate. But since the enactment of WIOA, there are now eight measures. The Council has been working with DOL to change that to something more realistic. DFO Brown acknowledged the work of DINAP staff, including Duane Hall and Jennifer Whitmore. Jennifer Whitmore has worked with the Office of Information Technology to design the Grantee Performance Management System (GPMS) to track those indicators seamlessly, and Tribal Tech has been instrumental in rolling out training for GPMS.

Prior to the pandemic, DINAP had to recapture and reallocate funds that were simply not being spent by grantees. Excess carry-in is a problem given that the programs are underfunded. In 2021 many of the same grantees were not spending their money and were serving virtually no clients. There used to be identified peer providers from the grantee community who could help other grantees. DOL will reimburse them for travel and per diem through technical assistance contracts, but the time spent is voluntary. Several grants have been taken away in recent years because of fraud and abuse. If a tribe loses a grant, DOL is obligated to find a consortium or other organization that will agree to serve that tribal area.

DFO Brown discussed the CSP and the Supplemental Youth Services Program (SYS). Only federally recognized tribes can receive youth program funds. DOL is still using performance indicators from the Workforce Investment Act because there is not yet a system for collecting the data required by WIOA. Councilmember Wojnas asked about enrollment numbers for the beginning of 2022. Duane Hall, Contracting Officer's Representative, said they do receive quarterly data. Numbers have increased but are still below pre-pandemic levels.

DFO Brown said 60 percent of grantees have excess carry-in, which means they have 20 percent or more of funds remaining. Councilmember Wojnas asked about that 60 percent with regard to the reallocation previously discussed. Mr. Hall said they focused on the most egregious ones and reallocated funds from those who had 40 percent or more of their funds remaining. DFO Brown said there have been similar problems with the youth program.

## **Regional and National Conference Updates**

Vice Chair Seven served as the co-chair for 477 programs for the 42<sup>nd</sup> National Indian Employment and Training Conference. The 43<sup>rd</sup> national conference will be at the Foxwoods the last week of April 2023. The 44<sup>th</sup> national conference will be held in Orlando, Florida. Vice Chair Seven also serves as the co-chair for 477 programs for the western regional event. The western region will have its event the second week in November at Wild Horse Pass, and information can be found at the Phoenix Indian Center website. Training will be focused based on evaluation results from the national conference. Grantees want more case management training as well as a focus on the needs of the front-line workforce.

Councilmember Waldron will be chairing the 166 side of the April national conference. There is a great need for training on the electronic reporting system, especially given the transition from older groups to younger groups, and small mistakes are being made. The east-midwest regional conference will be held in Myrtle Beach. DFO Brown asked about anticipated registrations for the Myrtle Beach conference. Councilmember Waldron said the last one had about 250 participants, but because of the pandemic they are hoping to get about 150. Discussions are underway about whether to have a virtual component. Vice Chair Seven said the western region decided to go 100 percent in-person because virtual registrants at past conferences did not have a good experience. DFO Brown noted that some potential DOL presenters might prefer to participate virtually. Councilmember Waldron noted that Debbie Galloway was a tremendous source of information on DOL programs and hoped they could get her for the national conference. Councilmember Hibbeler suggested there is a difference between having a virtual speaker and having virtual participants, and that a virtual presentation could still meet the needs of grantees. Councilmember Edmo asked if a Council session was being planned in concert with the western regional meeting. Vice Chair Seven said no official Council meeting is being planned but noted that a workgroup meeting could be held. Councilmember Waldron emphasized the importance of meeting as frequently as possible. The Chair agreed and suggested meeting informally at each of the regional meetings.

Councilmember Waldron asked if some of the recaptured funds could be used for the Council's workgroups. Vice Chair Seven wondered if some could be reallocated to a national project. DFO Brown said she would confirm before saying no.

## **Training and Technical Assistance**

Courtney McCusker, PMP, Project Manager, Tribal Tech, LLC provided a brief overview of Tribal Tech. Three staff members work on the contract, Suzie Casal, BC EchoHawk, and Ms. McCusker as project manager, as well as two consultants, Terry Clark, who provides GPMS TA, and Kate Robinson, who does financial TA. Tribal Tech just finished the third of five contract years. Ms. McCusker provided an overview of the contract line items. Tasks under the contract are support for regional and national conferences; support for Council meetings; maintaining and updating websites, including for DINAP; customer support for GPMS and Bear Tracks; and developing training modules and other materials. Under task one, they support grantee conferences with planning, logistics, and reimbursing grantees approved for travel reimbursement. Under task two, Tribal Tech helps in developing the Federal Register

notice and pre-meeting materials; getting a room and audiovisual equipment; providing onsite support, coordination, and facilitation; getting a court reporter to record everything and prepare the minutes; and reimbursing Council members for travel. Task three includes posting updates to the WorkforceGPS website and supporting necessary updates to the DINAP website. Task four includes Bear Tracks and GPMS TA, supporting GPMS implementation, virtual office hours, and training on login.gov. Task five includes updating WIOA Fundamentals training modules, using survey responses to identify what trainings would be helpful, assistance with financial document review, virtual trainings, onsite trainings with grantees, and a monthly newsletter.

Looking to the future, Tribal Tech is planning to work with DINAP and the FPOs on needs assessment, looking at ways to do more peer-to-peer learning, perhaps with panel discussions, pre-recording WIOA Fundamentals modules, and looking at risk categories to identify specific targeted training. The first year of the contract there was a sixth task to purchase special tabulations from the Census Bureau to obtain updated data for the funding formula.

Secretary Houle asked about any challenges for the future and what Council members should be aware of or assist with. Mr. Hall said the contract provides a lot of opportunities, including getting input from the Council. One idea that came out of the national conference was certifying program directors. He also noted it is a Native American minority contract. Councilmember Waldron would like to see more annual audits of grantees, and perhaps a pre-audit document could be created for grantees that are having difficulties. DFO Brown said they cannot rely on a contractor for monitoring or auditing, but they can provide assistance. Councilmember Rickard talked about high staff turnover. Some do not have the proper training and end up getting overwhelmed and quitting. He suggested developing standardized forms for all grantees. DFO Brown suggested that development of forms might be better done by a contractor. Vice Chair Seven asked when the needs assessment would be completed in order to inform the Council's strategic plan. Mr. Hall said the tribes have infrastructure on the accounting side and some degree of checks and balances. Concerns on the financial side are generally related to small nonprofits that do not have segregation of duties. On the program side, nonprofits may do better than tribes.

Councilmember Lowry suggested the FAQs from the office hours could be incorporated in training for conferences because doing it in-person would be better. Councilmember Edmo asked if DINAP is authorized to hire more staff to help with monitoring. DFO Brown said they are in the process of recruiting a supervisory workforce development specialist and a federal project officer (FPO). Councilmember Rickard suggested that each program develop a program operations manual for new staff. DFO Brown said they are trying to create modules and suggested that new Council members sign up for WorkforceGPS and look at all the available resources.

## **Census Update**

Mr. Hall said regulations require that DOL use the most updated Census data. The funding formula, at its most basic level, is just the percent of low income and unemployed Native Americans in a certain geographic area. The program is authorized in law with an annual appropriation from Congress. The Census does not affect how much Congress appropriates; rather it determines how much of that

appropriation will go to individual programs. In the past, data for the funding formula came from the decennial Census, but it no longer collects data on low income or unemployed, so five-year ACS data is now used. The sample size was much larger before, so the margin of error is higher now, and funding levels for individual programs will change as a result.

There are 2,000-3,000 geographic areas, or counties and reservation areas, in the United States. With few exceptions, every grantee is assigned a geographic area. Oklahoma is unique in that it has Oklahoma Tribal Statistical Areas which are not technically reservations, and it is the only state where the number of tribal members is used to determine funding levels for grantees. In the other states, it is based on the number of low income and unemployed American Indians, Alaska Natives, and Native Hawaiians in the area, regardless of tribe. Councilmember Bernal asked for clarification about the five-year ACS data and whether the formula was derived using alone numbers. Mr. Hall confirmed the five-year data is rolling and said the Council had previously recommended using the alone numbers to the Secretary. Vice Chair Seven said it would be useful for the Census Workgroup to have the latest ACS table and recommended that Council members participate in online sessions provided by James Tucker. She asked if there would be a hold harmless factor. Councilmember Whitman asked about Native Hawaiian data. Mr. Hall said he thought there is Native Hawaiian alone data, but given that many counties on the mainland do not have any Native Hawaiians, for confidentiality reasons Census Bureau will not provide numbers below a certain level.

### **Report Out on DOL's Youth Framework**

Jennifer Whitmore, Federal Project Officer, noted the importance of youth for our future. The pandemic has exacerbated problems with youth, including high dropout rates and mental health issues. CSP is generally known as an adult program, but it is not actually limited to adults. CSP provides employment and training services to contribute to occupational development, upward mobility, and exposure to new careers. The goal is to prepare individuals to enter, reenter, or retain a good job leading to self-sufficiency. American Indians, Alaska Natives, and Native Hawaiians who are unemployed, underemployed, low income, have received a layoff notice, or who have been identified by the grantee to be in need of employment training services are eligible. Additionally, males have to be registered for Selective Service.

Of the \$41 million allocated to 105 grantees in 2021, \$33 million was remaining by 12/31/21. That excess carry-in can be partly attributed to the pandemic, but there are also other issues that have been exacerbated by the pandemic. The 105 grantees serviced 6,288 individuals in program year 2020; almost 40 percent of them were youth or young adults.

The SYS Program is not awarded to all 105 grantees. It provides employment, training, and other services to American Indians, Alaska Natives, and Native Hawaiians ages 14-24. Before WIOA passed the limit was 21. They have to live on or near an Indian reservation, Oklahoma Tribal Statistical Area, villages in Alaska, or Hawaii. Around 4,000 people are typically serviced by SYS, but that dropped by about half when the pandemic hit. Numbers are steadily increasing now. So far this program year, 2,674 youth



have been serviced, and just about half of those are participating in summer employment. Nearly 70 percent are in high school.

Under 166, 69 of the 105 total grantees received youth funding. \$8.7 million was awarded last year, but as of 12/31/21, nearly \$7.5 million remained, with almost 80 percent of grantees having excess carry-in. An array of services can be provided under 166, including financial literacy, tutoring, entrepreneurial training, and both pre-apprenticeship and registered apprenticeship.

Vice Chair Seven asked whether excess carry-in funds could be reallocated to something like a national initiative on career or college readiness that could service people from various locations. Ms. Whitmore thought that would be helpful and welcomed by the tribes, especially given the challenges facing youth. DFO Brown said they have not historically recaptured and reallocated youth funds because it is such a small amount and it only goes to federally recognized tribes, but she thought it was a good idea worth looking into. Councilmember Hibbeler said tribes sometimes look for youth with a certain GPA and demonstrated leadership qualities, and it would be worthwhile to try to focus on youth that are out of school. Councilmember Waldron proposed forming a youth committee to hear directly from the youth. The Chair discussed the possibility of setting up a pilot project and agreed with the idea that we should not be so selective but rather invest in all youth. He also suggested a long-term solution might be establishing a youth conference focused on job growth, job development, and career advancement. DFO Brown noted that many urban programs, although they do not receive direct youth funding from DOL, still have youth programs. Councilmember Carroll said that youth who are more motivated are typically the ones who are served; outreach may be needed to reach those most in need, with specialized services such as tutoring.

Ms. Whitmore noted that GPMS was launched in November 2020 to replace Bear Tracks. The last component was just launched, and Ms. Whitmore shared a demo of the system. The GPMS contract is coming to an end July 8<sup>th</sup>. Vice Chair Seven asked for clarification about the end of the contract. Ms. Whitmore said DOL is working on a follow-on contract for the maintenance mode now that development is completed. DFO Brown added that the system will continue to be used. Kim Vitelli, Administrator, Office of Workforce Investment, ETA, noted that this is a normal part of federal contracting. If the vendor changes in the procurement, there would be a transition period for information to be passed on to the new vendor. Councilmember Edmo asked if grantee case managers can input data themselves and generate a report at the end of the quarter. Ms. Whitmore said case managers can enter their own data and generate reports for any time period they like.

### **Establishing Priorities for NAETC Workgroups**

DFO Brown said there are currently four workgroups: Effective Management, Census, Performance Reporting, and one on Youth that probably should be reestablished. Councilmember Rickard said given the priorities for youth the Council needs a Youth Workgroup. He made a motion that the Council form a Youth Workgroup. Councilmember Carroll seconded the motion. Vice Chair Seven asked if the motion was out of order. DFO Brown said they had a Youth Workgroup that has been dormant. Councilmember Hibbeler wondered if youth could be incorporated into one of the other workgroups.

Councilmember Whitman spoke in support of reinvigorating the Youth Workgroup. Vice Chair Seven suggested amending the motion to include the other three workgroups. Councilmember Rickard accepted the amendment, so the workgroups going forward would be Effective Management, Census, Performance Reporting, and Youth, and Councilmember Carroll accepted the amendment. The motion passed unanimously.

Councilmember Hibbeler said she would be happy to continue leading the Effective Management Workgroup. Traditionally the entire Council participates on that workgroup. Councilmember Carroll said she would be happy to remain on the Census Workgroup but declined to continue chairing it. Councilmember Wojnas said he would like to participate, and the Chair asked him to chair the group. Councilmembers Morales, Lowry, Whitman, and Vice Chair Seven volunteered to serve on the Census Workgroup. Councilmember Carroll noted that Erwin Pahmahmie also wanted to participate. The Chair said he would continue to serve as chair of the Performance Reporting Workgroup. Secretary Houle and Councilmembers Lowry, Counce, and Carroll, volunteered to join the Performance Reporting Workgroup. Councilmember Whitman volunteered to chair the Youth Workgroup. Councilmembers Counce, Rickard, Morales, Carroll, and Edmo volunteered to join the Youth Workgroup.

DFO Brown noted that the workgroups can include subject matter experts from outside the Council. Councilmember Rickard said they should continue to have Lorenda Sanchez on the Census Workgroup.

### **Office of Workforce Investment, Employment and Training Administration**

Ms. Vitelli explained that OWI is one of five or six program offices in ETA. There are five divisions, including DINAP; Adult Services and Governance; Youth Services; Strategic Investments; and National Programs, Tools, and Technical Assistance. Congress appropriates funds specifically for the Reentry Employment Opportunities program. Grants under that program are competed every year with separate youth and adult competitions. One key model is called Halfway Home, with services that begin pre-release and continue after people get back into the community to provide comprehensive supports.

DFO Brown shared that she is planning to retire very soon. She expressed confidence in the team at DINAP, OWI, and ETA generally. A provision in the regulations provides for Council input on her replacement, although DOL makes the final decision. Ms. Vitelli said there will be a job posting on USAJOBS but asked for the Council's assistance in disseminating the opening to good candidates. Vice Chair Seven asked if there would be a transition period with an interim chief. Ms. Vitelli said there may be a need to name an acting division chief, and she would probably take on additional responsibilities. She has been trained as a DFO if she ever needs to step in, and Duane Hall will also receive that training to avoid any interruption of the Council's work. Vice Chair Seven asked if Athena Brown would be available as a subject matter expert, and Ms. Vitelli said there would not be a formal employment relationship after Ms. Brown retires. DFO Brown said she will always be available given how vested she feels in the program.

Councilmember Hibbeler suggested that the Effective Management Workgroup meet in the next 30 days and continue discussion of Athena Brown's replacement at that time. Councilmember Bernal noted that

if the Council wants to meet in person for the Effective Management meeting, the Western Regional Conference should be considered. Vice Chair Seven made a motion for the Council leadership to communicate with the Secretary of Labor about the recruitment of a new DINAP chief, an update to the strategic plan, and engaging on a Good Jobs event for Indian Country. Councilmember Hibbeler seconded the motion. Councilmember Lowry proposed that the letter be prepared before the upcoming Effective Management meeting. Councilmember Hibbeler noted that the Council has approved letters through email before. She also suggested that the motion be amended to say that the Council will engage in a process to ensure that writing such a letter would be appropriate. Vice Chair Seven accepted the amendment, as did Councilmember Hibbeler. The motion was approved with one abstention.

Councilmember Hibbeler made a motion for the Effective Management Workgroup to meet virtually by August 15<sup>th</sup>, and the agenda items will include recommendations on the hiring process for the new DINAP chief as well as strategic plan development. Councilmember Lowry seconded the motion. Vice Chair Seven recommended having the meeting by mid-July and a second by mid-August. Councilmember Morales requested that in scheduling any virtual meetings that the Council consider Alaska and Hawaii. Councilmember Hibbeler amended her motion to reflect that the Effective Management Workgroup will meet once by July 15<sup>th</sup> and a second time by August 15<sup>th</sup>. Councilmember Lowry accepted the amendment, and the Council approved it.

#### **Public Comment Period – New Business**

Vice Chair Seven asked if there were any members of the public who wanted to make comments. The Council continued discussion while waiting to see if anyone wanted to make a comment.

Regarding the upcoming Council meeting, Vice Chair Seven suggested that the Council could organize a pre-conference workshop to share with tribal leaders what the Council is and what its strategic priorities will be for the next two years. DFO Brown asked if there was a fee to hold a pre-conference workshop, and Vice Chair Seven suggested that Tribal Tech look into that issue. Councilmember Hibbeler noted that other groups she has been a part of have held pre-conference workshops, and they only had to pay for meeting space, not any fees to NCAI. Secretary Houle asked if they should consider presenting a resolution to NCAI. Vice Chair Seven said that FACA requires that they vote on it at this meeting. Councilmember Carroll noted that to present a resolution one must be a member and be registered for the conference. Councilmember Chaisson said there is a cut-off date to submit resolutions. Vice Chair Seven asked if it would even be appropriate under FACA to present such a resolution, and DFO Brown said it has been done in the past. Councilmember Rickard suggested thanking NCAI for their support and asking for their continued support. He also recommended that Council meetings always be held in conjunction with a national conference. DFO Brown noted that the first meeting of a newly confirmed Council is always held in Washington, D.C. in order to meet with the senior leadership since the Council reports to the Secretary of Labor.

Councilmember Chaisson proposed that the Council or someone from DOL address the general session of NCAI to provide information about the 477 and 166 programs. Secretary Houle agreed and stressed the importance of renewing awareness and collaboration. Councilmember Hibbeler agreed that it is a

good time for that and noted that the last resolutions in support of the Council at NCAI occurred in 2018, 2017, and 2012. Vice Chair Seven suggested reviewing those resolutions and bringing them to the workgroup meeting. Councilmember Carroll agreed but said it would be better if the Council Chair made the presentation rather than a federal employee.

Secretary Houle said the National Indian Education Association (NIEA) has their annual conference in October in Oklahoma City and said they could be a key partner in the area of education. Vice Chair Seven suggested they discuss partnerships at the Effective Management Workgroup meeting. Groups that have similar interests as the Council include the White House Council on Indian Affairs, National Indian Gaming Commission, Intertribal Timber Council, American Indian Physicians Association, and American Indian Higher Education Consortium. DFO Brown said DINAP recently participated in a conference call with Department of Education, Hollie Mackey, and others to share information broadly across different agencies. Amy Loyd, who was recently confirmed as Assistant Secretary for the Office of Career, Technical, and Adult Education, is very interested in collaborating with DOL as well as Interior as they work to finalize the memorandum of agreement (MOA) for 477. Vice Chair Seven also mentioned BIA and BIE as partners. Secretary Houle said Indian Health Service could also be a partner, as they are interested in expanding many workforce areas. Councilmember Counce mentioned AISES. DFO Brown noted that DINAP had two AISES projects, one in Hawaii and another in Alaska, targeted at science, technology, engineering, and math (STEM). Vice Chair Seven said some states, including Idaho, have received National Science Foundation funds for building ecosystems for STEM fields.

Councilmember Morales discussed Public Law 102-477. The law, passed in 2017, expanded the 477 program to eight more federal agencies for a total of 12. It also expanded the type of programs that can be included beyond formula funds. One of the requirements of the law was to create a MOA between the 12 agencies. There was no tribal input in the MOA, and efforts have been underway to amend the MOA with tribal input and to ensure better alignment with the law. Hopefully the last meeting will be June 30<sup>th</sup> and the amended MOA will be ready for signature thereafter. Another requirement under the law is for an annual meeting, tentatively planned for this August. Vice Chair Seven talked about the notion of a tribal nation workforce plan that supports all Native programs no matter where you live.

DFO Brown noted that it is voluntary and tribes can decide what they would like to incorporate under their 477 program, and there are substantial benefits to tribes. Councilmember Edmo asked about WIOA reauthorization. Ms. Vitelli said WIOA is due for reauthorization, and the House of Representatives has passed a new version. DFO Brown said one change in that House bill is that it will revert back to a non-competitive program. Another possible change would allow Council members to continue in their seats until new members have been selected so the work of the Council does not have to stop.

## **Adjourn**

The meeting was adjourned at 4:08 p.m.