

U.S. DEPARTMENT OF LABOR

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NATIVE AMERICAN EMPLOYMENT AND
TRAINING COUNCIL

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MEETING

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WEDNESDAY

OCTOBER 17, 2012

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The Council met in Conference
Rooms 2 & 3 at the Bureau of Labor Statistics,
2 Massachusetts Avenue, NE, Washington, DC, at
9:00 a.m., Winona Whitman, Vice Chair,
presiding.

PRESENT

WINONA WHITMAN, Vice Chair

JACOB BERNAL, Member

CARLA BOWLAN, Member

KIM CARROLL, Member

JESSICA JAMES, Member

CHRISTINE MOLLE, Member

ANNE RICHARDSON, Member

ELKTON RICHARDSON, Member

LORENDA SANCHEZ, Member*

RODNEY STAPP, Member

DARRELL WALDRON, Member

DOL PARTICIPANTS

EVANGELINE M. CAMPBELL, Designated Federal
Officer

MIKE DELANEY

CRAIG LEWIS

ALSO PRESENT

JAMES HARDIN, LRDA

BRAD HARRIS, LED

ROD LOCKLEAR, LRDA

*Participating via teleconference

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

(9:13 a.m.)

MS. WHITMAN: The meeting will
come to order, and we will start with a roll
call. Region 1, Mr. Darrell Waldron?

MR. WALDRON: Present.

MS. WHITMAN: Region 2, Ms. Anne
Richardson?

MS. RICHARDSON: Present.

MS. WHITMAN: Region 3, Mr. Elkton
Richardson?

MR. RICHARDSON: Here.

MS. WHITMAN: Region 4, Ms. Kim
Carroll?

MS. CARROLL: Here.

MS. WHITMAN: Region 4, Dr. Rodney
Stapp? Region 5, Ms. Jessica James?

MS. JAMES: Here.

MS. WHITMAN: Region 5, Ms.
Christine Molle?

MS. MOLLE: Present.

MS. WHITMAN: Region 6, Ms. Julia

1 Davis-Wheeler? Region 6, Ms. Lorenda Sanchez?

2 MS. SANCHEZ: On the phone.

3 MS. CAMPBELL: Say here, present.

4 We're doing a new technology call here.

5 MR. WALDRON: So you're considered
6 present.

7 MS. CAMPBELL: Yes, present.

8 MR. WALDRON: You don't take up as
9 much space as you used to. You've really
10 thinned down the back.

11 MS. SANCHEZ: Thanks, Darrell.

12 MS. CAMPBELL: Yes, really.

13 MR. WALDRON: Well, a good feeling
14 and a bad feeling.

15 (Crosstalk)

16 MS. WHITMAN: Region 6, Ms.
17 Roselyn Shirley? Hawaii, Winona Whitman,
18 present. Oklahoma, Ms. Carla Bowlan?

19 MS. BOWLAN: Present.

20 MS. WHITMAN: Other discipline
21 members, Mr. Jacob Bernal?

22 MR. BERNAL: Present.

1 MS. WHITMAN: Dr. David Gipp, Mr.
2 Ryman LeBeau, Dr. David Yarlott. Good
3 morning, everyone. And now we will have, we
4 can have prayer? We will have a prayer at
5 this point. Ms. Richardson?

6 FEMALE PARTICIPANT: We can use
7 all the prayer we can get. Yes.

8 MS. RICHARDSON: Let us pray.
9 Father we come before thee this morning giving
10 you thanks, honor, and glory for the beautiful
11 day that we can meet. For the work that lies
12 before us, we ask the Holy Spirit to answer.
13 That you lead and guide our decisions, that we
14 may on the path of our government and on the
15 path of our tribes. Father, we ask that you
16 bless Angie, that you bless us, and that you
17 bless our government to work a miracle, and
18 that you lead and guide us to a place that we
19 are established. And Father, I thank you for
20 all that will be accomplished here today, that
21 you will bless our tribal nations in all the
22 work that they may need. In the name of

1 Jesus, amen.

2 MS. WHITMAN: Amen. Thank you.

3 MALE PARTICIPANT: Thank you.

4 (Off microphone discussion)

5 MS. WHITMAN: Yes, and at this
6 time we'd like to acknowledge a new member,
7 Ms. Carla Bowlan. Welcome.

8 MS. BOWLAN: Thank you.

9 MS. WHITMAN: Now from the
10 Council.

11 MS. CAMPBELL: Are there any
12 opening remarks or any information you want to
13 share with us this morning?

14 MS. BOWLAN: No, I don't have any
15 opening remarks.

16 MS. CAMPBELL: Okay.

17 MS. BOWLAN: I enjoyed visiting
18 with everybody yesterday and look forward to
19 working with everyone.

20 MS. CAMPBELL: So they took care
21 of you?

22 MS. BOWLAN: Yes they did.

1 MS. CAMPBELL: All right, all
2 right.

3 FEMALE PARTICIPANT: She's like
4 old hat now.

5 MS. CAMPBELL: So all of that
6 strategic planning, team building stuff
7 worked.

8 MS. BOWLAN: Yes.

9 MS. CAMPBELL: All right. And I'm
10 glad you're ready to be part of the process.

11 MS. WHITMAN: As discussed
12 yesterday, at this time in the agenda we will
13 have introductions by our T&T Contractor and
14 Mr. James Hardin.

15 MR. HARDIN: Want me to go down
16 there or?

17 MS. CAMPBELL: You can sit right
18 here.

19 MR. HARDIN: Good morning,
20 everybody.

21 MALE PARTICIPANT: Good morning.

22 FEMALE PARTICIPANT: Good morning.

1 MR. HARDIN: We would like to
2 start out by saying I'd like to thank Ms.
3 Angie Campbell for inviting us to be here
4 today.

5 We are honored to be chosen and
6 selected to perform the T&TA contract for the
7 coming year, hopefully years. We want to talk
8 a little bit about our capacity and we don't
9 want to take a whole lot of your time, I know
10 you have a lot of important things to discuss.

11 But my experience, I mentioned
12 yesterday that I've been in the federal
13 program since 1975. I've had the unique
14 opportunity to administer and manage and Urban
15 Indian Center that ran a large urban CETA
16 program at the time, way back in the '70s.

17 Also, I've had the pleasure of
18 running a tribal JTPA WIA program, all the
19 changes that's came about over the years. And
20 our program happens to be at the current
21 level, I think the largest WIA program
22 probably in the Southeast, Mr. Rod?

1 So we, back in the old days, in
2 the '70s when there was a lot of federal money
3 floating around, the CETA program at that
4 time, we got a \$2 million plus grant that the
5 tribe ran in North Carolina.

6 My experience in managing this
7 program has pretty much been in the arena of
8 oversight, I know this program, I had been a
9 project director. But our staff and our
10 organization now has been there for 30 some
11 years, most of them. Some of them you've met
12 at the national conferences, regional
13 conferences, but we have a wealth of
14 experience, decades of experience in managing
15 and successfully, we believe, running WIA
16 program, JTPA program, CETA program.

17 I, personally, have a Masters
18 Degree in Public Administration. I just
19 earned that, I announced at the conference in
20 Myrtle Beach recently, the Eastern conference,
21 that I earned that Masters at the age of 62.

22 Just to tell you a little brief

1 story, my last semester working on that
2 Masters Degree I was diagnosed with cancer,
3 had to leave school, work, and well, my school
4 was after hours, but had to drop out and start
5 over and get a plan to treat my cancer. But
6 in the long story short, when I went back to
7 start on my Masters and finish up last
8 semester, I had lost 22 hours, someway,
9 somehow.

10 So the Dean left. In the
11 meantime, I told this story, Ms. Campbell's
12 probably heard it before. But the Dean who
13 promised me when I came back I could start
14 where I left off in terms of hours.

15 She left the University and I
16 found out well, that was a verbal promise that
17 somebody didn't follow through on. But I did
18 get to present myself to an advisory committee
19 and they let me keep about nine hours. So I
20 had to take about 15 or 12 or something over,
21 so it weren't no fun.

22 But I endured through it and I

1 kind of compare it to our WIA participants,
2 you know, you set a goal and you work towards
3 it. And I weren't about to give up that last
4 semester after going that far.

5 Long story short, my capacity and
6 relation to this contract, I serve on boards.
7 My Board of Directors that I work for has been
8 as high as 20 something at one time. And my
9 front office that I work for, my secretaries
10 always handle the logistics in terms of their
11 travel, arrangements, staff, all those kind of
12 things, that kind of capacity.

13 I serve on other boards, the
14 utility, electric cooperative board. We
15 travel quite a bit in terms of training, the
16 Board of Directors for that organization. So
17 my capacity and experience as an
18 administrator, and this type of contract,
19 logistic technical assistance, we've been
20 doing that for many, many years.

21 We also, in 2008, how we came to
22 be in a position to bid on this contract and

1 seek it was that in 2008, I just came back to
2 work with the organization after being gone
3 for three years. And under the 8(a)
4 regulations or Small Business Administration
5 regulations, some of you may be familiar with
6 them, the Small Business Administration has an
7 8(a) small business division where companies
8 can be classified as small, disadvantaged
9 business, SBE type businesses, and under that
10 SBA regulation, our organization operates as
11 a non-profit. We are not the tribal entity.

12 We went after an 8(a) designation
13 as a community development corporation and we
14 achieved 8(a) under that. We had to establish
15 a for-profit company that was in business for
16 two years before we could get that
17 designation. It took an act of Congress
18 almost to get designated, the paperwork was
19 unbelievable, stress was unbelievable, a lot
20 of work. And so we finally achieved that.

21 So we have 8(a) status and we are
22 currently doing business with DoD, Department

1 of Defense, and we're working on some
2 contracts in the Merlin area, Fort Bragg, we
3 have private sector contracts for our for-
4 profit company.

5 And what it's all about is
6 creating jobs. We have contracts recent that
7 small business in our community, any
8 businesses will be subbing on. They create
9 jobs, maintain jobs, those kind of things.

10 So our for-profit 8(a) company has
11 the capacity to do this. Our 8(a) company is
12 under the umbrella of our organization, it's
13 within the same building where we exist at
14 Central Office Headquarters.

15 So myself, LRDA, our WIA program,
16 who you will meet Mr. Rod Locklear later, we
17 will all be under the same roof and we'll be
18 working as a team to get this contract
19 fulfilled.

20 And we will, again, I guarantee
21 you, do a quality job. I'm a stickler about
22 details. And as you well know, attend any

1 conferences, if the shuttle bus don't show up
2 on time, that's a detail that fell apart
3 somewhere. So we believe in details and doing
4 it.

5 And I've been to enough of your
6 conferences over the years myself, William
7 Locklear, who used to run our program, worked
8 in that program for 30 some years. He retired
9 in 2010.

10 We have a wealth of qualified
11 people who can come in and work with us to
12 administer this project and who knows WIA
13 inside out, been in the program for many, many
14 years, who will be working with us on this
15 project. And they will be there to meet your
16 needs any way we can, the 166 grantees as well
17 as the 477.

18 So we will be there to provide
19 anything we can under the contract, under the
20 assignment and tasks and all those things to
21 meet any of your needs. So at this time I'm
22 going to let Rod or Brad go next. Which one

1 wants to go first? Again, thank you for
2 allowing us to be here.

3 MS. WHITMAN: Thank you.

4 MR. LOCKLEAR: A little history.
5 I'm a U.S. Army veteran, I've been a farmer,
6 teacher, coach, recruiter, and a job developer
7 and a counselor. And I've been a trainer, a
8 supervisor in our directive programs.

9 I first started out working with,
10 well at the college, I got a B.A. and I taught
11 U.S. History for a couple of years and then I
12 went to work with a program called the North
13 Carolina Fund, which was a forerunner to the
14 war on poverty.

15 The North Carolina Fund got a \$15
16 million grant from the Ford Foundation and
17 started working with about 12, 15 community
18 action agencies within the state of North
19 Carolina doing community to organization. And
20 then when the EEO office came into be and how
21 to make the office of Economic Opportunity, as
22 a result of those 15 programs and over a

1 period of five years, we brought in about \$153
2 million into the state. And at that time we
3 were doing community organizations, some
4 Manpower training programs and stuff like
5 that.

6 The first project I worked at, it
7 was funded by the Department of Labor and is
8 called Labor Mobility Project. We were trying
9 to change migrational patterns from kids
10 jumping on the train, coming to Washington,
11 going to Philadelphia, and going to New York,
12 and keeping them within the state of North
13 Carolina by relocating them to the urban
14 areas, to jobs in the state.

15 After that I went to work for the
16 U.S. Government as a vested program manager
17 out in the, well, Seattle Regional Office. So
18 I worked in the Seattle Regional Office a
19 couple of years. I've worked in Alaska,
20 Washington, Idaho, and the state of Oregon.

21 Then I came back and directed a
22 Manpower Training Program, well, directed a

1 comprehensive Set Program in the seven county
2 area within the state of North Carolina. And
3 after two years I came to work here in D.C.

4 I worked with the Department of
5 Health and Human Services, working in the
6 social and rehabilitation services, which was
7 the welfare program, Medicaid program,
8 rehabilitation program. Then it later became,
9 they created an organization called Healthcare
10 Financing Administration, where they merged
11 the Medicare program and Medicaid program.
12 And we moved over to Baltimore from this
13 complex over here for the HEWs, well, where
14 HHS is located today.

15 I worked in the Office of Field
16 Operations, working with the regional offices
17 across the country for a period of 18 years.
18 And that's since we worked out of the
19 administrator's office. We took and managed,
20 didn't manage, but we monitored the activities
21 of those regional offices and reported back in
22 to him.

1 And in Central Office, of course
2 we attended the major program component's
3 staff meetings and took their policy
4 directions and stuff, and took that
5 opportunity as well and worked closely with
6 the regional administrator and his staff.

7 After 18 to 19 years in that
8 office, I then shifted over to the Equal
9 Employment Opportunity Office. And there we
10 did training for 4,000 staff members. We
11 changed the name of the agency from Healthcare
12 Financing Administration to the Office of,
13 well, it became the Centers for Medicare and
14 Medicaid Services. That program spends in
15 excess of about \$600 billion in health field
16 across the country.

17 In there we did all of the civil
18 rights training, Title 6 training, we did the
19 Title 7 training, and we offered about nine
20 courses during that time.

21 In the year 2010, I decided, well
22 Mr. William had retired from the Office of the

1 WIA program there at LRDA. And it was at that
2 point in time I decided to retire from the
3 federal government and went back to the North
4 Carolina area and became Director of the WIA
5 program.

6 So overall, when I look back at my
7 history, work history, I've got about 16 years
8 directly involved in Manpower Training
9 Programs. I've got experience working as a
10 volunteer, doing training, managing contracts,
11 so I've got a wealth of experience.

12 I won't tell you my age, I am in
13 excess of 39. But I'm a workaholic. People
14 ask me why don't you retire? And I say I
15 will, when I die. It's just me. So that's
16 who I am.

17 MALE PARTICIPANT: Thank you.

18 MS. WHITMAN: Thank you, sir.

19 MR. WALDRON: You got a hard act
20 to follow, Brad.

21 MS. CAMPBELL: He's one of the
22 young ones.

1 MR. HARRIS: Yes. Good morning.

2 FEMALE PARTICIPANT: Good morning.

3 MR. HARRIS: It's great to be
4 here. Following up on Mr. Hardin and Mr.
5 Rod's acts a little tough so I'm going to be
6 short and sweet. I am the President of LED,
7 which is the 8(a) company.

8 And like Mr. Hardin said, we have
9 been in business for over four years, going on
10 five. And we currently have contracts with
11 the DoD, and have current jobs going on at
12 Fort Bragg and Robins Air Force Base. And we
13 are looking at actually doing some work here
14 in the Maryland area with GSA, and have a
15 pending project at Andrews Air Force Base as
16 well, which is close by.

17 LED basically has an operation
18 that incorporates a lot of different intel.
19 We do facility maintenance work. We also
20 handle property management, asset management.
21 We do income tax assessments for different
22 housing projects for LRDA. And we basically

1 handle all that in one office as it stands
2 right now.

3 Again, as I told you yesterday, my
4 background, I have a BSc, civil engineering
5 degree from the University of North Carolina
6 at Charlotte. So I qualify in that aspect,
7 have had projects of excess of, that I've
8 managed, of upwards of \$5 to \$10 million. And
9 have estimated projects of upwards of \$30 to
10 \$50 million with the Department of
11 Transportation for North Carolina and South
12 Carolina.

13 We really are looking forward to
14 doing a great job for the Department of Labor
15 and the DINAP. And we hope to, we hope you
16 guys will see that. And we look forward to
17 handling this project.

18 I've got two experienced gentlemen
19 behind me here who I will continue to rely on
20 like I do on a daily basis for advice and
21 guidance. And just hope I don't get as gray
22 as they are, on a quick note there. But

1 anyway, it's great to be here. We're glad
2 that you invited us. And we hope to do a
3 great job. Thank you.

4 MS. WHITMAN: Thank you.

5 MS. CAMPBELL: Thank you, guys. I
6 also provided some additional information
7 because securing a contract, whether it be
8 8(a) or regular contract, is a long process.
9 We started this process, when I say we, myself
10 and Mike Delaney, because he will be the core
11 for the contract. It's taken us almost five
12 months to put this in place.

13 And I did provide some additional
14 information. It's in your package. But more
15 importantly, I do want to direct the Council's
16 attention before we move on in terms of how
17 the selection was made. It wasn't made
18 sporadically, for lack of a better word. It
19 was made with a lot of evaluation.

20 We did compare five 8(a) firms.
21 If you can see across the board, we have to
22 ask and solicit, and Mike can tell you it

1 takes literally weeks of investigating. We
2 actually looked at one, two, three, four,
3 five, I'm sorry, six entities.

4 And as you can see, across the
5 board, the Lumbee Regional was the one that
6 met all of the standards for the Department of
7 Labor. And then we still went in and those
8 that additionally met the criteria, we went
9 and did even more further investigations.

10 This is on the agenda for tomorrow
11 morning, for specific questions that you have.
12 We also provided really, the market analysis
13 because we did a full market analysis against
14 all six of these entities. They were all
15 tribally owned. They all met with the
16 exception of one, the 8(a) status. And we did
17 per regulation, went, saw, and obtained an
18 Indian-owned organization.

19 Also, too, we are providing the
20 statement of need that we work with them on.
21 For your reference, as you can see, we did not
22 formally present the statement of need to the

1 Council. And I made that decision not to do
2 that. Normally under the grant, when we used
3 to operate the grant, I would come forward and
4 get recommendations from the Council.

5 But in the interest of this
6 committee and the community, to put the moneys
7 in a contract, I made the decision to go
8 forward, to go ahead and secure the contract
9 so we can continue to conduct business, we
10 could have the peer to peer, we could do the
11 conferences, et cetera.

12 It is a one year contract so that
13 would afford us an opportunity as a committee
14 to discuss, not so much the amount that would
15 go into a contract, because the Department has
16 decided across the board that all funding,
17 specifically those Section 166, one percent,
18 will go into a contract.

19 It provides transparency and
20 accountability of funds. It's something, too,
21 that I guess the Council has talked about and
22 so it is on the agenda for tomorrow if there's

1 additional questions. But please, if you take
2 the opportunity, take a look, this is the
3 official statement of work. These are the
4 deliverables that we will work with Lumbee on.
5 And of course it's a one year optional, so
6 we'll take a look and have a better idea in
7 terms of if it's meeting our needs next year.

8 Okay, and with that, I just wanted
9 for you all, I know Jessica yesterday had
10 asked, excuse me, Councilwoman Jessica James
11 had asked for an update or some background
12 information on our new contractor. So I
13 wanted to provide the Council with that
14 information. And tomorrow, if we have time
15 this afternoon you can ask additional
16 questions.

17 So the next item, and we are
18 pretty much on task, is the election of the
19 Vice Chair. When I walked in this morning,
20 we're not going to go through the process. We
21 have one nominee for the Vice Chair. And that
22 is Winona Whitman.

1 So now we will formally, I'm not
2 going to break and do all of that so we'll
3 formally, you can't nominate yourself. I need
4 to receive whoever put one of these ballots
5 into the box, a formal --

6 MS. MOLLE: I nominate Winona
7 Whitman as Vice Chair.

8 MR. WALDRON: Second.

9 MS. CAMPBELL: All in favor?

10 MALE PARTICIPANT: Aye.

11 FEMALE PARTICIPANT: Aye.

12 MS. CAMPBELL: And any opposed,
13 opposition? Okay, so for the record, Winona?

14 MS. WHITMAN: Mahalo nui loa,
15 thank you very much Council members for the
16 honor and the confidence, mahalo.

17 MS. CAMPBELL: Okay, now we got
18 the logistics out of the way, we can go ahead
19 and take a look and continue on our strategic
20 planning session. And I know yesterday, where
21 we left off, before we start, normally I don't
22 take as an active role in facilitating a

1 process. But for the next, at least today,
2 because we have approximately about what, one,
3 two, three, four, five, about five hours to
4 accomplish some tasks.

5 So in those five hours, I'm going
6 to, as the designated federal officer, really
7 serve more as a facilitator of the process so
8 that we can get some objectives identified and
9 some deliverables in place.

10 Kim Carroll had the experience in
11 working with me when we did the 477 in two
12 days. We did what the White House said was
13 impossible. And I think we could do the same
14 thing here.

15 So having said that, I know that
16 we left off yesterday looking at the Our
17 Story. And this was a number one priority.
18 So I want to take a look at that.

19 And then also, too, as a group,
20 realistically try to get through the top three
21 points. That means we'd have about an hour,
22 an hour and a half if that on each item.

1 So first and foremost it would be
2 the Our Story project, the goal, what I want
3 to see is, there was also a recommendation
4 yesterday from Mr. Bernal that we develop a
5 one or two pager report, how we're going to
6 address that as a committee, are we going to
7 do it here?

8 We do have a Power Point, laptop,
9 everything available if we want to do that.
10 Are we going to propose it as a resolution for
11 follow up and then we would follow up closely.
12 But I know that there was, at least I heard,
13 an urgency to get that information. So we
14 could work on that.

15 And then turn around, if that's
16 possible, and then, you know, really identify
17 some of the action items that need to happen.
18 I know Jessica really captured a lot of them
19 so we have the information, we can just sort
20 of concur with it, vote on it, I could have
21 Mike put it in this template, write it up, and
22 then we would have it for follow-up as a

1 group.

2 And then we can move on to the
3 second item, and I also thought that it was
4 important that we do take time, especially
5 this afternoon, to identify what type of
6 presentation, what information that we want to
7 share with the Assistant Secretary tomorrow,
8 and is there a strategy that we want to
9 develop, you know, with her to identify
10 specifically what items we want to talk to her
11 about?

12 As the designated federal office
13 and the Chief of the DINAP program, I'm
14 responsible for back briefing her before, of
15 course, she meets with any Council or any
16 group of individual, stakeholders, and so
17 that's what I'll be tasked to do this
18 afternoon before we actually go live with her
19 tomorrow morning, okay? So having said that,
20 we are going to start the Our Story. And
21 Winona is also actually going to help me
22 process that.

1 MR. WALDRON: Can I just break
2 apart for just one second, sorry.

3 MS. CAMPBELL: Please, please, Mr.
4 Waldron.

5 MR. WALDRON: Just to thank CMIC
6 for all the work that they did carrying the
7 T&TA forward for everybody and, you know, that
8 organization over-performed for years and then
9 helped us for a very, very long time through
10 a lot of things.

11 I don't know if we can give them a
12 personal letter from the Council or a
13 professional letter of commendation to CIMC
14 for their service. And I'm sure we will
15 continue to be drawing on them for
16 information.

17 MS. RICHARDSON: I agree.

18 MS. WHITMAN: Is that a motion
19 that you're making?

20 MR. WALDRON: Yes.

21 MS. RICHARDSON: I second.

22 MS. WHITMAN: Okay, seconded by

1 Councilwoman Richardson.

2 MS. CAMPBELL: And that's going to
3 be my first action item.

4 MR. WALDRON: Thank you, Lorenda.

5 MS. CAMPBELL: The Department of
6 Labor will be tasked with that, to write a
7 letter. And I won't, no, because I'll write
8 the letter and then we will have a senior
9 member from the Department have it signed and
10 sent to CIMC.

11 MR. WALDRON: Okay, thank you.

12 MS. CAMPBELL: You're welcome,
13 thank you.

14 MS. WHITMAN: Thank you for the
15 motion.

16 MS. SANCHEZ: Thank you.

17 MR. WALDRON: Yes, you're welcome.

18 MS. CAMPBELL: And the target due
19 date will be by December of this year. Well
20 actually it has to be before then, possibly.
21 No, it will be December because it will, by
22 December.

1 MR. WALDRON: Thanks.

2 MS. CAMPBELL: We won't have the
3 turnover until January.

4 MR. WALDRON: Our Story.

5 MS. WHITMAN: All right, do we
6 have a format to be working with? Angie, did
7 you submit the format? I mean we have the
8 outline, defined purpose, identify task --

9 MS. CAMPBELL: Well yesterday we
10 did receive these, I think this is a really
11 excellent place to start. And that is the
12 items that have already been done, that
13 Jessica James had made available. And then we
14 have, oh these are the transition.

15 So in terms of Our Story, this is
16 a really good place to start in terms of
17 deliverables. If you don't have it just let
18 me know. It's Our Story research workgroup
19 presentation. Here you go, I'll share.

20 But more importantly, as a group,
21 I'd like for us to decide whether or not,
22 because I think we were in agreement

1 yesterday, do we, because I know that Dr.
2 Stapp, he's not here this morning, wanted us
3 to work cohesively as a group, which is fine.
4 We're going with that premise. We could take
5 the time this morning, at least an hour or so
6 to pull together a one or two pager, at least
7 a draft format.

8 We do have the capacity here to
9 put it upon the sheet, maybe take about, on
10 the break, in 15 minutes, come back at 10:00,
11 work on it really until 11:00. If we can get
12 a good workable, agreeable one or two pages
13 and then be able to, actually as a committee,
14 decide or pass a resolution that we could task
15 it to a specific individual, one to finalize
16 it. We'll come back, and then also confer
17 that Mr. Jacobs, who, or Mr. Bernal, I'm going
18 to call you Jacob. I'm trying to get used to
19 that stuff, we can also decide at that time
20 because he has agreed, and during the last
21 Council meeting to be an advocate for us. And
22 so that would be another motion that we could

1 put forward to actually, and then it's up to
2 the Council.

3 But that was the strategy that the
4 Department would like for you all to consider.
5 But specifically, is that workable? Any
6 comments before we go forward?

7 All right, so we're going to work
8 on a one or two pager for about an hour,
9 right? So why don't we take, Dawn, we have
10 some coffee, get the coffee coming down?

11 (Off microphone discussion)

12 MS. CAMPBELL: We want to do that,
13 get some coffee.

14 MS. WHITMAN: Are we taking a five
15 minute, ten minute break?

16 MS. CAMPBELL: Yes. We can come
17 back and start right at the top of the hour at
18 10:00, get some coffee, you know, because
19 that's really what we were planning to do. We
20 could take this time instead of conducting the
21 election, take a quick break, we'll get set up
22 visually and then spend an hour really pulling

1 together the one or two pages, at least
2 everyone would have an idea of what's being
3 presented.

4 For example, I know, I'm thinking
5 about participant numbers and funding numbers.
6 We'll get on the line and have, if we could,
7 Duane Hall email us that information so we
8 could have it and import it if we need to. He
9 could text it to me so we'll have that as
10 well.

11 That's what you're going to need,
12 right, Mr. Bernal, participant numbers,
13 funding numbers, and then from there we could
14 work the document. And we have the screen
15 here so we all can visually see it. Is that
16 agreeable? Is that a good plan? I'm looking
17 at everyone to --

18 MALE PARTICIPANT: Good, sounds
19 good.

20 FEMALE PARTICIPANT: Yes.

21 MS. CAMPBELL: Mr. Bernal?

22 MR. BERNAL: Well, I think it's

1 important to get some background, some
2 historical perspective. In the meeting in
3 Louisiana I asked a specific question related
4 to the decrease in funding. It was, does the
5 Council have a legislative agenda, any type of
6 actions, I'm sorry, getting some buzzes from,
7 in terms of a background at the Louisiana
8 meeting, we discussed briefly the recent cuts.
9 Is it buzzing for you too?

10 FEMALE PARTICIPANT: Yes.

11 MR. BERNAL: I'm hearing buzzing
12 up here, okay. A few minutes were given to
13 the topic of the recent reductions in funding
14 that took effect this past July. And I asked
15 the question, was there any effort from this
16 Council in terms of a legislative agenda to
17 promote the program, to talk to Congress,
18 specifically to appropriations in a advocacy
19 education mode.

20 And the response I got was no. So
21 I suggested at that time that the Council
22 consider a education committee, as a group,

1 that we can approach Congress, specifically
2 appropriations so this doesn't happen again.

3 Now there's no guarantee that
4 we're not going to face that fiscal cliff July
5 1st, excuse me, January 1st. But that was the
6 thinking, is that if we had some promotional
7 materials, we could all work together to
8 educate Congress, the importance of the
9 program, the great track record, and that
10 please, please, not just keep us at the same
11 level but strongly consider upping our
12 funding. So that's important.

13 I don't want to take away from the
14 Our Story project, it has nothing to do with
15 that. It's just, can we take some elements
16 and tell Our Story briefly, like a position
17 paper or white paper, so I could have
18 something to go to Congress that by the way,
19 it's just not me alone.

20 I firmly believe that all, I hope
21 it's okay to say this, politics is local, so
22 really going to be incumbent, the

1 responsibility of the income that all of us to
2 get involved in this endeavor to promote to
3 Congress the importance of this program, the
4 sustainability, and hopefully increase
5 funding. So that's just, in terms of a
6 background, that's where I was coming from
7 beginning in Louisiana.

8 MS. WHITMAN: Councilwoman
9 Carroll.

10 MS. CARROLL: And I do recall
11 that. And as I recall, we did develop a
12 workgroup and I noticed on this handout that
13 we received from Theresa, it has a copy of
14 that, has it identified as Outreach.

15 MR. BERNAL: Outreach Subcommittee
16 I think it is called.

17 MS. CARROLL: Right. There's like
18 one, two, three, four, five of us that have
19 been assigned to that. I think this is a
20 great starting place. I don't want to lose
21 though, the Our Story project itself.

22 And, you know, looking at the

1 obstacles there that, particularly the funding
2 that we're facing with that, my suggestion
3 would be that we develop it in stages and
4 perhaps address one stage per year or however
5 long it takes.

6 And my thoughts we be of the first
7 stage, would be this historical information
8 that we probably already have, as well as the
9 development of the two page outreach document.

10 Perhaps the second stage would
11 then be more of the interviewing, the talking
12 to the individuals that we had discussed
13 before, I think that's a wonderful idea.

14 And then perhaps the third stage
15 would be the development of, or the production
16 of the materials, the DBD and the Nice found
17 book, of however we want to do that, which
18 would give us an opportunity to at least have
19 something to show, something to move forward
20 with, but without losing site of what our
21 ultimate goal, what that Our Story project is.

22 MS. CAMPBELL: So I'm hearing, why

1 wouldn't it be called the Our Story, the
2 outcome, we were going to do something here in
3 the second part, I can get the other two, it
4 will literally be Our Story, so they're not
5 actually the same. One will set the stage for
6 some of this to be incorporated here, but this
7 is separate.

8 MR. WALDRON: I'd just like to add
9 that the ending objective of Our Story is to
10 show the impact that this program has had in
11 Indian country with the participants whom
12 performed outstanding and really went on to
13 make a difference in their communities. And
14 Thomas Dowd is one, became a Deputy Assistant
15 Secretary.

16 And I'm sure there are many Chiefs
17 out there who got their start with this
18 program and now are head of multi-million
19 dollar gaming institutions and businesses. So
20 I think it's important that we show the
21 results in the impact in Indian country
22 because at one time during the negotiations

1 for funds for our community, we were looking
2 at impact studies.

3 We were determined to be
4 unimpactable. And there wasn't enough of us
5 to get enough money for the side for it. So
6 I think it's important that the end result of
7 this shows the impact that this program has
8 had in Indian communities.

9 MS. WHITMAN: Other comments?
10 Councilwoman James.

11 MS. JAMES: Yes, so, so far I have
12 goals of increasing funding levels and impact
13 of WIA funds, funding results. That's what I
14 have in my notes so far.

15 MS. WHITMAN: I think we had,
16 number three was a production.

17 (Off microphone discussion)

18 MS. CAMPBELL: For this we'll
19 actually be, we're going to take about an hour
20 for the work on this, right, get something
21 down. While we're taking a break we'll queue
22 up, make sure we have the Power Point ready

1 and ready to type, ready, Mike? I'm ready.

2 And then we'll go in and really
3 get some deliverables, to actually put them
4 together for the Our Story and then, we'll
5 just get that far and then we'll cross the
6 next bridge when we get to it, all right?

7 Okay, well with that, let's take --

8 MS. WHITMAN: Ten minute break.

9 MS. CAMPBELL: -- ten minutes.

10 The coffee will be ready in ten minutes so
11 just want to stretch or do you just want to go
12 on until the coffee gets here, what do you
13 think?

14 MR. WALDRON: Go on until the
15 coffee gets here.

16 MS. CAMPBELL: All right, we're
17 going to work until the coffee gets here.
18 Who's laptop is that?

19 (Off microphone discussion)

20 MS. CAMPBELL: So Craig, can you
21 keep for the action, actually like the
22 deliverables?

1 MR. LEWIS: Yes, that's fine.

2 MS. CAMPBELL: All right, so how
3 are we going to start this? Maybe we should
4 do like a, I'm sorry, how do we want to start
5 tackling this monster?

6 MR. WALDRON: Start with the
7 beginning.

8 MS. CAMPBELL: That's what we're
9 going to do so we're going to want to get an
10 intro, right, then the body and then the
11 summary, right?

12 MR. WALDRON: More on the intent
13 of the lost?

14 MS. CAMPBELL: What do you want in
15 the end?

16 MS. SANCHEZ: Yes, we want to
17 begin with the foundation of the program,
18 which is tribal sovereignty and self-
19 determination.

20 MR. WALDRON: Right.

21 MS. CAMPBELL: Okay, so really the
22 premise of them all, we want to state them

1 all.

2 MS. SANCHEZ: Winona?

3 MS. WHITMAN: Yes, Lorenda?

4 MS. SANCHEZ: You wouldn't have a
5 iPad or a laptop there?

6 MS. WHITMAN: Yes, yes we do.

7 MS. SANCHEZ: What I'd like to
8 email to you is the considerations for the INA
9 listening session on the WIA reauthorization.
10 I think it's the last time that we actually
11 did a outreach to the grantee community. And
12 we had asked three questions. One was what
13 has worked under provisions of the current
14 legislation, what needs to be improved or
15 changed, and what opportunities exist for
16 innovation, presented by WIA reauthorization.

17 Each major provision of the act,
18 the purpose, the program authorized the
19 administrative provision, the plan, the
20 appropriations, and there's a piece that was
21 on the consolidation, which addressed the 477.

22 I think there's background

1 information that comes from support from the
2 grantee community on just the core principles
3 of WIA for Indian and Native American
4 Programs.

5 So I can email that to someone and
6 then, you know, we can extract from that to
7 also consider in our strategic plan. Because
8 I think we need to recognize the input that we
9 got from the grantee community on the
10 direction of this program.

11 MS. WHITMAN: Lorenda, is that the
12 one that is on the Council Web site that's on
13 N-I-N-E-E-2-C?

14 MS. SANCHEZ: It may be, but it's
15 December 10th of 2009. I can email it to
16 someone. I just need to know who I can send
17 it to.

18 MS. WHITMAN: Because I'm sure
19 it's on the Web site. I thought I had seen it
20 --

21 MS. SANCHEZ: It should be.

22 MS. WHITMAN: -- last night. I

1 was looking at the Web site.

2 MS. CAMPBELL: Send it to the
3 distribution list, to all the Council. And
4 that way we have that information, you know,
5 Carol could pick it up.

6 MR. WALDRON: Every individual has
7 to have a password for the Wi-Fi so, they'll
8 give one, right?

9 (Off microphone discussion)

10 MS. SANCHEZ: So I can forward it
11 to someone if you have a laptop.

12 MS. WHITMAN: Okay.

13 MS. CAMPBELL: Yes, but in the
14 interest of time because we do have the
15 logistical shortcomings of internet access --

16 MR. LEWIS: And only one person
17 can have access.

18 MS. WHITMAN: Oh, is that right?

19 MR. LEWIS: Yes, and so people
20 really need to shut down.

21 MS. WHITMAN: Oh, I'm sorry.

22 MS. CAMPBELL: We have to wait

1 until somebody gets set up.

2 MS. WHITMAN: Oh, okay.

3 MR. LEWIS: Or unless somebody
4 wants to serve as the conduit, I mean --

5 MS. WHITMAN: Oh, I see.

6 MS. CAMPBELL: And this is the
7 perfect item where, well Craig brought this up
8 yesterday and the life of me, I never thought
9 about it, I don't know how we functioned
10 without one, without a secretary or a recorder
11 for this Council, Craig had brought that up
12 yesterday.

13 And one of the areas we're going
14 to try to include it is in an upcoming charter
15 to behoove that, to have a Chair, Vice Chair,
16 and then a Recorder, someone who we can
17 communicate on the deliverables.

18 But until we can get that
19 information faxed, let's go ahead, or
20 received, where we can take it and implement
21 it. Because it would be really neat to take
22 it and cut and paste it. But in the interest

1 of time so we can keep going forward, let's
2 stay here, if that's okay, all right?

3 We've got to pull together an
4 introduction, which of course is going to
5 include the 166 Law, we're going to
6 specifically state that. What else do we want
7 to state up front? You have the most
8 experience, Mr. Bernal in terms of what you're
9 saying.

10 MR. BERNAL: What's your story,
11 what's the ask?

12 MS. CAMPBELL: What's the ask?
13 What is the ask?

14 MR. BERNAL: That it continues.

15 MS. CAMPBELL: What's the ask?
16 Tell me, what's the ask. What are we asking
17 Congress. I know what I'm asking.

18 MR. WALDRON: More money.

19 MS. CAMPBELL: Additional, all
20 right, more money, additional funding?

21 MR. WALDRON: We want to continue
22 the success we've had so we can have a greater

1 and stronger impact on our native community.
2 I think that one of the meetings we had, it
3 said there was like 185 million, who was the
4 gentleman that came, it was in this building,
5 the last time we met here. He came and was
6 telling us what the original budget was when
7 the program first started.

8 MR. BERNAL: Dr. Eddie Brown?

9 MR. WALDRON: Was it who?

10 MR. BERNAL: Dr. Brown?

11 MR. WALDRON: No.

12 MALE PARTICIPANT: It was from --

13 MS. SANCHEZ: It was Pete Homer.

14 MR. WALDRON: Oh, Pete Homer.

15 MS. CAMPBELL: This minimally is
16 what the statute says. This is what the
17 statute says, --

18 MR. WALDRON: It would be nice to
19 get back to that, right?

20 MS. CAMPBELL: For 47 if you
21 divide, if you get minimal, you get what the
22 law says we should get is progress. We're not

1 asking for anything that they decided more,
2 that might be a good place to start here.

3 MR. WALDRON: Well, I don't know
4 if it's stopped but they put it in the
5 beginning someplace, you know, and maybe the
6 other one is how many people has really served
7 and helped?

8 MS. CAMPBELL: Okay, so what's the
9 ask? We're going to say this is the program,
10 this is what we're asking for. What do we
11 hope to accomplish by having someone, you
12 know, hear this paper. What do we want from
13 them? And then we justify why we're asking
14 for this.

15 That's what I'm thinking in terms
16 of the process, I don't know, Mr. Bernal, we
17 need your help. What else do you want out of
18 this process? And why do we need it? That
19 would come justification, so that's all we
20 want is demand the maintenance, demand to
21 maintain the funding?

22 MR. WALDRON: I would say more

1 programs designed like this one in Indian
2 country.

3 MS. CAMPBELL: More?

4 MR. WALDRON: More programs
5 designed with Indians in charge for Indians.

6 MS. CAMPBELL: Under 166?

7 MR. WALDRON: No, other
8 departments.

9 MS. CAMPBELL: Every department,
10 every federal agency has an Indian and Native
11 American office.

12 MR. WALDRON: Is it as successful
13 as this one?

14 MS. CAMPBELL: I don't know, I
15 don't know. I couldn't say.

16 MS. MOLLE: I think we need to
17 focus on this one for this white page.

18 MS. CAMPBELL: Yes. And I was
19 going to say very careful, it's called
20 duplication of services, duplication of
21 services.

22 MS. CARROLL: Well, I mean, are we

1 really using this to ask for something? Or
2 are we really using this to introduce
3 ourselves and to benefit Congress as to who we
4 are and why our program is important? I mean
5 yes, there are a lot of things we could ask
6 for but I didn't think that was the purpose of
7 this.

8 MR. WALDRON: At this occasion we
9 define the purpose, don't we?

10 MS. CAMPBELL: I'm just trying to,
11 so it's up to you all, I mean this is your --

12 MR. WALDRON: Tell our story.

13 MS. CAMPBELL: Yes.

14 MR. RICHARDSON: I agree that's
15 the purpose is to tell our story.

16 MS. CAMPBELL: Well it can be
17 both. I mean you can ask for something and
18 the justification, state why it's justifiable.
19 It's really in the eye, I think that's one
20 approach, is that this is what we're seeking
21 and this is why we're seeking it. And the
22 justification would be the story, this is what

1 we produce, this is what we've done.

2 MS. CARROLL: I think it's
3 important to point out that the law does state
4 a minimum of \$55 million, and show how our
5 funding has been less than that over the
6 years. I think that's an important point to
7 make.

8 MS. CAMPBELL: That's a good
9 point.

10 MR. RICHARDSON: Yes, and that
11 we've existed at a minimum mandated funding of
12 \$55 million, however, we've only been funded
13 for, here's our track record of funding and
14 we've still been successful.

15 MS. CARROLL: And we've
16 persevered.

17 MR. RICHARDSON: Right.

18 MR. WALDRON: The law is not being
19 enforced. It's in the law and the law's the
20 law.

21 MS. MOLLE: I believe that in the
22 first statement, that we should give the

1 education that we are not duplicating
2 services. This is a successful program that
3 does not duplicate services that WIA state
4 programs provide. I think we need to show
5 that right up front.

6 And then, you know, talk about the
7 successes of the program. I don't know if we
8 can get some numbers together on how many
9 people we have served, how many people we have
10 impacted.

11 MS. CAMPBELL: How many years?

12 MS. MOLLE: Forty years.

13 MS. CAMPBELL: How many years, 40?

14 MS. MOLLE: It's been at least 40
15 years.

16 MR. WALDRON: Yes, more than that.

17 MS. MOLLE: Yes, Manpower, CETA,
18 JTPA, and WIA.

19 MS. CAMPBELL: Well I don't think
20 we can pull together 40 years --

21 MS. MOLLE: No but I'm just saying
22 that is how long it's been.

1 MS. CAMPBELL: Yes but we're
2 supposed to be able to at least start, all we
3 need to state and then --

4 MS. MOLLE: But I think they want
5 to know about, like you said, the duplication.
6 Because the letters, I did get a few letters
7 back from a couple Senators. And they talked
8 about duplication and collaboration with the
9 state, you know, and all that. They didn't
10 care anything about the sovereignty piece or
11 any of that.

12 So I think that's the point,
13 that's where we need to get their attention
14 that this is not a program that is duplicating
15 the state WIA programs.

16 MS. CAMPBELL: Well, you know,
17 there's one careful item I want to say here.
18 Just because we're not duplicating it there's
19 no need to say it, and because I participated
20 in part. And to date, 477 passed their part,
21 166 is past the part, and so has the Bureau or
22 its comparable program which was the TWEP

1 program that I was parted on.

2 And simply stating that we're not
3 a duplication of service, we don't have to
4 justify it because according to their own
5 records we're not. So if we say we're not a
6 duplication of service then they may say, well
7 why are you saying that? And they may even
8 solicit, it's just a thought, well probably
9 not because we're not doing that anymore, but
10 that's just from a, more of a program manager
11 perspective, because that's what you want to
12 present.

13 MR. RICHARDSON: But I think the
14 idea is --

15 MS. MOLLE: And that statement,
16 that where we are today --

17 MS. CAMPBELL: Maybe not
18 duplication --

19 MS. MOLLE: -- we're beyond that.

20 MS. CAMPBELL: Maybe a unique
21 service provider?

22 MR. RICHARDSON: That's right.

1 And that's the thing. There's a perception
2 that the Indian, Native American guide program
3 is a duplicate of service of other state run
4 programs yet, I mean, it's incumbent on us to
5 tell the story of yes, we have this 40 year
6 history of successfully providing unique, or
7 of services to meet the unique need of Indian
8 tribes and communities, right, that were
9 previously unmet by the existing programs. I
10 mean, I think that's the way that, you know,
11 we're able to state that we're not a
12 duplicate. We're not just another program, a
13 silo program.

14 MS. CAMPBELL: So, so far the
15 point we're going to state, for example, so
16 this is the law that governs this program,
17 this is what the statute says. It says that
18 minimally, we're to be funded this amount.
19 And this is what makes us so unique. This is
20 what up-front justifies not just by law, but
21 why we should get this money. This is what
22 makes us unique. That's going to be our

1 opening statement, correct? Yes? So my
2 question is to you, so what makes you so
3 unique from the TWEP program?

4 MR. WALDRON: It's in our
5 accomplishments.

6 MS. RICHARDSON: I think that one
7 of the things that Elkton was just saying is
8 that we are a unique service provider serving
9 a specially targeted population whose need had
10 been previously unmet.

11 MS. CAMPBELL: Yes what I mean,
12 this is not a personal attack. I want to be
13 a devil's advocate because a lot of time I've
14 got to prove this information through the
15 Solicitor's Office and stuff like that. So I
16 know how they're going to, not specifically,
17 but if you all can help me as well.

18 We are unique, right? Unique
19 service provider in that you provide the
20 services for to Indian and Native Americans.
21 So does TWEP. So does, under TANF it's called
22 what, Tribal Work Experiences.

1 So does, and actually the one that
2 they're putting forward is actually the 477
3 concept. That's more comprehensive in a wrap-
4 around. And I'm not saying that in an
5 negative way, I'm just saying it so that when
6 we say unique, but what specifically makes it
7 unique? We always said it's in statutes, well
8 we know that, but --

9 MR. WALDRON: Our success rate
10 with our communities, with our --

11 MR. RICHARDSON: Success rate,
12 also the ability of this program to serve
13 Indians regardless of whether they live on or
14 off reservation, that's unique.

15 MR. WALDRON: That's unique.

16 MS. CAMPBELL: That's good. And
17 now that's unique.

18 MR. RICHARDSON: And that's direct
19 funding and presence to Indian communities
20 regardless of where they exist.

21 MS. WHITMAN: Well also, at this
22 point, can I just interject what was brought

1 up earlier about the, because the Council had
2 worked on this, the considerations for the INE
3 listening session. So accessed it on the INE
4 Community Page, the Council's Web site, and I
5 happen to have a copy. So anyway, Michael is
6 going to make copies because it highlights, we
7 did reference to the law about funding and all
8 the other needs. So I just wanted to
9 interject that.

10 MS. CAMPBELL: You know, and I
11 don't know if the key is, is if we could get
12 that pulled up on a, because Mike doesn't have
13 access to the internet there, right? So we're
14 going to have to have it downloaded on a pin
15 drive so we can have it cut and pasted in.

16 MS. WHITMAN: And why is it we, I
17 mean, why can't we all access it at the same
18 time?

19 MS. CAMPBELL: I don't know. I
20 think that we're lucky to have access.

21 (Off microphone discussion)

22 MS. BOWLAN: Can I make a comment?

1 I don't know you all's specifics but I know
2 the Tom Coburn Reports, that of the different
3 issued services, somehow we need to address
4 those things in there in that report.
5 Somehow, to show that we're not a duplication
6 of services because I know that Indian and
7 Native American Programs was in that report
8 specifically.

9 FEMALE PARTICIPANT: Is Colburn,
10 C-O-L-B?

11 MS. BOWLAN: No, Coburn, C-O-B-U-
12 R-N, Tom, Tom Coburn, C-O-B-U-R-N. He's the
13 one that did one of those reports.

14 MS. WHITMAN: Well and also, I
15 forget the year, but I did a response to the
16 Secretary of Labor, it was that GAO report
17 that had indicated that, you know, where they
18 were trying to move us to the state program
19 and they had indicated that, you know, we were
20 a duplication of program, you know, services.
21 So that's another area that ought to be
22 addressed.

1 MS. CAMPBELL: So right now we
2 are, is the coffee made yet?

3 FEMALE PARTICIPANT: Yes.

4 MS. CAMPBELL: Okay, let's have
5 coffee. And at least we have our initial
6 thought down, what we're going to present.
7 And while we're having coffee, think, is there
8 anything else that we want to state in one or
9 two pages up front? What is our, what do we
10 want to say, you know, that of course we all
11 know, right, that first paragraph may be the
12 only paragraph they even entertain. So it has
13 to be precise.

14 And then we go into the body, to
15 really have concrete information like this is
16 the only, in the federal government, not the
17 only one, but part of the only one that has
18 appropriations that actually fund on and off
19 reservations. That is, so think about some of
20 those real unique qualities that we want to
21 reinforce, okay? Like if we state the
22 population of urbans that live off

1 reservations and that.

2 MS. MOLLE: And the number of
3 different tribes that we serve. I know our
4 organization alone serves 92 different tribes.

5 MS. CAMPBELL: And of course, we
6 can bring figures up all day but we better
7 have some backup. Let me see if I don't have
8 footnotes going here, we're going to make it
9 easy. We can say the total population off
10 reservation is 70 percent, okay, well what's
11 our citation?

12 MS. WHITMAN: Right, we're going
13 to have to have a reference.

14 MS. CAMPBELL: All right? We'll
15 get as much as possible down. So we've made
16 progress in 20 minutes. So let's have some
17 coffee, take about ten minutes, and then we'll
18 come back and gauge where we're at at 11:00.

19 (Whereupon, the meeting in the
20 above-mentioned matter went off the record at
21 10:11 a.m. and went back on the record at
22 10:33 a.m.)

1 MS. CAMPBELL: We're back on the
2 record. We're back in session. And what
3 we're doing real quick is Mike's trying to
4 queue up so we can cut and paste as much of
5 the 166 law and information in. Craig is
6 capturing our action plan. Right now, in
7 terms of people who are going to help us
8 accomplish this task is Craig, Kim Carroll, I
9 heard you say your name, right?

10 MS. CARROLL: Yes.

11 MS. CAMPBELL: And Mr. Bernal,
12 Jacob. And who else was on that list?

13 MALE PARTICIPANT: Shirley.

14 MS. CAMPBELL: Roselyn Shirley.

15 FEMALE PARTICIPANT: Patrick
16 Andrew.

17 MS. CAMPBELL: Patrick is not a
18 member. Okay, so we'll start with what we
19 have, those three. And any other, we need one
20 more person. And Darrell Waldron, okay, that
21 will be the start. Not that we won't report
22 back out, but at least we'll know who is going

1 to follow up on this.

2 So we have our introduction down
3 pretty well. Mike, when you have the chance
4 could you cut and paste and put it up on the
5 screen, you know, the document that Lorenda
6 just sent?

7 MR. DELANEY: Yes, she sent two of
8 them.

9 MS. CAMPBELL: So I think that,
10 how much of this under the considerations for
11 the listening session, we could cut and paste
12 them, I'm thinking in the intro --

13 MR. DELANEY: -- considerations.

14 MS. CAMPBELL: Yes, I think it
15 would be one, yes, at least one, right before,
16 and that would be an introduction.

17 MR. DELANEY: And this is one I
18 believe that we handed out to everyone?

19 MS. CAMPBELL: Yes. That's going
20 to be the first introduction statement and
21 then also too, state the law that, the \$55
22 million, I think that in here somewhere, too.

1 where's that at?

2 MS. WHITMAN: That's on Page 3.

3 MS. CAMPBELL: Page 3, what
4 number?

5 MR. WALDRON: 3 of 5?

6 MS. WHITMAN: Yes, Number 7.

7 MS. CAMPBELL: Number 7, yes. Cut
8 and paste that in there too, Mike, that says,
9 and we can all be reworded but at least we
10 have the thought down, right?

11 So we're going to state the law.
12 And also too, we don't have to stay at \$55
13 million. We can make a statement that
14 minimally that's what's in the law. But we
15 can always advocate.

16 MR. WALDRON: Seventy-five would
17 be nice, we were promised that.

18 MR. RICHARDSON: But I think, you
19 know, if we're going to in this document,
20 advocate for a higher amount of funding, I
21 think we're going to need to provide some re-
22 statements about why we need that level of

1 requested funding, such as if we request \$100
2 million, you know, we would want to say, with
3 this level of funding, these are the levels
4 and types of outcomes in which we can
5 accomplish.

6 And if we needed to, we could
7 revert back to days of when funding levels
8 were higher and these types and levels of
9 outcomes were attained with higher levels of
10 funding. Of course, you know, you'll have to
11 transcribe that to today's cost of living and,
12 you know, cost of doing business.

13 MS. CARROLL: I recall several
14 years ago Norm DeWeaver had made the statement
15 that if the authorized amount of funding had
16 not changed, that over the years the specific
17 cost of living, minimum wage went up, you
18 know, then of course the cost of everything.
19 And so if you look at it that way, it's as if
20 we received a 50 percent decrease.

21 MS. RICHARDSON: Population
22 increase, training costs --

1 MS. SANCHEZ: There is a
2 recommendation that was on the updated
3 summaries that Theresa had sent out. It was
4 on Page 3 of the updated summary, where we
5 respectfully requested the Department budget,
6 request to be increased beyond the minimum
7 funding level of \$55 million.

8 MS. CAMPBELL: Lorenda, which
9 document are you working with?

10 MS. SANCHEZ: That was the one
11 that was sent out with the group lists, and it
12 had the transition update. Everybody should
13 have got that within the first email that
14 Theresa sent out.

15 (Off microphone discussion)

16 MS. SANCHEZ: And we put in there
17 that in light of the cost of doing business
18 and the tremendous unmet need of our jobless
19 population and all native use, the INA program
20 should be funded at no less than \$100 million
21 annually.

22 MS. WHITMAN: Does everybody have

1 it? Because it was sent to all the Council
2 members. It looks like this.

3 (Off microphone discussion)

4 MS. SANCHEZ: Do you need that
5 sent again?

6 MS. CAMPBELL: Yes, send it to
7 Mike Delaney, Lorenda, please so we can cut
8 and paste.

9 MR. WALDRON: Did you hear that,
10 send it to Mike Delaney?

11 MS. SANCHEZ: All right.

12 MS. CAMPBELL: All right, so we
13 have the statement and the law cut and paste
14 in there. And we can always simplify it. And
15 then we have statement in there about the \$55
16 million and why, Mike's going to include a
17 statement why that there's a need for
18 minimally of \$55 million. And then that would
19 all go into the introduction, right? You got
20 that, Mike?

21 MR. WALDRON: Yes.

22 MS. CAMPBELL: That's all under

1 the introduction, right?

2 MR. WALDRON: I think the
3 introduction's getting kind of long.

4 MS. CAMPBELL: Yes, that's fine
5 because we'll just practice later. At least
6 we have the idea down.

7 MR. BERNAL: I have a quick
8 question. Under the CETA, the INA listening
9 session, it does say \$100 million. So what's
10 the pleasure of the Council? Is it \$100
11 million or \$55 million, or have you made that
12 decision?

13 MS. WHITMAN: \$55 million is the
14 minimum.

15 MR. BERNAL: That we ask the --

16 MS. CAMPBELL: You want to ask?
17 That's the question, do we ask?

18 MR. WALDRON: I'd ask for it.

19 MS. WHITMAN: What is it?

20 MALE PARTICIPANT: All they can do
21 is send you back to 55.

22 MS. CAMPBELL: Ask for the 100

1 because the law says minimally it's this --

2 MR. BERNAL: And then the
3 justification is thought out.

4 MS. CAMPBELL: -- we're pointing
5 with that. Right, and the justification that
6 we would like.

7 MR. BERNAL: Okay, thanks.

8 FEMALE PARTICIPANT: Good
9 question.

10 MR. WALDRON: We could really get
11 to the briefs.

12 MS. CAMPBELL: Okay, did you get
13 that Mike? And I put admin costs, I have
14 population, cost of living, okay. What else
15 do we have?

16 MS. WHITMAN: Minimum wage.

17 MS. CAMPBELL: What else do we
18 have?

19 MS. WHITMAN: Minimum wage
20 increase.

21 MS. CAMPBELL: All right. So,
22 Mike, what do we have so far? So in our

1 introduction --

2 (Off microphone discussion)

3 MS. CAMPBELL: Then you guys can
4 cut and paste the verbage, right? Is this
5 clear as mud or what do you think?

6 MALE PARTICIPANT: I thought we
7 were going to cut and paste this.

8 MS. CAMPBELL: Yes, Mike, you were
9 supposed to cut and paste the whole section.

10 (Off microphone discussion)

11 MS. CAMPBELL: While he beautifies
12 it, what we could do here, right, because
13 you've got those statements and also the
14 second statement you have to get off of Page
15 3 of 5, cut and paste this one. It has to do
16 with what we want.

17 So while Mike does the
18 introduction, now we're on the body. Which
19 would be, you have why we need \$100 million,
20 that's because of that population increase.
21 this is the statement of need, right, the why,
22 right? Why do we need this money, that's a

1 statement of need, right?

2 MS. MOLLE: And we should also
3 state the unemployment rate, poverty rates, I
4 don't know if we have them but --

5 MR. RICHARDSON: Well one thing
6 that might be important is to show or to state
7 that the initial amount that was mandated at
8 \$55 million, at the time that was initially
9 mandated, unemployment, living in poverty,
10 educational attainment levels in the Indian
11 communities were this much.

12 MR. WALDRON: Good point.

13 MR. RICHARDSON: And that was an
14 underfunded amount to address those. However
15 now, the poverty levels, Indian unemployment,
16 educational attainment levels, are here, you
17 know? And, you know, funding has decreased,
18 you know.

19 MS. RICHARDSON: And we haven't
20 had the \$55 million in --

21 MR. RICHARDSON: That's right,
22 funding has decreased and, you know, to

1 maintain even the levels of goals, you know,
2 that were funded originally at \$55 million, we
3 would need this level, today's funding.

4 MS. CAMPBELL: Okay, so in the
5 statement, we have our introduction so now
6 we're turning to the statement of need, really
7 would be the body, right, of it?

8 MS. WHITMAN: Councilwoman
9 Richardson?

10 MS. RICHARDSON: In talking about
11 the statement of need, I kind of thought that,
12 you know, a part of this preference on the law
13 would be to talk about the uniqueness of this
14 program first.

15 MS. CAMPBELL: You guys can
16 formalize it.

17 MS. RICHARDSON: Yes, to the
18 uniqueness of the program so that, the
19 uniqueness of the program is based on the law,
20 Indian self-determination with sovereignty,
21 that allows the flexibility, this program
22 allows the flexibility of our funding to meet

1 the needs of the community that are determined
2 by that community.

3 MR. RICHARDSON: Congressional
4 intent to address needs and then eventually --

5 MS. RICHARDSON: Right. So I love
6 what she puts in here, no Indian left behind
7 on and off reservation, so to really describe
8 that.

9 MS. CAMPBELL: So when we go into,
10 okay, so our part was saying this is the law.
11 This is minimally what the law says we were
12 goaled to do, right? That's the statement.
13 Under the statement and, you know, is going
14 into the second paragraph, we're going to
15 start identifying one, why we're asking for
16 and what's so unique, what's unique about the
17 program, and then why we need additional
18 funding, right, is that what we're saying?

19 MS. RICHARDSON: Right, talk about
20 the NIA program as it currently exists.

21 MS. CAMPBELL: Well the statement
22 that you talked about that there's a, Mike,

1 you ready?

2 MR. WALDRON: Yes.

3 MS. CAMPBELL: Just put statement
4 of need and then you all had said that it is
5 the 166, we'll just ad lib it, we can fix it
6 later, okay? Provides service to, on and off
7 reservation, meaning we service the urban,
8 right?

9 And actually we can even state in
10 the law where it says that. It says that the,
11 it's Alaskan native, native Hawaiian, urban,
12 right? Doesn't it say that? And the law also
13 provides that, right? Right?

14 And then, so from there, then
15 we're going, and after you make that
16 statement, another statement you want to make
17 sure that's in the statement of need, and just
18 correct me when I'm wrong, is then we're going
19 to go in and talk about how the additional
20 amount that was indicated under WIA, the \$55
21 million was, I don't know how you want to say
22 it, was, I don't know, determined --

1 MR. RICHARDSON: In response to --

2 MS. RICHARDSON: The statistics of
3 that time period, which was only funded for
4 that first time period. And then it's been
5 decreased every since.

6 (Off microphone discussion)

7 MR. RICHARDSON: To address
8 economic needs at the time.

9 MS. CAMPBELL: Well WIA was what,
10 19 --

11 MR. RICHARDSON: '98.

12 MALE PARTICIPANT: It was
13 implemented in 2000.

14 (Off microphone discussion)

15 MS. CAMPBELL: But the money has
16 not, like I'm going to use kept up --

17 FEMALE PARTICIPANT: It funded at
18 the minimal level?

19 MS. CAMPBELL: It hasn't kept up
20 with items like, what are you going to say, it
21 hasn't kept up with --

22 MS. WHITMAN: Cost of living --

1 MS. CAMPBELL: -- cost of living?

2 MS. WHITMAN: -- minimum wage.

3 DR. STAPP: It hasn't kept up with
4 user population growth.

5 MS. CAMPBELL: Population growth?

6 MS. WHITMAN: Population growth.

7 MS. CAMPBELL: Population growth.

8 Administrative costs?

9 MR. BERNAL: I think, we'll just
10 go down? Angie, I think it's a good segue
11 into the consequences, I'm sorry, just go
12 down, population growth, cost, inflation, and
13 so forth, it's a good segue because the lack
14 of funding, the consequences of such actions
15 have resulted in the then and the now. So in
16 other words, probably a good place to insert
17 your socioeconomic status, poverty,
18 unemployment.

19 MS. CAMPBELL: Right, so B, we're
20 going to think the state has a result, a lack
21 of money --

22 MR. BERNAL: That resulted in

1 this, the then and now.

2 DR. STAPP: And the way this
3 population growth is a term they like to use,
4 that relates to how many people that could
5 possibly vote for them.

6 MS. CAMPBELL: Is that the thought
7 that's taken home here? Good. So I just want
8 to make sure, have you talked about population
9 increase, training costs?

10 MS. RICHARDSON: Yes, cost of
11 tuition has rose tremendously from that time
12 period of '98.

13 MS. JAMES: And in 2013 they're
14 going to go all computerized for GED testing.

15 MALE PARTICIPANT: That's right.

16 MS. JAMES: And it's going to
17 increase --

18 MS. CAMPBELL: What did you say?

19 MS. JAMES: For GED testing fees
20 they're going to increase in 2013 because it's
21 going to go electronic.

22 MS. CAMPBELL: Yes. Excellent

1 example, excellent example, we're going to get
2 a footnote on that one, okay?

3 MS. JAMES: Okay.

4 MS. CAMPBELL: I think that's a
5 good one.

6 MS. JAMES: Yes.

7 MS. CAMPBELL: Because we're
8 working on education as to this cause, if you
9 do this it's going to cost us more to do that.

10 MS. JAMES: Yes.

11 MS. CAMPBELL: All right,
12 population, cost of living, minimum wage, do
13 we have that one, and admin costs. Is there
14 anything else?

15 MR. BERNAL: I think, so speaking
16 from Arizona, one of the consequences is we
17 went the WIA, the 1998, that many programs
18 shifted to like direct employment, so to stop
19 gap measures. And we've kind of backed away
20 from education enhancements. So that's where
21 their population are kind of, got them in dead
22 end jobs or basically positions where they

1 can't really obtain liveable wages.

2 MS. CAMPBELL: That's really
3 important. What do you call that, direct
4 hope?

5 MR. BERNAL: Well, I call it
6 direct employment, where basically people come
7 in with limited skill sets and we're putting
8 them in jobs. But really what they need is
9 development, they need enhancements,
10 education. And that's what we're trying to
11 decide.

12 MS. JAMES: For high growth, high
13 demand jobs.

14 MS. CAMPBELL: And I like that
15 because what happens is when we report we're
16 calling for direct employment, we're not
17 really creating, if you will, career pathways,
18 career opportunities, right? So because we're
19 moving from direct employment, using that word
20 --

21 MS. MOLLE: The band aid effect of
22 direct employment.

1 MS. CAMPBELL: Right.

2 MR. BERNAL: At least that's one
3 consequence.

4 MS. CAMPBELL: Is it safe for me
5 to say that it hinders the, you know, personal
6 development, career pathways or sustainable
7 jobs, something like that?

8 MS. JAMES: Long term, meaningful
9 employment.

10 MS. CAMPBELL: Yes.

11 MR. WALDRON: How do you want to
12 say it?

13 MS. CAMPBELL: On issues like the
14 words that they understand.

15 MS. MOLLE: Meaningful employment.

16 MS. CAMPBELL: Can I use
17 sustainable?

18 FEMALE PARTICIPANT: Yes, use
19 sustainable, I like that.

20 MS. MOLLE: But that only changes,
21 we should include transportation cost and
22 price of gasoline and even assisting --

1 MS. CAMPBELL: Oh, gas vouchers.

2 FEMALE PARTICIPANT: Would that be
3 like the cost of living?

4 MS. BOWLAN: Transportation costs.

5 MS. CAMPBELL: Transportation.

6 MS. CARROLL: I think that's one
7 of the most common supported services amongst
8 all the tribes.

9 MS. CAMPBELL: So it can use this
10 part of service that we could provide this --

11 MS. BOWLAN: When you only have
12 55, you know, you've got less money to work
13 with and the costs have doubled or tripled.

14 MS. MOLLE: Even in the urban
15 areas, our supported service for bus passes
16 has gone up tremendously.

17 MR. LEWIS: Childcare.

18 MS. CAMPBELL: Childcare.

19 MR. LEWIS: Childcare costs.

20 MALE PARTICIPANT: We have
21 participants who don't even qualify for --

22 MS. CAMPBELL: Now we're talking

1 with a tangent too much, but this was a very
2 big part of the debate last night, so it's
3 really good buzz words for us to look forward.

4 So what we're going to do is
5 basically we'll provide on our presence. So
6 Mike is capturing the statement of need, get
7 these little examples here?

8 MR. WALDRON: Yes.

9 MS. CAMPBELL: And we're going to
10 leave it up to craftsmiths to word it, you
11 know, very confident that's going to happen.
12 So all right, I'm still thinking just in terms
13 of where would we put the justification of it,
14 just in terms of this is the number of, and
15 we're not going to meet it, this is the number
16 of Indian and Native Americans who have a high
17 school diploma. Give them that statistical
18 information, they like the stats.

19 It's one thing, we can say
20 whatever we want but if it's not backed up or
21 justified by research, I mean, at least some
22 citation of a research is really important.

1 MS. RICHARDSON: I agree. And I
2 think that we should use the census figures
3 from '98, when that \$55 million was
4 implemented. And then we should use whatever
5 the stats are from the 2010 census because I
6 think that's going to tell a big story.

7 FEMALE PARTICIPANT: We've found
8 the latest publication of that.

9 MS. MOLLE: Of the unemployment
10 and the poverty in Indian country? Somebody
11 has, I can't think of who it is.

12 MS. CAMPBELL: Well I know that,
13 and we could put a deliverable or an action
14 for our office, is that we just wrote the '13
15 budget and I used some studies, I can't
16 remember offhand what they were but we can
17 certainly email them because I don't know them
18 offhand, but they certainly are current
19 studies that stated unemployment. And they're
20 all research studies turning to --

21 MS. MOLLE: Well there's a dollar
22 amount for our programs in that budget.

1 MS. CAMPBELL: Please?

2 MS. MOLLE: The dollar amount, you
3 said you just wrote the budget for 2013? What
4 was the dollar --

5 MS. CAMPBELL: It's a working
6 budget.

7 MS. MOLLE: But what are you
8 looking at for Indian programs?

9 MS. CAMPBELL: It's a working
10 budget.

11 MS. MOLLE: So \$55 million and
12 more?

13 MS. CAMPBELL: It's a working
14 budget. It's a working budget and we're going
15 to stay on task. It's a working budget.
16 That's an honest statement.

17 MS. WHITMAN: Could I interject
18 something at this point? I'm sorry,
19 Councilwoman Richardson, you had brought up
20 about the census figures and utilizing the
21 2010. And there was a report, a handout in
22 our packet from Norm. Does everybody have

1 this?

2 MS. CAMPBELL: Yes.

3 MS. MOLLE: What's the title of
4 the handout?

5 MS. WHITMAN: Okay, but what
6 should be added to that is his email that he
7 had sent to the census group because he
8 states, and I'll give this to Michael so that
9 he can make a copy for all of you, to attach
10 to Norm's research here.

11 But it says, well mainly, "I
12 strongly object to the presumption that DOL
13 has to request special tabulations from the
14 census bureau fairly soon for use in the
15 allocation formulas for the Section 166
16 programs. This presumption would appear to be
17 based on the idea that it is two years since
18 the last decennial census and DOL has already
19 begun the process of introducing new decennial
20 data into the fund allocation process for the
21 Native American work force programs, two years
22 after a decennial. The decennial old census

1 no longer collects any data relevant to the
2 current allocation formulas for the Section
3 166 program. The fact that it is now two
4 years since the last decennial is irrelevant.
5 The issue before DOL and the grantee community
6 is not implementation of the 2010 census at
7 all. Not a single number used in the fund
8 allocation formulas for the Section 166
9 numbers will come from 2010 census. The only
10 census data set containing data historically
11 used to allocate Section 166 funds is the ACS,
12 that's American Community Survey. That data
13 is available annually in the five year ACS
14 estimates."

15 And he goes on to explain all of
16 these estimates. And so I wrote, and so he
17 concludes by saying that, "To proceed to
18 request ACS data for possible use in the
19 Section 166 fund allocation process without
20 DOL and the grantee community understanding
21 and fully considering all the implications
22 involved would, I believe, be poor public

1 policy as well as risking inappropriate
2 decisions that could effect the Section 166
3 programs for years to come." So I will give
4 this to Michael to make copies or email you
5 all so you can attach it to the data.

6 MS. CAMPBELL: Could you point out
7 the actual, what I'm going to do is put it in
8 our deliverables. Because I was emailed that
9 as well. It's really a --

10 MS. WHITMAN: Yes, it was emailed.

11 MS. CAMPBELL: -- an item for the
12 census. That would be --

13 MS. RICHARDSON: So the census
14 data will have no bearing on what it is that
15 we're doing.

16 MS. CAMPBELL: Right, I mean,
17 right. I mean, in terms of this paper or this
18 decision to use the census data but some of
19 them don't use it.

20 MS. RICHARDSON: Right.

21 MS. CAMPBELL: So that's, we'll
22 share that a little bit.

1 MS. WHITMAN: But you indicated
2 about using the 1998 --

3 MS. RICHARDSON: The '98, right.

4 MS. CAMPBELL: We're using '98
5 data because the 2010 census, we're still
6 working on, right? Okay. So it would be,
7 what do we call that thing, now census, the
8 ACS, and that was what this one was called, as
9 a reference footnote?

10 FEMALE PARTICIPANT: What data did
11 they base standing off of when they
12 implemented the 2000 --

13 MR. WALDRON: It was 2000.

14 FEMALE PARTICIPANT: -- 2000
15 census.

16 (Off microphone discussion)

17 MS. CAMPBELL: So all right, and I
18 think we're making progress here. So
19 basically we're stating the law. And we have
20 all the justification upfront. And this is
21 our need. Our need is that what makes us
22 unique is that we serve on and off

1 reservations. We were funded \$55 million back
2 in 1988 --

3 MALE PARTICIPANT: '98

4 FEMALE PARTICIPANT: '98

5 MS. CAMPBELL: -- '98, that's what
6 I have. I'm sorry, I'm going kind of fast.
7 '98, right? But this \$55 million is just,
8 it's not enough. The reason why, basically,
9 because it's not keeping up all of this.

10 Therefore, right, now we're going
11 into almost like the summary kind of deal,
12 right? So you ready? What's that section
13 going to be called, I mean, you have the
14 statement, this lack of funding, these will be
15 the results and the consequences is how we,
16 right?

17 MS. RICHARDSON: She does have
18 2000 census data in here.

19 MS. CAMPBELL: Okay, so serve
20 this.

21 MS. RICHARDSON: Under the
22 recommendations of the transition team, she

1 has high school dropout rates at 52 percent.

2 MS. CAMPBELL: Where are you?

3 MS. RICHARDSON: It's in the
4 recommendations for the Department of Labor
5 transitioning team.

6 (Off microphone discussion)

7 MS. RICHARDSON: According to
8 census 2000, unemployment among Native
9 Americans in 2000 was 12.3 percent, which was
10 more than twice the national average of 5.7
11 but if our national average is what it is now,
12 what is it in Indian country? The highest
13 poverty rate of any ethnic grouping and a 52
14 percent high school dropout rate, Page 2, yes.

15 MS. CAMPBELL: Mike is fixing that
16 but I'm helping sort of streamline the
17 thoughts when we write it.

18 MS. RICHARDSON: It also talks
19 about the dramatic increase in tribal
20 population for off reservation based Indians,
21 to 25 percent on reservation, 21 percent for
22 off reservations. So I think we can use some

1 of those numbers to help create a little
2 profile.

3 FEMALE PARTICIPANT: I think
4 that's a good stat.

5 MS. RICHARDSON: It is a good
6 stat.

7 MS. CAMPBELL: So what reference
8 is that?

9 MS. RICHARDSON: It's on the
10 recommendations of that labor transition team.

11 MS. CAMPBELL: Okay. We're going
12 to use the --

13 MS. RICHARDSON: Page 2.

14 MS. CAMPBELL: And these are all
15 just, you know, references that the subgroup
16 that pulls it together can refer back to and
17 have available to make it easier to pull
18 together, right? All right, and we're going
19 to work on this for about another half hour so
20 hopefully we'll get a good --

21 MR. BERNAL: Is he going to put it
22 up there?

1 MS. CAMPBELL: Yes. Right now
2 we're capturing the footnotes and I'm going to
3 give this to him and he'll type it up, all
4 right?

5 Okay, so know you talked about,
6 you know, how the \$55 million we were
7 allocated, though we were appropriated this
8 amount but, you know, times have changed,
9 bottom line. And so we need more money. And
10 if we don't get any more money then these are
11 the consequences, is that what we're saying?

12 MR. WALDRON: The statistics are
13 going to continue to go down.

14 MS. CAMPBELL: Okay then, so what
15 are the consequences? If we don't get
16 additional funding, what are the consequences?
17 Of course we're going to continue to have this
18 high dropout rate, I don't know what we're
19 saying.

20 MS. RICHARDSON: High
21 unemployment.

22 MR. WALDRON: Jobless rate, high

1 unemployment, which is a big buzzword right
2 now, jobs, jobs, jobs.

3 MS. CAMPBELL: Oh yes.

4 MR. WALDRON: There will be none,
5 none, none.

6 MS. RICHARDSON: Well if we look
7 at the unemployment rate as to what it is the
8 national average, based on what this was --

9 MR. WALDRON: Or natives are --

10 MS. RICHARDSON: -- yes, this was
11 5.7 percent in 2000 and look at what it is
12 now. What is it for Indians?

13 MR. WALDRON: Ten times that
14 number.

15 MS. RICHARDSON: I mean, since we
16 can't get any of the data for 2010, which I
17 think is totally ridiculous. That's another
18 story for another day.

19 MS. CAMPBELL: So what else,
20 without this additional funding we're going to
21 continue to have a high unemployment rate,
22 right --

1 MS. RICHARDSON: Increased
2 unemployment, increased poverty. I'd like to
3 know what the homeless rate is for Native
4 Americans right now.

5 MR. WALDRON: Crime, dropout rate
6 data, only that's being funded.

7 MS. CAMPBELL: You know, and
8 another way to look at it is how do we
9 increase it? I mean, I think this is the
10 reason why. And we already have very
11 significant, you know, very high dropout. And
12 I think that is a direct correlation to the
13 lack of funding, that's maybe with the
14 training, unprepared. Never mind it's
15 happening, we're already there. We're there.
16 And we're not able to --

17 MR. WALDRON: It only gets worse.

18 MS. CAMPBELL: -- they're not
19 shovel ready as they call it, career ready
20 right now. So we're already, even though we
21 come in as disadvantaged, we're already
22 getting never mind probably a good portion of

1 the, I'm not even going to go there, right?

2 MS. RICHARDSON: Right, but I
3 mean, so we need to somehow make that
4 statement that when we come in, we're already
5 more disadvantaged than the state's applicants
6 who waltz in off the street.

7 MS. WHITMAN: And adding onto your
8 comment, the latest report came out, it's on
9 the Web site of DOL. And it's a quarterly
10 report ending March 31st, 2012. And it gives
11 the annual goal for the state WIA adults
12 versus the Indian, Native Americans.

13 And the goal for Indian and Native
14 Americans is 54 percent for employment. For
15 the state adult program it's 53.1 percent,
16 that's their goal. And this is in the most
17 current report that's on the DOL Web site. So
18 there's --

19 FEMALE PARTICIPANT: We're
20 expected to do more with less.

21 MS. WHITMAN: Yes. And why are
22 our goals higher than the states?

1 MS. RICHARDSON: Considerably
2 less.

3 MS. WHITMAN: Councilman Stapp.

4 DR. STAPP: Have we even had a
5 level of need study for what we, if we will be
6 funded at full amount because in the health
7 side of the world we have everything's based
8 on level of need and IHS is traditionally at
9 50 to 55 percent of need. So that's an easy
10 thing for Congress to understand that hey,
11 we're only halfway there. So how much would
12 labor need to do a good job to provide
13 services to all of our constituents?

14 MS. CAMPBELL: Based on the
15 recommendation? I don't know.

16 DR. STAPP: Well, yes.

17 FEMALE PARTICIPANT: Yes.

18 MS. CAMPBELL: In that study?
19 We've never had one.

20 DR. STAPP: Because we're trying
21 to justify \$55 million but we know that that's
22 all far short from the get go and it's only

1 gotten worse.

2 So if we had a way to establish
3 the level of need, what would it take to
4 provide the necessary services to get
5 everybody on board? Then that's our benchmark
6 to compare this to.

7 MS. MOLLE: I don't want to jump
8 ahead, but in the solution, the solution is
9 not to give our funding to the states. I
10 mean, because they're looking at all this
11 well, they can't, you know, we're not going to
12 increase this so we're just going to give it
13 to the states. I mean, that's been the
14 mindset.

15 MS. CAMPBELL: So maintaining
16 intent of the law for recommendations?

17 DR. STAPP: Yes and the level of
18 need, study of level of need.

19 MALE PARTICIPANT: That should be
20 in the introduction, in the intro.

21 MS. BOWLAN: Well have we proved
22 why we're unique in this, what we're saying so

1 far? I don't know that we've proved we're
2 unique.

3 MR. WALDRON: Oh, because we're a
4 service --

5 MS. BOWLAN: Well our states, they
6 were whining, but we're not saying why we're
7 different.

8 MR. WALDRON: We're classified as
9 a political entity within the government. So
10 it's --

11 MS. BOWLAN: Unless they eliminate
12 the Workforce Investment Act completely,
13 repeal it.

14 MS. CAMPBELL: Up here for our
15 Statement of Urgency we're saying up front,
16 it's involved.

17 MS. RICHARDSON: We're behind the
18 ball.

19 (Crosstalk)

20 MS. BOWLAN: Weren't those two of
21 the goals that the Workforce wanted to follow
22 up in there, yes, reauthorization, well, you

1 know, trying to observe I think from other
2 programs. Or the other option is to give
3 money to the states.

4 MS. CAMPBELL: Getting to what
5 Chris was saying, so should we put that right
6 up front?

7 MS. WHITMAN: Councilman Bernal.

8 MR. BERNAL: I think part of the
9 uniqueness, taking 2 and 3 of the
10 authorization document basically a starting
11 point, Section 2 and 3.

12 MS. CAMPBELL: 2 and 3, do you
13 want that right up front?

14 MR. BERNAL: Well I don't know,
15 just for consideration, for the uniqueness
16 piece, uniqueness piece, 2 and 3.

17 MR. WALDRON: Would you say 3
18 also?

19 MR. BERNAL: I'm sorry, 2 and 3.

20 MS. MOLLE: I just don't want to
21 give them ammo to go south.

22 MS. CAMPBELL: No, that's a good

1 point. And it's a good observation. All
2 right, so we are almost done here. You guys
3 did it in an hour and a half. We'll break
4 into teams and then we're going to go ahead
5 and get as much done as possible to get it
6 printed it out. And then we'll at least have
7 a first draft for Mr. Bernal and Ms. Carroll
8 and Kim, Craig, and Duane, and Darrell to work
9 on.

10 So we had said, and we're going
11 to, another item that's sort of a side note,
12 but what might be very helpful in addition to
13 getting the recorder or secretary, is that
14 we're going to implement some technology that
15 was requested. And this was another one of
16 Craig's ideas we were brainstorming, is that
17 we can have teleconferences under a premise of
18 a subgroup.

19 We have access, we have the
20 capabilities, so we need to talk more over the
21 telephone. And we can specifically put dates
22 in there so we're keeping up to date with

1 what's going on. We don't have to say okay,
2 workgroup, work on this paper then come back
3 a year from now and say whether it's done, all
4 right? We can put some specific things in
5 there.

6 But right now, right, we had said
7 okay, so, because we have not kept up with
8 inflation and population growth and all the
9 cost that comes with training our people who
10 are disadvantaged in the first place, are more
11 disadvantaged, the consequences are that, you
12 know, it has contributed to the current
13 unemployment rate, the high unemployment rate
14 of on Indian reservations and off, within the
15 Indian neighboring communities.

16 There's a smaller number and I
17 don't think you could find that stack but you
18 could certainly look for it, I bet you,
19 there's a published smaller number of Indian
20 and Native Americans that are ready to enter
21 a sustainable career, or more should be ready
22 but they don't think they can say.

1 If it does directly, the lack of
2 funding does directly increase the number of
3 unemployment, it contributes to the dropout
4 rate, these are some of the consequences.
5 What are some of the other consequences that
6 we can think of?

7 So because we're underfunded, this
8 is the result. This is what has happened.
9 Should we put it, could we justify offhand in
10 terms of the performance numbers?

11 And I don't know that you guys
12 deal with the performance number in terms of
13 the, because we had oh, I think also, too, I
14 don't know if this is the right place to put
15 it, but we need to let them know that we're
16 asking for \$100 million, the law says \$55
17 million, but right now in the program in 2012
18 what I can talk about, is we were funded at
19 \$47 million.

20 So the funds decreased, even below
21 the minimal amount. And we're not even
22 keeping up with this already. But somewhere

1 in here, you know, it would be beneficial to
2 note that minimally it's 55, but right now,
3 years later, despite all of this, we're at \$47
4 million.

5 MS. RICHARDSON: How would you
6 craft that to make them understand that it was
7 funded originally in '98 at \$55 million and
8 that has been the only time from '98 until now
9 that we have had \$55 million? Ever since then
10 it has decreased and it's now at \$47 million.

11 MS. CAMPBELL: You can put it
12 here, that they served as statement of need.
13 Where do we, do we state it just before the
14 consequences? I don't know where we put that,
15 or if you want to put it. And then we're
16 going to move into a summary. I know it's
17 hard to write something with a lot of people,
18 but at least we've got the gist idea.

19 MR. LEWIS: Can I add an idea?
20 And this is probably a good, you know, in a
21 political, savvy way too, but it is, an
22 increased cost is, you know, we have veterans

1 coming back and have counselor needs, PTSD,
2 there's a lot of cost in that, in helping
3 veterans.

4 MR. WALDRON: And they're a
5 priority.

6 MR. LEWIS: And they're a priority
7 that we have to serve them when we go to the
8 front of the line.

9 MS. WHITMAN: Yes, that's good to
10 add.

11 MR. WALDRON: Which is an
12 increasing need.

13 MS. WHITMAN: And cost.

14 MR. RICHARDSON: And there's no
15 additional funding to handle them.

16 MR. LEWIS: And mental health care
17 and up for the families, counseling, medical
18 care, prosthetics, I don't know but, you know.

19 MS. WHITMAN: No, but that's very
20 important to add.

21 MR. LEWIS: And that catches the
22 attention of people.

1 MS. CAMPBELL: And I'll go over
2 and make sure one statement.

3 MALE PARTICIPANT: What was the
4 last need statement?

5 MS. CAMPBELL: Services to
6 veterans, veterans priority of service, does
7 it go under the B where it's talking about \$55
8 million but since 1998, that appropriation
9 hasn't kept up. Another one would be the
10 services to veterans, which is a priority for,
11 you know, the Administration. So we're going
12 to move on if there's not a statement --

13 MR. BERNAL: Just another
14 question, I don't know the answer but we could
15 be pressing to be a benchmark to see how WIA
16 and Section 166 program has been funded
17 relative to other Department of Labor programs
18 assigned to them.

19 MS. WHITMAN: WIA programs?

20 MR. BERNAL: The 166 program, yes.

21 MR. WALDRON: We could do that
22 once we're at the bottom.

1 MR. BERNAL: Okay, because so it's
2 kind of disparate treatment.

3 MS. WHITMAN: Well they have that
4 in the latest report.

5 MR. BERNAL: Okay but I mean, it
6 should be part of the letter, that's why I'm
7 stating it.

8 MS. WHITMAN: Yes.

9 MR. BERNAL: We know the numbers
10 are not good, that will be --

11 MS. WHITMAN: Like a comparison.

12 MR. BERNAL: -- a compelling
13 argument that, why has 166 been picked on, you
14 know?

15 MS. CAMPBELL: Is that something,
16 I don't remember that, if information's
17 published, this is public information. So
18 we'll turn it over to him, he's good with
19 numbers in terms of pulling that up for us.
20 We'll put it down as an action item, okay?
21 This is something that's under the
22 recommendations, this is supposed to get a

1 benchmark but the research -- the funding?

2 MS. SANCHEZ: Winona?

3 MS. WHITMAN: Yes, Lorenda.

4 MS. SANCHEZ: Has the Council been
5 given the national summary report for
6 appropriations for last program year?

7 MS. WHITMAN: I --

8 MS. SANCHEZ: If not, when Theresa
9 gets in, she doesn't get in until 9:00 our
10 time. If you haven't --

11 MS. WHITMAN: I don't recall that.

12 MS. SANCHEZ: Oh, okay. Because
13 in the summary it shows that we had 8,438 new
14 participants. And the eligible veterans
15 totaled 213.

16 So when we look at some of our
17 number size, I think we have to kind of get a
18 percentage and in our paper, but we did have
19 710 that were homeless. And of the 8,400,
20 6,602 had multiple barriers. And that was the
21 last program year.

22 MS. WHITMAN: That report should

1 be sent to the Council.

2 MS. SANCHEZ: Okay, I'll have
3 Theresa send that.

4 MS. CAMPBELL: Can I make a,
5 Lorenda?

6 MS. SANCHEZ: Yes?

7 MS. CAMPBELL: This is Angie. Can
8 I make a recommendation in terms of the, you
9 were accumulating a lot of different papers,
10 right? If we could send the link or the
11 information and we could take responsibility
12 for that like to the DINAP program.

13 And so when we finalize this
14 action plan and send it back out, all of these
15 documents we're talking about, you know, we
16 could put a link to it or we could send you
17 the Word document of it. That way you're not
18 carrying home a lot of paper. We save a lot
19 of trees but yet and again, it's all under the
20 items that we're working on here, opposed to
21 having it scattered and we go, I don't know
22 about you, but when I go back to the office I

1 have to re, sort of situate what all of these
2 papers are for. But this way would be a pure
3 streamline of the information and we'll have
4 to get back. So on the action plan that DINAP
5 --

6 MALE PARTICIPANT: The test.

7 MS. CAMPBELL: Right.

8 MS. SANCHEZ: I have sent each of
9 those documents to Michael.

10 MS. CAMPBELL: And so let's get it
11 down by, or be out by November, in November,
12 probably before then, October, October 2012.

13 MS. SANCHEZ: So the summary's on
14 one page. But I think we should know what we
15 did last year when we're talking about what
16 our characteristics looked like.

17 MS. CAMPBELL: And then that way
18 the group that's going to --

19 MS. WHITMAN: So that some of the
20 data arrives with paper.

21 MS. CAMPBELL: And that way the
22 workgroups that are going to pull together

1 this paper, we'll have all the resources,
2 we'll have it and so, but it will go onto the
3 same file, same package, it's all the same
4 information.

5 MR. RICHARDSON: But do we need
6 that still for our discussions today on this?
7 Do we still need to have that and get a look
8 at it?

9 MS. CAMPBELL: Well no, we're
10 going to move on in about ten minutes, on to
11 the next deliverable, because we're just going
12 to go ahead and try to summarize this one or
13 two pages. We're already half an hour over.
14 So that way we don't, not get to the other
15 priorities.

16 And so if you want to, if you
17 wanted to have further discussions, we can add
18 you to the workgroup because they're going to
19 do more work on it. But at least we have a
20 framework to start from. We'll have, it is a
21 priority, it is a priority we'll present to
22 Jane, let her know that we are going to do

1 some advocacy in Outreach, we are going to do
2 a one, two pager as a guideline, this is what,
3 maybe not give her the details what we
4 produced but that's going to be the plan
5 that's going to be turned over to anyone who's
6 identified on that. And everybody else will
7 be cc'd. So you'll have it. And when we come
8 back together with a teleconference, that's
9 when we'll do the more discussion necessary.

10 MR. WALDRON: She said she sent
11 those documents to Mike.

12 MS. CAMPBELL: Okay.

13 MR. BERNAL: So the subcommittee,
14 the advocacy subcommittee will come up with
15 the first draft and present it to the entire
16 Council for review and approval?

17 MS. CAMPBELL: Well no, what we're
18 going to do is the subcommittee will pull it
19 together as a draft.

20 MR. BERNAL: Right, okay.

21 MS. CAMPBELL: We're going to work
22 and go through the Effective Management

1 Workgroup. And the reason being, is because
2 we can't bring a formal decision to the
3 Council without having a formal meeting.
4 We're allowed to have two per year. So that
5 means that we wouldn't be able to do a whole
6 presentation to the Council until next year.

7 MR. BERNAL: Wow!

8 MS. CAMPBELL: But, however,
9 another avenue would be to pull it together
10 and present it to the Effective Management
11 Workgroup, which is an approved, in the
12 charter, workgroup.

13 And I think that this group was
14 also included into the, way back under FACA in
15 the charter, it's included, the Secretary
16 authorizes us to meet as a Council twice per
17 year. And that's, those are the two dates
18 that we're on.

19 MR. BERNAL: So if it goes to
20 Effective Management Workgroup that authorize
21 and approve the first draft, is it considered
22 approved by the Council, good to go?

1 MS. CAMPBELL: No.

2 MR. RICHARDSON: No. Can the
3 Council meet via conference call?

4 MS. CAMPBELL: Yes, but if you're
5 going to meet, what I'm going to have to do,
6 I have to run that through Nick. I'm thinking
7 yes, I'm not 100 percent certain. But I know
8 that if you're going to meet whether it's via
9 teleconference, whatever, it has to be put in
10 the Federal Register. That I do know, all
11 right? So we could look at, I'm thinking
12 about time and then --

13 MS. MOLLE: Let's set a date for
14 the conference call so that we're ahead of the
15 time frame and we'll get it in the Federal
16 Register. And that will give us some true
17 deadlines of when we need to approve this.

18 MS. CAMPBELL: Because nothing
19 says the maximum amount of time, it doesn't
20 say the max. There's a minimal amount you
21 have to have.

22 MR. LEWIS: At least 15 days, but

1 you just go under the guise of cost, we're
2 saving cost by the travel. And that's become
3 --

4 DR. STAPP: But if you do that, we
5 don't want to get carried away where we have
6 a smaller conference call and then it takes
7 the place of our next physical meeting.

8 MS. CAMPBELL: Right.

9 MR. RICHARDSON: That we don't
10 want to do. But I think we also don't want to
11 see this buried and waiting for action, you
12 know --

13 DR. STAPP: See, this thing it
14 says that we can't have a conference call, and
15 it not be an official Council meeting.

16 MS. WHITMAN: Right, exactly.

17 DR. STAPP: This is kind of a
18 working conference call.

19 MS. CAMPBELL: And this is an
20 official Council meeting. And a resolution
21 can be passed at this meeting, that gives this
22 sub-workgroup authority to continue and

1 complete this project.

2 MS. MOLLE: And to approve it, and
3 let's put a deadline on it.

4 MS. CAMPBELL: So you can give the
5 subgroup the authority to work on the project,
6 complete it, and execute it. And then we'll
7 follow up to update via teleconference.

8 MS. JAMES: I motion to do that.

9 MS. CAMPBELL: I can't say it,
10 someone else can say it.

11 MS. JAMES: I motion to have the
12 Outreach Committee follow through with this
13 project and complete it.

14 MS. MOLLE: Is there a deadline
15 you want to put on that?

16 MS. JAMES: By --

17 MR. WALDRON: Christmas?

18 MS. JAMES: January, December?

19 MR. WALDRON: Push them, push
20 them.

21 MS. JAMES: December?

22 MR. WALDRON: December 31st?

1 MS. JAMES: December 31st?

2 MR. WALDRON: Because it's urgent.

3 MS. JAMES: All right, December
4 31st.

5 MS. WHITMAN: Is there a second?

6 MS. CAMPBELL: All right, so with
7 that plan --

8 MS. WHITMAN: So the motion is
9 that the Outreach Subgroup will develop the --

10 MS. JAMES: Will develop and
11 complete.

12 MS. WHITMAN: -- develop --

13 MS. JAMES: Develop, complete, and
14 execute the strategies for --

15 MR. BERNAL: Final draft.

16 MS. JAMES: -- the final draft.

17 MALE PARTICIPANT: Of this two
18 page document.

19 MS. JAMES: Yes.

20 MS. CAMPBELL: And they're going
21 to, it's call the Statement of Urgency was
22 what we thought, the Statement of Urgency

1 related to Section 166.

2 MS. JAMES: So the Statement --

3 MS. CAMPBELL: Statement of
4 Urgency of what?

5 (Off microphone discussion)

6 MS. JAMES: By December 31st.

7 DR. STAPP: Then it's presented to
8 the Effective Workgroup at your next meeting.
9 Then the Effective Workgroup will take it to
10 our next face-to-face Council Meeting.

11 MR. WALDRON: Yes, we'll have it
12 all done by the 31st then it will just be an
13 action item for the Advisory Board's second
14 meeting.

15 MS. WHITMAN: All those in favor
16 by the December 31 deadline?

17 MALE PARTICIPANT: Aye.

18 FEMALE PARTICIPANT: Aye.

19 MS. WHITMAN: Those who oppose?

20 MR. RICHARDSON: Hold on.

21 MS. WHITMAN: I'm sorry. Ms.
22 Richardson?

1 MS. RICHARDSON: I'm sorry, I
2 thought that the motion was to authorize the
3 Effective Management Workgroup.

4 MS. CAMPBELL: We're authorizing
5 Outreach.

6 MS. WHITMAN: It's authorizing the
7 Outreach Subgroup to develop the paper.

8 MS. CAMPBELL: Which is a new
9 group that --

10 MS. RICHARDSON: Oh, okay.

11 MS. CAMPBELL: It was a subgroup
12 that was identified at the last meeting, it's
13 in the notes. That's one of the priorities,
14 is to advocate, is to do outreach for this
15 program. So that's a sub-workgroup in and of
16 itself.

17 MS. RICHARDSON: Okay, and then
18 when that draft is completed December 31, then
19 it is forwarded to Perspective Management --

20 MS. WHITMAN: Perspective
21 Management --

22 MS. RICHARDSON: -- Workgroup,

1 which at point in time we will have a
2 conference call and we will have the
3 authorization to approve that?

4 MR. RICHARDSON: The Effective
5 Management Workgroup is authorized to the
6 final approval? That's what I thought --

7 MR. WALDRON: Oh, yes, no they're
8 not. They've got to approve that final draft
9 for the Council then take it to the Council.

10 MR. RICHARDSON: So we're still
11 going to be next year before this product gets
12 approval.

13 MS. CAMPBELL: Well first of all,
14 let me just clarify something. The Advocacy
15 Workgroup is a sub-workgroup in and of itself.
16 It doesn't meet, it doesn't account to, it
17 doesn't report to the Effective Management
18 Workgroup. This was identified and approved
19 as independent, subwork, we're going to put
20 resources in.

21 What we're saying, what I heard on
22 this motion, was that the Council today, is

1 making a motion to allow this sub-workgroup to
2 create, develop, finalize, and proceed with
3 this document. And they'll come back and
4 provide formal update. The Council is in
5 session so we could do that now. But we'll
6 come back and give an update to the group, to
7 all of the Council members who want to attend.

8 MR. WALDRON: So we can just skip
9 the Effective Management part.

10 MS. CAMPBELL: You've got it.

11 MR. WALDRON: Go directly to the
12 Advisory Board on the phone, on the 31st.
13 Well, in or near.

14 MS. CAMPBELL: Or soon thereof.
15 I'm going to make sure that that's going to be
16 one of our deliverables. I did think I'd have
17 to publish it in the Federal Register. We can
18 do a teleconference as consistent with one
19 more tick in the technology step.

20 MR. WALDRON: So the question
21 would be if we get the total Advisory Board on
22 a teleconference to accept, we can move it

1 forward from there if we have a quorum. Could
2 we constitute business as a teleconference
3 group?

4 MS. CAMPBELL: Yes!

5 MR. WALDRON: All right. Well
6 that's beautiful. That will eliminate a lot
7 of time.

8 MS. JAMES: And then we don't have
9 to wait a whole year.

10 MR. RICHARDSON: It's not one of
11 the budgeted face-to-face meetings.

12 MS. CAMPBELL: Right, it's not a
13 budgeted.

14 MR. RICHARDSON: And that's what
15 we have to be careful about, is that the funds
16 expended to conduct workgroup teleconferences
17 don't supplant a face-to-face Advisory Council
18 meeting.

19 MS. WHITMAN: And also, this
20 doesn't have to be published in the Federal
21 Register, does it?

22 MS. CAMPBELL: Then we're going,

1 quick question I have to answer.

2 MS. WHITMAN: I'll say prayer now.

3 MR. BERNAL: What's stopping us
4 from presenting a motion today as an action
5 item, in approving the Outreach letter as
6 presented, as outlined today, for
7 implementation let's say January 2013?

8 MS. CAMPBELL: Nothing prohibits
9 that. It is an approved sub-workgroup and a
10 resolution is on the table to allow them to do
11 just that.

12 MR. RICHARDSON: Except the
13 Council will want to give that authority
14 without seeing the product.

15 MS. CAMPBELL: But that's why I am
16 saying, that's why you have the sub-
17 workgroups. You take a task and you assign it
18 to a sub-workgroup, this Outreach Sub-
19 workgroup, that can conduct a teleconference
20 without federal notice.

21 FEMALE PARTICIPANT: In workgroup.

22 MS. CAMPBELL: Right. The

1 workgroup can get together and have a
2 teleconference without a federal notice. With
3 your approval here, they can go forward. The
4 sub-workgroup can go forward, do exactly what
5 Jessica proposed. And then, if it's decided
6 later that we want to have a teleconference,
7 nothing's in the law or the charter itself
8 that says there's a maximum of, I mean there's
9 a minimum of these two meetings.

10 MR. RICHARDSON: But I guess, you
11 know, the point of clarity that I'm hearing is
12 that the subgroup's going to do it's work,
13 going to complete it's product.

14 MS. CAMPBELL: Right.

15 MR. RICHARDSON: And it's going to
16 report its final product back to the Effective
17 Management Workgroup or back to this Council,
18 this Council in a telephone conference call
19 meeting. At which point, if accepted, it will
20 be presented as a recommendation or advice
21 from this Council. Or a product from this
22 Council.

1 MS. CAMPBELL: Or, you can give
2 the approval today to do it. We could do it
3 today, we have a quorum.

4 MR. RICHARDSON: Without seeing
5 the product.

6 DR. STAPP: But we don't have the
7 product today. We should do it in the order
8 that --

9 MR. WALDRON: I would recommend
10 you see the product.

11 MS. WHITMAN: So we're talking
12 about seeing the draft before the Council can
13 make any sort of decision, is that it?

14 DR. STAPP: No, we're talking
15 about seeing the product now.

16 MS. WHITMAN: Right, the final
17 product. But to us it's going to be a draft
18 because the Council will have to approve it.

19 MS. CAMPBELL: Okay.

20 DR. STAPP: So we'll take her
21 timeline and mix it in with what Elkton just
22 said, and we'll have a fill Council conference

1 call in January.

2 MS. CAMPBELL: January, 2013.

3 That answer your question, Elk?

4 MR. RICHARDSON: Yes it does. I
5 mean, that clarifies that, you know, the
6 Committee's empowered to do its work, it's
7 given its charge. But, you know, it's not a
8 product of the Advisory Council's approval
9 until we've seen the product.

10 MS. CAMPBELL: Yes, that's an
11 excellent point, that's an excellent point.

12 MS. RICHARDSON: And then how does
13 this product get given to Congress?

14 MS. CAMPBELL: Through our
15 advocacy Outreach effort, that's independent
16 of this Council.

17 MS. JAMES: So do I need to
18 restate my motion?

19 MS. CARROLL: So that might be
20 another task charged to the Outreach group, is
21 to have recommendations for dispersing the
22 paper?

1 MS. CAMPBELL: So if you like. We
2 can state, you know, we'll state we're going
3 to first have to vote on this motion and then
4 we'll be able to, the Council can look at
5 this.

6 MS. JAMES: Should I restate the
7 motion?

8 MS. CAMPBELL: Yes, please.

9 MS. JAMES: Okay. I make a motion
10 to provide the Outreach Subgroup with a
11 recommendation to continue the project and the
12 papers. And to report back to the Council by,
13 help me out with the wordage, please, by
14 December 31st. And we'll follow up with a
15 conference call in January 2013, with the full
16 Council, quorum, to move forward. Does that
17 sound good? Do I need to add more?

18 MS. CAMPBELL: That's good.

19 MS. WHITMAN: Okay, please clarify
20 for me, the Outreach Subgroup Committee of the
21 Council, the motion is to allow the Outreach
22 Subgroup of the Council to continue and

1 complete the Statement of Urgency product on
2 WIA Section 166, and report back to the
3 Council, no, and complete the product by
4 December 31st, and follow up with a telephone
5 conference with the Council in January 2013.
6 Are there any corrections to that?

7 MS. JAMES: No.

8 MS. WHITMAN: Okay, any
9 discussion? Councilman Stapp? All those in
10 favor say aye?

11 MALE PARTICIPANT: Aye.

12 FEMALE PARTICIPANT: Aye.

13 MS. WHITMAN: All those opposed?
14 All right, the motion has been adopted.

15 MS. CARROLL: I have a question.

16 MS. WHITMAN: Councilwoman
17 Carroll?

18 MS. CARROLL: On this paper here,
19 it identifies what we keep referring to as a
20 subcommittee as a workgroup. So, what is it
21 officially? Is it a full workgroup or is it
22 a subcommittee of a workgroup?

1 MS. CAMPBELL: It's a sub-
2 workgroup, that's how it's termed in the
3 charter.

4 MS. CARROLL: If it's a sub-
5 workgroup, what is it a sub of?

6 MS. WHITMAN: Of which group?

7 MS. CAMPBELL: Of the larger
8 Council, a subcommittee.

9 MS. WHITMAN: Of the Effective
10 Management Workgroup?

11 MS. CARROLL: That's what I'm
12 asking. Because according to this --

13 MS. CAMPBELL: I don't know how
14 they define it.

15 MS. CARROLL: According to this
16 it's just another workgroup.

17 MS. CAMPBELL: It's a workgroup.
18 So it's a sub-workgroup.

19 MS. CARROLL: It's not a sub of
20 anything.

21 MR. WALDRON: There was already a
22 workgroup in Arizona.

1 MS. CAMPBELL: In the charter,
2 they call the subgroups sub-workgroups.
3 That's how it's termed in the charter, sub-
4 workgroups.

5 MR. LEWIS: But this particular
6 group has a project. And so when that
7 project's done, that group is done.

8 FEMALE PARTICIPANT: Then it's
9 complete.

10 MS. CAMPBELL: Right.

11 MS. CARROLL: I don't believe so.

12 MR. LEWIS: So it should be ad hoc
13 or something because it has a special project.
14 And then we end it, we phase out when we're
15 done with that, December 31st.

16 MS. CARROLL: That was not my
17 understanding when the workgroup was formed.

18 MR. LEWIS: That was on the Our
19 Story. This is not necessarily the Our Story,
20 right?

21 MS. CARROLL: No, no, no, there
22 was, in Louisiana, it was suggested that we

1 have a workgroup to do Outreach, an advocacy
2 workgroup. And that's this workgroup. This
3 workgroup has been tasked with completing a
4 draft document. That's just one task. But
5 that doesn't mean that that's all they're
6 doing. It's my understanding, now I just want
7 to be clear.

8 DR. STAPP: Well, we did need
9 further clarification in what we want to talk
10 through. Because if we're giving it as a
11 workgroup from Louisiana and continuing, then
12 it's on equal par with like the Effective
13 Workgroup.

14 MS. CARROLL: That's my question.

15 DR. STAPP: -- but we kept calling
16 it a subgroup like it reports back to somebody
17 else first, which is kind of a different
18 category. The workgroups have to be approved
19 and on the list and they're on ongoing group.

20 MS. CARROLL: Right.

21 DR. STAPP: But a subgroup could
22 be tasked with an individual --

1 MS. CARROLL: Right.

2 DR. STAPP: -- so that's what I
3 thought this was kind of a project for this
4 group.

5 MS. CAMPBELL: The Council can
6 clarify if it's going to be a sub-workgroup
7 that reports to the Effective Management
8 Workgroup or is it going to be a workgroup.

9 MS. CARROLL: My understanding was
10 that it had already been determined. And
11 that's where this obviously came from.

12 MR. LEWIS: But you can amend it.
13 You can amend it with Council, right?

14 MS. CARROLL: I don't know that we
15 want to. I think we wanted a workgroup.

16 MS. CAMPBELL: A workgroup, for
17 Outreach.

18 MS. CARROLL: So it's a workgroup.
19 Is that how you understood?

20 MR. BERNAL: I'm fine with either
21 way. I believe technically in Louisiana it
22 was framed by Chair Lorenda Sanchez to be a

1 sub-committee, of the Education Committee.

2 MR. WALDRON: Well she's here, I
3 can ask her for clarification. Hey Lorenda?

4 MS. SANCHEZ: Yes?

5 MR. WALDRON: Have you been
6 following that little discussion, able to hear
7 it all?

8 MS. SANCHEZ: Parts of it.

9 MR. WALDRON: Yes. Looking for
10 clarification on workgroup versus sub-
11 workgroup in reference to communications that
12 we had in Louisiana on Outreach, sub-workgroup
13 or workgroup.

14 MS. CAMPBELL: And also a comment,
15 that it is --

16 MS. SANCHEZ: My understanding was
17 that we designated it as a sub-workgroup, and
18 partially due to the DOL position that they
19 only wanted us to have five like standing
20 workgroups. And our numbers were beyond the
21 five.

22 MS. WHITMAN: That's right, I do

1 recall that being brought up. Because we're
2 limited on the number of workgroups.

3 MS. CAMPBELL: Right, but also too
4 --

5 MR. WALDRON: So it's classified
6 as a sub-workgroup? Of what group?

7 MS. CAMPBELL: Can I make a
8 comment? Also too, last year's meeting, it
9 was last year's meeting, under this PY 2012
10 Strategic Plan, this is a priority, our number
11 one priority. So, I mean, the Council can
12 identify it as a group or a, I mean a
13 workgroup, and still maintain under five.

14 I mean, right now there's not five
15 official workgroups. We have the Effective
16 Management Workgroup, the Census Workgroup,
17 and the Education, that's it, and Education,
18 NIT, that's three.

19 MS. WHITMAN: Councilwoman
20 Carroll?

21 MS. CARROLL: I'm more confused.
22 What we identified as one of our priority

1 projects was the Our Story.

2 MS. WHITMAN: Yes.

3 MS. CARROLL: This is not Our
4 Story. This is an advocacy paper for more
5 funding. I mean, you know, I think it's
6 important, I mean, it's something we've been
7 working on for a long time but it's not Our
8 Story. Our Story is something totally
9 different.

10 MS. CAMPBELL: Right, I agree.
11 Okay, so this is not a priority.

12 MR. RICHARDSON: Did we not engage
13 this whole discussion as an opening this
14 morning for a continuation of the Our Story
15 Workgroup and drafting of this two page
16 document white paper? So why is this not a
17 subgroup of the Our Story Workgroup?

18 I mean, if we're trying to keep
19 this to a minimum of five workgroups, and as
20 I look at this list here, you know, I see
21 seven. And Outreach is one of them. And
22 believe me, I have no problems about these

1 being individual workgroups.

2 But, you know, I see Census as
3 sort of ad hoc. Census comes up every ten
4 years and doesn't need to be a workgroup, an
5 existence in 2019, I don't know, or 2018.

6 But I think we could have five
7 workgroups and, you know, Outreach, we just
8 need to decide if, and define it, or maybe
9 it's already been done, as to whether or not
10 it stands on its own as a workgroup. Or is it
11 a subgroup of one of the other workgroups?

12 And more specifically, this
13 project we've been discussing for the past two
14 hours, here, you know, is it part of the
15 function of a workgroup that's standing on its
16 own or is it a sub-workgroup?

17 To me it doesn't really matter as
18 long as the work gets done and we get the
19 product we're looking for. But if it's going
20 to be ongoing, an ongoing part of one
21 workgroup or another, then let's appropriately
22 place it where it belongs.

1 MS. WHITMAN: Councilman Stapp?

2 DR. STAPP: Building on what Elk
3 said, you know, I see this as just a specific
4 task that the Council at large is responsible
5 for because it's an advocacy paper for us as
6 the Council and for WIA programs. So I don't
7 see it really being necessary to tie it to
8 Effective Management or the Our Story
9 Workgroup.

10 Our Story can use it once we
11 finish it, you know, and they probably should
12 use it. But it doesn't necessarily have to be
13 tied to that project. We need this in general
14 as a Council as an ongoing educational tool
15 when we go on the Hill. And that's one of the
16 ways we should be using it, is making business
17 to the Hill and saying hey, this is why we're
18 important, this is why reauthorization's
19 important.

20 You know that when you go on the
21 Hill they only give you five minutes. And it
22 would be hard to squeeze in the whole story.

1 So this two page paperwork here that really
2 boils it down to here's the high bullet points
3 that we need you to know, and that's what this
4 is.

5 So I see it more as for the
6 Council as the whole and, you know, we're
7 getting so caught up on what group it belongs
8 to or it's in a subgroup or whatever, it's
9 just the task that needs to be completed. And
10 we have a good group of people working on it.

11 So the way you had it earlier
12 where that group can report directly to us on
13 a conference call as a Council, I think we're
14 done, we're ready to go. So I make a motion
15 to we handle it that way.

16 MS. WHITMAN: So Councilman
17 Waldron, exactly, I was going to ask, does the
18 motion just remain as approved?

19 MR. BERNAL: Well, her motion was
20 to get the job done. So I'll make the motion
21 to, how to classify the project. Because
22 Kim's right. And if we made it a subgroup,

1 we've got to follow all these other rules and
2 it's an ongoing and we need to have it on the
3 list and all that kind of stuff.

4 So if we just keep it as a task of
5 the Council, then we can do what Elk said and
6 what she presented. So my motion is to make
7 it a task group of the full Council,
8 reportable to the full Council.

9 MR. WALDRON: And I'll second it.

10 MS. WHITMAN: All right, any
11 discussion? Councilman Waldron?

12 MR. WALDRON: We're done.

13 MS. WHITMAN: Okay. All those in
14 favor?

15 FEMALE PARTICIPANT: Aye.

16 MALE PARTICIPANT: Aye.

17 MS. WHITMAN: Those who oppose?
18 All right, the motion has been adopted.

19 MS. CAMPBELL: Okay so we have
20 like, great job, this is new, it's different.
21 But I think we're making progress. That's
22 where we're at and I appreciate all the,

1 because it is, there's a lot of different sub-
2 workgroups, the charts, so we've finalized, we
3 are moving on. Because we're going to
4 summarize this and then we'll going to go to
5 lunch. So at least we got at least this
6 portion done and we'll be able to pull it
7 together and turn it over to the identified
8 individuals who will work on it.

9 Now on Our Story, we were talking
10 about, where we left off before we put the
11 motion, I want to wrap up so we can go to
12 lunch real quick, because I don't want to lose
13 this thought.

14 So we had said that, okay, this is
15 the impact or the consequences of us not
16 receiving funding minimally at \$55 million.
17 We really need \$100 million. Is there any
18 pointers we want to make in our summary or are
19 we good? These are the recommendations of --

20 DR. STAPP: We just have to know
21 that while we say we want \$100 million, we've
22 got to say why, and it was for the level of

1 need on it. And we'll leave those numbers
2 from '98 to compare it to the \$50,000 or
3 \$55,000 back then.

4 MS. CAMPBELL: Right, we could use
5 the numbers to reinforce the why.

6 MS. WHITMAN: Councilwoman James?

7 MS. JAMES: Lorenda had also sent
8 Mike some other papers, that's the
9 Administration of Native American Workforce
10 Programs, History, Policy, and Common Sense.
11 And it's a seven pager, it was formed back in
12 February 2011. You could utilize that
13 information within that paper, as a footnote,
14 resource.

15 MS. CAMPBELL: What do you mean a
16 resource for a footnote?

17 MS. JAMES: It's called The
18 Administration of Native American Workforce
19 Program. And it has really, really good
20 language that quotes the law, about seven
21 pages.

22 MS. WHITMAN: So that's been sent

1 to Michael?

2 MS. JAMES: Yes, that should have
3 been sent.

4 (Off microphone discussion)

5 MS. CAMPBELL: We're going to save
6 paper, we're going to save paper. We're going
7 to take responsibility. All of these
8 different footnotes, we have these notes,
9 we're tasked with pulling it together.

10 Before we leave, one thing that
11 would be helpful, Mike, is if we at least get
12 the action plan in a draft, well no, not even
13 that, but a draft of draft because this is
14 what we're going to tell at least Jane
15 tomorrow, a little bit about this, a draft,
16 draft. We're going to email everything to
17 everybody, all right?

18 And we're going to email it by, we
19 can pull together and I'll be in on Friday.
20 We could send it back up primarily to the main
21 task group, and we'll cc the rest of the
22 Council.

1 MS. MOLLE: I just want to make a
2 friendly reminder --

3 MS. CAMPBELL: You got that?

4 MS. MOLLE: -- or a clarification
5 that in this whole paper that we're doing,
6 that we do put some success stories in there
7 or, you know, it's all, despite the fact of
8 high disparities and barriers to employment
9 and low funding, we have successfully, you
10 know, X amount of people or whatever we need
11 to use, percentages, I think we need to get
12 the successes in there as well.

13 MS. CAMPBELL: I'll give you a
14 good example. My understanding is a good
15 colleague of ours, and she probably is the
16 highest ranking official for Indian and Native
17 Americans in the Federal Government, and
18 that's Jody Gillett, in the White House. I
19 know that she has participated in this
20 program, and there's not more success than
21 that.

22 MR. WALDRON: Tom Dowd was the

1 Assistant Secretary --

2 MS. CAMPBELL: Tom Dowd, Jody
3 Gillett is the liaison for President Obama at
4 the White House.

5 MALE PARTICIPANT: She was in the
6 program?

7 MS. CAMPBELL: Yes.

8 MS. MOLLE: So we need to really
9 cite some of that.

10 MS. CAMPBELL: So even example, a
11 good concrete example, you know, folks that
12 come out of this program are working for your
13 President. That's a true career path, or an
14 opportunity.

15 DR. STAPP: We should cite them in
16 that order too, right after we do this but
17 whatever we get, here's the impact it had.

18 MS. CAMPBELL: Right. And this
19 would be a good bridge where we can go to
20 lunch and tie in, because we're going to give
21 an example of a success. And that would tie
22 right in to Our Story.

1 MS. RICHARDSON: Actually, Lorenda
2 has in the listening session on Page 2, she
3 has examples of 41 former participants who are
4 now Tribal Chair People, Thomas Dowd, former
5 Chief of the Division of Native American
6 Programs, and Deputy Assistant Secretary.

7 MS. CAMPBELL: Choose whichever
8 one because he's the Secretary of the
9 Department of Interior, the Bureau of Indian
10 Affairs is another, I mean there's countless
11 examples, William Mendoza, at Education,
12 there's a lot of examples, you're right, that
13 would be a good bridge. So with that --

14 MR. RICHARDSON: Before we break,
15 I just want to ask if we can make sure that
16 the people on, our colleagues on the line here
17 on the phone can hear everything? I know that
18 mic over there, so when Jacob and Jessica
19 speak, I don't know if our colleagues on the
20 phone are able to hear it because that mic, I
21 don't know if it has a weak or dead battery in
22 it, but it's not very audible. If we can get

1 --

2 MR. WALDRON: Well it's not a part
3 of his system. It's probably, could have used
4 that one over there. Lorenda, was you able to
5 hear Jessica and Jacob?

6 MS. SANCHEZ: I can barely hear
7 them.

8 MR. WALDRON: Okay.

9 DR. STAPP: Lorenda, can you hear
10 me okay? This is Dr. Stapp.

11 MS. SANCHEZ: I can hear you, Dr.
12 Stapp.

13 DR. STAPP: Okay.

14 MR. WALDRON: How about Carla?

15 MS. SANCHEZ: I can't hear Carla.

16 MR. WALDRON: Can't hear Carla.

17 MS. BOWLAN: I'm not speaking.

18 MALE PARTICIPANT: This is Carla.

19 MS. WHITMAN: Also, how soon is
20 the Council able to see the meeting notes from
21 yesterday through tomorrow, from the Court
22 Reporter?

1 MS. CAMPBELL: Well normally it
2 takes several months. However, Court Report,
3 Eric, hi, Eric, sorry. Normally what's the
4 turnaround for the notes, the meeting notes?

5 (Off microphone discussion)

6 MS. CAMPBELL: Ten business days,
7 so we will --

8 MS. WHITMAN: Ten business days,
9 all right. So can that be posted someplace
10 that the Council can have access to it?

11 MS. CAMPBELL: One second. What
12 we'll do is, ten business days, today's the
13 16th, right? One, two, three, four, five,
14 six, seven, eight, nine, ten, the week of
15 November 5th. Eric, the week of November 5th
16 is about 15 working business days. So we
17 would have a working draft, I mean a final
18 product? So that's another deliverable.

19 MS. WHITMAN: Right.

20 MS. CAMPBELL: And by that time
21 we'll have the contract in place, specifically
22 you guys, we'll get you guys up to speed to

1 how we'll need that, but we'll deliver.

2 MS. WHITMAN: So by November 5th
3 the Council will have access, they will let us
4 know like how we can access all of the meeting
5 notes that will come from the Court Reporter.

6 MS. CAMPBELL: We could provide a,
7 I'm really into the links. Two things,
8 always, all Council meeting notes are always
9 available on gsa.gov. We'll all provide that
10 link itself as well as, but all the meeting
11 notes are there. I have to put them there.
12 All of them are there. And then too,
13 specifically this one so it could be
14 highlighted. We'll send the link and it will
15 open right up to the PDF.

16 MS. RICHARDSON: One of those
17 other deliverables is what we talked about
18 yesterday, is about posting what has taken
19 place on the site. So maybe someone could
20 post that link onto the Council Web site so
21 the grantees can go in and see.

22 MS. WHITMAN: Right.

1 MS. CAMPBELL: We're going, we'll
2 cross that bridge after we kind of like put
3 some closure here. Because sometimes we get
4 multiplied tasks and we lose, you know, real
5 deliverables, you know, finalizing sort of
6 action items. And we'll probably sort of sum
7 this up but, all right, so it's break, 12:00
8 noon.

9 MS. WHITMAN: Are there any
10 questions or comments before recess for lunch?

11 MS. CAMPBELL: Can I add one more
12 thing? One more, we have one task
13 accomplished, right? Or at least put forward
14 as the task. So we're going to come back,
15 we'll have two hours before we go into public
16 comment. And we do have three individuals
17 here that will provide public comment this
18 afternoon. So from 2:00 to 4:00 is public
19 comment.

20 And when we come back, what is it,
21 what time is it, 1:00, 1:30 let's say? 1:30?
22 Okay, so we have about a half an hour. So

1 what do we want to work on next, the Our
2 Story? Or what is going to be the next
3 deliverable we want to --

4 MS. CARROLL: Have we finished
5 prioritizing our projects?

6 MS. CAMPBELL: It's however you
7 want it, it might be a good use of that half
8 hour, Winona, you want to use that next half
9 an hour?

10 MS. WHITMAN: I think that would
11 be --

12 MS. CAMPBELL: You want to
13 prioritize, list them? Okay, and then maybe
14 task them out? I don't know. Just think
15 about that when we were doing lunch so, how
16 about an hour and a half then we'll come back
17 and redo our priority list and then decide if
18 there's something that we want to work on,
19 because the public comment may take about an
20 hour. Then after that we'll be able to
21 continue to work.

22 MS. CARROLL: So we will return at

1 1:30?

2 MS. CAMPBELL: Yes, 1:30 so
3 everybody will have enough time to sort of --

4 MS. WHITMAN: All right.

5 MS. CAMPBELL: Okay?

6 MS. WHITMAN: We're recessing
7 until lunch.

8 (Whereupon, the meeting in the
9 above-mentioned matter went off the record at
10 11:55 a.m. and went back on the record at 1:35
11 p.m.)

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1 MR. WALDRON: Yes.

2 DR. STAPP: What's the difference
3 between that page and that third one over?

4 MR. LEWIS: That one was just,
5 that's an extra one as you were adding other
6 We Believe projects, that was just put in
7 more.

8 MS. JAMES: Is that a six?

9 MR. LEWIS: Oh yes, okay, I see
10 what you mean.

11 MS. WHITMAN: Can we read those?
12 I think it's my vision. Can you read them?

13 MR. LEWIS: Yes, education
14 measure, full implementation, the second one
15 is to update the --

16 MS. JAMES: We have Lorenda on the
17 phone.

18 MR. LEWIS: Number 2 is update
19 software BearTracks, make it more user
20 friendly, incorporate the education as
21 necessary. The third one is accountability
22 system, to include GPRA transparency. The

1 fourth is technical assistance and logistical
2 support. Fifth one is white paper for
3 reauthorization. Number six is to continue
4 Our Story. And that's all inclusive, right,
5 there isn't anything missing?

6 MR. WALDRON: So are they in order
7 of priority or are they just numbered as we
8 went about them?

9 MS. WHITMAN: We have to
10 prioritize them.

11 MS. MOLLE: And Group Number 3,
12 right below that, it's got partner 477/166.

13 MR. WALDRON: Annual report.

14 MS. MOLLE: Well, prior to the
15 annual report. remember we talked about --

16 MR. WALDRON: Oh, implementation
17 with --

18 MS. MOLLE: Or partnering the 477
19 with 166, at the conferences and things. We
20 talked about that yesterday.

21 MR. WALDRON: Yes, well that one
22 was in reference to the Advisory Board having

1 quarterly reports and out to the community.

2 MS. MOLLE: That's the annual
3 report.

4 MR. WALDRON: Right.

5 MS. MOLLE: The other one --

6 MR. WALDRON: Was it to include
7 this?

8 MS. MOLLE: That was your idea, do
9 you recall?

10 MR. WALDRON: I probably did, yes,
11 I'm sure I did because that is under mine.

12 MR. LEWIS: So that's Number 7.

13 MS. MOLLE: Yes, how we need to
14 work --

15 MR. WALDRON: Work together.

16 MS. MOLLE: -- instead of the
17 division --

18 MR. WALDRON: And yes, in unity,
19 right, Chris is right, I remember now.

20 MR. LEWIS: Because a lot of this
21 is duplication and --

22 MS. MOLLE: Right, Number 7,

1 Number 7, and then Number 8 would be the
2 annual report, that we don't get a report of
3 what --

4 MR. WALDRON: Anymore, like we
5 used to.

6 MS. MOLLE: We haven't had a
7 report for a long time.

8 MR. LEWIS: So there's eight?

9 MR. WALDRON: You want to move
10 your flow chart over there so you could write
11 over there instead of walking back and forth?

12 FEMALE PARTICIPANT: I've got them
13 over here.

14 FEMALE PARTICIPANT: Okay.

15 MR. RICHARDSON: Well we did take
16 action yesterday, that the Our Story project
17 was our priority. So then I guess we're now
18 seeking what's --

19 MS. MOLLE: Education measures.

20 MR. WALDRON: So choosing again,
21 what's number two?

22 MS. MOLLE: Education measures.

1 MR. WALDRON: That was Number 1.

2 MS. MOLLE: Education measure.

3 MR. LEWIS: So we're going to
4 reorder the eight, right?

5 MR. WALDRON: Excuse me?

6 MR. LEWIS: We're going to reorder
7 the eight bullets into first priority?

8 MR. WALDRON: I think so.

9 MR. LEWIS: And, okay, so --

10 (Crosstalk)

11 MS. MOLLE: They weren't in order.
12 That was just brainstorming.

13 MR. LEWIS: Oh, okay.

14 MS. MOLLE: So now we can do that.

15 MR. WALDRON: So they weren't in
16 order.

17 (Crosstalk)

18 MS. WHITMAN: Councilwoman
19 Carroll?

20 MS. CARROLL: I think that one
21 that is very important and it is very timely
22 would be TA. I think that considering all

1 that's happened recently, that a plan to
2 provide technical assistance to the grantee
3 community is something that we need to
4 address.

5 MR. WALDRON: So we want to do
6 like the top five?

7 MS. CARROLL: I'm wondering if we
8 have eight to choose from, and maybe to start
9 off with we could each write down our top
10 three and then, you know, look at those and
11 see how many are, I don't know, because I
12 don't see how we're going to --

13 MS. MOLLE: What are we presenting
14 to, is it Jane Oates tomorrow morning?

15 MS. CAMPBELL: Yes.

16 MS. MOLLE: The education measure
17 --

18 MR. WALDRON: The priorities.

19 MS. CAMPBELL: What are the
20 priorities? We're doing a few minutes we can
21 get the bowls if we held them out.

22 MS. MOLLE: And the TAT.

1 MR. WALDRON: So how many
2 priorities do we get to give her, all eight?

3 MS. MOLLE: All we can fit in an
4 hour, right? Am I right?

5 MS. CAMPBELL: Yes. And also a
6 really good key is who's going to do the
7 presentation to her, and what information we
8 want to ensure that she receives. And also,
9 too, so how much she receives, how much, and
10 really what we would like to present to, what
11 you all would like to present to the
12 Administration, understanding that the
13 Administration can change. And if it does
14 change we would have to come back and reread
15 to someone else.

16 And maybe it's the highlights, the
17 specific items that you want to come across
18 that's going to be key. But really there too,
19 I would have the Council consider putting
20 before, really, not so much recommendations
21 for approval, but really specify what we are
22 going to outline and work on. This is what

1 we're going to do so whatever goes forward,
2 she understands. But more importantly, is
3 what we'll put in, I'll put in, in the
4 transition paper for the incoming
5 Administration, despite who it is.

6 MR. WALDRON: Right, so I'll go
7 with Kim Carroll on her. I think the
8 education measure and the T&TA logistical
9 support are two very important topics that
10 should be up in the forefront as our people
11 need training, and education we've been
12 working on for eight years for those of us who
13 have been working on it for eight years,
14 that's how long we've been working on it. And
15 I know Our Story's in there too so those
16 three, you know, for me anyway.

17 MR. LEWIS: We're going to use
18 the, we're doing both this --

19 MS. WHITMAN: Okay, that will be
20 good.

21 MR. LEWIS: So increase the funds.

22 MS. WHITMAN: Okay. So the first

1 one is the education measure and second is the
2 --

3 MR. WALDRON: The T&TA logistic
4 support and then it was Our Story.

5 MS. WHITMAN: Our Story third.

6 MR. WALDRON: And those were just
7 my idea and I was just supporting Kim's.

8 MR. LEWIS: Okay, what was the one
9 that I need?

10 MR. WALDRON: Education measures.

11 MR. LEWIS: After that one?

12 MS. WHITMAN: TAT.

13 FEMALE PARTICIPANT: Grantee
14 community.

15 MR. LEWIS: Right.

16 (Off microphone discussion)

17 MS. CAMPBELL: And also too, it
18 might be helpful to give her some information
19 or at least make her aware that we are working
20 on a task that would be a two page, that two
21 page white paper that we are going to do some
22 advocacy and outreach.

1 MR. WALDRON: I think another one
2 we talked about, not only that mission
3 statement, but was around the consultation,
4 how WIA Advisory Board was going to be
5 included in that. Has that been determined?
6 That almost sounded like we were not going to
7 be, that there's going to be a second group of
8 tribal leaders or --

9 MS. CAMPBELL: Well as it stands
10 now, there's not the consultation policy for
11 the Department of Labor, is still in
12 clearance, so there's not an official
13 consultation. I know it's been out for public
14 comment and the public comment has closed. I
15 think that there was only two comments that
16 came in, both from Alaskan entities about the
17 definition of Alaskan entities and that's it.
18 So I know the public comment is closed with
19 both the 30 and the 60 day notice went out.
20 And it is in final clearance.

21 So when Gabriela, Dr. Lemus, came
22 and spoke to the Council, she had indicated

1 and it had still included, and because it is
2 in a draft format, we initially had the draft
3 included in this package but it is in final
4 clearance so we couldn't provide it as a
5 draft, draft.

6 However, when she met with us she
7 had indicated, and it was still in there. And
8 I believe that you could still access it on
9 the public comments, it's a public record.
10 And it includes the, we didn't use the term
11 confer, but it did include not consultation
12 with the 166 non-profit grantees, but it does
13 include that the Department would seek
14 advisement from the Indian and Native
15 American, this funding, training Council.
16 That is one of the mechanisms that's in place
17 in that policy.

18 So they didn't specifically
19 address, you know, consultation and what that
20 would look like for non-profits or non-tribal
21 entities, but it does clearly state that the
22 Department will consult with this body for

1 policy.

2 MR. WALDRON: So we could advise
3 the Secretary before she has her full
4 consultation meeting.

5 MS. CAMPBELL: Oh yes.

6 MR. WALDRON: That's how it came
7 down but it was not confirmed.

8 MS. CAMPBELL: Yes. And that is
9 in the policy. And that's what she had
10 discussed that you all recommended to her when
11 she came and met with you, this was almost a
12 year ago.

13 FEMALE PARTICIPANT: So that's
14 already implemented?

15 MS. WHITMAN: No, it's the
16 proposed policy.

17 MS. CAMPBELL: It's actually not
18 proposed it's just in the final clearance for
19 signature, which means that it's gone through
20 all of the legal, I mean it's gone through
21 everything. Right, it's gone out to public
22 comment for the tracks fund, through

1 everything, both of them. It's just sitting
2 in the final queue.

3 MS. WHITMAN: It was published
4 April 18th.

5 MS. CAMPBELL: I'm not working on
6 the policy. I was informed and he was
7 formerly on our agenda, and I reached out to
8 that office because he was our liaison, that
9 it is in clearance.

10 MALE PARTICIPANT: Right, and we
11 count clearance as the bad thing.

12 DR. STAPP: So is it going to be
13 done before the election, would be important.

14 MS. CAMPBELL: Yes, it is
15 important. That tribal consultation and
16 making that point, it may be, it is a valid
17 one to put in terms of priorities, following
18 up, asking that question, and that's what
19 we're there for.

20 MS. WHITMAN: Well, I'm looking at
21 the Federal Register when it was published on
22 April 18th and comments were supposed to be

1 received by June 18th.

2 MS. CAMPBELL: Right. And they
3 got all those comments. They put it back out
4 for the final information collection public
5 comment, and it's cleared that as well.

6 FEMALE PARTICIPANT: So it's
7 sitting on somebody's desk.

8 MS. CAMPBELL: It is in final
9 clearance.

10 MALE PARTICIPANT: At the back of
11 the store, scratch and dent sale.

12 MR. WALDRON: So getting back to
13 this thing here, so Group 2, we talked about,
14 I know it was Group 2 not Priority 2, was the
15 mission statement for the Advisory Board, how
16 do you guys, where do you see that in the
17 priority area?

18 MR. RICHARDSON: I mean when you
19 talk about prioritizing, I mean, I thought we
20 were just focusing on the projects for the
21 next year.

22 MR. WALDRON: So that would be

1 just that one through five?

2 MR. RICHARDSON: Well yes, and the
3 seven, the seven here that we talked about.

4 MR. LEWIS: This one, this one,
5 this one, and then this one. These are all
6 duplication of some of the eight. And some of
7 them are on other topics, new Council and the
8 mission.

9 DR. STAPP: The mission statement,
10 it's important to have one. But as far as
11 making it a priority for the year, no.

12 (Crosstalk)

13 MR. RICHARDSON: There's already
14 one in something that I was looking at this
15 morning.

16 MS. MOLLE: The BearTracks.

17 DR. STAPP: I thought it was good,
18 the one we had.

19 MS. MOLLE: Updating the
20 BearTracks.

21 MS. CAMPBELL: That would be with
22 the education measure.

1 MS. WHITMAN: Councilwoman Molle,
2 BearTracks? Did you indicate BearTracks as
3 part of it?

4 MS. MOLLE: Thank you.

5 DR. STAPP: I have a question on
6 Number 2, the TA, was just looking forward to
7 training. So just for clarification, is that
8 the same as TAT? And is that also including
9 what we talked about on the transparency part,
10 wanting the feedback and information about
11 contract amounts and --

12 MR. WALDRON: I suspect it is
13 because it seems to be avoiding the training
14 and we've got to move contractor and how are
15 we going to merge them together to get what we
16 need for the betterment of our grantee?

17 DR. STAPP: So Michael, could you
18 put a slash at the end of that, transparency,
19 so that we get feedback and we know what to
20 tell the rest of the grantees and how we're
21 spending that one percent?

22 MR. LEWIS: It looks like there's

1 two different topics. And that's basically
2 the conferences, the TA support, the 477, the
3 national conference. And then Number 3 you
4 had the accountability, which is S-respondent?

5 DR. STAPP: Yes, that's something
6 different.

7 (Crosstalk)

8 MS. MOLLE: How did that 110,000,
9 whatever that is?

10 MR. WALDRON: We want transparency
11 through everything.

12 MR. LEWIS: Okay.

13 MALE PARTICIPANT: But
14 specifically about the one percent money.

15 MR. WALDRON: I think there should
16 be some priority on our legislative agenda, I
17 mean, what we spent this morning, a couple
18 hours this morning talking about. It's all
19 about --

20 DR. STAPP: I think it's more
21 important than Our Story. Our Story is
22 important but just under mission statement,

1 that's not going to change the way we do
2 business or function as a Council.

3 And I really want us to focus more
4 on the important things at hand, like the
5 education end. We're going to be here for two
6 and a half days and we've only reserved an
7 hour to do Council work out of two and a half
8 days. So I'd like to emphasize that we only
9 meet twice a year, we should be more efficient
10 in what we do instead of doing miscellaneous
11 exercises.

12 MR. WALDRON: Well, let's move Our
13 Story down and pronounce it Number 2. And
14 maybe that may be action-oriented work for the
15 Advisory Council on more important topics.
16 Maybe 50 percent of our agenda will be full of
17 Council action steps.

18 DR. STAPP: Right, because if
19 you're saying it as a general statement to
20 include whatever we happen to be working on,
21 it's important for the Council and their time.
22 Because that always needs to be a priority,

1 and when I feel that we're not prioritizing it
2 enough.

3 We have the opportunity,
4 especially with the current Administration, to
5 be the first Council that's effective in
6 getting something done for all the grantees
7 and servicing the Secretary. I'd hate to miss
8 out on an opportunity by playing games.

9 MR. WALDRON: So do we want to put
10 a percentage on our agenda, like 70 percent,
11 60, 80, 90, 100, I mean, just getting to what
12 needs to be done, I'm all about getting the
13 thing done.

14 MS. CARROLL: Well should that be
15 Number 1?

16 DR. STAPP: Well does the Council
17 agree?

18 MS. CARROLL: Definitely, I do.
19 Should that be Number 1?

20 DR. STAPP: Yes, because it kind
21 of --

22 FEMALE PARTICIPANT: It's going to

1 roll as --

2 MR. WALDRON: Put 70 percent in
3 there, sure, 70 percent action items for the
4 Council every time we get together.

5 MS. CARROLL: No less than.

6 MS. CAMPBELL: Yes, no less than
7 70 percent.

8 MR. WALDRON: No less than 70
9 percent, of action-oriented discussion or
10 work. That's going to take more than two
11 weeks in itself. Do you want to make that
12 Number 1?

13 MS. CAMPBELL: Yes.

14 DR. STAPP: We can make it Number
15 1 because it kind of covers everything as
16 well.

17 MR. WALDRON: Yes, move them all
18 down one. Very good, Michael.

19 MS. JAMES: I like it, it sounds
20 good.

21 MS. CAMPBELL: For Number 2 can we
22 spell out it's actually a training and

1 technical assistance contract now. It's not
2 a grant.

3 MS. CARROLL: Well, I think we're
4 talking about training and technical
5 assistance in general.

6 MS. CAMPBELL: Okay, so training
7 and technical, spell that out, training and
8 technical assistance we need to be put TA so
9 she'll know the difference, so she'll know
10 exactly what we're getting at versus trying to
11 keep up the contract.

12 MS. CARROLL: Not the contract,
13 it's just the training, period.

14 MS. CAMPBELL: So training and
15 technical assistance, that's it. You know,
16 I'm wondering also, is that where there would
17 be a sub-bullet of the training and technical
18 assistance where we could request or get an
19 update on the national conference? Because of
20 course we have to go through and, as a
21 program, put in a formal request to have that
22 meeting. Is that the place where we give her

1 a heads up that it's coming through, the
2 importance of it?

3 MR. WALDRON: I don't know if it's
4 still is here or not, that there is a National
5 Chair as a position on the Council. It was
6 always part of it. I don't know if that got
7 removed with the restructuring it or not, or
8 how that, what happened.

9 I mean now, you happen to have it
10 because, you know, I'm here and on the Chair,
11 but I think in the past, the National Chair
12 always came and was part of the Report at
13 every Council meeting.

14 MS. CAMPBELL: That would be
15 positive and I guess we can always --

16 MR. WALDRON: That was always,
17 Lorenda, is that still in effect or did it
18 disappear?

19 MS. SANCHEZ: That disappeared
20 with the Bush Administration. We used to have
21 a spot for one, which was a coalition spot.
22 And the national conference had a spot. They

1 were what they called ad hoc positions. And
2 then we were told that they were not
3 appropriate for the Council.

4 MR. WALDRON: Well, we can do that
5 again, right?

6 MS. CAMPBELL: Or perhaps well, or
7 consider having them speak or give them a
8 speaking part via teleconference at a national
9 conference for an update. Or right now,
10 you're doing the next conference, we could
11 start there and then see what happens because
12 there's not a solid in.

13 Also, Troy keeps saying this but
14 we're, there's going to be a change in
15 Administration. So, you know, what we have in
16 place now to carry us over potentially, until
17 the next, that would be the calendar year, I
18 think would be beneficial. So right now you
19 could, you know, because you're the Chair,
20 right, at the next conference. And you're on
21 the Council, so it works.

22 MR. WALDRON: Right. So is it

1 possible, and maybe it's too early to tell in
2 lieu of what's going on, to push for the
3 national conference that goes into the new
4 Administration as part of our structure that
5 it happens all the time? You know, I was
6 talking to Margaret Zetec, and I don't want to
7 get into another topic right now, about
8 merging 477 and 166 national conference
9 together and making it one big conference.
10 Well maybe there's an opportunity to get that
11 started tomorrow, you know --

12 MS. CAMPBELL: I think that would
13 be beneficial, that one as a Council we are a
14 part of our training and technical assistance.
15 One of the proposals is to give her, or make
16 her aware that a formal request for this
17 meeting, for the national meeting is
18 forthcoming, that work's being done to partner
19 with, you know, the Bureau of Indian Affairs
20 477 Program, that you're working on it. We
21 don't have to have it finalized, but just so
22 she'll know.

1 And the reason why I say that is
2 because I'm going to have to submit that
3 formal package. And if she knows that it's
4 coming and is a part of something she talked
5 to you about as a technical assistance
6 agreement, she's ultimately going to approve
7 it or disapprove it before it goes on to the
8 Secretary's office. But, you know, the
9 package itself. And if they were not familiar
10 with the package, that could be another
11 example. But I didn't want to go with the
12 package itself.

13 MS. WHITMAN: Oh, I'm sorry, okay.
14 Councilwoman Carroll?

15 MS. CARROLL: I have a question.
16 Every year we do a budget recommendation on,
17 I believe it's the one -- and each area
18 includes an amount including national
19 conference as well as an amount for the 477
20 conference as well as an amount for the
21 regional conferences. We had one in place for
22 this year.

1 I guess I'm still confused on how
2 the request for the regional conference was
3 denied, considering that it was in the
4 approved, I assume it was an approved budget
5 recommendation. And it was a recommendation
6 of this Council that we invite them. And it's
7 for the one percent money, which is grantee
8 money to begin with. I'm still confused on
9 how all that came about and how that's the
10 whole situation.

11 MS. CAMPBELL: Well I can, we're
12 going to go in public comment and we could
13 probably carry it on. But to answer your
14 question, and I'll answer until 2:00, if
15 someone could tell me that.

16 What occurred in April, last year
17 when we came together we put the TAT in place,
18 at which time the decision was made by the
19 Department that the funds would not be put
20 into a grant. Under the grant process, we
21 laid out the TAT expenditures. And then we
22 would have the dollar amounts. That's the

1 grant.

2 It is now a contract, which is
3 totally, you can appreciate this, a contract
4 is very different. And those deliverables
5 that we requested, there's no dollar amount
6 there. But the activities and the tasks are
7 in the contract, one. And how did that --

8 MS. CARROLL: Who came up with
9 those activities? Was that not part of
10 recommendations from the Council?

11 MS. CAMPBELL: Yes, the activities
12 themselves. That's where I got the activities
13 from verbatim, verbatim. They don't have the
14 dollar amounts associated with them in the
15 contract. So that answers that portion.

16 MS. CARROLL: What about regional
17 conference?

18 MS. CAMPBELL: Moneys for
19 conferences, and it says regional, doesn't say
20 specifically Eastern, Midwest, it says
21 regional conferences and a national
22 conference. The money is there.

1 So in the event that they approve
2 it or disapprove it, doesn't mean that, and
3 also too, I think it's really, really
4 important to note, anyone who sat on that
5 national committee for the conference, can
6 appreciate this. And there's only the
7 guidance for the clearance, there's now a
8 clearance process which is for the Office of
9 Management and Budget. There is an Executive
10 Order that is accessible.

11 I believe that some of the members
12 also sat in on a presentation that the Office
13 Management and Budget did provide, that
14 directed the secretaries of every department
15 to implement policy regarding a conference
16 request, they call it, a conference request.
17 Every federal agency, ETA, probably put the
18 most stringent guidelines, stringent in that
19 they're very detailed oriented in terms of
20 specifically what we had to deliver, okay?

21 Initially the guidance, and it's
22 not guidance to the 166 community, it's

1 guidance from the Secretary's office to her
2 Assistant Secretaries. It's not guidance from
3 Assistant Secretary to the grantee community.
4 That's why we don't have a memo.

5 But we can continue, now this is
6 really important and I think it's really
7 important information so when we go and talk
8 more, but, and I'm sure we're going to get
9 some public comment on that process. So we
10 now will --

11 MS. WHITMAN: It is very, very
12 important that we continue this discussion
13 after public comment. And so being 2:00, we
14 are now moving to public comment session. And
15 would the individuals please state your name
16 and who you are representing?

17 MS. CAMPBELL: Okay, and before we
18 go forward --

19 MS. WHITMAN: Oh sure.

20 MS. CAMPBELL: Okay. And before
21 actually we get started, I do want to give
22 just a little bit of updated information. And

1 we talked about this yesterday regarding the
2 purpose and the process, you know, for public
3 comment.

4 Public comment is the process in
5 which the Department of Labor as well as the
6 Council receives comment from the public
7 regarding the 166 program or items that are of
8 concern that would affect Indian and Native
9 Americans. It is a public comment section.
10 We, as a Council, or myself specifically as
11 the designated federal officer, will not
12 provide a response to the public comment.

13 However, and this is something
14 that we're going to work on in partnership
15 with the Council, is that once we deliver it
16 under our action-oriented work, specifically
17 to address this matter, the Department as well
18 as the Council will provide written feedback
19 on all public comment.

20 Please note that any public
21 comment or question specifically addressed to
22 the Department of Labor will require, as

1 public comment will require clearance. So it
2 won't be as timely.

3 So please, when you come up and
4 address the Council or provide your comment,
5 if you have questions, specific questions,
6 state that clearly so that we know to provide
7 a written response to that question.

8 Also, if you have a question for
9 the Council, that's a totally different
10 process. But if the response, again, entails
11 any kind of feedback from the U.S. Department
12 of Labor, that will have to be cleared. We're
13 going to identify, the response will be as
14 timely as we can afford.

15 I know that under the Information
16 Collection and the Freedom of Information,
17 it's the minimum of 30 to 60 days. So I'm not
18 going to put a time frame on it but certainly
19 we are going to implement that as a body.

20 Also, please note that we are
21 prohibited to engage in a dialogue with
22 individuals who are bringing forth their

1 public comments. But we will provide a
2 response to any questions proposed to this
3 committee or U.S. Department of Labor in a
4 timely fashion. So with that, we thank you
5 for your attendance and we will open up
6 formally for public comment.

7 MS. BROWN: Bob and I were going
8 to draw straws. Good afternoon, I'm Athena
9 Brown. Thank you for the opportunity to
10 provide public comment.

11 I am here today as a member of the
12 public. And I know that many of you know me
13 through my work in federal government over the
14 years in Washington, D.C., but I now live and
15 work back in Carson City, Nevada.

16 And I want to make sure that for
17 the record, I am not providing a statement
18 representing any particular branch of federal
19 government, I am representing myself.

20 I am an enrolled member of the
21 Fort McDermitt, Paiute, Shoshone Tribe on the
22 northern border of Nevada or Oregon. The

1 reservation is remote and the nearest town is
2 located approximately 74 miles away, so you
3 can imagine the isolation.

4 This is my statement of record for
5 support of the Department of Labor's Indian
6 and Native American Program, the legislative
7 history of which is longstanding. And
8 although this program shows commonalities with
9 many other federal programs, it stands unique
10 in its own respect.

11 Understanding the relationship
12 between the federal government and the Native
13 Americans is really the key to the success of
14 the Workforce Investment System and their
15 ability to serve this population.

16 The Workforce Investment Act
17 provides for this program to be administered
18 in a manner consistent with the Indian Self-
19 Determination Act, defined, it supports the
20 unique and continuing federal relationship
21 with Indian people. It provides for Indian
22 participation in their own government and

1 education of the people.

2 And most importantly, it supports
3 the right of tribes and tribal organizations
4 to determine the administration and management
5 of their own program in a culturally relevant
6 manner, should they desire.

7 I would like to recognize the
8 Native American Employment and Training
9 Council for their commitment and their role in
10 this respect. Throughout the years, the
11 Advisory Council, also mandated by law, has
12 provided guidance and technical assistance,
13 reporting, and performance measures that
14 support the special characteristics of the
15 Indian and Native American communities they
16 serve. And they have made their expertise
17 available to federal policy-makers. I think
18 that's very important.

19 I recognize the importance of
20 their role now more than ever, because I'm out
21 there in the communities and I'm working with
22 the Nevada populations and the tribes in

1 Nevada. I feel sometimes very far removed
2 from the policies and the politics of
3 Washington, D.C., and I think that many of you
4 can recognize that.

5 Time and time again you hear
6 testimonials from distinguished tribal
7 leaders, directors, and other Native Americans
8 in the workplace, some of whom serve our
9 Indian communities in many different
10 professions. But they've received training
11 and/or their educational opportunities through
12 the assistance of the Indian and Native
13 American Workforce.

14 Their foot in the door, so to
15 speak, has been through the assistance of this
16 program. I, myself, was a participant in this
17 program and this program has greatly
18 influenced my life. I started out my career
19 in Washington, D.C. through the assistance of
20 this program. So I am very pleased that I can
21 get up and share my perspectives with you, and
22 the many opportunities afforded through the

1 Indian and Native American Programs.

2 In Nevada, we face many challenges
3 including the highest unemployment rate in the
4 nation. There are 25 reservations, Indian
5 colonies, and bands dispersed throughout the
6 state.

7 Since moving back I have
8 acclimated myself back to the ways of rural
9 Nevada. Distance is measured in time. And
10 your workload in these communities are planned
11 by your time and by resources. There is no
12 easy way to serve some of these communities.

13 Gas prices have gone through the
14 roof and there are no means for public
15 transportation. Nevada's reservations are
16 served through the Intertribal Council of
17 Nevada, one of your grantees. It's a small
18 team of staff that make their rounds to each
19 reservation throughout the state to provide
20 services such as recruitment, application,
21 community development, and networking. The
22 hours are long and demanding.

1 The accomplishments and outcomes
2 are not always measured by numbers and
3 percentages, but rather by the differences you
4 make in the quality of life in these
5 communities. To achieve success in the most
6 difficult areas requires a bit of flexibility,
7 and I'm not telling you anything you don't
8 already know.

9 Educational degrees and training
10 in these areas are needed and are of great
11 importance to the future of Indian people. I
12 believe unless we make those investments in
13 our Indian communities, our futures will not
14 be directed or managed by those who truly have
15 a vested interest or can make good, sound
16 decisions because they won't know or
17 understand Indian country.

18 There are many exciting career
19 paths available, including social services,
20 managing trust lands, natural resources,
21 rangeland management, fire management,
22 operation of irrigation systems, fish and

1 wildlife, environmental, economic development,
2 law enforcement, legal, paralegal, information
3 technology, and it goes on.

4 There are a lot of people who are
5 out of work and struggling to find jobs. The
6 Indian and Native American Programs are
7 important. They inspire hope, they provide
8 awareness of the opportunities available.

9 While the role of government has
10 changed significantly in the last three
11 decades, the tribes in the last three decades,
12 making a greater emphasis on Indian self-
13 governance and self-determination, the tribes
14 still look up to the programs like the Indian
15 and Native American Programs for a broad range
16 of services.

17 We no longer have an option to
18 avoid using computers. The individuals that
19 lack the skills navigating through job search
20 functions on computers are lost. Or if you
21 can't apply for a job through U.S.A. Jobs,
22 you're not considered. Simply directing

1 clients to a kiosk is not enough.

2 I recently assisted someone who
3 had been out of work for quite some time. He
4 was in the construction trade. And I became
5 very frustrated with navigating through the
6 automated workforce system. I know a little
7 bit about computers. Can you imagine
8 construction workers, laborers, or other
9 professions who are not computer literate?
10 It's very, very difficult.

11 Working with programs such as
12 Indian and Native American Programs is an
13 option that can benefit both the employee and
14 the employer, and those seeking jobs. The
15 programs that I have seen provide personal
16 intervention, creative planning, and
17 commitment to getting the unemployed employed.

18 President Obama indicated in his
19 first State of the Union that his priorities
20 would focus on the economy and job creation,
21 and on promoting innovation, new technologies,
22 and education.

1 There have been similar efforts in
2 the past that focused on building the economy
3 through various initiatives. But to me, the
4 difference is in the way that our Indian and
5 Native American Programs approach the training
6 and education of Indians, and the strategies
7 that we employ to make sure that our
8 populations are not excluded.

9 I will always support the efforts
10 of the Department of Labor, the Indian and
11 Native Americans, to recruit, train, and
12 educate potential applicants. To me, it's an
13 investment, it's a commitment. We must change
14 with the times, we must challenge the system,
15 and learn from our critics. This is all about
16 serving people, getting jobs through whatever
17 means it takes.

18 And I always hope that I can
19 contribute in some small way, even if it's by
20 providing this public comment today. Thank
21 you.

22 MS. WHITMAN: Thank you.

1 MR. KELLAM: My name is Bob
2 Kellam, K-E-L-L-A-M. I'm Employment and
3 Training Director for the Florida Governor's
4 Council on Indian Affairs, Incorporated.

5 I'm able to travel here, not on
6 our grant funds, but on money provided to the
7 Governor's Council by the Mikasuki Tribe of
8 Indians of Florida and the Seminole Tribe of
9 Florida. I'm not here representing them, but
10 their generosity made it able that I don't
11 have to take the money out of the grant in
12 order to travel here.

13 I don't have very many comments,
14 really, I have a lot of questions which I
15 guess I'm not going to get answers to today,
16 right, from what you just said? You're not
17 going to answer that, either.

18 Most of you are probably familiar
19 with what has come about concerning a regional
20 conference or multi-regional conference for
21 the East and Midwest I think. There was a
22 committee, the planning committee has been

1 meeting for at least six months.

2 And in June, this is the way I
3 understand it, a request was sent in for
4 \$30,000 of training and technical assistance
5 money. And that was in June. The conference
6 committee didn't hear anything, and in fact,
7 at their last planning meeting, they said
8 well, we're not going to get this money. So
9 they went ahead and planned the conference,
10 that it could be paid for out of their
11 registration fees.

12 And then I think it was just last
13 week they got a memo, or a memo was sent out,
14 denying the request for the funds and
15 cancelling the conference. And it said that
16 the \$2,000 exceeded allowable cost per
17 participant and the guide, you know, where are
18 the guidelines for allowable costs? I mean,
19 it is evidently, there are some guidelines
20 that are written down somewhere.

21 One of the people from one of the
22 grantees had a conversation with their

1 regional, the Dallas Regional Administrator.
2 And that person was told that, he was asked
3 for a copy of the policy, or the policy of the
4 guidelines, or a copy of the guidelines. And
5 he told this person that he wasn't going to
6 give it to her because it doesn't apply to
7 them.

8 In other words, because these
9 guidelines don't apply to the grantees, I
10 guess he's saying, then you can't have a copy
11 of them. So one thing, I'm asking for a copy.

12 And I don't know this, I haven't
13 seen this in writing, but a lot of people from
14 grantees that told me, told Joe, that they
15 were told that if they used their own money to
16 go to the conference, that that could be a
17 disallowed cost. So the OMB guidelines that
18 were sent out, I'm going to read this for you.

19 "Conference expenses are defined
20 as all direct and indirect conference costs
21 paid by the government, whether paid directly
22 by Agencies or reimbursed by Agencies to

1 travelers, or others associated with the
2 conference. But, do not include funds paid
3 under federal grants to grantees."

4 Okay, now that's what I call
5 crystal clear, black and white, with a yellow
6 highlighting, American English. I really
7 don't think that that leaves itself to any
8 kind of misinterpretation, it's a clear
9 statement.

10 Now I guess that this request for
11 the funds made this some kind of Department of
12 Labor conference, all right? But as we have
13 done, you know, I've been with this program
14 for 35 years and I don't know how many times
15 the grantees haven't gotten together and they
16 charge a registration fee and all the costs of
17 the conferences and everything were paid out
18 of that money. It was like an entrepreneurial
19 thing.

20 And what I'm wondering is, is that
21 no longer possible, you know? If the
22 conference committee had not asked for this

1 money then, well, the conference would have
2 gone on. And because they also had
3 commitments from all the facilitators, same
4 facilitators that have been used for years and
5 years, that they would do this and present
6 workshops and whatever, for free.

7 And so the conference committee
8 said well, then we can go ahead and do this,
9 you know, whether we get the money from Labor
10 or not. So I just want to make sure, I want
11 to get an answer that, in other words,
12 grantees can still do that. They can still
13 get together, plan a conference that will
14 involve only grantee funds and that those
15 funds will not end up being disallowed costs,
16 you know, it's a yes or no.

17 And I'm also requesting, Angie,
18 that you provide a copy of these guidelines to
19 the grantees. Now, I'll tell you that Joe and
20 I are going to get a copy of the guidelines.
21 We have Senator Bill Nelson, he'll get it for
22 us or we can go through Freedom of Information

1 Action or something like that. But we're
2 going to have them.

3 And I hope the Department doesn't
4 embarrass us by not giving us a copy, so that
5 the next time I come here, I'll have the
6 minutes of this meeting in one hand and a copy
7 of the policies in the other hand and Labor's
8 saying no, you can't have those, right? I
9 doubt it will happen but I've seen stranger
10 things happen.

11 I also want to talk about
12 BearTracks. Now Terry Clark from our office
13 sent out an email to, probably to all of you,
14 everybody, including the people that he
15 thought were on the IT Committee. And there's
16 some issues with BearTracks because of the new
17 Windows and this, that, and the other, asking,
18 you know, what's going to be done about it?

19 Now I understand our new
20 contractor just came onboard and I hope that
21 for one thing, we can discuss this with them
22 and that all those questions will be answered

1 and that technical assistance with the
2 BearTracks program and adding the new
3 performance standard and anything and
4 everything else will be taken care of in
5 pretty short order.

6 Now for many, many years, I don't
7 even know how many, but the Florida Governor's
8 Council on Indian Affairs, Incorporated, we
9 provided the services of Terrence Clark and
10 also on numerous occasion we provided, we have
11 30 laptops that we purchased and we keep up
12 for our Florida Indian Youth Program. And we
13 have used those at many national and multi-
14 regional conferences.

15 For a long time, we never got
16 reimbursed anything for any of that. We
17 finally got an agreement with CIMC as the
18 contractor and we were paid a certain amount
19 per conference and we supplied all 30
20 computers and Terry Clark and all of his
21 money, and the amount varied sometimes but we
22 got that.

1 And I've got to tell you that
2 we're not going to do that again unless we're
3 going to get paid. We just can't now, we used
4 to have a kind of a luxury as far as our
5 employment and training funds. Well, that
6 luxury has disappeared and so we're pinching
7 pennies just like everybody else now.

8 And Terry spends a whole lot of
9 time working on this, thinking about it, make
10 sure that he keeps out in front of all the
11 issues that may come up along with Jennifer
12 from California.

13 And he also spends a lot of time
14 on the phone answering grantee's questions
15 because everybody knows that if you have a
16 question about BearTracks, you call Terry,
17 right?

18 Now for a long time, I didn't
19 think about it. But recently I've told him,
20 I said from now on you need to keep track of
21 the calls and keep track of the time. And I
22 think that, and I hope we can work this out,

1 but we're going to have to be reimbursed for
2 the time he spends doing this, okay?

3 I think that's all, let me make
4 sure I've asked all these questions. Just
5 again, to make it clear, I want to know if the
6 rules and regulations that apply in this
7 conference, a memo and everything, that apply
8 to Department of Labor Agencies and personnel,
9 does that apply to the grantees? You know,
10 you should be able to give me a yes or no
11 answer. So I want to thank everybody for
12 their time and I appreciate it.

13 MS. WHITMAN: Thank you, Bob.

14 MS. CAMPBELL: In the interim,
15 until we receive another public comment, I
16 just want to reiterate to make sure that the
17 Department of Labor, of least for the record,
18 have the three questions that was proposed.
19 And we will provide a written response to the
20 Florida Governor's Council attention Mr.
21 Kellam.

22 The first question was a request

1 for a copy of the policy that was issued from
2 the Secretary of Labor to the Assistant
3 Secretaries of Labor.

4 Also, two, specifically what are
5 the guidelines regarding allowable cost? A
6 response will be provided for that as well.
7 And then three, as a team, we will identify
8 the OMB circular, Craig, as a deliverable.

9 And the third question that I
10 received for the record is if the WIA Section
11 166 community does not seek to use Labor
12 fundings, for example, the training and
13 technical assistance one percent, can a
14 conference still happen? Can grantees still
15 plan and host a meeting without Department of
16 Labor approval?

17 MR. RICHARDSON: Madam Chair?

18 MS. WHITMAN: Yes, Councilman
19 Richardson.

20 MR. RICHARDSON: Thank you.
21 Because of concerns that have been brought to
22 my attention from grantees along the same

1 lines of those questions that were just asked,
2 I think it, I'd be curious to know relative to
3 these policies, are grantees restricted as far
4 as their participation and attendance at other
5 conferences and activities, state workforce
6 development conferences that are operated by
7 the states, or regional association
8 conferences by other entities that, for
9 example, the National Association of Workforce
10 Development Professionals, any conference that
11 they'd have. Is there a restriction? I think
12 it would be important in answering these
13 questions that those issues be responded to as
14 well.

15 MS. WHITMAN: I would like to give
16 an example, a recent example of a state WIA
17 conference in Hawaii that I, my staff and I
18 participated in. It was a three day and this
19 was last week. And the consultant was from
20 SPRE and all of the partners of the WIA
21 system, Alumni Kay, other non-profits, and all
22 of the state entities all participated and

1 they came in from different islands, from the
2 mainland, and I assume travel and everything
3 was paid for.

4 So I don't know what the
5 difference is with that versus the Indian and
6 Native American Programs having their
7 conferences. Yes, Councilman Richardson?

8 MR. RICHARDSON: Well I guess,
9 there's been no, as far as you're aware of,
10 there's no issuance regarding attendance at
11 that type of activity.

12 MS. WHITMAN: We're still in
13 public comment, Angie said. But I was
14 responding to your question. Bob, continue?

15 MR. KELLAM: I'm still Bob Kellam.
16 The Department of Labor, and I don't remember
17 how long ago this was, but they decided that
18 they were going to take one percent of the
19 money appropriated to the grantees and use
20 that for training and technical assistance.

21 And I want to know, does that same
22 procedure or technique, is that applied by the

1 Department of Labor to the states? Do they
2 get one percent of their money taken away for
3 training and technical assistance? Because,
4 you know, I have a Masters in Public
5 Administration, I've learned a little bit
6 about government. And, you know, Departments
7 exist to provide assistance to their
8 constituent, whoever they might be. In this
9 way, to grantees. And they get money
10 appropriated from Congress in order to, you
11 know, be a department and take care of all the
12 things that they're supposed to take care of.

13 And I don't understand why Labor
14 takes one percent of our grant money to use
15 for something they already are getting paid to
16 do. I don't know, am I making sense now?

17 Okay, so I think Labor ought to
18 end that policy and pay for the technical
19 assistance out of their own funds, just like
20 they do for everyone else, and like all the
21 other departments in government that I know
22 of.

1 MS. WHITMAN: Thank you, Bob.

2 MS. SANCHEZ: Winona?

3 MS. WHITMAN: Yes, Lorenda?

4 MS. SANCHEZ: Are we still in
5 public comment?

6 MS. WHITMAN: Yes we are.

7 MS. SANCHEZ: I would like to
8 offer public comment on behalf of Ms. Jennifer
9 Whitmore, from California Indian Manpower
10 Consortium.

11 (Off microphone discussion)

12 MS. CAMPBELL: Third party public
13 comment can not be provided.

14 MS. SANCHEZ: Okay, then I'll read
15 her concerns myself then.

16 MS. CAMPBELL: Yes, for the
17 process, the comments from Jennifer Whitmore,
18 it did in the Federal Register indicate that
19 public comment could have been provided in
20 writing to me by two days before this meeting.
21 We can also email it now and we could read it.
22 We will receive them. The comments can be

1 emailed to Mike Delaney, we'll read them for
2 the record. However, we cannot take third
3 party public comment.

4 MS. SANCHEZ: Okay, I will offer
5 public comment on behalf of the California
6 Indian Manpower Consortium, Lorenda Sanchez,
7 Executive Director.

8 And the three concerns that I am
9 going to present all relate to BearTracks and
10 the BearTracks update request, all which have
11 been forwarded not only to the workgroup but
12 to the Department of Labor. And since the
13 Council meeting in Albuquerque, New Mexico in
14 2010, there has been a concern about the
15 upgrades and fixes that are needed for our
16 BearTracks reporting software.

17 And the recommendations include
18 that the importance of BearTracks as our
19 reporting mechanism to the Department of
20 Labor, need not be overlooked. And when we
21 think about our priorities, the reporting
22 system needs to be collecting adequately and

1 sufficiently all the program related data so
2 that the work that we're doing is communicated
3 effectively and being recorded in full to the
4 Department and then on to Congress and the
5 public.

6 And we feel it's an opportune time
7 as we are looking at creating new educational
8 reports, in line with the proposed education
9 measure that we also look at the elements in
10 BearTracks that are collected so that the
11 program is selecting the data and providing
12 the training and the software development that
13 is needed to have an effective reporting
14 system for the Indian and Native American
15 Program.

16 There are currently 36 reports
17 that are available in BearTracks, of which
18 five reports are not working. And there are
19 16 reports that need some type of
20 modifications for enhancement. Those
21 reporting datas need to be considered as a
22 priority for our current program reporting,

1 particularly in the youth program area.

2 And we will revisit the youth data
3 collected once the IT Workgroup has an
4 opportunity to meet and formulate
5 recommendations to our contractor, which is
6 the next area of concern, as Mr. Kellam had
7 mentioned, Mr. Clark at Florida Governor's
8 Council has been engaging in dialogue with the
9 grantee community.

10 There isn't a day that goes by
11 that Jennifer Whitmore in the JMC Office is
12 not either on the phone or through email, in
13 communication with a grantee that is having
14 some challenges with BearTracks.

15 We do appreciate the Department of
16 Labor, DINAP, and the former contractor
17 HEITECH for allowing Terry and Jennifer to
18 have the patches to be able to continue to
19 provide some support to the grantees without
20 a contractor in place. But it is a time
21 consuming technical assistance that's offered.

22 I have let Jennifer know that she

1 is to continue to provide that technical
2 assistance and training to any grantee that
3 needs help. And she does make it a priority.

4 I believe, as she does, that
5 BearTracks collects and reports our program
6 demographics, our services and our performance
7 results. And that is critical to how this
8 program is viewed by all of the stakeholders.

9 But I also believe that as a
10 Program Manager, if I didn't have the blessing
11 of a staff person like Jennifer on my team, I
12 probably wouldn't have access to the number of
13 reports that she's able to generate. But it
14 takes a certain level of skill to manipulate
15 the system right now to get those reports
16 done. And it shouldn't be that way.

17 So I would respectfully ask that
18 the Council in the deliberations and
19 prioritizing of our plans for program year '12
20 and moving into PY '13, that we get a
21 contractor in place to work with the IT
22 Workgroup and Recording Workgroup on the

1 enhancements and fixes that are needed, and
2 that we look at how that program, or even
3 explore new programming if necessary, to
4 incorporate the education measure. This is
5 the ideal time.

6 And we also need to remember that
7 technology for today, as we, you know, have
8 it, it's probably already being changed
9 somewhere in the world. And most recently
10 it's been shared that with Windows and
11 Microsoft releases that are on the horizon,
12 our system is definitely going to be in need
13 of some updates.

14 So I appreciate the time that I'm
15 able to share with the Council, the importance
16 of our BearTracks or whatever reporting system
17 we have for our program, be considered for
18 this next program year. Thank you.

19 MS. WHITMAN: Thank you, Lorenda.

20 MS. CAMPBELL: Okay, for the
21 record, thank you for the comments. We did
22 not receive any official questions that will

1 require response from the Department of Labor,
2 from California Indian Manpower Consortium,
3 comments, deliverables, suggestions to the
4 Council, but not any questions.

5 MS. WHITMAN: There was a request.

6 MS. CAMPBELL: There was a
7 request, but that's a request but not a formal
8 response needed to a question in public
9 comment, but a request.

10 MS. WHITMAN: Councilman
11 Richardson?

12 MR. RICHARDSON: Thank you, Madam
13 Chair. Angie, were there other written
14 comments submitted prior to this meeting that
15 were submitted as public comments or requests?

16 MS. CAMPBELL: No, I would have
17 them available here at this meeting.

18 MR. RICHARDSON: Okay.

19 MS. CAMPBELL: There was no public
20 comment submitted, emailed, or received by the
21 Department of Labor.

22 MR. RICHARDSON: Okay.

1 MS. WHITMAN: That request was to
2 ask the Council to prioritize to get a
3 contractor in place on enhancements and fixes
4 in the new program to incorporate the
5 education measure. Councilman Waldron?

6 MR. WALDRON: While we are waiting
7 for public comment people to show up, can we
8 continue to work on the priority lists?

9 MS. WHITMAN: Yes, yes we can.

10 MR. WALDRON: Because it's so
11 quiet in here, we're all looking at each
12 other.

13 MS. WHITMAN: Okay, all right. We
14 will continue our prioritization that's listed
15 on the Power Point.

16 MR. WALDRON: Where did we end up,
17 Our Story?

18 MS. CAMPBELL: We are officially
19 stepped out of public comment, we've got it
20 for the record, right?

21 MS. WHITMAN: We have officially
22 stepped out of public comment until there is

1 another speaker.

2 MR. WALDRON: We step back in when
3 somebody else comes in, that's how it works?

4 MS. WHITMAN: Yes.

5 MS. CAMPBELL: Yes. So actually,
6 there is, I just wanted to, and this is not
7 for public comment record, is we had the TAT
8 contractor introduced this morning, they have
9 procured the contract for the services with
10 HEITECH work on BearTracks to include the
11 education measure. That's part of the tasks
12 also is included in here, it's in the
13 deliverables in the tasks.

14 It's not specifically lined out
15 but it is a deliverable under technology and
16 assistance for the scope of work for our new
17 contract. So we did hear that before and it
18 is included and they will start work as soon
19 as it's officially issued, the moneys.

20 MS. WHITMAN: Councilwoman
21 Carroll?

22 MS. CARROLL: One of the projects

1 that we had included in our list over there
2 was to update software whether its BearTracks
3 or other. And I think certainly that we
4 include these in our top five as well,
5 considering that we have to incorporate the
6 information for the education measure as well
7 as the problems that grantees are currently
8 having with concurrences.

9 MS. WHITMAN: And also, that has a
10 bearing on what, like how the reports are
11 coming out and being shared with Congress and
12 the rest of the Department.

13 MS. CARROLL: Absolutely.

14 MS. WHITMAN: Councilman Stapp?

15 DR. STAPP: Well we have a new
16 contractor that's going to have its contract
17 with BearTracks but then everybody's making
18 motions to change BearTracks. Should we spend
19 money to update BearTracks if we're going to
20 try to change it and upgrade it?

21 MS. CAMPBELL: One more time.

22 MS. WHITMAN: Could you please --

1 DR. STAPP: Okay. So my question
2 is, we have a new contractor onboard and one
3 of their tasks is to update BearTracks with
4 the education measure. But all of our other
5 recommendations are to change BearTracks. So
6 should we spend the money and the time
7 updating BearTracks if we want to change it
8 out, or wait until we go to a new system?

9 The other part is we're still not
10 clear on what the education measure is and how
11 it's going to be implemented. I think we need
12 to have a full discussion on what's coming
13 down as far as education measure before we can
14 put it into BearTracks as a deliverable.

15 MS. CAMPBELL: And that's the
16 strategy that we were attempting to fulfill,
17 at least on our end regarding the education
18 measure that we hope that we have some
19 dialogue on that, exactly what that means.

20 But in terms of the task order,
21 the BearTracks system, their first order is
22 one, is to get the technical assistance in

1 place, meaning that to re-subcontract just
2 like CIMC did under the grant with HEITECH to
3 ensure that that TA that Jennifer Whitmore is
4 providing and Terry Clark has been providing,
5 and I am, the Department of Labor is very
6 grateful as well as Duane Hall has also been
7 providing a lot of TA in the interim of when
8 the grant, at least the grant from CIMC
9 expired until now. We are very grateful for
10 that.

11 But that's the first task, as soon
12 as they can issue the order. And we're going
13 to actually, also I was talking to the
14 contractor, is that's where we're going to
15 start.

16 And then yes, as a subtest, that's
17 a very good idea, Dr. Stapp, is that first we
18 should first know what the education measure
19 is before we start making decisions about
20 changing BearTracks.

21 But it is needed, and I noted that
22 it is a deliverable that we've talked about as

1 a Council for several years, about the need of
2 BearTracks. And I've heard it, I've heard it.
3 But to get a formal recommendation, and a
4 formal strategy, and a really formal what it
5 is that needs to be changed and really what it
6 is we need to do, it's going to be the next
7 step after we get a good understanding about
8 the education measure.

9 MS. WHITMAN: Councilwoman
10 Richardson?

11 MS. RICHARDSON: Yes, I guess this
12 question, I guess, Angie, is for you. Do you
13 know when the HEITECH contract expires? And
14 if it is expiring, how are we looking at
15 fulfilling a new contract?

16 MS. CAMPBELL: HEITECH never had a
17 contract with the Department of Labor. They
18 were subcontracting with CIMC.

19 MS. RICHARDSON: Oh.

20 MS. CAMPBELL: In the PY 2010,
21 this is how HEITECH explained it to me, those
22 funds actually expended on June 31st of this

1 program year. So from June 31st of this
2 program year until to date, we have not had a
3 contractor in place because we went from the
4 grantee to an 8(a). We have an 8(a) now. We
5 also have engaged HEITECH for the continuation
6 of services. They will, and we're going to
7 set up a meeting, will continue that for
8 consistency, it's the subcontract with, well,
9 we, but they have to do the logistics of it.

10 MS. RICHARDSON: Under the new
11 contract.

12 MS. CAMPBELL: Yes. And that's
13 actually stipulated specifically, and they're
14 aware of that because HEITECH is the most
15 familiar contractor. Right now I don't get to
16 negotiations, specifically what they're going
17 to contract, but that is one of the elements
18 we're going to work on for that consistency,
19 is to have HEITECH available.

20 Also too, HEITECH does also do
21 contract work with the Cherokee Nation. And
22 for a period of time, it was 30 days, they had

1 additional funding. The Cherokee Nation did
2 provide money in the HEITECH grant to provide
3 support to the 166 community.

4 I'm not certain if they were, so
5 they were available, if the grantees contacted
6 them, the Cherokee Nation did, and they had
7 additional money, they have a blanket contract
8 with the Department of Labor. So they also
9 helped fill the gap, so it was CIMC, Terry
10 from Florida Governor's also provided
11 technical support, and Duane Hall.

12 But there was no contract in
13 place, no verbal agreement of payment, we
14 can't do that with federal funds. However, my
15 understanding was, well, it was stated to me
16 it was volunteer. I certainly know that my
17 staff did it voluntarily.

18 And I know that the Cherokee
19 Nation did cover under a blanket agreement
20 with the Department of Labor because they have
21 a technical assistance grant with the
22 Department. They also put extra funding they

1 had available for the effort. But that was
2 discontinued October 1st.

3 MS. RICHARDSON: Well I guess my
4 point is, I was trying to find out because I
5 know that my staff and other people that I
6 heard, grantees have called Terry forever.
7 This has been going on for a long time, and
8 Jennifer. It didn't just start in June and it
9 didn't just start in October. So I guess my
10 question is, you're saying HEITECH is the most
11 familiar with BearTracks. Is that what you're
12 saying?

13 MS. CAMPBELL: What I'm saying is,
14 is that HEITECH has been the identified
15 subcontractor for programming issues so far,
16 and I'm not a technological person. I can
17 take your question and I can certainly provide
18 a written response in terms of programming,
19 reprogramming the system. That's different
20 than providing technical assistance and
21 guidance, two different areas there.

22 MS. RICHARDSON: Because I was

1 asking the question because of the public
2 comment about Terrence Clark providing
3 technical assistance. And I know he's been
4 doing that forever, as a volunteer, I guess.
5 And I was just trying to ascertain if there,
6 if this was going out to bids to the other
7 contractor, that's all. But you've already --

8 MS. CAMPBELL: Well for the
9 record, what we can do, and the contractor is
10 here, but it is in a contract, that
11 deliverable to provide technical assistance
12 for the BearTracks is in the contract, the
13 8(a) contract.

14 MS. RICHARDSON: Okay.

15 MS. WHITMAN: Councilwoman
16 Carroll?

17 MS. CARROLL: So does that mean
18 that the new contractor will be providing that
19 technical assistance rather than Jennifer and
20 Terry? Is that --

21 MS. CAMPBELL: Not necessarily.
22 It is our intent and I hope, it's my hope that

1 we would be able to continue to partner with
2 CIMC, I mean, that's consistency of service to
3 partner if there is a cost associated with it,
4 then they would have to subcontract with CIMC
5 for example, or with Florida Governor. And if
6 not, if that's not available, then it's, but
7 I'm not a contractor.

8 So the specifics, I would hope
9 that we could set that up. And that's what we
10 would work toward achieving, but to say
11 that's, you know, they're primarily
12 responsible for making sure we have technical
13 assistance for that BearTracks system.

14 DR. STAPP: I'm sorry, so they
15 would contract with CIMC and Florida to
16 continue the BearTracks support? Who were you
17 saying if on the subcontract with CIMC and
18 Florida?

19 MS. CAMPBELL: I can say, no, I'm
20 not saying that they will or will subcontract
21 with CIMC or Florida Governor's --

22 DR. STAPP: Or anyone.

1 MS. CAMPBELL: Or anyone, for that
2 matter. We would have to, I mean, they're in
3 the beginning stages. One of the tasks that
4 I did ask the contractor and they agreed to
5 do, was to make sure that we had technical
6 assistance for the BearTracks.

7 We haven't, I know right now, to
8 provide the technical assistance minimally,
9 until we come up with a full strategy, and I
10 don't want to put a contractor on line, but
11 right now they're not even, that they haven't
12 been officially, they have been awarded the
13 contract but they haven't received the funding
14 yet so they'll get it, Monday will be the
15 official, the awarding date.

16 So to really go into detail
17 specifically on what they're going to do and
18 who they're going to subcontract with, I think
19 it is premature. But nonetheless, that is our
20 goal.

21 DR. STAPP: So speaking generally
22 though, I guess what I was getting at to is,

1 if they have to subcontract with whoever it
2 is, is that a different kind of third party
3 contracting than what we were talking about
4 earlier that's disallowed?

5 MS. CAMPBELL: It's different
6 because one is a subcontract, but there's no,
7 you're not allowed to do third party billing
8 for travel. It's very different than
9 subcontracting for a task. So travel, and I'm
10 not a contracting officer, I'm not a
11 contracting officer.

12 DR. STAPP: Okay.

13 MS. WHITMAN: Councilman
14 Richardson?

15 MR. RICHARDSON: Thank you.
16 Angie, did I understand you to say that the
17 agreement to retain HEITECH is in place with
18 the new technical assistance contract, that
19 they will be continued, HEITECH? Or does the
20 contractor have the option, following what you
21 were talking about, Rod, have the option to
22 select the contractor, potentially select a

1 Native American contractor on their own. So
2 it's not in the required --

3 MS. CAMPBELL: Exact statement of
4 work, right, absolutely. And for example, and
5 if you read the statement of work, I'm going
6 to look at the statement, it doesn't say
7 specifically HEITECH services. It is our plan
8 for the bridge to do just that.

9 I mean, we've talked as a Council,
10 so to answer your question specifically, there
11 is nothing that prohibits our new 8(a)
12 contractor to conduct business with another
13 subcontractor. There's nothing that prohibits
14 them from doing that, they can do just that.
15 But for consistency of service, meaning that
16 who's currently operating it, that was a
17 suggestion. There's nothing mandates for them
18 to do that.

19 DR. STAPP: Is there anything that
20 saying they should use, buy Indian
21 preferences?

22 MS. CAMPBELL: Indian preferences?

1 DR. STAPP: Buy Indian programs?

2 MS. CAMPBELL: No, nothing in the
3 contract or the statement of work says that
4 they should subcontract with Indian, that's
5 not required. We're required by statute to
6 contract, if we're going to put it in a
7 contract, with an Indian and Native American
8 organization, but nothing in the regulation
9 says that that contract has to subcontract
10 with an Indian or Native American organization
11 so no, I didn't put that stipulation in the
12 contract.

13 DR. STAPP: Can we do that as a
14 preference, just state it as a preference?

15 MS. CAMPBELL: Not now, that
16 contract will be awarded on Monday.

17 DR. STAPP: But it's not signed
18 yet.

19 MS. CAMPBELL: It's pretty much a
20 done deal, it's just not, we haven't allocated
21 the funds. The contract will be, or at least
22 that's not officially awarded because they're

1 here.

2 MALE PARTICIPANT: And it's one
3 year too.

4 MS. CAMPBELL: Yes, and it's one
5 year and so there's always, it's a one year
6 optional.

7 DR. STAPP: Well what does that
8 mean then?

9 MS. CAMPBELL: That means that the
10 LID will administer this contract, this 8(a)
11 contract, as agreed upon for one year.

12 DR. STAPP: Okay, that I know.

13 MS. CAMPBELL: So that's what that
14 means.

15 DR. STAPP: I know what that
16 means. But what I was getting at is why do we
17 say oh, it's just for one year. So that's
18 putting off using the Indian preference for
19 one year. I'd like to see an Indian company
20 be used if at all possible. I mean, it's just
21 good business for Indian companies. Does
22 anybody have any objections to that?

1 (Off microphone discussion)

2 MS. CAMPBELL: The contract and
3 the statement of work is complete for this
4 program year. I mean the contractor is here,
5 I know that they've been here for the process,
6 I know that they hear your comments and
7 suggestions, but in terms of modifying the
8 agreement that is in place, and that the
9 contract that will be awarded, it's too late
10 to do that. But they're here and they hear
11 the recommendations.

12 DR. STAPP: Okay, I mean I'm glad
13 they are.

14 MS. CAMPBELL: Yes, yes, right.

15 DR. STAPP: But I want to continue
16 that trend as a preference.

17 MS. CAMPBELL: And I think we all
18 would like to do that.

19 MS. WHITMAN: Congresswoman Molle?

20 MS. MOLLE: Yes, I guess I need
21 some clarifications. Right now, today, if a
22 grantee needs some technical assistance with

1 BearTracks, which is an ongoing daily thing,
2 who should they call?

3 MALE PARTICIPANT: To be put on
4 hold.

5 MS. CAMPBELL: No, you may call,
6 and we've been, this is the identified task
7 that was in the performance elements of my
8 staff, call Duane Hall or Guy Suetopka, if you
9 want a guaranteed deliverable because Duane,
10 that's part of his task and it is --

11 MS. MOLLE: That's who we're
12 supposed to call until further notice.

13 MS. CAMPBELL: Correct. And it
14 sounds like then if that would be beneficial,
15 we could send out an email. Guy will put it
16 on the community practice, and I believe that
17 we did do that. We did that, actually I'm
18 going to take it back because we did do it
19 because we had this long discussion of how we
20 were going to fill the gap as a team, thank
21 you, Craig.

22 And so an email did go out, it is

1 on the community practice. Duane Hall has
2 more than enough skill to provide the
3 technical assistance. And he has done that
4 above and beyond his duties so far, so that,
5 to answer your question, Duane Hall or Guy
6 Suetopka.

7 MS. WHITMAN: Councilman
8 Richardson?

9 MR. RICHARDSON: Yes, recap some
10 of Rod's comments, I am tickled pink that we
11 have a North Carolina Indian entity that's
12 been awarded the technical assistance contract
13 here. And congratulations to, from the
14 Economic Development and LRDA on that.

15 But I think for the future, you
16 know, I think we and the Indian community
17 would appreciate seeing part of the specs or
18 the, what do you call the specs for the
19 contract before it's let, have some reference
20 or preference for Indian contracting within
21 the community.

22 And I know that once a contract is

1 awarded, you can't go and tell the contractor,
2 you know, these add on things of here's, we
3 want to throw these things in now and, you
4 know, it's the contractor's prerogative to
5 contract with who they, you know, find will
6 best provide their services I think, you know.
7 But I think in the future, you know, we can
8 express that, you know, we have a preference
9 or we'd like to see that in the contractor's
10 piece.

11 MS. WHITMAN: Could this have been
12 discussed with the Council on a
13 teleconference, and emailed information sense,
14 on the job statement works?

15 MS. CAMPBELL: I'm not a contract
16 officer and I'm not going to present like I am
17 a contract officer. But what I can do, we
18 have a one year contract in place. Yes, I
19 made the decision without, as formal
20 consultation not that, I mean, to the Council
21 for the contract agreement, and for that I
22 stand corrected.

1 However, I also, as the Division
2 Chief, have to make decisions for the program
3 as a whole. And I decided as the Chief, to
4 put the contract in place. One request that
5 I did hear from the Council, and that was to
6 make sure that that entity was Indian or
7 Native American, that's what I've heard last
8 time.

9 What I can do and I will do, is at
10 the next meeting, is I can ask, especially if
11 it's not here I'll get someone from the
12 Regional Office, a contracting officer,
13 because I don't know the requirements, the
14 legal requirements of contracting. I know how
15 to put one in place now, but I certainly don't
16 want to, you know, misstate what is allowable
17 or not allowable under the contract.

18 But certainly, we will have
19 someone so if there are questions, especially
20 when there's a new contract coming up, that
21 you all can ask those questions specifically
22 of a contract manager, because what their job

1 is, is to make sure that there's a legal
2 agreement between those two entities. And we
3 managed just the purchase orders that comes in
4 and goes out.

5 MS. WHITMAN: Councilman Waldron?

6 MR. WALDRON: Getting back to the
7 priority sheet --

8 MS. WHITMAN: All right, getting
9 back to our priorities.

10 MR. WALDRON: I wanted to, because
11 I think, number one, we probably need to put
12 slash Secretary as well, because she probably
13 has, I mean, we are her Advisory Board and she
14 may have specific duties for us, but we become
15 part of that 70 percent. Well, or he, right
16 now it's a she but I've got my little pink
17 ribbon over there, I'm going to give it to Elk
18 because he was tickled pink.

19 MS. WHITMAN: Also, after our
20 meeting has ended, I would like to make a
21 suggestion, recommendation that Michael send
22 out the draft that's been in the Power Point

1 as is, without any edits, just so we have a
2 framework of our total discussion today.

3 MR. WALDRON: And I wanted to,
4 because I did kind of forget picking up
5 Christine's comment, we did talk about trying
6 to work partnership through better and work
7 together with 477 and 166, as one of the
8 priorities.

9 MS. CARROLL: Not be separate
10 entities.

11 MR. WALDRON: Not be separate
12 entities but work together so that we can come
13 together as we service our communities better.
14 And that has to be put up on the table and
15 discussed, but I know that the energy's in
16 that direction, right?

17 FEMALE PARTICIPANT: I have a
18 question for you. Is 477 under the same
19 directive that we are on our conferences?

20 MR. WALDRON: Well, when I talked
21 to Margaret, they are not. But they were
22 reviewing a contract at the time and I don't

1 know that they write the contract or what,
2 because she didn't get in any real detail
3 about it. And so the timing was kind of good
4 in my communication with her, and that they
5 were really taking a look at the present
6 contract, which was in Oklahoma in Hard Rock.

7 And when I brought it up, and we
8 were going to try to get other people on the
9 phone but I just said, you know, can we
10 discuss it in the sake of a possibility with
11 Jane Oates, and she said yes, that they had an
12 interest in that and that looking at the date
13 would be important. But she had kind of
14 indicated that they hadn't gotten the
15 correspondence like the Eastern and multi-
16 regional did, as of yet.

17 FEMALE PARTICIPANT: We haven't
18 submitted a request either.

19 MR. WALDRON: That's true, we
20 haven't submitted a request so, yes.

21 FEMALE PARTICIPANT: Okay.

22 MS. CARROLL: All right, the

1 conference, the current national 477
2 conference is scheduled for the last week of
3 October in 2013. A site has already been
4 selected by the conference attendees of our
5 last conference. And generally, we had
6 intended to begin planning in January on that.
7 But since all of this has happened, you know,
8 we're a little leery of entering into a
9 contract first of all, and we're not real sure
10 how to proceed.

11 We do like the idea of possibly
12 partnering with the 166 national conference.
13 There's something like 97 percent of the 477
14 grantees include a WIA grant in their plan.
15 That's one of the reasons we partner and have
16 our title workgroup meetings in, you know,
17 conjunction with the regional and national
18 conference, because so many of our grantees
19 are going to be there anyway for that. There
20 are a lot of logistics to work out because 477
21 also includes education, it includes
22 childcare, it includes TANF, and what's the

1 other one?

2 DR. STAPP: Kim, when was your
3 this year's meeting?

4 MS. CARROLL: We only have them
5 every 18 months. So our last one was actually
6 in March or April in Michigan. I remember it
7 was very cold and snowy. So those are some
8 things that we need to, you know, we need to
9 look at because our grantees will also want to
10 attend some workshop on how to integrate those
11 types of programs in with our employment and
12 training, they're considered related programs,
13 you know, so all those types of things really
14 need to be discussed in detail.

15 MR. WALDRON: What we were going
16 to do is, based on after our conversation,
17 hopefully our conversation tomorrow with Jane
18 Oates, that we would get together and we'd
19 schedule a meeting right away, telephone
20 meeting whatever, right away, to begin to talk
21 a lot more bricks and mortar type discussions
22 about doing it.

1 And in fact, you know, looking at
2 maybe late summer or something like that,
3 close to their date, pushing ours out,
4 somewhere in the middle type of deal. So we
5 hadn't officially submitted ours either so,
6 and the conversation was a good one, and may
7 be a solution to a problem.

8 MS. CAMPBELL: Well I would like
9 to say --

10 MS. CARROLL: Well, do you think
11 we will get approval?

12 MR. WALDRON: I don't see why,
13 well, I don't know.

14 MS. CARROLL: I would have to say
15 too, that 477 has a real interest in seeing
16 that the 166 national conference continues.
17 We have several changes that are going on,
18 we've been working with our federal partners
19 in an administrative flexibility workgroup,
20 teleconferencing weekly.

21 There have been a lot of changes
22 to our reporting forms, the planning process,

1 a lot of things that have to do with the
2 administration of our programs. And January
3 would be an excellent, is it in January? No,
4 that's Western. That was the Western.

5 MR. WALDRON: I thought it was
6 April. The national was going to be in April.

7 MS. CARROLL: We're going to have
8 to be able to roll this out to the grantees
9 before October, obviously, and it made sense
10 to us that a 166 Conference would be an
11 excellent place to do that. So we have a very
12 vested interest in seeing that that happens.

13 MR. WALDRON: I think we've got a
14 good chance of getting done with the two of us
15 here, and tomorrow, you know, and then we can
16 do a resolution on it before tomorrow, and
17 present it as part of the package to the
18 Secretary then. You know, discuss the, our
19 unsupport or non-support and present it in
20 that manner, as a recommendation.

21 MS. WHITMAN: Councilwoman Molle?

22 MS. MOLLE: Yes, I would suggest

1 that we ask Assistant Secretary tomorrow for
2 some clarification on specifically some of the
3 public comments about the conference, you
4 know, are we mandated to that OMB? And we
5 really need some clarification today.

6 MR. WALDRON: That was just Walter
7 Forrester has asked, I've got to check, but he
8 asked me to bring up some specific questions
9 in that meeting.

10 MS. WHITMAN: Before we leave
11 today, yes --

12 MS. MOLLE: We need to know what
13 they are so we that we can all be together.

14 MS. WHITMAN: But as we've been
15 prioritizing the projects, and I'm assuming
16 that we're going to adjust this to Secretary
17 Oates, we should perhaps decide who will give
18 the brief presentation on each item, I mean,
19 you know, select different ones --

20 MR. WALDRON: Well we thought we
21 could kind of do it together, right? I have
22 some words that Margaret gave me, I was going

1 to do that --

2 MS. CARROLL: Oh, you're talking
3 about the one issue. I think she's talking
4 about the whole thing.

5 MS. WHITMAN: Well, I'm talking
6 about the whole thing --

7 MR. WALDRON: Oh, I'm sorry.

8 MS. WHITMAN: -- I mean, you know,
9 I don't think it should be just this one
10 person addressing --

11 MR. WALDRON: Well, it should be
12 the Chair.

13 MS. WHITMAN: I think it's nice to
14 share the responsibility, I mean, of the
15 projects, because it's a Council project. And
16 I mean, you know, if anyone has a preference
17 of what they would like to address.

18 MS. CARROLL: Do you want to do It
19 that way? Do you want to divide it up?

20 MS. WHITMAN: Pardon?

21 MS. CARROLL: Divide it up to have
22 --

1 MS. WHITMAN: Yes, yes, exactly,
2 exactly. Because we've done that before when
3 the Board has given presentations to the
4 Secretary of Labor and the Assistant
5 Secretary.

6 MR. RICHARDSON: Before we do that
7 --

8 MS. WHITMAN: Councilman
9 Richardson?

10 MR. RICHARDSON: Thank you.
11 Before we do that, what does anyone else think
12 about the importance of legislative advocacy
13 or advocacy for reauthorization? Where does
14 that belong in the scheme of this? Does
15 anyone else think it has a place up high?

16 MR. WALDRON: Yes, I see it as a
17 priority. Are we allowed to do it?

18 MS. CAMPBELL: I have a question.

19 FEMALE PARTICIPANT: Educate.

20 MS. CAMPBELL: Truly. PY 2012
21 projects, I know we're prioritizing them right
22 now. Looking at all these tasks at hand, if

1 we get to the first four I think we'll be
2 doing an excellent job. So we can add them
3 on, or is that a long term priority,
4 reauthorization of the Workforce Investment
5 Act will not occur, especially not within this
6 next program year.

7 MS. WHITMAN: That probably will
8 not occur this year.

9 MS. CAMPBELL: Not at all.

10 MS. WHITMAN: No.

11 MS. CAMPBELL: That I do know.

12 MR. RICHARDSON: With that said, I
13 think then it becomes, is it an item that
14 belongs on this list of priority things? And
15 then which of these do we prioritize into top
16 priorities for the next 12 months and which
17 may be prioritized for the term of the next
18 three years or five years or something, which
19 that one may well belong.

20 MS. CAMPBELL: Yes. So that would
21 be short term and long term. But we're
22 talking about like --

1 MR. RICHARDSON: Immediately.

2 MS. CAMPBELL: -- immediate, PY
3 2012, something that we would give the current
4 Assistant Secretary some heads up on, this is
5 what we're going to be working on, but more
6 importantly, when there's a transition plan
7 put in place, make sure that I capture the top
8 priorities going forward so that new person
9 comes in, they come to meet you, the first
10 meeting we have with them, they're already
11 going to know what your priorities are. That
12 was the purpose.

13 MR. WALDRON: And we probably
14 can't operate beyond the times of people on
15 this Advisory Board anyway, right?

16 MS. CAMPBELL: Right, you can't,
17 exactly, good point.

18 MS. WHITMAN: Councilman Bernal?

19 MR. BERNAL: We spoke and worked
20 for a couple of hours on what you call the
21 Outreach task, but I don't see it on the list
22 of 2012 projects. Would that make it a

1 priority or is that going to be tabled? I
2 recommend it meets the priority list.

3 MS. WHITMAN: What is your
4 recommendation on that?

5 MR. BERNAL: That the Outreach
6 task and the roughly two page position paper,
7 called the white paper, some called it a red
8 paper, would be developed by December 31st and
9 presented in January 2013 for the full
10 Council.

11 MS. CAMPBELL: Because we have a
12 short term deliverable so we did not feel like
13 almost --

14 MALE PARTICIPANT: Number 1?

15 MS. CAMPBELL: -- not Number 2,
16 Number 1 we're going to say across the board,
17 we're going to, or what we'll get in terms of
18 priority, I mean if we're going to have a
19 deliverable, a tasked deliverable of December
20 31st, that's just pretty high priority.

21 MS. WHITMAN: Number 2 would be
22 the two page?

1 MS. CAMPBELL: Yes. So we're
2 making a statement that our priorities, to
3 make sure that we stay focused and we deliver
4 70 percent of the work that we say we're going
5 to, the first one we're going to do is this
6 two page white paper.

7 MS. WHITMAN: From the Outreach
8 Subgroup.

9 MS. CAMPBELL: Right. Okay, what
10 we're going to have to do is we're going to
11 have to break because we have one, two, three,
12 four, five, we don't have enough --

13 MS. WHITMAN: Because we don't
14 have a quorum right now, we will recess for a
15 break.

16 MS. CAMPBELL: Until 3:30?

17 MS. WHITMAN: Until 3:30.

18 (Whereupon, the meeting in the
19 above-mentioned matter went off the record at
20 3:18 p.m. and went back on the record at 3:41
21 p.m.)

22 MS. CAMPBELL: We're going to go

1 back on record, we do have a quorum, seven.

2 MR. WALDRON: Do we count Lorenda
3 in the quorum?

4 MS. CAMPBELL: No, she's not,
5 she's participating.

6 MR. WALDRON: Take her off mute
7 though, right?

8 MS. CAMPBELL: Yes.

9 DR. STAPP: Okay, can you hear us?

10 MS. SANCHEZ: I can hear you now.

11 MR. WALDRON: Yes, you've been
12 unmuted.

13 MS. CAMPBELL: Okay, so we have,
14 what we did have processed, or was able to
15 have processed, is the memo signed by Jane
16 Oates, that gives us approval to implement the
17 education measure. Now there's the full
18 layout that was proposed, and what she has
19 agreed in terms of the Council initially
20 recommended for the Department to implement
21 the common measures that would require all WIA
22 Section 166 grantees to report on the

1 education measure.

2 Also, and be given the option of
3 reporting on two of the three other elements
4 to include average earnings, employment
5 retention, which are already common measures,
6 and two other additional newly proposed
7 measuring would be the credential measure,
8 which is new, as well as the employment
9 enhancement measure, all of that's lined out
10 on Page 2, okay?

11 This is pretty much 99.9 percent
12 of the document that I sent out, went back and
13 forth with the Council on and asked for
14 comments, et cetera. Some of the verbage is
15 different because it went through the lawyer
16 and I added in what they asked me to add in.

17 But in any event, the decision was
18 made and there's a justification on the third
19 page, the decision that the Assistant
20 Secretary made, was that she is in agreement
21 with Option 1. And what is she agreeing to,
22 or the Department is agreeing to do, is to

1 approve a measure that, and one of the two
2 options, meaning that we would all, all WIA
3 Section 166 would report on the interim
4 employment measure, and have the option to
5 choose between three measures, the two
6 existing common measures and the credential
7 only, the credential only.

8 The Department along in
9 consultation with the Performance Office had
10 determined and has come to the conclusion that
11 the employment enhancement measurement, and we
12 don't have the written justification here, but
13 that it was not included in the option. So if
14 we went forward with the implementation of
15 this education measure, it only includes the
16 credential measure. It does not include the
17 employment enhancement.

18 MR. WALDRON: I'm good with that.
19 This is good.

20 MS. CAMPBELL: So as it stands
21 now, and my staff has already been tasked and
22 we've already started the process, right now,

1 not started the process, Duane started the
2 process in that I tasked Duane, Guy, and Craig
3 to begin putting the paperwork together for
4 OMB clearance.

5 And so what we're going to do is
6 we're going to work with the Effective
7 Management Workgroup, right, to make sure that
8 we have the correct definition. So what we
9 have to do now is, is define it so we can
10 literally measure it, right? So it would be
11 the numerator and the denominator, make sure
12 we have that. .

13 And Duane is the guru when it comes and Craig
14 is the guru. But my job here is to clearly
15 make sure that the Council knows that's what
16 that would mean. That's what the Department
17 is going to implement.

18 MALE PARTICIPANT: Awesome.

19 MS. CAMPBELL: Any questions?

20 MS. WHITMAN: Councilwoman James?

21 MS. JAMES: With the credential

22 measure being to increase the educational

1 level of the program participants, do you
2 think we can utilize this measure to obtain
3 more funding for our programs? Because as
4 stated before, like the GED testing is going
5 to be electronic. And it's going to be a
6 considerable cost to our programs if we go
7 forth with this measure, it's going to have a
8 lot of demand and we would need funding to
9 support us in this.

10 So if we need to, I just think
11 that we need to utilize this as a way to
12 getting more funding from Congress to support
13 our programs, to go forth with this.

14 MS. WHITMAN: Councilman Waldron?

15 MR. WALDRON: You know what you
16 can do, because we did it even though we
17 didn't have it yet? We got a GED program. We
18 went and talked to the Department of Ed.,
19 excuse me, and the Department of Ed. supported
20 us having a GED because of the statistical
21 level that was coming in on our community.

22 And then we merged it in with our

1 WIA program out of the work readiness
2 credential. And we were able to support the
3 two. And that's what guaranteed us our
4 funding. They gave us a little small piece
5 and then they doubled it the next year.

6 MS. CAMPBELL: Can we work on,
7 because we're going to go forward. If you all
8 don't mind, Craig, can we pull out and start
9 getting an action plan for the implementation
10 of this credential measure? And we have two
11 items on the table. And I hear what you're
12 saying, Jessica, the larger picture is, is
13 that implementing this employment enhancement
14 one, is that we're going to include it in the
15 white paper or at least in some, use it in a
16 way that will benefit us.

17 And two, Darrell, in terms of how
18 you did it, that's a strategy that would be
19 very helpful for all the community here and
20 perhaps could be a training, or a training
21 offered at the national conference, this is
22 how we did it. This is how we could utilize

1 that.

2 So maybe at the really bottom,
3 bottom, or anywhere on that action item, we
4 can make sure that Darrell can do a training,
5 or at least be able to provide the training
6 tools on how that you're GED computerized
7 system and partnering with the state can be
8 used in 166 communities.

9 Also another comment or
10 recommendation, I guess it would be a task,
11 pretty simple one, I guess as the task, what
12 is that first task that we're going to do, the
13 advocacy? Right, to make sure if we can, to
14 remember to include, and I think that's a very
15 good point, this goal. One, we're
16 implementing a goal, this goal, this
17 employment enhancement, or at least it's for
18 consideration, but just so we don't lose that
19 idea. Is that what you're saying?

20 MS. JAMES: Yes.

21 MS. CAMPBELL: Okay. That's what
22 I had thought. I know that the, at least my

1 staff had some communications with Lorenda, I
2 know Duane has been in contact with you and we
3 had a couple of emails.

4 And for the record, I would like
5 to propose or get an official approval from
6 this Council for the Department of Labor to go
7 forward and to implement this strategy for the
8 community.

9 MS. WHITMAN: Councilman Stapp?

10 DR. STAPP: So I'm okay with going
11 forward with it, based on your explanation.
12 What I would like to see, this paper that we
13 got here, this is Jane's approval here, right?

14 MS. CAMPBELL: Yes.

15 DR. STAPP: Just for clarification
16 on this, the way we just talked about it and
17 explained it worked well, where we clearly
18 said, you know, the Option 1, or the other was
19 mandatory and you pick two out of the
20 remaining three. As you read this, that's not
21 what it said.

22 MS. CAMPBELL: Specifically, yes.

1 DR. STAPP: Yes, because, and I
2 think it might have been a couple words but
3 now it says approved that Council recommends,
4 community approved what the Council
5 recommends. But it also says and including an
6 additional, yet optional education performance
7 measure as proposed above.

8 So kind of the way it reads there
9 is that the only thing that's optional is the
10 education part. But then it does say above,
11 referencing back to what we have above, but
12 above also includes an employment enhancer.
13 I know she restated that in the handwritten
14 comment, that you were really vague and not
15 clear on specifics. So is there any way that
16 we can rewrite that to make it clear and have
17 them taken off?

18 MS. CAMPBELL: Well, we could.
19 First comment is that at Option 1, I
20 literally, verbatimly, took this verbage from
21 what was put forward, it's exactly in here.
22 But nonetheless, I can put it back through.

1 How long did it take?

2 MR. LEWIS: Once we get the OMB,
3 I'm sorry, we're out of the rules of order
4 now. Once we go through the OMB clearance,
5 it's going to have to go back through Angie
6 and Amanda and Jane again for re-signature.

7 So if we can re-clarify that
8 language now, if that's where it's going to
9 get reviewed again and signed off on. And
10 that's what we need as far as me, Guy, and
11 Duane, is we need a clear understanding from
12 the Council on what it should look like.
13 Because in our discussion, we're on the same
14 boat as what Angie said, in that it's interim
15 employment and then two of the three optional,
16 or, or, or.

17 DR. STAPP: Right. I think we're
18 all in agreement.

19 MR. LEWIS: So if you could
20 clarify that for us we can put that into our
21 OMB clearance forms and get that reviewed
22 again and signed off on, because it does need

1 to be clarified.

2 MS. CAMPBELL: So a statement, but
3 specifically we can do it, in the interest of
4 time and trying to get it cleared along,
5 really what we're trying to do as a program is
6 just trying to get this measure cleared so we
7 can start at least collecting information. We
8 have to get approval from OMB.

9 And our 9084 forms, all of the
10 reporting forms are going to expire next year.
11 So we're trying to do it all together in one
12 package. So that's the bottom line of the
13 urgency with what we're trying to do it all
14 together.

15 We're also trying to, for example,
16 include in that information collection and get
17 credit for the veterans we're providing
18 services for and their spouses. So that's
19 what we're going to do, we're going to modify
20 the full form and include this definition.

21 But to specifically, to answer your question -
22 -

1 MS. WHITMAN: And also, to include
2 in that, it's not capturing, I mean it's not
3 setting aside, I mean your native Hawaiians or
4 --

5 MS. CAMPBELL: Right, so native
6 Hawaiians.

7 MS. WHITMAN: -- although it's in
8 the aggregate forms but, yes, so I mean --

9 MS. CAMPBELL: Specifically.

10 MS. WHITMAN: Yes, specifically.

11 MS. CAMPBELL: So what we can do,
12 because in order to get at specifically what
13 Dr. Stapp is asking for and the Council's
14 asking for, is to present, formally present
15 the definition and what will be collected
16 specifically, defined to the Effective
17 Management Workgroup, right?

18 That's the, unless we type it up
19 right now and they vote on it, I don't know
20 how else we're going to, because the request
21 is for me to rewrite this and specifically
22 state that, she agreed verbally, I mean I

1 talked with Jane verbally a lot of times. She
2 understands, that's why she circled and said
3 yes. Part of it is trust. If it is this
4 Council's recommendation that I send a
5 document back through, I'll do that, I'll do
6 that.

7 I'm not certain that we will get
8 the education measure implemented and through
9 OMB before next Spring, or for the next time
10 we meet. And that's an honest statement.

11 So we could do this one of two
12 ways. I can reword it so we can specifically
13 state what the Council says and she'll re-
14 approve it when she gets to it or when we can
15 get it throw and re-approved, or we could
16 bring it back to the Effective Management
17 Workgroup after the approval of this Council
18 to go forward with it, because we did get an
19 approval to go forward last time, or at least
20 allow for the Department to go forward with
21 implementing and getting clearance from OMB.

22 MS. WHITMAN: Councilman

1 Richardson?

2 MS. CAMPBELL: Please?

3 MR. RICHARDSON: Do we just amend
4 this?

5 MS. RICHARDSON: Can't we just
6 amend this and --

7 MR. WALDRON: Yes, we've got some
8 take home.

9 MS. CAMPBELL: Well, you could
10 amend it and --

11 DR. STAPP: I mean the point is --

12 MS. CAMPBELL: Yes, but how do we
13 capture --

14 DR. STAPP: The point is, it's
15 vague enough to where there's some wiggle room
16 and we want to do away with the wiggle room
17 and make sure that we have a clear
18 understanding. What you said awhile ago about
19 how you interpreted is agreeable with
20 everybody, you know, having an entering point
21 and then choosing two of the three remaining
22 options. But reading this, it certainly is

1 not clear you said that. So just for that
2 clarification purpose.

3 MS. WHITMAN: Councilman
4 Richardson?

5 MR. RICHARDSON: Thank you, Madam
6 Chair. Would we be wise to wait until after
7 tomorrow's discussion with Jane? I walked in,
8 back into the meeting late on, you were in the
9 discussion already, as to what was wrong with
10 the employment enhancement part of the
11 measure. Do we want to hear anything from her
12 or have a discussion with her about her
13 concerns about that part of it? Maybe there's
14 something that she has concern with and that,
15 tomorrow, you know, we could come to some
16 agreement on it and have that part included as
17 well.

18 And number two, in light of the
19 TAA contracts discussions we held about
20 BearTracks and revisions to Microsoft Office
21 2010 and the new version coming out, might we
22 want to further revise this language to be

1 careful about how we refer to BearTracks as
2 BearTracks, and maybe use some other language
3 to reporting software, I mean, more generic
4 language and not specifically BearTracks, and
5 maybe it's a footnote name, BearTracks is
6 currently the software that's in use by the
7 Section 166 grantees. I mean, BearTracks, we
8 could approve this and BearTracks could be
9 gone by July 1 of 2013.

10 MS. CAMPBELL: What I will say is
11 that I encourage a discussion with the
12 Assistant Secretary tomorrow, especially
13 around a decision about the, not including
14 the, or why she decided not to include the
15 employment enhancement.

16 DR. STAPP: And if she just sits
17 there and said oh yes, this is why and we say
18 okay, we're already kind of agreeing that
19 we'll take it like it is and not the way it's
20 implied, but the way we just discussed it.
21 Then if she says yes, I agree that's the way
22 the intent is and we just amend it, then she's

1 giving it her blessing then.

2 MS. CAMPBELL: She's going to say,
3 she'll look at me and say Angie, rewrite it
4 and send it back through clearance.

5 DR. STAPP: Okay, so --

6 MS. CAMPBELL: I guarantee you.
7 That's what's going to happen because this
8 just went --

9 DR. STAPP: Right, so if you could
10 just rewrite it, so let's rewrite it tonight
11 and when she says Angie, rewrite it, here you
12 go, I've got it rewritten.

13 MS. CAMPBELL: It doesn't work
14 that way.

15 MALE PARTICIPANT: It's got to go
16 through clearance process.

17 MS. CAMPBELL: It does not work
18 that way. If it worked that way I'd say we
19 could do it. But it doesn't work that way.

20 DR. STAPP: Well maybe it went
21 through the OMB.

22 MS. CAMPBELL: Excuse me?

1 DR. STAPP: I said maybe they'll
2 correct it in OMB.

3 MS. CAMPBELL: No, no.

4 MS. WHITMAN: They don't
5 understand what we're trying to do.

6 MS. CAMPBELL: What we can do is
7 one, is have the discussion with Jane
8 tomorrow. She's going to turn to me and say,
9 Angie, can you recall the conversation that we
10 had? And we can layout exactly what she had
11 said, Amanda's going to be there, too, because
12 I remember what she had specifically told us
13 to do. She will say yes, that's what I'm
14 agreeing to.

15 She'll also give further
16 information as to why we're not including the
17 other employment enhancement, she didn't
18 provide me a justification why or why not.
19 She said I'm not including that one. I do
20 believe that the credential measure is why she
21 is in agreement because it is consistent with
22 what is being implemented on the state side.

1 MR. WALDRON: It's already
2 implemented.

3 MS. CAMPBELL: Right. And they do
4 want to maintain the common measures. And
5 this way, we're doing both. So with that, we
6 could put this off to further discussion
7 tomorrow.

8 In terms of an action plan from my
9 office, and at that time, after talking with
10 the Assistant Secretary, this Council can
11 decide whether or not, because we really need
12 to know right now, this is a priority for my
13 office, to get this implemented. If it's the
14 decision of the Council not to implement it,
15 we'll put it off until after, probably well
16 after February 2013.

17 But the disadvantage of that is
18 that I know that I at least spent the last
19 four years with this Council trying to put
20 this measure in place. We have the approval
21 of this Administration, and if we don't strike
22 when the iron's hot, we're going to push the

1 information collection clearance under this
2 Administration, specifically with James
3 Hardin, who's a, what's James's last name,
4 from OMB, who worked with us?

5 MS. WHITMAN: Hardin.

6 MS. CAMPBELL: Yes, James Hardin,
7 a colleague of mine I met, OMB clearance,
8 worked with him on 477, who's willing to help
9 me to get this through. So we'll have this
10 discussion tomorrow, you all will advise me on
11 what we're going to do and then what I should
12 do, and we'll go from there.

13 MR. RICHARDSON: Let's just get it
14 done because we may not have the same
15 Administration. And that would be, then we'll
16 be back to square one.

17 MS. CARROLL: Just for
18 clarification, what this will do then is
19 provide the provincial measure but not the
20 employment enhancement measure.

21 MS. CAMPBELL: Correct.

22 MS. CARROLL: Okay. I do agree

1 that we need to go ahead and do that.
2 However, I have a problem with that, the whole
3 ideal was that we needed the employment
4 enhancement measure. And if you look at the
5 first sentence at the top of the same page, it
6 is estimated that approximately 85 percent of
7 WIA Section 166 customers served did not have
8 the skills to obtain a high school diploma, a
9 general education development, or vocational
10 skills certification. And that's the only
11 thing that's being measured. So we're leaving
12 out 85 percent of our caseload.

13 MS. CAMPBELL: And that's why
14 we're going to have the conversation with the
15 Assistant Secretary. And as a Council we
16 provide her advisement. What I'm saying is
17 this is the decision she made, the Department
18 had made, at this point, without further
19 discussions, willing to implement. But we
20 could discuss --

21 MS. WHITMAN: Councilman Waldron?

22 MS. CAMPBELL: -- further, she

1 might change it, I don't know.

2 MR. WALDRON: I think we already
3 have an employment enhancement in the program
4 already, there's a section in there in the
5 regs, and maybe Bob, because he probably knows
6 the regs better than I do, but there's a
7 section in the regs that talks about
8 employment enhancement, primarily labels a
9 eligible client who is working already, and is
10 about to lose their employment, or those in
11 opportunity for advancement, they don't have
12 the credentials and they may lose their
13 employment, that under enhancement, you can
14 infuse more dollars for education and
15 training, so it's somewhat in there already.

16 Now and that could pertain to a
17 GED. They could have a position that needs a
18 GED level to continue. So that one we've been
19 using flexible over the years. But the
20 education piece itself here is good. It would
21 be nice to get them both but --

22 MS. CARROLL: I thought one of the

1 things that we were really concerned with
2 being able to capture was the work that we did
3 with individuals before they ever got to that
4 stage. And that's what's identified in number
5 four, or number three.

6 MS. CAMPBELL: But I'm thinking,
7 and just having the conversation, which she
8 did give us written feedback, and they do, it
9 doesn't happen that way, but nonetheless, I do
10 recall the conversation and it's really being
11 able to truly define and measure, you know,
12 the flexibility, or defining what would, and
13 I think this is the conversation you had with
14 her, what would, how would employment
15 enhancement like really be defined, you know,
16 specifically. And not have, you know, all of
17 the different, you know, possible variables in
18 the definition. I don't know.

19 But I encourage tomorrow,
20 tomorrow, we'll have this conversation with
21 Jane, we'll put it at the top. And I think
22 it's on those bullet points, right, that you

1 sent over?

2 MR. LEWIS: With the education
3 minutes?

4 MS. CAMPBELL: Yes. It's not on
5 there?

6 MS. CARROLL: It's not there, no.

7 MS. CAMPBELL: Was it a priority?

8 FEMALE PARTICIPANT: Yes, it is,
9 it's point three.

10 MS. CAMPBELL: Yes, okay. Mike,
11 do me a favor?

12 MR. WALDRON: Full, we got full
13 implementation so that's good.

14 MS. CAMPBELL: Yes, could you
15 highlight number three, email --

16 MR. DELANEY: Email it back to her
17 without number three?

18 MS. CAMPBELL: No, no, just take
19 number three, email Dawn, cc Amanda, for the
20 educational employment measure, and let them
21 know there will be a full discussion on the
22 Council recommendations regarding employment

1 enhancement, and email that, so she'll know.

2 MS. RICHARDSON: Angie, also, when
3 I was looking over the transmission paper that
4 we had done for this Administration, I saw in
5 there that we had agreed that the support for
6 the Council would not come out of the one
7 percent, TAT money. And that has not been
8 really addressed. Everything else on there
9 seems to have been addressed.

10 MS. CAMPBELL: That's outside of
11 this education enhancement, you know, I really
12 wanted to, did we come to a final decision on
13 this, and we're not going to create any kind
14 of action plan or deliverables, from my office
15 at least, it will all be dependent on tomorrow
16 morning, and after the special, right?

17 MR. LEWIS: Can I add something,
18 Madam Chair?

19 MS. WHITMAN: Yes, please.

20 MR. LEWIS: I mean, just as a
21 clarification on what Darrell just said about
22 the enhancement, you're mixing two things,

1 that's eligibility. And we're talking a
2 measure, okay.

3 Retraining as the grantee sees
4 fit, they can bring somebody off to retain a
5 job or to get a promotion. That's for
6 eligibility, that's right in there with
7 unemployed, underemployed, low income, to get
8 them on the program. But a measure is when
9 they've already exited and when they attain
10 for that person. So it's two different areas.

11 MR. WALDRON: But you can service
12 flexibility in there.

13 MR. LEWIS: Yes.

14 MR. WALDRON: Although it's kind
15 of there already. So that's the actual
16 measure.

17 MR. LEWIS: The actual measure of
18 it is that first one, that interim employment,
19 because you would enhance them to get
20 employed.

21 MS. CAMPBELL: Yes, I think the
22 key this is that, what I think Jane will come

1 back and ask is okay, how would you propose to
2 define this and how are you going to measure
3 it? That's exactly what I know she'll come
4 back and have the dialogue there. And then
5 from there, she'll task, you know, my office
6 and that's what we'll do is resubmit the
7 entire proposal back to her for
8 reconsideration.

9 MS. WHITMAN: So this does not
10 explain enough on Page 2, that --

11 MS. CAMPBELL: You would have to
12 ask her tomorrow.

13 MR. WALDRON: She didn't like it.

14 MS. CAMPBELL: Ask her tomorrow.
15 But for the record, and I want for the Council
16 to know that this will require, it will
17 require and we will resubmit it for a
18 decision, which will probably, will not be
19 made signed off and made before the new
20 Administration comes into play.

21 So as long as we're all on the
22 same page, please know that, that it's not

1 that my office is not going to do it. Once we
2 go back through the process and it's resigned
3 and it goes back through the performance
4 office and the lawyer's office, it probably
5 will not, it probably won't be resigned until
6 the new Administration comes in. So we're
7 looking at January, February of 2013 before we
8 come back and ask you all about this again.

9 MS. CARROLL: Well I don't think
10 that we want to hold up an education measure.
11 But I think that if this one goes ahead and
12 goes through as described, that the Advisory
13 Council is going to begin once again, to try
14 to get another measure because the whole
15 discussion was on being able to get credit for
16 all of the work that we do with individuals
17 before they're ever ready to try for a GED or
18 a high school diploma, or even a technical or
19 occupational certification.

20 MS. CAMPBELL: And I respect that
21 decision, but I'm talking about just in terms
22 of the process, just so we're --

1 MS. CARROLL: I'm thinking that's
2 going to be separate, that's going to be a new
3 initiative. I don't think we want to hold up
4 this.

5 MR. WALDRON: So we get what we
6 got and then we add another one on another
7 time.

8 MS. CAMPBELL: I explained to you
9 all the process. Because also, not only that,
10 we have two weeks, two weeks for the election.
11 I'm not certain Jane signed off on this
12 education measure. Secretary Solis agrees to
13 this implementation of, this current
14 Administration supports this initiative and
15 this Council.

16 FEMALE PARTICIPANT: And I think
17 we should embrace that.

18 MS. CAMPBELL: And we can have the
19 dialogue and we can always put forward another
20 proposal to a new Administration, add
21 additional one. And I don't know what they're
22 going to say.

1 All I can say is this
2 Administration said yes, Indian and Native
3 American Program, you can implement this idea,
4 or we could put, we could re-word, I could
5 send an email, we can have it written up for
6 tomorrow for concurrence, but my concern is
7 that when it will go back to clearance, it
8 will not meet the November 6th, right, is the
9 election, right?

10 And right now, just like the
11 conference memo, just like a lot of documents,
12 after a certain period, the federal
13 government, or at least when there's change in
14 Administration, no decisions are made until a
15 formal new Administration is appointed. So
16 that's, I just want to be honest and let you
17 know that.

18 DR. STAPP: Well we get that, but
19 I think all we're asking is that it's great
20 because she signed off and we just want it to
21 be accurate going forward because we're
22 hashing around what we think she said or is

1 thinking, but what if she's not? You know,
2 she signed off on and again, this is not
3 clear, no one had a good, clear understanding
4 of this page when we came in here today.

5 Now you clarified it for us and we
6 agree with that, but if it has to only be in
7 there everybody else, is everybody else
8 thinking like us?

9 MS. WHITMAN: Councilman
10 Richardson?

11 MR. RICHARDSON: I mean, if we
12 were to say yes, we accept her approved
13 version of it, rewrite it, and send it
14 forward, if we said that right now, what
15 difference is saying that tomorrow at this
16 time going to make?

17 MS. CAMPBELL: There's no
18 difference.

19 MR. RICHARDSON: No difference, so
20 --

21 MS. CAMPBELL: Well, I mean, in
22 terms of the process it makes no difference.

1 But again, for the record, once we make the
2 recommendation we want the written changes,
3 we're --

4 DR. STAPP: We're not wanting
5 changes, just we want clarification. I think
6 what he's getting at is let's get it from her
7 and saying well, this is what I meant by
8 saying that.

9 MR. RICHARDSON: That's right.
10 And the grantees and the Effective Management
11 Workgroup, in hashing out all the definition
12 of the enhancement or employability skill
13 enhancement, I remember discussions about some
14 grantee reservation communities or off-
15 reservation communities, that have people that
16 have lived in such poverty and low educational
17 attainment levels that one of the greatest
18 accomplishments you'll have with them is
19 getting them reading at a 10th grade level.
20 They can get a job from that.

21 And yes, they'll need employment,
22 interim employment rate from that, but there

1 should be some credit that grantees who do the
2 hard work of getting Indian people to that
3 next level. And that's what this measure
4 attempts to do.

5 Maybe having her in discussion
6 about that may give her a different
7 understanding. She may say okay. I mean, I
8 think you're saying no, she's not going to,
9 but --

10 MS. CAMPBELL: I think it's
11 important to have the conversation with her
12 tomorrow, but I think that it would be unfair
13 of me, as I work with Jane, this is her
14 decision. And she will have a dialogue with
15 us.

16 I think it's a very good idea to
17 capture specifically, she's going to turn to
18 me and say Angie, what did we agree to do?
19 And I'll state the same thing I just stated.
20 And for the record, we would have that, if
21 that's what we're asking for.

22 And then we'll have the, you all

1 with have a further dialogue with her and I
2 will go down, probably back in for tomorrow
3 morning about your concerns about not
4 implementing the sustainability, whatever.
5 I'll just get further clarification why the
6 Department didn't choose the employment
7 enhancement credential, that's not included as
8 an option.

9 MR. RICHARDSON: Because that was
10 the only one, right, just that part?

11 MS. CAMPBELL: Yes.

12 MR. RICHARDSON: I mean I think,
13 sounds like in my perspective, I'm happy, you
14 know, that the Department is agreeing, you
15 know, to allow us credential measurement,
16 sure. But she's coming tomorrow anyway so,
17 you know, it gives you a window of that
18 discussion.

19 MR. WALDRON: I'm excited we got
20 this far, eight years.

21 MS. CAMPBELL: But I'm concerned,
22 eight years?

1 MR. WALDRON: Eight years, that's
2 how long it's been, the former Bush
3 Administration and four years, eight years.

4 MS. CAMPBELL: And four of which,
5 we participated in this. So we'll see what
6 she says tomorrow.

7 MS. WHITMAN: We have 15 minutes
8 left to our meeting. Do we want to, at this
9 point, at least, decide who will give a brief
10 report on each of the areas, do the Council
11 members have a preference on what they would
12 like to present to the Secretary?

13 MR. WALDRON: What time is she
14 here in the morning?

15 MS. WHITMAN: It will be at 10:45.

16 MS. CAMPBELL: I put 10:45. She
17 has a briefing on the Hill in the morning and
18 then she'll be in as soon as she gets back to
19 the office. She said 10:30 but I gave her
20 until 10:45 to make sure, and then she'll be
21 in until we adjourn.

22 MR. WALDRON: And we adjourn at

1 12:00?

2 MS. CAMPBELL: Yes, we'll adjourn
3 at 12:00.

4 MS. WHITMAN: Yes, because we
5 still have, I mean, we still have then on the
6 agenda from 9:30 to 10:30 to address again the
7 education measure, the TAT contract, and the
8 DOL conference request process. And that's
9 all before our --

10 MS. CAMPBELL: She comes on board.

11 MS. WHITMAN: Yes.

12 MR. WALDRON: Can I ask a quick,
13 so what are we going to discuss on the T&TA,
14 the systems contract, because it's kind of
15 done --

16 MS. CAMPBELL: Well, I just wanted
17 to make sure there was time for this meeting,
18 for you all to ask, for the Council to ask me
19 questions, or if there were some, you know,
20 additional tasks or something, any additional
21 questions, that was the time to do that. You
22 know, we could finish with the education

1 measure, maybe prepare some questions,
2 specific questions for the Assistant
3 Secretary.

4 MS. WHITMAN: Some of the
5 questions, well, some of the questions were
6 addressed in the public comments that knowing
7 from hearing some, you know, various grantee,
8 you know, what was the document that was used
9 to make this decision? I mean, because from
10 all indications of looking at Executive Order,
11 et cetera, it referred to several employees.

12 MR. WALDRON: And you're talking
13 the conference document.

14 MS. CAMPBELL: Right.

15 MS. WHITMAN: Yes.

16 MR. WALDRON: That's on after last
17 one.

18 MS. CAMPBELL: The directive, the
19 Executive Order, because it came from GAO,
20 that Executive Order, I mean get the number,
21 that's public information. So the Executive
22 Order was issued to the Department, Secretary

1 Solis. Secretary Solis specifically, Deputy
2 Secretary Harris, they issued a memo.

3 A Secretary can take a memo and,
4 or the guidance or an Executive Order, and
5 what the Executive Order says that they are to
6 implement a policy. And that's the guidance
7 that was provided to the Assistant
8 Secretaries. And Assistant Secretary Oates,
9 and this is going to be a good question that
10 you can ask because it was her decision, to
11 include grantees. That was a Department's
12 decision.

13 We don't have, I don't have, if
14 she wants to share, if she gives me the right
15 to share a memo that was issued to her, to
16 your community, I have the copy standing by on
17 my desk. But that order was given to her as
18 the Assistant Secretary. She didn't give a
19 memo to me as a Program Manager, not even the
20 Administrator, to share with me as a Chief.
21 And so that, I mean that's the pecking order
22 of the --

1 MS. WHITMAN: Councilwoman
2 Carroll?

3 MS. CARROLL: And I think that's
4 the point I was trying to get to earlier
5 before we started public comment. That's what
6 has me confused. Because it would seem to me
7 that any directive of that sort would deal
8 with Department of Labor funds, personnel,
9 that sort of thing.

10 However, the TA money was grantee
11 money. It was allocated to grantees.
12 Grantees determined that they wanted to use it
13 for technical assistance and that technical
14 assistance was going to be conducted via
15 conferences, in addition to other things, but
16 through the national conference as well as the
17 regional conferences. I don't understand how
18 that memorandum or that Executive, or any of
19 that, applied to those funds.

20 MS. CAMPBELL: That's a great
21 question to ask Jane, because she will be able
22 to provide in terms of the guidance, and I do

1 have, and tomorrow when she says Angie, you
2 can release it, I'd be more than happy to, be
3 more than happy to. Half of what I do is I
4 take orders very seriously, especially because
5 I'm military, you give me an order, I'm going
6 to follow the order.

7 And there's even specific in terms
8 of what goes in through the memo to even
9 request it. There's a lot of information, I
10 think it would be very beneficial as a
11 Division Chief for the Indian and Native
12 American Program, I've asked. I've asked the
13 Administrator and I've asked the Deputy
14 Assistant Secretary if and when this type of
15 guidance will come out. Because we're just
16 saying it's very important, very, very
17 important.

18 So a request has been made, but
19 that's a good question to propose tomorrow,
20 especially the request to have the information
21 made public. And if she wants to, she gives
22 me the authority to share the memo, we have

1 them copied, Mike, ready to go upstairs,
2 right?

3 (Off microphone discussion)

4 MS. WHITMAN: Oh yes, and as I had
5 indicated earlier this afternoon, I don't
6 know, it was between public comments. I, you
7 know, the example I gave is that recently, and
8 this was last week, in the state of Hawaii,
9 the state WIA program had a conference and
10 invited partners, which included us. And so
11 it was a three day conference which included
12 travel from the neighbor islands and people
13 coming from the mainland. So I would like to
14 know what the difference is with that.

15 MS. CARROLL: Do you have any idea
16 what the cost per participant was for that
17 conference?

18 MS. WHITMAN: I have no idea. I
19 didn't see the cost. We were invited to
20 participate.

21 MR. WALDRON: That could have been
22 approved prior to the order, too.

1 MS. CAMPBELL: Exactly. And it
2 could have been approved before February 14th,
3 because that's when the memo came down. So,
4 and I don't know, I don't know. But I do know
5 that we submitted our paperwork and I do, we
6 can share what was submitted by the, that I
7 can and I have the copies. I didn't know
8 whether or not you want it.

9 The breakdown for the cost per
10 participant that we received from the Midwest
11 and Western conference members, specifically
12 Lois, Joe Quetone, and Jeff Foster, I mean I
13 literally did this.

14 And I started the process with the
15 national and I've also started the process
16 with the Midwestern folks. For example,
17 Darrell, cost per participant right now for
18 the national conference average would be what?
19 Just --

20 MR. WALDRON: I have it in the
21 book.

22 MS. CAMPBELL: Approximately.

1 MR. WALDRON: I think it was
2 \$1,000.

3 MS. CAMPBELL: Per, that's for
4 travel.

5 MR. WALDRON: That's everything.

6 MS. WHITMAN: That's everything.

7 MR. WALDRON: That included per
8 diem and all of that.

9 MS. CAMPBELL: Per diem.

10 MR. WALDRON: Yes, everything.
11 Travel I think we were a little low, we were
12 around \$700. But we kind of tweaked it,
13 listening to the conversations we kind of
14 tweaked our numbers a little bit, but we were
15 under \$500,000.

16 MS. CAMPBELL: Under \$500,000.
17 They came in at \$200,000.

18 MR. WALDRON: They came in at
19 \$202,000, we're at \$438,000 right now.

20 MS. CAMPBELL: \$202,000, and
21 that's the \$202,000 with the hotel. They
22 projected to have 150 participants initially

1 attend, 150 participants. It would be hotel,
2 per diem at \$93, with 14 percent tax. That's
3 for the hotel. The per diem for that rate,
4 for that area, and I wrote this a thousand
5 times, is \$73, right?

6 And they literally take this and
7 put it in an Excel spreadsheet. So when I'm
8 talking about an estimate, we literally give,
9 and it's time, so we take the cost for the
10 hotel, the cost for the per diem. We went
11 lowball and went to what, \$600 to travel on
12 the airplane, we broke it down by car, how
13 many we projected would go by car, literally,
14 and what it would cost round trip, and times
15 150, came up to \$202,000. And that didn't
16 even include the presenters, or DINAP travel,
17 which is separate. But they assess the whole
18 cost of the conference.

19 But please, I really encourage,
20 this is the time to ask her. But more
21 importantly, what is the strategy under the
22 TAT going forward? And how do we prevent it,

1 this from happening for the national
2 conference, or for the Western conference?

3 Because irregardless of what the
4 Department decides or how they decide it and
5 what's the paperwork, and all of that stuff,
6 despite all of that, we still have to, per
7 OMB, go through the request. My office will
8 still have to go through the request for the
9 national conference or the Western conference.

10 MR. WALDRON: And the numbers vary
11 a little bit but, you know, you kind of get to
12 know lowball aspect and look at it, that
13 here's what it is.

14 MS. CAMPBELL: And I lowballed it.

15 MS. WHITMAN: Councilman
16 Richardson?

17 MR. RICHARDSON: We did, we
18 reduced that quite a bit. We didn't plug in
19 private money, which was a, you know, was a
20 negotiating technique. We can apply in
21 private money of \$50,000, \$100,000, you know,
22 and back that number down and everything. The

1 real key issue is the grantee allowable issue,
2 it's light and their money --

3 MS. CAMPBELL: It's cost.

4 (Off microphone discussion)

5 MS. WHITMAN: Well, it just
6 involved mileage. I mean, I would hope to
7 goodness that that wouldn't be, I mean, okay,
8 but my staff who came in from the different
9 islands.

10 MALE PARTICIPANT: And was there
11 registration fees and everything?

12 MS. WHITMAN: No, no, the state
13 had comp'd that for us.

14 MS. CAMPBELL: That's a good
15 question. And also too, another question I
16 know she's anticipating is because the, a
17 question regarding a request for a waiver for
18 us all together, so we wouldn't have to go
19 through the process, was also put in to the
20 Solicitor's Office, specifically the use of
21 the casinos. She has tasked her Deputy to get
22 a legal interpretation of why that is not

1 allowable.

2 But we are looking forward, and I
3 was, one strategy is to request, we can't even
4 request a waiver because it's not a statute,
5 but at least it may be excused from this
6 exercise, maybe under the premise that it
7 isn't a TAT agreement. What I know is that
8 this process came down. And actually all of
9 our conferences got caught up in the process.

10 I pulled out two of the
11 conferences and put forward the Western
12 conference first, and that was not back in
13 June, it was actually back in May we started,
14 Mike, May? We've had teleconferences all
15 along. So I think this is a good, if
16 anything, this is a really good discussion for
17 tomorrow, along with the education measure for
18 the Secretary.

19 MS. WHITMAN: Councilman
20 Richardson?

21 MR. RICHARDSON: Just for clarity,
22 the Western conference has not been cancelled

1 by Labor, because they --

2 MS. CAMPBELL: And they haven't
3 scheduled, and a formal request hasn't come
4 forth.

5 MS. WHITMAN: Has not been
6 submitted.

7 MR. RICHARDSON: Because I had
8 gotten an email from one of the grantees that
9 said it has been cancelled, the same action
10 from Labor, at the Western conference.

11 MS. CAMPBELL: It appeared, and
12 Amanda finalized, well here's the paperwork
13 right here, yes, it was included in the, and
14 that was the, see, it was, I think it was
15 included across the board, in that the request
16 went forward and the denial letter did come
17 from the Administrator of Office of Workforce
18 Investment. So Amanda did the final
19 generation and she signed off on that letter.

20 MS. WHITMAN: But how did the
21 Western one get included when the formal
22 request was not even submitted?

1 MS. CAMPBELL: Amanda will be at
2 the meeting tomorrow.

3 MS. WHITMAN: Councilwoman
4 Richardson, did you have something?

5 MS. CAMPBELL: We can share this
6 one, please do.

7 MS. RICHARDSON: I mean, I was
8 asking about cost because we were asking about
9 cost per participant for conferences. And I
10 was just thinking, is that the basis for
11 denying conference, was it based on cost per
12 participant?

13 MR. WALDRON: Yes, that's what the
14 letter said. But you know, with the native
15 casinos it can actually be cheaper. I mean
16 our rate was great in Michigan, but it was
17 cheaper than what they were getting up there
18 in Memphis. I mean, sometimes with the tribal
19 owned business, you can cut a good deal, a
20 better deal than we would normally.

21 MS. WHITMAN: Councilwoman Molle?

22 MS. MOLLE: I had the same

1 question. Was that the reasoning, because it
2 was \$2,000 and above or it needed to be below
3 \$2,000? What was that dollar amount?

4 MS. CAMPBELL: That's a good
5 question to ask the Assistant Secretary.

6 FEMALE PARTICIPANT: So there was
7 no basis, she just didn't approve it.

8 MS. RICHARDSON: We're trying to
9 understand what took place.

10 MS. WHITMAN: We have a few
11 minutes.

12 MS. CAMPBELL: What, I can tell
13 you what took place, I'm sorry?

14 MS. WHITMAN: Councilman Bernal?

15 MR. BERNAL: The letter that I
16 received, the memo --

17 MS. WHITMAN: Oh, you have copied.

18 MR. BERNAL: And this is
19 highlighted through the email to, Inspector
20 Campbell was, the first paragraph states that
21 the request came from our Western Region, of
22 training conferences. The third paragraph

1 states after careful review, the request for
2 the Midwest and Western was denied.

3 And the fourth paragraph states
4 that, it acknowledges the disapproval of the
5 conference as far as just the cost for the
6 Midwest and Eastern. So they're going back
7 and forth between Western, Midwest, and
8 Eastern I think, I'm not sure. It appears to
9 me that the areas are mixed up. Because it
10 starts with the request for the Midwest and it
11 says denied for the West and the Midwest and
12 understands the implications that will result
13 in hardship for the Midwestern and Eastern.

14 MS. CAMPBELL: Right. And --

15 MR. BERNAL: If that makes sense.

16 MS. CAMPBELL: -- I'm ultimately
17 going to be responsible for this one, so I'm
18 going to answer it. The initial waiver
19 request went in for all of, the entire
20 package, all three conferences went in at the
21 same time under the premise that we're talking
22 about grantee moneys. And this is before the

1 February 17th memo. And this whole package
2 went forward. It went under the premise when
3 we were asking for a blanket waiver of all of
4 the conferences, okay?

5 And as the package went forward,
6 it's still going forward, they just haven't
7 made any decision on what's going to happen.
8 The Midwest and Western conference came up and
9 I had a teleconference with Darrell, you were
10 on, you were on back in, right, Lorenda was on
11 the line, there was one specifically with the
12 national conferences and there's some email
13 information that we had.

14 And at that time they decided,
15 that was stated in the public comment, that
16 they were going to go forward with this
17 conference. And so, this is not pure
18 justification for the mix-up, but I know that
19 for Amanda, perhaps, there is the combining or
20 the crossing over of the Midwest and the
21 Western, no matter what formally went through.
22 She's looking at the Midwestern because to

1 Amanda who is the Administrator, she is the
2 acting Administrator, I'm not making excuses
3 for her because she's going to look for me and
4 say well Angie, this is wrong. But in any
5 event, that's the only explanation that I can
6 think of why she says, that why it stated the
7 Western regional conference and the
8 intertwining of the Midwest regional
9 conference. I mean that's --

10 MR. WALDRON: And we'll find out
11 tomorrow.

12 MS. CAMPBELL: We'll find out
13 tomorrow.

14 MS. WHITMAN: So since we didn't
15 decide who --

16 MS. CAMPBELL: Here's some of the
17 numbers you guys can take a look at.

18 MS. WHITMAN: -- who might be
19 presenting tomorrow, we can do it tomorrow
20 because then everyone has a chance this
21 evening to ponder over it and --

22 MR. WALDRON: You need a gavel.

1 MS. WHITMAN: Pardon?

2 MR. WALDRON: You need a gavel.

3 MS. WHITMAN: I'll bring a drum.

4 MS. CAMPBELL: Also too, just one
5 main thing is that Assistant Secretary Oates,
6 she is a solution-focused type of individual.
7 So when we go to her, we could have an idea of
8 what we, we could ask her the question, she's
9 going to come back and of course ask, of the
10 Council, well how are you going to do this,
11 before she'll make any promises or decisions.

12 And two, she may not make a
13 decision because it is within two weeks,
14 right, of her possible end of the tenure at
15 the Department of Labor. So, going into this
16 meeting tomorrow, I mean that's what we'll
17 experience.

18 So if you're going to come forward
19 and ask for, it's one thing to have a dialogue
20 with her about the education measure. It's
21 another thing to have a dialogue regarding the
22 conference approval process.

1 Behind those dialogues, you know,
2 a clear request should be put forward clearly,
3 yes or no, can this happen, and this is why it
4 should happen. Can we go forward, if we put
5 forward, like for example, an approval or
6 waiver, would the Department consider it?
7 Something very concrete, not to go in and
8 process because we're going and process she'll
9 say, she's going to listen but she's not going
10 to really give a response unless you have a
11 plan.

12 And whatever you ask for and if
13 she's agreeable, she's going to look at me and
14 say Angie, put it in place. And I have not
15 problem putting it in place, but that's how
16 she operates.

17 MR. WALDRON: If we get a formal
18 resolution from this Council, is that to her
19 an understanding of 477 conference? If you
20 said it to her as the informal, Council
21 doesn't help? She wont' feel painted in the
22 corner.

1 MS. CAMPBELL: Just remember,
2 you're not going to paint her in the corner.
3 We provide advisement to the Department, to
4 ask of her, she already put forward the
5 request. We advised the Department that
6 maybe, perhaps, and if you're going to put in
7 a resolution that should like go to the
8 Department. But if we ask her, this is what
9 we want, this is what, and then we'll follow
10 through with the work, that's different.

11 MR. WALDRON: Yes. Just don't
12 want to hear an angry answer in her own way.

13 MS. CAMPBELL: Yes, because we're
14 not a tribe also so we don't, you know, we
15 don't put, I mean, resolution is something
16 totally different. So do we put together a --

17 MALE PARTICIPANT: Or confidence
18 broke.

19 MS. WHITMAN: A recommendation.

20 MS. CAMPBELL: -- recommendations,
21 this is what we recommend, this is what we
22 would like your agreement on, for example the

1 education. And maybe we can work on that
2 first thing in the morning because we're five
3 minutes over.

4 MR. WALDRON: Right.

5 MS. WHITMAN: All right. Okay,
6 it's 4:35, and is there a motion to recess
7 until 9:00 a.m. tomorrow? Mr. Waldron has
8 made the motion, seconded by --

9 MS. CAMPBELL: No, we are at the
10 Department of Labor.

11 MS. WHITMAN: Oh, right, exactly.
12 We will reconvene at the Department of Labor
13 at 9:00 tomorrow.

14 (Whereupon, the meeting was
15 concluded at 4:35 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

In the matter of: Meeting of the Native American
Employment and Training Council

Before: US DOL

Date: 10-17-12

Place: Washington, DC

was duly recorded and accurately transcribed under
my direction; further, that said transcript is a
true and accurate record of the proceedings.



Court Reporter

NEAL R. GROSS

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