

U.S. DEPARTMENT OF LABOR

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NATIVE AMERICAN EMPLOYMENT AND TRAINING COUNCIL
(NAETC)

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MEETING

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TUESDAY
OCTOBER 29, 2024

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The Council convened in a hybrid meeting format, at the MGM Grand, Las Vegas, Nevada, and via videoconference, at 1:00 p.m. PT, Patricia Hibbeler, Chair, presiding.

PRESENT

PATRICIA HIBBELER Other Disciplines, Chair
KATHY ATKINS, Region 3
LORA ANN CHAISSON, Region 4
ROBIN COUNCE, Region 4
ROBERT HOULE, Region 5
CANDACE LOWRY, Region 3
HOLLY MORALES, Region 6
ERWIN PAHMAHMIE, JR., Region 4
ANGEL PEER, Region 5
JOSEPH QUINTANA, Region 6
GARY RICKARD, Region 6
KAY SEVEN, Other Disciplines
DARIUS LEE SMITH, Region 4
OMER TAMIR, Other Disciplines
DARRELL WALDRON, Region 1 & 2
ORLANDA WAUNEKA, Region 6
WINONA WHITMAN, Region 6
JACOB WOJNAS, Other Disciplines

ALSO PRESENT

NATHANIEL COLEY, Designated Federal Officer

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

HEIDI CASTA

SONNIE MUNROE

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

2 (1:07 p.m.)

3 CHAIR HIBBELER: So, I'm Patricia
4 Hibbeler and we're going to go ahead and start
5 today's meeting. So, I want to welcome everybody
6 to the Native American Employment and Training
7 Council meeting here in Las Vegas, and welcome,
8 everybody, that's online with us today.

9 Before we get started, I'd like to ask
10 Erwin if he would so graciously provide us an
11 opening blessing? Thank you.

12 MR. PAHMAHMIE: Dear Lord, thank you
13 for bringing us here today. Let us stand in
14 knowledge to help our people and our native
15 country. Ensure that we have safe travels on our
16 way home. Bless the people that came here today
17 in order to ensure that we succeed in our goals
18 and our strategic plans. Amen.

19 CHAIR HIBBELER: Thank you, Erwin, for
20 your gracious words this morning to get us
21 started, or this afternoon, I keep saying this
22 morning, to get us started. So, welcome,

1 everybody, and thank you for your time and your
2 dedication to this council and moving forward.

3 This really is a meeting for us to get
4 organized for the next, the work we have for the
5 next couple of years, and then also get our
6 strategic plan in place and our action items for
7 our subcommittees, so, so glad that you're all
8 here because there's lots of work to be done.

9 With that said, I'm going to call the
10 meeting to order and ask Holly if she would do a
11 roll call.

12 MS. MORALES: Okay, good afternoon.
13 Kathy Atkins? Lora Ann Chaisson? Robin Counce?

14 MS. COUNCE: Present.

15 MS. MORALES: Patricia Hibbeler?

16 CHAIR HIBBELER: Present.

17 MS. MORALES: Robert Houle? Candace
18 Lowry?

19 MS. LOWRY: Present.

20 MS. MORALES: Erwin Pahmahmie? Sorry.

21 MR. PAHMAHMIE: Present.

22 MS. MORALES: Angel Peer?

1 MS. PEER: Present.

2 MS. MORALES: Joseph Quintana? Gary

3 Rickard?

4 MR. RICKARD: Present.

5 MS. MORALES: Kay Seven?

6 MS. SEVEN: Present.

7 MS. MORALES: Darius Lee Smith?

8 MR. LEE SMITH: Present.

9 MS. MORALES: Omar Tamir?

10 MR. TAMIR: Present.

11 MS. MORALES: Darrell Waldron?

12 Darrell, you're on mute if you are here. Orlanda

13 Wauneka?

14 MS. WAUNEKA: Present.

15 MS. MORALES: Winona Whitman?

16 MS. WHITMAN: Present.

17 MS. MORALES: Jacob Wojnas?

18 MR. WOJNAS: Present.

19 MS. MORALES: And Holly Morales,

20 present.

21 CHAIR HIBBELER: Thank you, Holly.

22 Nat, any comments you want to provide before we

1 get started?

2 MR. COLEY: No, I don't have any
3 comments right now. I just think that I want us
4 to have a successful meeting. As Patty said,
5 really an opportunity for us to strategize and
6 make a plan.

7 CHAIR HIBBELER: So, as we get
8 started, one of the things that I want to bring
9 to people's attention is today, as part of the
10 NCAI meeting, Ian Record is presenting from 1:45
11 to 3:15. It is the one session that's definitely
12 related to workforce development.

13 I just bring it to your attention to
14 see if the Council would like to break to attend
15 that or continue with our meeting. I've had a
16 few people ask if it was possible to attend.
17 Anyone have comments about that?

18 MS. CHAISSON: I have a question about
19 attending. I think it would be good for the
20 Council, especially --

21 CHAIR HIBBELER: Can you -- the mic?

22 MS. CHAISSON: I think it would be a

1 great idea, Lora Ann Chaisson, but I'm just
2 concerned about maybe, since we advertised this,
3 how would we -- is it open to the public? It's
4 not open to the public. Well, let's go.

5 MR. PAHMAHMIE: Erwin Pahmahmie,
6 Region 4. Yeah, I second the thought.

7 CHAIR HIBBELER: Thumbs up in the room
8 for those that are in favor of that? It sounds
9 like several people are interested in attending
10 that session this afternoon. Any feedback from
11 those that are on virtually with us this
12 afternoon?

13 Okay, so I think what I've heard from
14 the Council is we will break. We will attend
15 that session. I'm not exactly sure what room it
16 is if somebody could look that up for us. I'm
17 thinking it's 308, but I'm not exactly sure.

18 302? Thank you, Lora Ann. So, that's
19 in room 302. We'll break at 1:40 to attend that
20 session and be back here by 3:20 and continue our
21 meeting.

22 With that said, we'll move to the next

1 thing on our agenda, and that's review of the
2 minutes and any follow-up of motions and
3 resolutions from the May 2024 Council meeting
4 that we had earlier.

5 So, I'm assuming everybody's had a
6 chance to read the minutes from the last meeting,
7 and if you need to take a quick review, please do
8 so. If we can get a motion to accept the minutes
9 or accept them with changes, that would be great.
10 And the minutes are in your packet. They were
11 also emailed to all Council members.

12 MS. LOWRY: Candace Lowry, Region 3.
13 I motion to approve the minutes.

14 CHAIR HIBBELER: Motion by Candace to
15 approve the minutes. Do we have a second?

16 MS. PEER: Angel Peer, Region 5. I
17 second it.

18 CHAIR HIBBELER: Second by Angel. Any
19 discussion on the minutes? We'll proceed to
20 vote. All of those in favor, signify by saying
21 aye? Any nays? And any abstentions? And
22 Sonnie, just to confirm, how would you like the

1 Council members on virtually to vote?

2 Okay, so our virtual Council members,
3 you can vote by thumbs up or raise your hand, and
4 she'll be able to count that. So, virtually, all
5 of those in favor? And then anybody, any nays
6 online? And any abstentions? Thank you.

7 Darrell, I have a question if you
8 could write in the chat. Can you hear us?
9 Sonnie is suggesting that you might need to
10 change your microphone settings.

11 MR. COLEY: This is Nat Coley. I just
12 wanted to make sure everyone's aware we are
13 recording this meeting.

14 CHAIR HIBBELER: Thank you, Nat. And
15 friendly reminder for everyone, before you speak,
16 please identify yourself and what region you are
17 from as you make your comments. Nat, I'm going
18 to turn it over to you for any welcoming
19 comments.

20 MR. COLEY: So, I can -- so, we're
21 going to move to the first item on the agenda or
22 this is before we get to the DOL labor leadership

1 welcome?

2 CHAIR HIBBELER: My apology. We need
3 to approve our agenda. We approved our minutes,
4 but not our agenda. So, you have the two-day
5 agenda in front of you. It was also emailed to
6 everyone.

7 You'll see from the agenda, the
8 schedule really is set to get our strategic plan
9 in place, to hear from any work our subcommittees
10 have done to date, and then also to organize
11 around next steps for next year knowing that
12 there will be a new administration in place, and
13 thus also organizing around the work of the
14 subcommittees and the effective work group, so
15 that's our agenda for today and tomorrow moving
16 forward. Can we get a motion to approve the
17 agenda or approve with changes?

18 MR. TAMIR: I make a motion to
19 approve.

20 CHAIR HIBBELER: Motion by Omer to
21 approve. Do we have a second?

22 MS. CHAISSON: Lora Ann Chaisson,

1 second.

2 CHAIR HIBBELER: Lora Ann with the
3 second. All in favor, signify by raising, or by
4 raising a thumbs up on the screen or saying aye?

5 (Chorus of aye.)

6 CHAIR HIBBELER: Any nays? And any
7 abstentions? All right, thank you, so our agenda
8 passes. I'll turn it over to you, Nat.

9 MR. COLEY: Thank you. This is Nat
10 Coley. I'd like to turn the option over to our
11 administrative, the Office of Workforce
12 Investment and our Associate Administrator, Kim
13 Vitelli and Heidi Casta.

14 MS. VITELLI: Hi, everyone. It's good
15 to see you. You're kind of -- I can see you all
16 together in a little picture on my screen, so I
17 hope you can see me as well. Thanks for letting
18 us join you for a little bit today.

19 Just so that I make sure that we,
20 Heidi and I manage our time correctly, you're
21 trying to break at 1:40 your time, and I'm East
22 Coast, so that's 4:40 my time, so like we've got

1 about 20 minutes. Is that accurate or were you
2 talking about something happening tomorrow?

3 MR. COLEY: Yes, Kim, that's accurate.

4 MS. VITELLI: Okay, okay, that's
5 great. So, we'll share a couple of updates, and
6 Heidi and I are just going to sort of tag team
7 here in sharing some updates. One of the things
8 that I want to just start with was sort of
9 acknowledging and giving you an update on how DOL
10 has been implementing Executive Order 14112.

11 Oh, sorry, I meant to introduce
12 myself. I'm Kim Vitelli, the Administrator for
13 the Office of Workforce Investment in the
14 Employment and Training Administration, so we're
15 the program office for WIOA and many of the
16 agency's competitive grant programs.

17 So, you know, we're one of the parts
18 of DOL that are implementing Executive Order
19 14112, which is reforming federal funding and
20 support for Tribal nations to better embrace our
21 trust responsibilities and promote the next era
22 of Tribal self-determination.

1 The EO, EO meaning executive order,
2 directs federal agencies to reform federal
3 funding programs to support Tribes and to
4 increase access for Tribes to federal funding.
5 And so, we've taken a couple of steps towards
6 this end, although we're not at the finish line
7 yet. I won't say that we've fully made all
8 funding totally accessible.

9 We have tried to increase awareness of
10 grant opportunities like by providing forecasts
11 of grant opportunities. We now summarize grant
12 opportunities in one-pagers that are on
13 dol.gov/grants. We created a YouTube video
14 series on how to navigate grants.gov. That's on
15 the DOL page.

16 I'll drop some of the links that I'm
17 talking about into the chat when I'm done
18 talking. And last year, we hosted a webinar
19 specifically for Tribal organizations with a
20 forecast of what was coming and like some tips
21 for how to put together grant applications.

22 And then we changed some of our

1 funding opportunities to also try to make some
2 changes that would increase access. We extended
3 application periods for several grant
4 competitions. Sometimes we would do two open
5 periods, but like with the same funding
6 opportunity announcement so that people could
7 cook their applications longer.

8 We've split some grant opportunities
9 into both planning grants for smaller
10 organizations that were just starting work and
11 bigger grants for organizations that were ready
12 to scale it so that we weren't, you know, just
13 devoting all of our funds to those bigger
14 organizations.

15 I know you've heard us mention it
16 before. The one place that we did have a matched
17 program was in the youth build, and we eliminated
18 that for Tribes. And when we competed the
19 strengthening community colleges grants most
20 recently, we announced our intention to award at
21 least one grant to a Tribal college.

22 We've conducted some public outreach

1 about the work opportunities and rural
2 communities grants as well, and so, you know,
3 we've made a couple of changes. It has moved the
4 needle a little bit. It has changed sort of who
5 some of our applicants are.

6 It's also influenced and changed some
7 of who our grant winners are, but these changes
8 yet haven't resulted in like a sea change in our
9 funding. And we don't want to, you know, just
10 make small changes, so we're holding a Tribal
11 consultation in November. Heidi, do you want to
12 say more about the Tribal consultation?

13 MS. CASTA: Sure, I'm happy to. Hi,
14 everyone. Good afternoon. I'm Heidi Casta,
15 Associate Administrator here in the Office of
16 Workforce Investment.

17 So, we have been learning a lot from
18 our efforts that Kim described in our approach
19 for expanding access to grant opportunities, and
20 part of that is to host a Tribal consultation,
21 but I think Nat may have shared the information
22 already with the committee.

1 It is scheduled for November 18, and
2 the purpose is to really hear from Tribal leaders
3 on, you know, how might we be able to further
4 expand our grant opportunities so that Tribal
5 entities may have more access to some of these
6 grant offerings that we have at DOL?

7 We do have a pre-planning session also
8 planned for the week before, just a few days
9 before on the 13th, and that's just to help sort
10 of the Tribal organizations prepare their
11 leadership for the actual meeting that is
12 happening on Monday, the 18th.

13 So, it will be sort of covering two
14 topics, mainly this broader theme of like how do
15 we expand access to grant opportunities,
16 competitive grant opportunities? What might be
17 additional tweaks that we need to make that can
18 inform our work as we move forward and we build
19 the next grant competition?

20 But then there's also a growing
21 interest, we understand, and I know it's been a
22 topic of this council and we've heard it through

1 our IMA grantees, is an interest in
2 apprenticeships.

3 So, as sort of a follow-on to the
4 conversations and the interest around
5 apprenticeships, and I know that this was a topic
6 that was covered last year in the Tribal Good
7 Jobs Summit, you know, we are --

8 Our apprenticeship colleagues have
9 come up with sort of a policy that they would
10 like to share with the Tribal leaders and to get
11 input on how Tribal entities might be sort of
12 apprenticeship sponsors and how you can go about
13 building sort of a registered apprenticeship
14 program, which I think would be very timely and
15 of interest to you all, in particular how
16 federally recognized Tribes can serve, and also
17 like find out about apprenticeship opportunities
18 that already exist that might be close by or
19 nearby that you might be able to leverage.

20 So, with that, I'll turn it back over
21 to Kim, but we're hoping that it will be really
22 exciting and an opportunity for you all to share

1 from your perspectives because it will help
2 inform our work.

3 MS. VITELLI: Thanks, Heidi. While
4 we're on the topic of grants, let me give you one
5 sort of grant competition update and then I want
6 to switch agenda items to WIOA reauthorization.
7 So, we've got, just to let you know -- sorry, I'm
8 scrolling. We've got one grant competition open
9 right now and that's the Workforce Pathways for
10 Youth.

11 This one is specified in our
12 appropriation, and the approp language says that
13 we have to award to a nationally scoped
14 organization that delivers out-of-school time
15 programming to youth, but by nationally scoped,
16 we've defined that as allowing for organizations
17 that have a multi-state presence.

18 They don't have to have a presence in
19 all 50 states. So, it's defined in the funding
20 opportunity announcement as an organization that
21 has affiliates operating in at least three
22 states. So, that might be a grant that there

1 might be Tribal organizations that are interested
2 in applying to.

3 Out-of-School Time is an organization
4 -- the Out-of-School Time organization is a
5 nonprofit that operates a supervised program that
6 young people regularly attend when school is not
7 in session, so not out-of-school youth who aren't
8 enrolled in school, but like out-of-school time,
9 right, like, so it doesn't have to be after
10 school, but like an after school program is sort
11 of the shorthand that a lot of folks use.

12 So, that funding opportunity is open
13 right now. Let me tell you a little bit -- and
14 Nat, I saw your hand. Did you need to jump in?

15 MR. COLEY: Oh, I'm sorry. I just
16 wanted to make folks aware that the letter
17 announcing the Tribal consultation as well as a
18 link to the draft document are included in your
19 folders. This is Nat Coley.

20 MS. VITELLI: Thanks, Nat. You know,
21 I do, I like to always give you an update on the
22 progress of WIOA reauthorization, WIOA being, of

1 course, the Workforce Innovation and Opportunity
2 Act, our authorizing statute for the INA program
3 and many other programs as well.

4 You know, it's a good thing that
5 Congress is looking at it. Lots of things have
6 changed in the economy since that law was passed
7 in 2014 and we have more evidence. There's a
8 sort of chance to build in better job quality.
9 There's a chance to really sort of like build in
10 some alignment across programs.

11 I think I've mentioned to you before
12 that in April of 2024, and you all met in May of
13 '24, so I think I gave you an update then, but
14 you can tell me if I'm wrong, in April, the House
15 passed amendments to WIOA in H.R. 6655, which
16 they called the Stronger Workforce for America
17 Act.

18 So, that's the House bill the House
19 Committee on Education and Labor, Education and
20 Workforce marked up, and then they passed it on
21 the House floor. That House bill had a couple of
22 changes to the Indian and Native American Program

1 Section 166 programs.

2 The House bill limited the
3 administrative costs to ten percent of the grant
4 for INA. The bill made that same change to all
5 the programs in WIOA, and the bill requires DOL
6 to make arrangements to evaluate the INA
7 performance outcomes with wage records. That's
8 actually just sort of -- that would be
9 solidifying something that we already do because
10 we now have that sort of worked out in GPMS, how
11 GPMS and WIPS talk to each other.

12 And it also adjusts how DOL fills tech
13 vacancies, allowing members to remain on the
14 Council until they've been replaced. So, it sort
15 of mirrors the statutory language that WIAC, the
16 Workforce Information Advisory Committee, already
17 has. That's been a recommendation from this
18 committee, from this council, and so Congress did
19 read that, and the House at least put that
20 provision into their bill.

21 So, you know, DOL has -- it sort of
22 supports the House. It's glad that the House

1 passed this bill. There are things in it that
2 DOL appreciates and there's things in it that DOL
3 is concerned about.

4 We sort of appreciate the emphasis on
5 data and accountability, and definitely want to
6 see sort of increased quality of programs, so
7 we'll all in favor of that. There are some
8 concerns that we have. We want to make sure that
9 supportive services continue to be super
10 available.

11 We're glad that they codify the role
12 of sector partnerships, but we note that there's
13 a lot of changes in the bill that would, that
14 don't necessarily provide, you know, sort of
15 increased funding and access to those supportive
16 services.

17 Now, the House bill is not yet law, of
18 course. The Senate also needs to pass a bill and
19 that Senate bill might be different than the
20 House's bill. In fact, it would be, right? It's
21 not going to be identical.

22 It's no secret that the Senate Health

1 Education, Labor, and Pension's Committee, also
2 called HELP, is working on a WIOA reauthorization
3 bill. They are getting input from many different
4 places.

5 They often reach out and ask
6 organizations for technical assistance that you,
7 as different organizations, might have answered
8 questions or offered technical assistance to the
9 Senate, and the Senate has also asked DOL
10 technical questions that we've answered.

11 So, it's possible that the Senate will
12 pass their bill in this lame duck session, and
13 it's possible that the House will adopt the
14 Senate bill or that there would be a difference
15 between the Senate and the House bills, and then
16 they'd have to conference it. There's like a
17 couple of different paths that it would have to
18 take.

19 So, I know better than to guess what
20 Congress is going to do at any point, let alone
21 what would be possible this year for WIOA, but
22 there's definitely a chance that they would pass,

1 that Congress would pass a singular bill in both
2 houses for WIOA.

3 If that happens, then ETA would very
4 quickly shift into planning for the
5 implementation of that new law, and that would
6 include getting input from stakeholders. This
7 organization is, this council is tremendously
8 well-positioned to do that.

9 One of the things that we would be
10 responsible for at ETA would be writing
11 regulations under the new law. We haven't
12 started doing that yet because we kind of need to
13 see what's in the bill, so I'm not trying to like
14 get ahead of where Congress is, but I do want to
15 acknowledge that there is a chance that the bill
16 will pass. There's also a chance that the bill
17 won't pass and they'll sort of pick up this work
18 again the next Congress.

19 But let me pause there, because I know
20 you have a compressed timeline before you want to
21 take a break, and see if Heidi or I can answer
22 any questions that any members of the Council

1 have.

2 CHAIR HIBBELER: This is Patty
3 Hibbeler. Thank you, Kim, for getting online
4 with us. Good to see you this afternoon, and I
5 hope things are well for you in D.C. We
6 appreciate your updates and really where WIOA
7 reauthorization is moving forward. Anybody have
8 any questions? Moving to Joseph.

9 MR. QUINTANA: Joseph Quintana, Region
10 6. Thank you so much, Kim, for your leadership
11 over the years, and just a couple of quick things
12 that I wanted to follow up on. One was in
13 regards to, unfortunately, the movement of Jack
14 Jackson.

15 We understand too that we're in a time
16 of voting, so there may be some questions we
17 might not be able to completely answer, but just
18 wondering is there a set timeline on when we plan
19 to fill that position? Is that something that
20 we're working alongside that office to ensure
21 that it's filled by a Native American
22 representative?

1 Also, I really appreciate you sharing
2 and highlighting supportive services and the need
3 for data collection. We know that data and being
4 able to share that, that transparency, is not
5 only vital for us as a council, but also to our
6 members across the nation who rely on it in order
7 to make adjustments as they move forward.

8 We mentioned at the last meeting in
9 Orlando how challenges like housing have, of
10 course, impacted our members, and want to be able
11 to continue to provide that and to adapt to those
12 challenges.

13 It's not just one particular region of
14 our country, but it's the entire nation who is
15 under some form of duress or housing crisis in
16 one way or the other, so just finding out how we
17 may be able to continue to address that challenge
18 moving forward.

19 And understanding the commitment that
20 we had talked about as a council in regards to
21 the Good Jobs Initiative, being able to host that
22 first summit, but being able to ensure that those

1 conversations continue on into the future,
2 especially on additional changes like the modern
3 workforce, AI, and many other challenges, or many
4 other opportunities where our members could be
5 competitive in the job sector. Thank you.

6 MS. VITELLI: Thanks, Joseph. So,
7 that's right. Jack Jackson, DOL's Tribal
8 liaison, moved to a permanent position, a career
9 position. I want to say NTIA. I know exactly
10 the agency, but I might be getting the acronyms
11 wrong.

12 And so, his position, it was inside
13 the Office of Congressional and Intergovernmental
14 Affairs, and so that team is still supporting any
15 engagement, intergovernmental engagement with
16 Tribes, and I, you know, I can't speak for the
17 Secretary's office in terms of their plans for
18 filling a specific Tribal liaison.

19 I know that that office is still very
20 committed to being able to support engagement,
21 and they'll be present, and leadership from that
22 office will be present alongside ETA's Assistant

1 Secretary Rodriguez at the Tribal consultation in
2 terms of supportive services and the sort of
3 continued efforts on Good Jobs.

4 You know, one sort of -- so I totally
5 agree with you that we need to be able to
6 continue the conversation. One thread from the
7 Good Jobs conversation is that apprenticeships
8 are kind of like the gold standard of Good Jobs,
9 and so that's particularly why we wanted to
10 maintain collaboration and speak directly to
11 Tribal governments about apprenticeship
12 particularly, which is what triggered OA, the
13 Office of Apprenticeship, to sort of rethink
14 their policy and to make sure that they got input
15 on it.

16 But that's not the beginning and end
17 of any Good Jobs conversation, so I hear you that
18 we would want to be able to continue
19 conversations about increasing access of good
20 jobs for all, and for people that reside on
21 reservations and Native Americans all across the
22 country, and for like Tribes to directly be able

1 to support good jobs, and as employers, be able
2 to provide good jobs, so I agree that that
3 conversation needs to continue.

4 CHAIR HIBBELER: Patricia Hibbeler.
5 Thank you, Kim, for your response to Joseph's
6 questions. I just want to track time. We've got
7 about three minutes before we break.

8 And I'm going to remind everybody that
9 on our agenda for later today and then also
10 tomorrow, we do have DINAP and DOL updates, so
11 these questions that you may have will continue.
12 I don't know, Kim, if you're going to get back on
13 with us at any of those times, but we can
14 continue and have dialogue with Nat and any other
15 staff that he has getting online with us.

16 MS. VITELLI: That's right, and if
17 there's questions that you do need me or Heidi to
18 join, let us know so that we can make sure to
19 join at like the right place in the agenda
20 tomorrow afternoon.

21 CHAIR HIBBELER: I appreciate that,
22 Kim. Thank you. I believe I saw Kay Seven's

1 hand up, and Kay, if you have something that's
2 really quick, we have two minutes.

3 MS. SEVEN: No, Joseph asked my
4 question.

5 CHAIR HIBBELER: Thank you, Kay. So,
6 with that said and our time getting close, we
7 want to break to attend that NCAI session. I
8 want to thank you, Kim and Heidi, for getting on
9 with us this afternoon. We will have Nat follow
10 up with you for any times available tomorrow that
11 we'd like you to rejoin if that works.

12 MS. VITELLI: Good to see all of you.
13 Thank you for letting us join.

14 CHAIR HIBBELER: Perfect, thank you.
15 So, the session is from 1:45 to 3:15. We'll be
16 back in here at 3:20. And then Lora Ann, if you
17 could remind us what room that's in? Yeah, it's
18 just at the top of the escalators. So, it's Room
19 302. At the top of the escalators, take a right
20 and just go down that hallway. It's in Room 302.

21 So, with that, we'll adjourn until
22 3:20. Nat, is it okay to leave our stuff here?

1 Okay, yes, you may leave all of your items here.
2 And thank you for being patient with us those of
3 you that are online. We'll be resuming again at
4 3:20. Thank you.

5 (Whereupon, the above-entitled matter
6 went off the record at 1:40 p.m. and resumed at
7 3:23 p.m.)

8 CHAIR HIBBELER: So, good afternoon.
9 Patricia Hibbeler. We're going to go ahead and
10 get started for our late afternoon session for
11 the Native American Employment and Training
12 Council. I hope those that were able to attend
13 found the session that Ian was facilitating this
14 afternoon value added for our work here. I'm
15 just kind of curious if anybody has any a-ha's or
16 thoughts on it they would like to share? Joseph?

17 MR. QUINTANA: Joseph, Region 6.
18 Thank you all for the invitation to attend, and I
19 felt like it was a good opportunity to hear as
20 far as success stories that are happening across
21 Indian Country.

22 I think oftentimes, we get to

1 inundated with having to address certain
2 challenges that we rarely get to hear those
3 stories that are impactful for us, especially as
4 we think about peer-to-peer success stories. I
5 think that's an option. I felt like in some
6 instances though, I did feel like it was a little
7 bit of preaching to the choir. I felt like there
8 were a lot of questions that I had.

9 I felt like us also being able to
10 share the information about the work that we're
11 doing with Indian and Native American programs,
12 the DINAP team, and then, of course, this
13 particular council.

14 I think there's an opportunity for us
15 to reach out and to establish that partnership
16 and relationship not only with NCAI, but also
17 with the Tribes themselves in order to act as a
18 resource in regards to the work that they're
19 doing.

20 I felt like there were still some
21 questions. I love the ideas that they were doing
22 in regards to owning their own data. Data

1 sovereignty is something that I think we're all
2 working on whether or not you live on a
3 reservation or you live in an urban setting and
4 provide services.

5 We understand that it's difficult to
6 get that localized state or regional data, so how
7 could we become the repositories? How could we
8 also safeguard that information, and how could we
9 make that information available to others around
10 us who may be able to program plan around that
11 work? I think that's tremendous to hear.

12 I also liked the idea of being able to
13 train our own for positions that they could be
14 working to fulfill. We know that we all just
15 came through a global pandemic. The healthcare
16 sector is one of those areas that has been
17 depleted, and how can we prepare our young people
18 to assume those roles?

19 One of those that I think of is in
20 regards to American Indian physicians. There's
21 5.1 million American Indians and Alaskan Natives
22 across the United States, but there's only 500

1 active American Indian physicians. So, how are
2 we preparing our young people to assume those
3 roles or do they also want to achieve those roles
4 in order to move forward?

5 I also think about the capital
6 investment that it needs so that we can not only
7 train and educate our young people, but have
8 something for them to come home to, and that
9 we're able to actually provide them with a
10 competitive wage so that they don't get lured
11 away at some point and recruited off the
12 reservation after we've done all of this
13 investment with them.

14 And then lastly, the very last point
15 is in regards to technology use. I love the idea
16 of being able to utilize technology in the
17 digital forms, but I think that there's ways that
18 we have been pushed out, including in regards to
19 generative artificial intelligence. I think
20 there's ways that we can utilize that for our
21 advantage and that we can actually prepare to
22 take on those roles.

1 I know that Google is here this week,
2 but it would have been great to have seen others
3 like OpenAI, Microsoft, and a number of other
4 groups also share information about their work
5 because it does create a divide in regards to our
6 young people's ability to assume those roles
7 which are -- they don't have to be in person.
8 They are things that could be done remotely
9 moving forward. So, those are just some of my
10 thoughts. Thank you all.

11 CHAIR HIBBELER: Thank you, Joseph,
12 for your comments. Anybody else have any
13 thoughts about that session they'd like to share
14 before we move on? Nat?

15 MR. COLEY: Nat Coley. I saw -- the
16 biggest thing, the one that stood out, not the
17 biggest, but, you know, managing mental health as
18 a pathway to workforce development, and I think
19 that's, you know, like a universal opportunity,
20 and our 166 funds can be used for mental health
21 support, and I think -- and that's a different
22 focus that I hadn't really seen before. Of

1 course, many of our grantees do offer that
2 support, but focusing on that as a pathway was
3 one thing.

4 The other thing is, you know, was
5 really to clarify when you do research on who the
6 educators are historically in this country, you
7 know, it's 90 percent in the majority, and when
8 you define who is delivering the message, I think
9 that's important.

10 So, the idea that they're building
11 these cohorts through this high school program
12 that creates a natural network of bringing these
13 high school students together in this forum
14 that's building leadership and creating a pathway
15 to this higher education and then back to the
16 communities, I think that's pretty powerful.
17 Thank you.

18 CHAIR HIBBELER: Thank you for your
19 comments, Nat. I personally would have to agree
20 with those two things. So, our Tribe just
21 recently purchased a large hotel, and part of it
22 is going to be renovated for an intensive

1 outpatient clinic. The other part, we hadn't
2 really decided exactly what to do with the living
3 portion of the hotel.

4 But I think what I heard today is a
5 good model for workforce development and that
6 investment for those individuals that are going
7 through that intensive outpatient, so there's a
8 great synergy and connection there. So, I will
9 certainly be reaching out to, I forget her name,
10 the individual, to learn a little bit more about
11 that opportunity.

12 I would also say that Tribes across
13 the nation are struggling with that whole idea of
14 those that are going off to gain their higher
15 education and to get them to come back. I'm a
16 great example of that, of going to Phoenix for
17 education and ended up staying there for over 20
18 years before I made it back home.

19 So, creating those pathways both ways
20 and that acceptance for your education once you
21 move back home is a huge process to help Tribes
22 put those in place because we need those

1 individuals, our Tribal members back. Anything
2 else anybody would like to make a comment?
3 Orlanda?

4 MS. WAUNEKA: Good afternoon, Orlanda
5 Wauneka, Region 6. I do have a comment in just
6 listening to the whole discussion that took place
7 and the questions that were asked, being able to
8 relate back to a lot of it with our area on
9 Navajo, and it's very eye opening. And this past
10 year, we were able to work with 140 youth
11 conference in building their skills and career
12 pathways.

13 And going in that direction, just from
14 observation of our youth that were 14 to 17 years
15 old, trying to get their parents involved was
16 also something that we tried to implement, and it
17 was very hard. It was a struggle to get that to
18 happen.

19 So, writing that into our new plan in
20 serving our youth is definitely going to be,
21 going forward, is the parent involvement, because
22 that's where everything for our youth begins, so

1 that's just a key part of that area. Thank you.

2 CHAIR HIBBELER: Thank you for your
3 comments. Anyone else before we move on? So,
4 our next task if we want to jump into the
5 strategic plan, but before we do that, I just
6 want to ask one question.

7 I just want to see if we want our DOL
8 experts back on tomorrow so that we can give Nat
9 some guidance about whether or not he should
10 reach out to try to get them back on during their
11 update time tomorrow morning at either 10:10 or
12 10:45.

13 MR. COLEY: Yes, our Office of Job
14 Corps and our Office of Apprenticeship, they're
15 definitely available tomorrow to be on, and your
16 question was should they?

17 CHAIR HIBBELER: About Kim?

18 MR. COLEY: Oh, I think Kim has a --
19 they have another activity tomorrow, but I have
20 some more talking points from them, so I can
21 include those in my presentation tomorrow.

22 CHAIR HIBBELER: Okay, thank you. So,

1 with that said, we're going to jump into the
2 strategic plan. We want to make sure that it is
3 reflecting the wishes of this council and really
4 helping to direct our work and what we're going
5 to focus on over the next two years.

6 So, I'm going to turn it over to
7 Candace who will lead us through the plan, and
8 thank you for your work on this, Candace. We're
9 just taking a moment to pull it up on the screen.

10 MS. LOWRY: Candace Lowry, Region 3.
11 While that's coming up, I want to thank everyone
12 for assisting in the edits that we had this
13 month. So, what we're going to do, we're going
14 to go through each of the goals and the
15 objectives, and we're going to make sure that the
16 language within the goals and objectives reflect
17 what we want to work on for the next couple of
18 years.

19 (Pause.)

20 CHAIR HIBBELER: So, as they work on
21 getting the IT up and running and getting the
22 strategic plan on the screen, the one thing I'd

1 like everybody to think about, if they haven't
2 already designated which subcommittee they would
3 like to be a part of. Or subcommittees plural.

4 So, we'll want tomorrow to make sure
5 we walk away with a clear list of the
6 subcommittees that everybody is signing up for.
7 And in your packet, the last page actually lists
8 all of the different subcommittees for your
9 reference.

10 (Pause.)

11 MS. LOWRY: Okay, can everyone see the
12 strategic plan now? Okay, so we're going to
13 start with goal A. Goal A is to strengthen
14 infrastructure. So, A.1, that objective is the
15 Council will hold a minimum of two meetings per
16 year to be scheduled, one meeting to be held in
17 conjunction with the National Indian and Native
18 American Employment Training Conference and a
19 second meeting to be held in conjunction with the
20 National Congress of American Indians, and/or a
21 third meeting in Washington, D.C.

22 So, we discussed that we wanted to

1 have an additional meeting in our committee, so
2 with this language here and having a third
3 meeting in Washington, D.C., and I know Nate was
4 going to check to make sure that we could have
5 that third meeting in our budget. Okay, so I've
6 changed the language to and a third meeting in
7 Washington, D.C. Is everyone in agreeance with
8 that?

9 CHAIR HIBBELER: Yes.

10 MS. SEVEN: Has that then been
11 confirmed we can have a third one? Okay.

12 MS. LOWRY: Okay, so the work group
13 response was the executive committee. We stated
14 that will stay the same. The projected timeline,
15 these were our meetings in 2024. We met in
16 Orlando and we're meeting here now with the NCAI
17 conference in Las Vegas.

18 And for the 2025 proposed meetings,
19 the first meeting would be in February in
20 Washington, D.C., the next meeting would be in
21 Rhode Island at the NINAETC meeting, and the
22 third meeting would be in Washington state at the

1 NCAI annual meeting. And the reason we were
2 going to Washington is because with the change in
3 administration, we were wanting to make sure that
4 we were there and have a presence.

5 MR. PAHMAHMIE: Erwin Pahmahmie,
6 Region 4. After visiting earlier at the NCAI and
7 the purpose of us kind of piggybacking or being
8 here, I kind of agree with Joseph on the thought
9 of us being more visible with that panel, and
10 maybe possibly between now and November of 2025,
11 engaging Mr. Ian Record, if he is the leading
12 authority in the workforce development, to go
13 ahead and see if we can't actually have a seat,
14 you know, possibly with them at NCAI.

15 I mean, I know we're talking about
16 breaking down silos, and we're just siloed right
17 now because they didn't talk to us. We didn't
18 talk to them and, you know, it would be nice to
19 go ahead and open a dialogue like that. Thank
20 you.

21 MS. LOWRY: And do we have the dates
22 for Seattle, the November dates, Lora Ann?

1 MS. SEVEN: Kay Seven, Nez Perce
2 Tribe.

3 MS. LOWRY: So, with Erwin's -- I'm
4 sorry, Kay?

5 MS. SEVEN: Yes, we might have a set
6 of questions so we can finalize this section too,
7 but also do we have a date on the winter
8 executive session with NCAI? Because we were
9 going to do that February meeting with that.

10 And then also when we do that
11 Washington, D.C. meeting, is our interest to
12 maybe meet on the property of the NCAI event for
13 one day and maybe another day spend our time in
14 the Department of Labor building?

15 CHAIR HIBBELER: I'm sorry, Kay, you
16 asked what? I missed that last part.

17 MS. SEVEN: Well, I think this is
18 probably the best time for us to decide how
19 things should look going forward, but for the
20 upcoming next meeting, it would be February.
21 That's coming up soon, and so it would be good to
22 know the dates or project dates. What are we

1 looking at?

2 And then when we organize, or when the
3 Department of Labor or the contractor organizes
4 the meeting, is it our interest to have a two-day
5 meeting, with one day one the property where NCAI
6 is having their event and then the other day in
7 the Department of Labor building?

8 CHAIR HIBBELER: Is it -- I'm not aware
9 NCAI is having an event in February.

10 MS. LOWRY: The winter session.

11 MS. CHAISSON: Lora Ann Chaisson,
12 Region 4. We always have our winter session in
13 February.

14 MS. SEVEN: I think that was part of
15 our conversation at the --

16 MS. CHAISSON: It was.

17 MS. SEVEN: -- past two meetings.

18 MS. CHAISSON: It was, yes.

19 PARTICIPANT: Do you have the dates
20 for that?

21 MS. CHAISSON: Give me 30 minutes and
22 I'll find out dates.

1 And, Erwin, just for you to be aware,
2 the Chairman and I will tell you our meetings are
3 already eight hours, our board meetings, so --
4 for NCAI. So I would definitely -- if this body
5 would like to get on some type of an agenda, I
6 would not try to do it at one of the conferences
7 because the in-person meetings average eight
8 hours. I would try to maybe get on the agenda
9 for one of our monthly meetings. That would be
10 the best way, because those meetings are jam
11 packed and it's eight hours.

12 MS. LOWRY: So, is there any
13 discussion on -- so February, it's been proposed
14 that we have one day at the NCAI meeting space to
15 have our first or second day of the meeting, and
16 then the next day of our meeting being at the DOL
17 building in Washington, D.C.

18 MR. TAMIR: Nat, would we be able to
19 set up meetings with certain DOL staff on that --
20 oh, Omer Tamir, Texas Native Health, special
21 interest.

22 CHAIR HIBBELER: Did you press your

1 button?

2 MR. TAMIR: Yeah, it's working, isn't
3 it? Oh, can you not hear me well? Is that
4 better? I was just wondering was it your idea to
5 actually set up meetings with certain people
6 within DOL on that second day? I assume that's
7 the goal. Nat, do you think that's something
8 they would welcome?

9 MS. SEVEN: So, the purpose would be
10 this is our opportunity as a council to arrange
11 to meet with the Secretary of Labor. So that's
12 why I think the importance of being in the
13 building to meet with her. But that also we have
14 some work ahead of us or maybe within this
15 meeting to approve some written communication
16 that we want to carry forward our strategic plan.
17 And I think at this meeting, we probably need to
18 have a reminder from Nat how that works
19 internally once we approve an action or a letter,
20 the process it takes to get to the Secretary's
21 office.

22 MR. COLEY: Yeah, I think one thing --

1 Nat Coley -- we want to consider, we will have a
2 new administration no matter who wins. So
3 whether or not the current staff is there or not.
4 But planning for that is one thing that we would
5 want to do.

6 And the process would be to make that
7 goal aware throughout the agency, putting in a
8 request for presence. And when the new
9 administration comes in, they would be the ones
10 to decide on, you know, who would be in
11 attendance. But of course, reserving the space
12 at the Francis Perkins building is a simple
13 process.

14 And then having our contractor start
15 coordinating the travel. So, pretty simple
16 process, I think. The only variable is the new
17 administration and their availability that early.

18 I think the certification is -- you
19 know -- January, January 6th. So we know that
20 date in infamy. But there'll be in there a month
21 still trying to fill positions and things like
22 that, so.

1 MR. RICKARD: Gary Rickard, Region 6.

2 MR. COLEY: One last point. You know,
3 considering the administration, one month in
4 office, I guess there's two sides to that. This
5 body is able to make concerns heard early or
6 we're too early. So I guess that's on both
7 sides, so.

8 MR. RICKARD: With the new
9 administration, as we can see that it's probably
10 no matter what is going to happen, how far down
11 the chain of command does that affect?

12 MR. COLEY: That's a good question.
13 I guess in the federal government, there are
14 appointed positions and then there are career
15 positions. So, it just varies. So, most career
16 appointed positions usually have changeover at
17 the prerogative of the new administration. But
18 of course, career positions are career positions.
19 So, does that make sense? That's a good
20 question. I can check on that.

21 CHAIR HIBBELER: That is a good
22 question.

1 MR. COLEY: Yeah.

2 CHAIR HIBBELER: I was just saying
3 that is a good question.

4 MS. SEVEN: Kay Seven, Nez Perce
5 Tribe. I am wondering is it feasible -- or I
6 guess what's the question. Is it the best
7 decision to arrange for a council meeting this
8 coming February with the change in
9 administration? Is this something that we need
10 to push back to allow some time for those changes
11 to be made? I'm thinking maybe next December
12 after the November meeting.

13 CHAIR HIBBELER: Joseph?

14 MR. QUINTANA: Joseph Quintana, Region
15 6. I take into consideration what everybody is
16 saying in regards to the apprehension because of
17 the short turnaround and the changeover. But I
18 would instead say that we need to have a presence
19 there in that particular space which is
20 essentially -- it should be our home base in
21 regards to our ability to access the acting
22 Secretary -- currently acting Secretary and those

1 folks who are staff there.

2 I think us being able to -- no matter
3 who it is -- develop that relationship, create a
4 immediate introduction on behalf of this
5 particular council. I think it sets us up,
6 especially if we have a strategic plan ready to
7 go or something that we are able to deliver to
8 that particular office. It'll give us time,
9 almost a year or the next time we're back in
10 D.C., in order to come back again with any
11 additional asks at that particular time.

12 That would be only my suggestion.
13 They might not remember us. They might not
14 remember everything about us. But they've
15 actually heard from us.

16 They were one of the first groups when
17 they've gotten into office to hear from us
18 directly. And we've presented them with an
19 overall plan on what our course of action will be
20 over the next two years. That would only be my
21 suggestion.

22 CHAIR HIBBELER: So I -- Patricia

1 Hibbeler. I'd like to also just weigh in on
2 this. I think it's important for us to be in
3 front of them in February, to be in the building,
4 presenting the strategic plan and the work of the
5 subcommittees.

6 I also want us to remember that this
7 is a -- our strategic plan is a work in action.
8 So it doesn't mean it's set in stone. Things can
9 change over time.

10 If we decide we need to go back to
11 D.C. for a meeting at any point and not go to
12 these other locations, we can make that happen.
13 So I think we just need to keep our thumb on the
14 radar, watch what's happening, and making sure
15 that we start to show DOL the work of this
16 council and how we're advising the Secretary on
17 our efforts. One of the other things I think
18 that would be wise for us to begin as a council
19 is after each one of these meetings that we do a
20 brief summary of our concerns.

21 So what were the issues that were
22 brought up at that meeting? What are the

1 concerns? And what do we want to make sure that
2 the Secretary, acting or not, has that
3 information.

4 We know that they get the minutes.
5 But you've all received the minutes. And they're
6 quite lengthy and probably not being read at
7 length. But even if they are, we have our top
8 issues that we want to be moving forward. And if
9 we put that in a summary and send it off, I think
10 that's a helpful action for us to get in the
11 habit of doing after every Council meeting.

12 MR. TAMIR: Omer Tamir. I think
13 that's a fantastic idea, and I would actually
14 make that summary page the cover page for our
15 minutes that are being sent to them. Because if
16 they read nothing else, then the most important
17 things that we want them to see are being read.

18 CHAIR HIBBELER: Okay.

19 MS. LOWRY: Okay.

20 CHAIR HIBBELER: Oh, sorry. Just one
21 more thing. For those of you that are online
22 with us, we do have Sonnie with our technical

1 assistance team that's watching for if you raise
2 your hand. She'll make sure that you get called
3 on if somehow we're missing that. So please
4 raise your hand if you have something to say to
5 join the conversation. Thank you.

6 MS. LOWRY: Okay. Robin Counce?

7 MS. COUNCE: Robin Counce, Region 4.
8 I was just saying, okay, we'll sure do that,
9 being online.

10 CHAIR HIBBELER: Good to hear your
11 voice.

12 MS. LOWRY: Okay. So for this
13 objective here, for our February going to
14 Washington, D.C. for the NCAI Winter Session,
15 we're in agreement that we should go and that we
16 should spend one day over at the NCAI Winter
17 Session and one day the Perkins Building. Do you
18 have the dates? No? Okay, okay, okay. I'll put
19 the dates in later. So are we okay to move to
20 the next goal objective? Okay.

21 MS. CHAISSON: I would highly
22 recommend, though, for those meetings if you're

1 going to have something at NCAI when the public
2 could come, the day, you know, the day of, the
3 public. Because then, like, days that are
4 private, it's closed session, you don't have
5 closed session at NCAI. I have that one with,
6 you know, DOL and the office because if you have
7 it over there at NCAI, I mean, what's the purpose
8 if the Tribal leaders can't come and listen.

9 MS. LOWRY: Okay. So have the public
10 meeting at the NCAI. So the second day of the
11 meeting, it would be best to have it there.

12 MR. COLEY: This is Nat Cooley. Are
13 you referring to the public comment section?
14 Okay, okay. Have the public comment section
15 there because this is an open meeting. So anyone
16 can come during the entire meeting. So yeah,
17 public. I see what you're saying, yeah.

18 MS. COUNCE: Robin Counce, Region 4.
19 I know that -- should we note in our strategic
20 objective the possibility of the November meeting
21 being in D.C.? Because it looks now -- I mean,
22 right now looking at it, it looks like it's going

1 to be in Seattle. But we were talking about with
2 an option of possibly coming back to D.C. if we
3 didn't meet our objectives.

4 MR. COLEY: This is Nat Coley. I
5 think we were discussing integrating with NCAI
6 two times, one in February and then one in
7 Washington, D.C. So it's really kind of two
8 touch bases with NCAI. Oh, yeah, Washington
9 state and Washington, D.C. So one would be in
10 Washington, D.C. where -- at the NCAI building.
11 And I think the other was in Seattle, Washington
12 at NCAI winter meeting.

13 MS. LOWRY: Hey, Robin. Does that
14 answer your question?

15 MS. COUNCE: It does. Thank you.

16 MS. LOWRY: Thank you. Okay. Moving
17 on to A.2. A.2 is to advise the Secretary of
18 Labor on the Indian and Native American programs.
19 Propose letter to Secretary of Labor the NAETC
20 meeting minutes, recommendation letters, and
21 request the process for sending those
22 recommendations. And during our planning

1 session, we ask Nat to get back with us on those
2 processes for sending those recommendations.

3 MR. COLEY: Yes, and that -- there is
4 a process for that. We, as a council, we draft a
5 letter signed by our chair. And that letter is
6 sent to the Secretary through me.

7 We do enter it into our communication
8 system in DOL. And it makes its way to the
9 Secretary's office. And she reviews that and
10 prepares a response that we send to the Council.

11 MS. LOWRY: Okay. Do we have any
12 discussions on A.2?

13 And in our projective timeline here,
14 we have that projective timeline as February 2025
15 when we meet with the Secretary of Labor. So
16 this will tie into that meeting in Washington.
17 No discussion? Okay. We'll move on.

18 MR. COLEY: One point. We would make
19 requests -- I'm trying to make sure that we
20 manage expectations. The Secretary's schedule,
21 whether -- you know, particularly a new
22 administration is controlled by their staff. So

1 we would be putting in a request for that.

2 So there's no guarantee that the
3 Secretary would be there. But of course, this
4 current administration has been very supportive.
5 As we know, Assistant Secretary Javier Rodriguez,
6 he was with us in Orlando and came to our meeting
7 and stayed the entire time. So it was very
8 encouraging.

9 MS. LOWRY: Thank you, Nat. Okay. So
10 I've changed and made a note there that the
11 meeting with the Secretary of Labor will be
12 requested, but it's not guaranteed. And the next
13 objective, A.3, is review the annual DINAP
14 budget, assess the annual carryover of funds, and
15 advise on plans for excess carryover for the
16 reallocation process, identify strategies to
17 address annual excess carryover to retool and
18 reclaim excess carryover and options for excess
19 fund utilization.

20 MR. TAMIR: I have to keep clearing my
21 throat. Omer Tamir. I think this is one of the
22 most important pieces of this. I have a lot of

1 ideas on how to achieve this I'm excited to share
2 in committees, not right now.

3 My question is, with all the work
4 we're doing with the census, with what we plan on
5 doing here, I think if there's one thing that all
6 of our programs can agree on is that we believe
7 the overall DINAP budget should be larger, right?
8 The pie needs to increase so there's less kind of
9 squabbling over who gets what. And everyone gets
10 more because we know the dire need that's out
11 there.

12 Do we want to say something to that
13 effect here? Or because we know that there are
14 certain -- the DINAP budget doesn't go 100
15 percent utilized in most years, do we feel that
16 we're not ready to say that it's part of our
17 strategic plan to increase the overall pie,
18 essentially requesting more of the federal budget
19 be allocated to this? Are we ready or not, you
20 know?

21 MR. RICKARD: Gary Rickard, Region 6.
22 You know, I've been involved with employment

1 training of 166 for years, a lot of years. And
2 it's always been after about my first five, six
3 years -- the issue of we need more money.

4 When I first came into this program,
5 I think we were getting a little over 200
6 million, something like that. And of course, now
7 when we're down to in the 50s and you look at
8 inflation, you look at the cost of living. The
9 minimum wage in California from when I started
10 went from 5-something to 15-something now.

11 So you look at that 50 million. it's
12 more like, you know, 25 million. But I think
13 where you start on getting more money is getting
14 to the committees and the right committee and
15 make sure you get to the people on those
16 committees that will support us that will lobby
17 for us to get more money. You know, writing a
18 Secretary -- writing a letter to the Secretary
19 isn't going to get the committees to advise the
20 budget to have more money in it for us. You
21 know, we've got to start down at the committee
22 level, you know. And that's where you go.

1 MR. TAMIR: I had conversations about
2 this with Duane Hall. And he told me this has
3 been tried before and it has failed before
4 because they've come back and told us, first,
5 spend all of the money we're giving you, then
6 come back asking for more. And so that's why I
7 wanted to bring up the question, this is a '24
8 through '26 strategic plan.

9 I think A.3 is a phenomenal goal. Do
10 we feel like we need to achieve this first? And
11 that's why I just wasn't here when this was
12 written. That's why I bring up the question.

13 Is that why it's that way? And we are
14 not even putting it out there that we have a
15 long-term plan of trying to ask for more. Was
16 that purposeful or is it something that we want
17 to add? That's why I brought up the point.

18 MR. RICKARD: Gary Rickard, Region 6
19 again. Yeah, that is, you know. Why are the
20 monies not being spent, you know? That's the
21 root here. And of course, that goes back to we
22 used to have peer-to-peer training.

1 And as far as I know, it still says
2 we're supposed to have peer-to-peer training.
3 But I don't remember the last time we talked
4 about peer-to-peer training. You know, it's been
5 long gone.

6 And I know I used to do a lot of that
7 training. And -- I don't think it's because the
8 programs don't care or it is too lazy to do it.
9 In many cases, I think it's because they don't
10 know what to do.

11 And I've spent many years traveling
12 this country over working with different programs
13 and Tribes. And the biggest issue that I see is
14 the lack of training at the staff level. We can
15 do all we want with the numbers and train
16 everybody on how to write the end of the year
17 report.

18 But if they don't have the numbers,
19 how are they going to write their report? And
20 they don't have the numbers because I know that
21 it's because you hire someone. You put them in
22 the job to be a case manager.

1 They don't have a clue how to do it.
2 Their program doesn't have a procedures manual.
3 They don't have standardized forms. Pretty soon,
4 a case manager gets to where they're going, what
5 am I supposed to?

6 I got all these people coming in, and
7 I really don't know, you know, how to do this
8 job. The money doesn't get spent. The people
9 don't get served, and pretty soon you've got a
10 new program director and new staff.

11 And you start the same process all
12 over, without them having the adequate training
13 they need in order to do the job. You look at
14 the people that have been around case managers
15 for years, and they receive good training. Thank
16 you.

17 MS. LOWRY: Thank you, Gary. We have
18 that in Goal B. So we will be discussing that at
19 length. The goal here for -- or the objective
20 here for A.3, we do have a lot of grantees, some
21 smaller grantees, some larger grantees that
22 aren't spending their funds.

1 And they have more than the 20 percent
2 carryover that's being carried over from year to
3 year. My question is to Nat. Nat, do you know
4 how many funds are being carried over each year
5 by the grantees?

6 Because this is more of what this is
7 relating to. We want to -- those funds that
8 weren't carried over that were -- came back to
9 DINAP and then they were filtered out, I think
10 that's more along the lines of what we're talking
11 about for here. How can we get those reclaimed?

12 MR. COLEY: Yes, this is Nat Coley.
13 I do have in my updates how much funding is left
14 in the INA program year over year, particularly
15 in each of the grants that we currently have
16 open. So we have these four-year grants, and
17 each of those have a certain amount of funding
18 that have been unspent.

19 And of course, this is only for the
20 166 grants. So this is only an estimate of how
21 much funding is left over and those grants that
22 haven't been spent. And then just for the

1 reclamation process, the law does allow certain
2 ability to reclaim funds and what those funds are
3 supposed to be used for.

4 And it's different between the
5 comprehensive services program and the
6 supplemental use services program. So those are
7 two different sets of funding, and the law does
8 specify different requirements for each of those
9 and that process. And I think we did a
10 reclamation process a few years ago, and it was
11 listed in the TEGL. And of course our training
12 advisory guidance letter does -- the one that
13 we've been issuing each year does make that
14 statement that excess of carryover has certain
15 consequences, so --

16 CHAIR HIBBELER: Kay Seven?

17 MS. SEVEN: Kay Seven, Nez Perce
18 Tribe. So looking at this, it says that the
19 projected timeline is a midyear check-in. This
20 is about midyear for this meeting. Do we have
21 any results for the carryover that happened from
22 Program '23 to '24 that we're in this year?

1 CHAIR HIBBELER: Yeah, that's part of
2 Nat's report tomorrow.

3 MS. SEVEN: Oh, okay.

4 CHAIR HIBBELER: And we've been
5 getting those reports at every Council meeting.
6 That's been fairly consistent. Omer?

7 MR. TAMIR: Thank you. I just want to
8 clarify I think A.3 is a great goal. It's such a
9 good goal it could almost have its own
10 subcommittee because I think this is our
11 mechanism to show that we are getting closer to
12 100 percent utilization of funds.

13 Coming up with what to do with
14 unutilized funds, maybe midyear, and finding a
15 way to spread them out. Work that should be done
16 at committee level, not at this moment. I guess
17 I have some ideas.

18 I want to just bring it back to the
19 original question. Is it purposeful? And from
20 the sound of it, it sounds like it is. We
21 probably want to leave this as is at the moment
22 and not mention more funds because they might

1 read that and say we get a negative reaction
2 because they know that we're not at 100 percent
3 utilization at the moment.

4 CHAIR HIBBELER: So I appreciate you
5 bringing up that question. I think for this
6 objective that it's written purposeful in the way
7 that we need it right now. One of the things I
8 might recommend is as we put together our
9 discussion points for the Secretary from this
10 meeting that we think are important on that
11 summary page, we could make a comment that we
12 think it's important to restore DINAP funds to
13 the level that they were.

14 There's some good language that's been
15 drafted about that, that has been in comments
16 from this committee in the past. I don't know if
17 the Secretary looks at any of those old comments.
18 But we could certainly make it part of our cover
19 page of what's a concern for us at this meeting.
20 That would be my recommendation. Joseph?

21 MR. QUINTANA: Joseph Quintana, Region
22 6. I'll touch on this very quickly because I

1 think everything else has already been covered.

2 I think it's a good question.

3 I think that we as a body continuously
4 come back and ask for additional funds. But
5 rather than continue to present a problem, we
6 also have to present solutions. And I think that
7 that's what A.3 does is identify that there's a
8 challenge.

9 And then how do we adapt to meet that
10 challenge within those specific groups? We don't
11 want to pull money from anybody. I don't think
12 that's the primary objective of this specific
13 objective.

14 I think the idea is, how can we
15 reallocate funds to those high functioning
16 groups, especially we're coming out of a time of
17 a global pandemic. We're coming out of a time
18 with a lot of changes within the economy. So
19 there may be some deficiencies with some groups.

20 How can we uplift them rather than
21 punish them I think is the primary objective.

22 But I do think it does that better in a

1 committee. And I think that there may be an
2 opportunity rather than sending it to management
3 to have a conversation on whether it could go
4 to performance and reporting possibly. Thank
5 you.

6 CHAIR HIBBELER: Thank you. All
7 right. Moving on to A.4.

8 MS. CHAISSON: Excuse me.

9 CHAIR HIBBELER: Oh, I'm sorry.

10 MS. CHAISSON: So this is Lora Ann
11 Chaisson.

12 CHAIR HIBBELER: Lora Ann.

13 MS. CHAISSON: I just want to make
14 sure that it's clear that it's spelled out when
15 we -- in our discussions, because we -- you know,
16 this has been a problem, long -- you know, for
17 years, the carryover. We all know that. But I
18 wanted to make sure that it's spelled out that in
19 our discussion that we just don't take the funds
20 from them.

21 But to be able to work with them in
22 spending their money before we take their money

1 because they might not know. They might not have
2 that -- because the high turnover of leadership,
3 executive. That's a high turnover.

4 So it's all about education. And so
5 I think that needs to be really spelled out
6 before we take that action as education and maybe
7 a probation period. And when -- you know if
8 you're going to have your money spent halfway
9 through the year.

10 That was my beef the last time --
11 well, discussion. You know in -- program ends in
12 December if you're going to have leftover money,
13 you're going to have carryover in June. You know
14 if you're going to have a big carryover. You
15 pretty much know that. You do.

16 And so when -- and that's when we need
17 to start working with people and start seeing,
18 okay, let's see what we can do because programs
19 do need money. There's a lot of people that need
20 money right now, programs. They're hurting.

21 Especially the smaller grantees, and
22 they can use that money. But the smaller

1 grantees cannot get funding because some of the
2 other grantees, they can't spend their money. So
3 I just want to make sure that's all spelled out.
4 I love it. Come on, Brian.

5 CHAIR HIBBELER: So one of the
6 recommendations might be here is a sentence that
7 talks about training and technical assistance and
8 refers them to B.1 and B.2. So we don't need to
9 spell it out but refer them to B.1 and B.2.

10 MR. COLEY: I'd just like to make one
11 last point. When we have carryover that's not
12 used, it goes back to Treasury. So no one gets
13 to take advantage of it.

14 I think in our most recent grant that
15 closed 2019, we sent over two million dollars
16 back to Treasury. And we just -- our 2020 grant
17 is closing. So there are some unspent funds
18 there that if we don't make something happen,
19 those are going back to Treasury.

20 And that -- that's funds that won't --
21 they don't come back to DINAP. They don't come
22 back to the INA program. They go back into the

1 bigger pot, and that's a loss for Indian Country,
2 so.

3 MR. QUINTANA: Nat, when does that
4 close? Is it this June?

5 MR. COLEY: The 2020 closed September
6 30th, I think, or June 30th? June 30th, yes.

7 (Simultaneous speaking.)

8 MR. COLEY: So it's offering at a
9 four-year cycle. And at the end of those four
10 years, those funds expire.

11 MR. QUINTANA: Okay, so it's done. If
12 we had access, it's gone. I got you.

13 MS. LOWRY: Okay. So, moving on to
14 A.4. Recommend to the Secretary of Labor to
15 assure the NAETC membership is always in place by
16 extended the current Council's appointments
17 should a subsequent nomination process not
18 coincide with a concurrent Council term, and
19 draft the letter to the Secretary of Labor
20 requesting this to be changed in the law. I know.

21 CHAIR HIBBELER: Is that the correct
22 language?

1 MR. COLEY: Oh, this is -- yeah, we
2 don't control the FACA rules, the Department of
3 Labor. Those are controlled by another agency.
4 But I think our goal was to make this concern
5 available to DOL leadership so that in their
6 conversations those -- maybe those
7 recommendations could be made. But just to be
8 sure, the Secretary of Labor doesn't control the
9 Federal Advisory Committee regulations.

10 MS. LOWRY: So do we want to keep this
11 wording?

12 MR. COLEY: I think if we changed law
13 to regulations. I guess the support for changes
14 in the regulations because we can't request the
15 Secretary to change it. That's not in our
16 purview, so.

17 MS. LOWRY: And so this will be, draft
18 the letter to the Secretary of Labor requesting
19 the support for changes in regulations. And for
20 the projected timeline, we have beginning October
21 2024 and then the new council seated March 2026.
22 Any discussion on that? We'll move on to --

1 (Simultaneous speaking.)

2 MR. RICKARD: Gary Rickard, Region 6.
3 We have drafted letters to the Secretary in the
4 past requesting this. But the issue becomes that
5 it has to go before -- what's it? The FACA board.
6 Where were they?

7 And there are programs that have the
8 extension. And there's programs that don't. And
9 so it would require a completely new contract in
10 order for that to happen.

11 So I think maybe going to -- what are
12 they called? The FACA board or whatever they're
13 called, that governs advisory councils?

14 CHAIR HIBBELER: FACA.

15 MR. COLEY: Yeah, I think that's what
16 we were discussing, Gary, that there's an agency
17 that manages the Federal Advisory Committee
18 regulations and we don't control that in
19 Department of Labor. So yeah, you're -- I think
20 making a recommendation in our recommendations is
21 --

22 (Simultaneous speaking.)

1 MR. COLEY: -- one of the things we
2 want to do.

3 MR. RICKARD: -- Secretary of Labor.

4 MR. COLEY: Yeah.

5 MS. LOWRY: So are we saying draft it
6 to the FACA board instead of the Secretary of
7 Labor?

8 MR. COLEY: Well, our role is to
9 advise the Secretary of Labor, not to lobby any
10 other body, so.

11 MR. RICKARD: But we have done that in
12 the past.

13 MS. LOWRY: So I have, draft the
14 letter to the Secretary of Labor requesting
15 support for changes in regulations to the FACA
16 board. Okay. Moving on to A.5, document
17 processes to elect NAETC officers and appoint
18 work groups for when a new council is appointed
19 every two years. And here from our last
20 discussion, we have that Nat is developing the
21 SOPs for that. Any discussion on this one?

22 And for the projected timeline, we

1 have our February 2025 meeting. Is that still
2 reasonable, Nat, for those SOPs? Okay. Moving
3 on to A.6. Yes, Joseph?

4 MR. QUINTANA: Joseph Quintana, Region
5 6. I just want to openly ask a question in
6 regards to A.5. Do we currently not have
7 documents in place that provide guidance on how
8 the officers are elected or appointed to on
9 specific work groups? Okay. I just wanted
10 clarification. Thank you.

11 MS. LOWRY: Okay. if there's no other
12 discussion, we'll move to A.6. Monitor the WIOA
13 re-authorization process and recommend removal of
14 a competitive process, investing in the current
15 grantees, creating long-term sustainable system.
16 Any discussion on this one? So we are monitoring
17 the re-authorization of WIOA? So here for the
18 predictive timeline, it says, language has been
19 proposed in the WIOA re-authorization awaiting
20 legislative approval.

21 CHAIR HIBBELER: Patricia Hibbeler.
22 I would say this one is written well the way it

1 is. It's already being enacted by DOL as Kim
2 gives us an update on re-authorization every
3 council meeting. So I would leave it the way it
4 is, is my recommendation.

5 MS. LOWRY: Any other discussion?
6 Moving on to A.7. Joseph?

7 MR. QUINTANA: Joseph Quintana, Region
8 6. Just ask a quick clarifying question in
9 regards to creating long-term sustainable system.
10 I don't -- is there a possibility to help define
11 what that looks like? What's the idea? Would
12 that -- that would be suggestions that were
13 developed by effective management in regards to
14 long-term sustainability of our program's work.

15 MS. LOWRY: What's the last time it
16 was re-upped? Was it 2016?

17 CHAIR HIBBELER: 2014.

18 (Simultaneous speaking.)

19 MS. LOWRY: 2014?

20 CHAIR HIBBELER: 2014.

21 MS. LOWRY: So since then, we're just
22 been working on an -- what's the term? Extension

1 basis.

2 MR. QUINTANA: I'm sorry. Could you

3 --

4 CHAIR HIBBELER: It's just been
5 extended -- and not re-authorized but extended.
6 So we've been working on a continuing extension.

7 MR. QUINTANA: Okay. Thank you.

8 MS. LOWRY: Next one, A.7 is to
9 provide oversight and assurance for strong data
10 to be provided for determination of future
11 funding, allocations, and reallocations through
12 review and advisement of the census formal
13 process. And this is an ongoing review.

14 MR. COLEY: This is Nat Coley. I
15 don't know if it's -- we have Jacob Wojnas who
16 heads our census committee. And he won't be able
17 to join us tomorrow. Is this a good point for
18 him to chime in here on activities? Because I
19 know we do have some things that we want to make
20 recommendations on. Jacob, did you want to opine
21 here?

22 MR. WOJNAS: Yeah, I'm glad to provide

1 a very brief update here, just a couple of
2 minutes. And I think that's possible just based
3 on the cadence of activity over the course of the
4 summer. Very briefly, the census work group is
5 looking to engage with the department on early
6 lessons from the most recent allocation update
7 process and on the implementation of future
8 Census Bureau data sets.

9 This process will entail lots of work
10 from the DINAP team. And the work group is
11 committed to starting early and providing
12 guidance and community feedback on both data
13 procurement and initial analysis. In that
14 spirit, we welcome anyone interested in
15 participating or taking on a leadership role in
16 the work group to express their interest.

17 Thank you especially to the new
18 Council members who have already done so
19 following our May meeting. While the work group
20 has not reconvened over the summer since then,
21 we plan on doing so in late November or early
22 December to outline plans for the upcoming year.

1 I'll defer to the DINAP team if there's anything
2 else that's worth adding from an operating or
3 timeline perspective or if folks have any direct
4 questions. But otherwise, we're looking forward
5 to the work ahead in order to get this strategic
6 priority in good shape for the upcoming year.

7 MR. COLEY: This is Nat Coley. I
8 think there was a couple things in Jacob's
9 statement. I think one of the things is he said
10 he welcomes new leadership on the census
11 committee.

12 I don't know if you want to discuss
13 that, Jacob. But then there's also just, you
14 know, from these early lessons, you know, the
15 question still is lingering. What is the cadence
16 of implementing updated census data?

17 You know, most of the WIOA programs
18 implement data annually. And that's not
19 something that we want to do, having that type of
20 flux and funding levels for our grantees, some
21 which rely on this grant solely. But we do want
22 to identify what's reasonable for updating these

1 data sets. It's definitely not 20 years, so.

2 MR. WOJNAS: Yeah, and --

3 MR. COLEY: -- And we heard in our
4 session earlier, Jacob, there was a section here
5 about workforce development. And one of the
6 Tribes, they've established a five-year Tribal
7 census. Like, they go and do their own census
8 every five years. And they found that was the
9 most rationale thing. And I know, Jacob, you can
10 probably opine better on just some of the early
11 discussions we've had on the cadence and when to
12 implement new data sets.

13 MR. WOJNAS: Yeah, so my
14 understanding, Nat, and you can jump in here if
15 it's incorrect. But my understanding is, you
16 know, we're on the back of this first update.
17 And there's sort of a desire and enthusiasm from
18 the Department to close that 20-year gap
19 essentially by working towards procuring updated
20 data, the most recent available data as soon as
21 we can to continue sort of narrowing that gap on
22 the next iteration and the iteration after that.

1 I think exactly what that ends up
2 looking like is subject to the comments of the
3 work group. It's obviously subject to the
4 comments of the Council. Sort of to Nat's point
5 on the opportunity for involvement or leadership
6 here, and, you know, to the point that was made
7 earlier today on defining our strategic
8 objectives, what executive roles or work group
9 leadership roles end up looking like.

10 You know, we're at the end of an
11 update cycle here. I think I continue to have
12 enthusiasm to stay involved and work with, you
13 know, Nat and Duane and the whole DINAP team. At
14 the same time, I think to the extent that anybody
15 else has a desire to step in, you know, whether
16 it's chairing the work group, co-chairing, vice
17 chairing, whatever permutation that is, I think
18 we're at the start of a new year here and a new
19 cycle as far as the data goes. So I want to make
20 clear that that's an opportunity that's equally
21 available to everyone.

22 CHAIR HIBBELER: Hi, Jacob. This is

1 Patty. I have a question. So I heard you say
2 that you're beginning to look at some early
3 lessons on this most recent process. Can you
4 talk a little bit more in detail about what that
5 looks like? So what data points, qualitative or
6 quantitative, what are you looking at that would
7 help inform DINAP regarding this last process?

8 MR. WOJNAS: Yeah, so to be clear,
9 Patty, I appreciate that question. I think to be
10 clear, that's something that we're looking ahead
11 to doing and in sort of shaping the agenda for,
12 you know, sort of our first post-summer work
13 group meeting either in late November or early
14 December pending folks' availability. You know,
15 I think we're open to suggestions on what we
16 should take the closest look at.

17 I mentioned, you know, lessons learned
18 as potentially a salient agenda item here. I'm
19 sure Nat and Duane and the team have reflections
20 that we're not even aware of as a work group or
21 perhaps as a council. I'm sure folks have, you
22 know, sort of lessons learned and feedback from

1 their own regions, you know, some of which the
2 DINAP team may not be aware of. So I come to
3 you, Patty, less with, you know, a synthesis of
4 those lessons learned. But more so I think
5 that'll be a very important and perhaps the
6 highest priority for our upcoming discussion at
7 the end of November.

8 CHAIR HIBBELER: Thank you, Jacob.

9 MR. COLEY: This is --

10 CHAIR HIBBELER: Well, I was just
11 going to say so the other thing that we heard
12 from Jacob is he is interested in a co-chair, a
13 new chair, whatever that might look like from
14 this council. We are going to talk just to let
15 you know, Jacob, tomorrow more about the
16 subcommittees and the leadership and really what
17 the tasks are for each tomorrow. Omer?

18 MR. TAMIR: So this is Omer. Jacob,
19 I think I said it last time and so did Darius, I
20 think we're both interested in whether it's
21 chairing, co-chairing, vice chairing. Wherever
22 you need us, we're happy to help.

1 And I do have a question for the
2 Council. Are we allowed to bring in external
3 agencies to consult? Because I know Darius and I
4 both have had a great experience working with
5 Shadana from the Census Bureau.

6 She's Lakota. She knows her stuff.
7 And I think she can really help us. And I think
8 if we can take the five-year ACS and possibly
9 pivot table it with a decennial, we can come up
10 with the most accurate count that we've had to
11 date. But I would love her advice on it if we're
12 allowed to bring her into a committee.

13 MR. COLEY: We're definitely allowed
14 to bring in external experts. That's part of the
15 law as well. So, definitely would be welcome to
16 provide that resource.

17 And we do have a person from Census
18 that we've been dialoguing with. We don't have
19 to procure the data anymore. We don't have to
20 pay for it. There are tables that are available
21 now. So that's one thing, one benefit.

22 CHAIR HIBBELER: Kay?

1 MS. SEVEN: So one more comment about
2 subject matter experts. The Census Bureau has
3 the opportunity project that they work on. I
4 happen to be participating in a 12-week project.

5 A census worker has been with the
6 Census Bureau for a while. And she wondered how
7 come they don't do these opportunity projects
8 with Indigenous communities. So the Census is
9 actually doing two projects right now, one with
10 the National Indian Housing Council and the other
11 with the Urban Families Coalition.

12 And they're looking at -- the family
13 coalition is looking at how can you use federal
14 data better for our purposes and our needs. But
15 on these phone calls with Sandra Mitchevich
16 (phonetic), Native Count Coalition, I've been
17 sharing this situation with data for our census
18 formula. But also the Indian Labor Force Report,
19 one day she just says, you know, I think there's
20 something that we can do about that.

21 Bring partners together to address the
22 issue. I asked Sandra if she would come do a

1 public comment tomorrow. So we can meet her.

2 But I think she would be another person that you
3 might want to consult with and look at, at
4 working with another group, national group of
5 partners that are addressing data.

6 CHAIR HIBBELER: Thank you, Kay. Nat?

7 MR. COLEY: And I'd just like to make
8 sure, Kay, you know, I think it sounds like
9 you're saying, like, collecting population data.
10 And that's what the census -- I think that's what
11 you were saying. And then our program, the INA
12 program is like a customer of those population
13 counts. And our law does require that come
14 through the census data. So it sounds like
15 you're suggesting that the Census Bureau work
16 more with this program to help get accurate
17 population counts.

18 And so -- and I think during another
19 meeting that we were both in, there was a
20 discussion about the Indian Labor Force Report.
21 And the recommendation was to collaborate with
22 some of the census activities that are happening.

1 And I think the Bureau of Labor and Statistics
2 who governs that Native workforce report accepted
3 the -- is participating in that census work group
4 as well and agreed to provide, like, the 477
5 group, some updates on that as well.

6 MS. SEVEN: Well, I believe that there
7 is a national network of partners. And it's the
8 Native American Rights Fund, it's the Urban
9 Family Coalition, it's NCAI all working with the
10 Census. And so I think we're all kind of hearing
11 the same story, how is it that altogether as the
12 national network, national initiative talk about
13 these issues we have.

14 And where do we have common ground, a
15 common interest? It's not that we're looking to
16 or anyone is looking to take over how things are
17 done at Department of Labor because Department of
18 Labor relies on Census for that data to generate
19 our formula. So, I just found it interesting
20 that there's this group and I never heard about
21 them.

22 And I've arranged for them to speak at

1 our western regional event next week as a
2 plenary. Just it's to keep our minds open to the
3 resources that are out there that maybe we don't
4 know about. It's kind of maybe planting some
5 seeds, some thoughts for can we look at this
6 differently.

7 CHAIR HIBBELER: Okay. No more
8 comments? We'll move on. Looking at the time,
9 it's about a quarter to 5:00. We'll take one
10 more key strategic initiatives and then we'll
11 look to adjourn for the day.

12 MS. LOWRY: So our next Goal B is
13 training and technical assistance. The first
14 objective of B.1 is implement and assessment with
15 grantees to determine training needs, focusing on
16 directors and workforce development staff. On
17 this one as well, there was a survey that was
18 previously conducted by Tribal Tech. And we were
19 looking to get the results of that survey for the
20 needs of the grantees.

21 MR. COLEY: We -- they did do, like,
22 a little survey. And I think the NAETC also did

1 one. So I can present those tomorrow as well.
2 I'll put that together.

3 MS. LOWRY: Okay, okay.

4 MR. COLEY: I do think -- and Robin
5 may get to this during the youth subcommittee
6 discussion. It may be useful to have sort of,
7 like, a more robust survey done.

8 MS. LOWRY: And Candace Lowry, Region
9 3. I agree. I think we should be involved with
10 the questions. I think that this -- the
11 management group should be involved with
12 developing the questions and then making sure
13 they're sent out. And then the individuals who
14 chair the regions, follow up with their grantees
15 to make sure that they get their responses in.

16 MR. COLEY: Yeah. And it's Nat Coley
17 again. We did a national survey. It was back in
18 the '80s -- I think in the '80s and JTPA. And we
19 had, like, a robust set of questions.

20 And so we may have, like, a starting
21 point because that was a -- I think it was a
22 three-year process. And that report is, you

1 know, thousands of pages. So it might be a
2 starting point for us to do a new type of INA
3 program assessment.

4 CHAIR HIBBELER: Patricia Hibbeler.
5 So, I'd just like to pose the question: is this
6 the right work group responsible? And is it
7 better under a performance work group to really
8 do the major work on it? They'll bring it back
9 to this committee, of course. But to have a
10 subcommittee actually working on this.

11 And I ask that about every key
12 strategic initiative, because we've got the
13 effective work group a lot. And, remember, the
14 effective work group is the entire Council. And
15 I do think some of this work could be done
16 quicker and probably -- I don't know, and better,
17 more efficiently, if it wasn't a subcommittee.

18 MS. LOWRY: And during our committee
19 meeting, I propose that it would go under the
20 policy and reporting because under policy and
21 reporting -- under reporting, you can tell which
22 grantees are struggling. And we get that data

1 from there. I'm sorry, performance and
2 reporting, the performance work group. Because
3 that's what we're hoping to achieve, to help and
4 assist the grantees that are low performing and
5 the reporting -- the reportings are not where
6 they should be.

7 CHAIR HIBBELER: Does anybody object
8 to moving that to the performance work group?

9 MR. QUINTANA: No.

10 (Simultaneous speaking.)

11 MS. CHAISSON: Lora Ann Chaisson, yes.

12 CHAIR HIBBELER: Okay. With that
13 said, we've got the performance work group. Lora
14 Ann?

15 MS. CHAISSON: Yes, I agree. Lora Ann
16 Chaisson. I agree that it should belong there.
17 Anybody else on that here, on that workforce
18 group on the call? I don't think so.

19 MR. COLEY: And this is Nat Coley. On
20 that work group is Lora Ann, Joseph, and Orlanda.

21 MR. QUINTANA: Huh? I couldn't hear
22 you.

1 MS. LOWRY: So for B.1, we're in
2 agreeance of the language used in B.1. And we're
3 changing the work group to the performance work
4 group. And Nat will be giving us a presentation
5 on the survey that was completed. And we will be
6 looking to get a copy of the previous survey that
7 will be more comprehensive that we can come
8 together and put that out to our grantees.

9 CHAIR HIBBELER: Thank you, Candace.
10 Are we ready to adjourn, or do we think we can
11 get through one more? Only because B.1 and B. 2
12 are connected. So let's do B.2, and then we'll
13 adjourn.

14 MR. QUINTANA: I have a question,
15 then.

16 MS. LOWRY: Joseph.

17 CHAIR HIBBELER: Joseph.

18 MR. QUINTANA: Joseph Quintana, Region
19 6, in regards to B.2. I like the way that it's
20 written, but I did have a question in regards to
21 the peer-to-peer training. It might've -- I
22 think this may have touched on what Gary

1 mentioned earlier, was do we have a set aside
2 currently for peer-to-peer training?

3 I believe that the law requires that
4 we go up to about one percent for the total
5 allotted budget. Do we have a certain amount
6 that's specifically set aside for that peer-to-
7 peer to be -- to happen? Also, do we know what
8 the successes have been?

9 Do we know, you know, whether or not
10 this is actually working for us? Are we just
11 continuing something as it's always been? Just
12 wanted to know that.

13 Do we have recommendations from this
14 particular council in regards to the dollar
15 amount in order to support that peer-to-peer work
16 so that it's successful? We're not just putting
17 money in it but that we're actually seeing, you
18 know, some of that investment come back to us in
19 one way or the other. Those are just my initial
20 questions in regards to B.2. Thank you.

21 MR. COLEY: Yes, Nat Coley, Designated
22 Federal Officer for this committee. Yes, we do.

1 Tomorrow, I'll give a report on, you know, how
2 our funds have been used.

3 And those are some discussions that
4 we've been having. What does success in our TA
5 look like? What are those metrics? Is it, you
6 know, reporting?

7 Is sit -- we do have metrics in our
8 law. And I'll go through those tomorrow as far
9 as, you know, how many folks we're training, how
10 many folks are getting credentials, how many are
11 getting jobs. So there are some metrics that we
12 can look at out there.

13 And I think one thing is, you know, we
14 -- I think our NAETC conferences are supposed to
15 be peer-to-peer conferences for workforce
16 development. And I'll talk a little bit about
17 just the -- you know, we talked at our last
18 meeting about we wanted to go about, you know,
19 getting back to these peer-to-peer trainings.
20 And I'll talk about just some of the pilot --
21 Gary -- just some of the pilot peer-to-peer
22 activities we've been doing over the past few

1 months.

2 You know, we've been getting back to
3 that peer-to-peer model. We did a pilot in
4 Albuquerque, just linking up with another
5 activity that was having there. Orlanda was
6 there.

7 And we just did one last week out in
8 Minneapolis with just -- we've identified these
9 clusters. And I'll talk about it tomorrow in
10 more detail. But we've identified clusters of
11 grantees, 477 and 166, everyone, just where these
12 clusters are.

13 And I'll show a map tomorrow and where
14 we can, like, go in to these clusters and do this
15 peer-to-peer training where folks can drive for
16 one day and maybe not have to, you know, a two-
17 person or a five-person organization, you know,
18 three people don't have to be out of the office
19 for a week and the cost of traveling. But we can
20 go into those clusters and do a two-day training
21 where people can drive in and go home each day.
22 And it's not as -- it's not as burdensome, so.

1 And I'll talk about that tomorrow.

2 And, you know, we talked about earlier leveraging
3 -- there's an opportunity to leverage experts in
4 the field in Minneapolis. We brought in the KIVA
5 Institute.

6 They're a Native financial
7 organization that knows about Tribal finances.
8 And they were at the table giving presentations
9 to those -- that cluster of grantees that were
10 there. So definitely I'll talk about it
11 tomorrow.

12 CHAIR HIBBELER: Thank you, Nat.
13 Joseph?

14 MR. QUINTANA: Joseph Quintana, Region
15 6. Just a quick follow-up. Thank you, Nat, for
16 first, sharing that information. I think that's
17 important to the questions that I asked.

18 You may go into this in tomorrow's
19 presentation. But just wanted to know what's the
20 overall percentage that we currently allocate for
21 it? Or what's the overall projected budget?

22 I don't know if you have that

1 available now. If not, we can definitely hear
2 tomorrow during your report. Also, do we
3 currently have a resource list in regards to
4 everything that you just shared, as far as things
5 that we not only would have access to as a
6 council but also we can share with grantees so
7 they know what's available to them?

8 I don't know if that's something
9 that's in the works currently within the planning
10 side or within the -- I like the idea of the
11 cluster. So you're maximizing resources and
12 being able to utilize it effectively. But are
13 those things that will be shared and made
14 available to the grantees as you move forward
15 once you have them set in place?

16 MR. COLEY: Yes, Nat Coley. Yeah,
17 that's still developing, cosmos to -- chaos to
18 cosmos. So we're still developing what that
19 looks like. And definitely that's a great idea
20 to have a resource list. And I'll talk more
21 about it tomorrow.

22 MR. RICKARD: One last comment before

1 we close.

2 (Off-microphone comment.)

3 CHAIR HIBBELER: Thank you, Gary. All
4 right. I think that sounds like a -- oh, did you
5 finish with B.2, Candace?

6 MS. LOWRY: Yes, and --

7 CHAIR HIBBELER: Oh, I'm sorry.

8 Holly?

9 MS. MORALES: Holly Morales, Region 6.
10 Is are -- are we hoping to move this one under
11 performance work group as well? Because it feels
12 like it goes hand in hand. Okay.

13 CHAIR HIBBELER: Yes.

14 MS. MORALES: I missed that part,
15 sorry.

16 MS. LOWRY: I just typed it when you
17 told me.

18 (Simultaneous speaking.)

19 CHAIR HIBBELER: Orlanda?

20 MS. WAUNEKA: Orlanda Wauneka, Region
21 6. I just wanted to make a quick comment on that
22 peer-to-peer training. I did attend the one that

1 was in Phoenix hosted by our federal projects
2 officer.

3 And I think there was two of them
4 there. And it was really, really good to be able
5 to sit down and have a very open discussion with
6 other grantees and learning their challenges,
7 learning their barriers, learning a lot of the
8 hardships that they have within their own
9 grantees as well as with ours. And it was -- I
10 wouldn't say it was comforting.

11 But it was eye opening to know that
12 it's prevalent, all of these issues that happen
13 within grantees and the challenges that we face
14 in even spending money. Asking for more money to
15 the government is one thing, and the challenges
16 that we forego in just getting the money spent is
17 tough. It's really tough.

18 Bringing people back in to the
19 workforce, bringing them back in to be
20 sustainable to themselves when the Tribes don't
21 have the jobs. Again, they go away and a lot of
22 the challenges that come with it. I was --

1 again, eye opener just to learn that all of that
2 is there.

3 It's not just my Tribe but it's
4 everywhere. But I just wanted to make that
5 comment. Thank you.

6 CHAIR HIBBELER: Thank you. So we're
7 going to end here at B.2. Tomorrow we'll start
8 with B.3. And we're going to move through them
9 fairly quickly.

10 So if you have a chance to take a peek
11 at them tonight, please do. And then we want to
12 do some work with the subcommittees tomorrow. We
13 also have a couple of federal programs presenting
14 to us, Job Corps and the Office of
15 Apprenticeship.

16 And so we have a pretty busy day
17 tomorrow. We're going to start at 10:00 a.m.
18 And so we'll see everybody back here. And thank
19 you for those of you that have been on virtually
20 with us. Have a good evening, everyone.

21 (Whereupon, the above-entitled matter
22 went off the record at 4:57 p.m.)

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C E R T I F I C A T E

This is to certify that the foregoing transcript

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Training Council

Before: U.S. DOL

Date: 10-29-24

Place: Las Vegas, Nevada

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