UNITED STATES DEPARTMENT OF LABOR

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NATIVE AMERICAN EMPLOYMENT AND TRAINING COUNCIL

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MEETING

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WEDNESDAY
JUNE 16, 2021

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The Native American Employment and Training Council met virtually at 12:00 p.m., Darrell Waldron, Chair, presiding.

PRESENT
DARRELL WALDRON, Region 1 & 2, Chair
JACOB BERNAL, Region 6, Vice Chair
KIM KANIATTOBE CARROLL, Other Disciplines, Secretary
CHRISTINE CAMPBELL, Region 5
LORA ANN CHAISSON, Region 4
PATRICIA HIBBELER, Region 6
JOE HOBOT, Region 5
MATTHEW LAMONT, Other Disciplines
CANDACE LOWRY, Region 3
ERWIN PAHMAHMIE, JR., Region 4
JOSEPH QUINTANA, Region 6
GARY RICKARD, Region 6
KAY SEVEN, Other Disciplines
WINONA WHITMAN, Region 6
ALSO PRESENT
CARRIE BILLY, AIHEC
ATHENA BROWN, Designated Federal Official
WALTER CELESTINE, Alabama Coushatta Tribe
WAYNE S. GORDON, Director, Division of Research and Evaluation, DOL/ETA Office of Policy Development and Research

DUANE HALL, DINAP Subject Matter Expert

JOHN LADD, Administrator, DOL/ETA Office of Apprenticeship (OA)

ART LUJAN, NABTU

THERESA LUJAN, Director, INA Employment Rights Program

ANGELA McDANIEL, Workforce Development Specialist, DOL

CIERRA MITCHELL, Deputy Administrator, DOL/ETA/OA

LORENTINA SANCHEZ, CMC

KIM VITELLI, Office of Workforce Investment
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CHAIR WALDRON: So, hello, everyone. It is 12 o'clock, so I'm going to turn it over, a little bit of time to Athena, so she can go through the FACA rules. And then we will go to Ms. EchoHawk to go over some housekeeping issues with our system, and how it works. So I don't if Athena --

MS. BROWN: I'm on. Actually, we were going to have a blessing by --

(Simultaneous speaking.)

CHAIR WALDRON: Go ahead, Walt.

MR. CELESTINE: Hello.

MS. BROWN: We can hear you, sir.

MR. CELESTINE: Okay. Here we go.

(Native language spoken).

CHAIR WALDRON: Thank you. So, Athena, you're up.

MS. BROWN: Thank you, Darrel. And thank you, Walter, for that blessing. I really appreciate you using your language. That's
beautiful.

I want to also include in the blessing today a special recognition for the recent discovery of the children that died at the Indian boarding schools. I know I've seen a lot on the, you know, news behind the scenes.

I think this is a reminder of our painful and traumatic history, and why generations later our work with the Native communities continues to be so important for everyone. So thank you for all you guys do on the Council and throughout Indian Country. To everybody, thank you.

So good morning for those in the West and the Midwest. And good afternoon for everybody else. This is a public meeting of the Native American Employment and Training Council.

This meeting is subject to the rules of the Federal Advisory Committee Act. And as such is facilitated by our Council Chair, Darrell Waldron, or in his absence Jacob Bernal, who is the Vice Chair.
The meeting is being recorded today verbatim. So, please note that the Chair must first recognize anyone requesting to speak. And a little later, BC right after this will go over some of the logistics for raising hands and being recognized.

So I would ask Council Members, before they speak, to remember to clearly state your name and the region or discipline that you represent for recording purposes. We keep the minutes.

And also during this meeting we ask that only the Council Members or individuals announced and recognized by the Chair should speak. A public comment session will be this afternoon at 3 o'clock.

So with that I'd like to turn this over to Bernadette EchoHawk and -- with Tribal Tech, to go over some of the navigation items, and for first time users of Zoom and other things. Thank you.

MS. ECHOHAWK: Thank you, Athena. So
I do want to run through some things. You heard this yesterday. And I know many of us have become used to Zoom. But please do keep your mic muted if you're not speaking.

Just as a going concern I am going to go ahead and mute folks who are not speaking. And if you do want to speak, keep in mind you will have to unmute yourself. And that should be across the bottom. But a very easy way to do it is to hover over your own picture and you can hit the unmute button there.

Again, repeating Athena's directions, the Chair must recognize you for comment. State your name and region before speaking. This will be for the record.

But if you would like to make a comment, use the raise hand function to be recognized. This can be found in a couple of places, depending on how you are connected.

You can either again scroll over the main Zoom screen with everybody's pictures, and a toolbar should appear across the bottom. There
is a reactions choice there. When you click on reactions, raise hand is one of the choices you can make.

Or you can open up the participants panel by clicking on the participants, and at the bottom of that there should also be a raise hand function there.

So if you're having any problems you can use the chat, and chat directly to either myself or Suzie Casal. And when you have the chat you just click on the blue box where it says everyone, and a list of everyone who's in this room will pop up. And if you just find me and send me a direct message, I'll be happy to try to help you if you have any questions.

I don't think anyone here is on a call using just a phone. But later, during the comment section, we'll update with some ways to join and be recognized by the Chair if someone is just on their phone only. And that's all I have at this time. Thank you.

CHAIR WALDRON: Awesome. Thank you.
So good morning, everyone, afternoon for some.
So we're going to call this meeting to order at
the time indicated, which is 12:05 p.m. on my
clock. And, Kim Carroll, would you please do
roll call?

Kim, are you on the call? You may be
muted. I don't --

MEMBER CARROLL: Yes. I'm hovering
over my picture. It didn't work. Let me try
again. Okay. Region 1 and 2, Darrell Waldron.

CHAIR WALDRON: Present.

MEMBER CARROLL: Region 2, Chief Anne
Richardson.

Region 3, Candace Lowry.

MEMBER LOWRY: Present.

MEMBER CARROLL: Region 4, Lora Ann
Chaisson.

MEMBER CHAISON: Here.

MEMBER CARROLL: Region 4, Erwin
Pahmahmie.

MEMBER PAHMAHmie: Present.

MEMBER CARROLL: Region 5, Christine
Member Campbell.

Member Campbell: Present.

Member Carroll: Region 5, Dr. Joe Hobot.

Member Hobot: Present.

Member Carroll: Region 6, Jacob Bernal.

Member Bernal: Present.

Member Carroll: Region 6, Patricia Hibbeler.

Member Hibbeler: Present.

Member Carroll: Region 6, Joseph Quintana.

Member Quintana: Present.

Member Carroll: Region 6, Gary Rickard.

I know I saw him.

Chair Waldron: Yes. He was on.

Member Carroll: Region 6, Michael Tucker.

Region 6, Winona Whitman.

Other Disciplines, Kim Carroll, here.
Other disciplines, Matt Lamont.

MEMBER LAMONT: Present.

MEMBER CARROLL: Other disciplines, Kay Seven.

MEMBER SEVEN: Present.

MEMBER CARROLL: And we have a quorum.

MEMBER RICKARD: This is Gary. I'm here.

MEMBER CARROLL: Hi, Gary. I got you.

CHAIR WALDRON: Let the record state Gary's here. Thank you. So our first speaker, who has a great deal of experience in working with the community, Theresa Lujan. She is Mescalero Apache and Picuris Pueblo from New Mexico.

After graduating from college, Theresa worked under the guidance of her longtime mentor Wendell, excuse my pronunciation of names, Chino, President of the Mescalero Apache Tribe.

Theresa currently has 36 years of service in federal government, with 27 years in the Department's Office of Federal Contract
Compliance Programs.

She previously worked in the Phoenix District Office. And in 2013 she became the first Director of OFCCP in the Native America Rights program.

She is a subject matter expert on recruitment, compliance, and education to federal contractors working on or near Indian reservations.

She also works on issues related to equal opportunity -- equal employment opportunity, I'm sorry, Indian preference, and employment discrimination.

Thanks for joining us, Theresa. We look forward to hearing your words.

MS. LUJAN: Good morning, everyone. And thank you to the Native American Employment and Training Council and the Division of Indian and Native American Programs for inviting me to speak during this important meeting.

I felt a sense of reinvigoration and encouragement that an emphasis is back on the
needs of Indian Country. It is important that we continue to communicate and work together by sharing information and providing input on our programs.

Staying close knit, like we learned growing up in our respective communities, will serve us well as the administration focuses on American Indian and Alaska Native workforce, job training, and communities as a whole. Next slide, please.

While we are all working hard to get tribal members trained and ready to work with federal contractors awarded these multimillion dollar contracts, you need to keep in mind that with these opportunities for gainful employment comes the harsh reality of employment discrimination, harassment, intimidation, retaliation, and coercion on the job.

We need to educate workers about their rights and protections from discriminatory practices. This is why it's important to know what OFCCP does.
OFCCP is a federal civil rights enforcement agency within the U.S. Department of Labor. We protect workers, promote diversity, and enforce the law.

We hold those who do business with the federal government, including federal construction contractors, responsible for complying with the legal requirements to take affirmative action and not discriminate on the basis of race, color, sex, sexual orientation, gender identity, religion, national origin, disability, or status as a protected veteran.

In addition to these protections, contractors and subcontractors are prohibited from discharging or otherwise discriminating against applicants or employees who inquire about or discuss and disclose their compensation or that of others based on certain limitations.

The laws OFCCP enforces cover the Executive Order 11246, which prohibits employment discrimination based on race, color, religion, sex, sexual orientation, gender identity, and
national origin.

The Section 503 of the Rehabilitation Act of 1973 prohibits employment discrimination on the basis of disability and requires federal contractors to take affirmative action to employ and advance in employment qualified individuals with disabilities.

The third regulation is the Vietnam Era Veterans Readjustment Assistance Act of 1974. It also prohibits employment discrimination against protected veterans. This includes disabled veterans, recently separated veterans, active duty wartime or campaign veterans, and Armed Forces Service Medal veterans.

The law also requires contractors to take affirmative action to employ and advance in employment protected veterans.

Since you are familiar with the Indian Self-Determination and Education Assistance Act for 638 contracts, I need to let you know that these contracts do not fall within OFCCP's jurisdiction because these contracts are turned
over to the tribes. So the tribes have the authority for administering and controlling the funds.

We generally do not also have jurisdiction over tribal casinos, unless conglomerates like MGM, Caesar's Entertainment, or Harris have a majority ownership, or the casino contracts directly with a federal agency to hold conferences or meetings on a continuous basis.

Now I'd like to focus on equity, inclusion, and protection for workers. OFCCP is part of several DOL working groups that are reaching out to communities to listen and learn on what we can do better to improve equity opportunities for employment.

I'm on the worker equity group, and we are looking at what happens after a person gets a job. And how are they treated? Are they treated fairly? Does the employer level the playing field for all work, and seek individuals for promotion opportunities? And what does the
employer do to retain a person for more than one year?

These are very important parts of the equity. You know, leveling the playing field is something that has been talked about for many years. But now with this work group we're really focusing on what we can do to listen to the communities, and find out what we can do better in our different respective agencies.

Another goal of our work group is to bring awareness about apprenticeship to underrepresented populations. Our group is focused on the value of apprenticeships and the opportunities that exist.

And through our work groups we hope to help the Office of Apprenticeship to develop new partnerships. And we also want to learn from the DOL Office of Disability Employment Policy how individuals with disabilities can benefit from apprenticeship programs.

I recently sat in on an apprenticeship training meeting, and heard success stories from
tribes with apprenticeship programs. Some of these programs have been in existence for over 20 years.

And I was surprised at how easy it was to set up an apprenticeship program, as long as you have the right partners, like a tribal college or university, or a community college in your area.

I was even more surprised at the number of approved apprenticeship programs available. And there were actually more non construction apprenticeship programs than there were construction programs.

And I'm glad that you have a subject matter expert speaking today about the apprenticeship. Because I -- it may be the type of program you need in your respective communities.

Now I don't know if you had any points of contact with the U.S. Department of Transportation or Federal Highways Administration.
Because as part of the American Job Plan that is currently being negotiated in Congress, it will likely include a provision for contractors to use geographic, economic, and other hiring preference, including the law for Indian preference.

These contracts that Federal Highways Administration and Department of Transportation are just not construction contracts. But they are contracts to provide supplies and services on behalf of the agency that is awarding the contract.

We have a longstanding relationship with the Department of Transportation, as well as Federal Highways Administration. And we have been pushing them for quite some time to have contractors focus on Indian preference.

That's one of the things, you know, in our regulations in OFCCP we have a specific regulation for working on or near Indian reservations. And it provides Indian preference in employment.
And it's just not in hiring, but it's in all aspects of employment. And that's something that's really important for any contractor who's doing work on or near the reservation.

Now I'd like to talk about inclusion. Inclusion means having our tribal leaders have a seat at the table. This is the purpose of tribal consultation. Consultation should happen after contracts are awarded, and tribes have a way -- have a say in the impact it will have on their community.

Inclusion is an important component of INAERP. And I created a best practices for creating an inclusive workforce for Native Americans on the INAERP website. And I get a lot of good feedback from contractors about this page.

To my Indian center colleagues I ask -- get asked a lot of questions. And I always get asked for a list of Indian centers, so employers can collaborate on recruiting and job
training.

So if anyone has a list to share with me that I can post on the website, that would be great. I'm a one person office. And it would honestly take me weeks to put a list together.

So if you have a list I would appreciate it if you could send it to me by email. My email address is lujan.theresa@dol.gov.

Excuse me. It's still early, so I need some more coffee.

Now I'd like to speak about protection. Protection is getting our tribal members to work, and being protected from discrimination. And that's been primarily on my mind.

With all the government contracts that have been awarded, and all the contracts that are currently being reviewed by OFCCP, I'm constantly looking at the list of contractors that we have published on our website to see which contractors are working on or near Indian reservations.
And I reach out to those contractors, and I ask them what they are doing to recruit from the tribal communities, what they're doing to recruit from the Indian centers in the major metropolitan areas.

You know, I ask the contractors a lot of questions. And I offer my assistance in either reaching out to the points of contact that I have, or to find ways that they can expand their employment opportunities to include Native Americans.

I also look at their EEO-1 reports, and look at the workforce that they've had over the last couple of years to see if Native Americans are included in the workforce or if there's an absence and how they can do more outreach to these communities.

And I also point them in the direction of the tribal colleges and universities. Many contractors are looking for recent graduates. Even the Department of Labor is looking for recent graduates to fill positions.
And I think it's important that, you know, I use all the resources that I have available to get the contractors to expand these employment opportunities, so that we can have our Native American people gainfully employed by the contractors.

But the one thing that comes to mind when it comes to the protections and doing all of this work is that, as I mentioned earlier, the harsh reality of discrimination that exists.

So if you know of someone who works for a federal contractor, and they believe they are being discriminated against, give me a call, or give them my number or my email address, and let me find out if the company is in fact a federal contractor. And I can walk through the process of filing a complaint with OFCCP.

Many of our young adults are facing a lot of sexual and racial harassment. And we have to work together to combat this egregious behavior.

I read a lot of reports from EEOC
about the types of complaints that they are receiving. And for young adults that is the number one type of discriminatory practice that companies are doing to these young adults.

And, you know, we have to work together to make sure that they know what their rights are. And we have a complaint process. And it only takes a couple of minutes to fill out a complaint form.

And our complaint form is one that can be filled out by the person who files a complaint, or it can be filled out by a third party to file on behalf of that individual.

Class action complaints are investigated by OFCCP. And individual complaints are investigated by the Equal Employment Opportunity Commission.

And we work closely with the EEOC. And we do have a memorandum of understanding with them in regards to sharing information about complaints, and about our complaint process, and who will be doing the investigation of a
particular complaint.

We are very fortunate to have our

OFCCP Director, Jenny Yang. She used to be the

Chair and a Commissioner with the Equal

Employment Opportunity Commission. And currently

the Equal Employment Opportunity Commission Chair

is Charlotte Burrows.

Both have a very strong commitment to

the Indian and Native American communities, and

how we can better protect Native Americans from

employment discrimination.

If, you know, many of you are like me

that you grew up on the reservation and you left.

And you all of a sudden came into the job market,

and you're working for a company.

And they, you know, talk about you in

a way that's derogatory. Or they treat you in a

way that is not appropriate. You know, that's

something very difficult.

And it's very easy to, just to quit

and to return back home. And that's not what we

want to happen. We want individuals to fight for
their rights to have gainful employment.

We want individuals to fight for their right to ensure that they're protected, and they have equal employment opportunity just like anyone else.

Due to the pandemic many employers are keeping 100 percent telework for their employees. I think this is good because workers will still have all the worker protections as they would if they went to the office. And it's good because there is less discrimination or harassment that could occur.

But for those who do have to go into an office and to work among their colleagues, it's a -- this is a time to learn more about equal rights and affirmative action and these protections that OFCCP offers.

As I mentioned about EEOC, I do want to give a plug for an upcoming event that I think all of you will be interested in. EEOC's national partnership is hosting a Native American and tribal interagency national outreach event on
Wednesday, August 18, 2021.

Speakers will include the EEOC state, local, and tribal programs manager Cheryl Mabry, EEOC Office of the Chair, Lucy Rosas, the Department of Justice, Jeffrey Morrison, who is the Co-Chairperson of the Department of Justice Indian Working Group, Gina Allery and Bob Bullock, both from the Department of Justice Office of Tribal Justice, and me.

The point of contact for this event is, her name is Kessela Reis from the EEOC. And she asked me to invite you to join this important update and outreach event that we're going to be having.

And this is another reason why I need a list of Indian centers because I want to make sure that you get invitations for this particular event. And I will send Athena the announcement as soon as it's finalized, so that you can register to attend this event.

So with that I hope that I provided you good information. It was a high level
overview of OFCCP. And my contact information is now on the screen. And I really want us to work together and make all of our programs successful.

So thank you again for allowing me to take time to speak today. And since my email address is not on there, I'll give it to you again, in case you didn't get it. It's lujan.theresa@dol.gov. Now I'm ready to answer any questions that individuals might have.

CHAIR WALDRON: Well, thank you very much. That was awesome and informative. Do we have any questions from the Advisory Council?

We have a question from Erwin Pahmahmie we'll do first, and then Joe.

MEMBER PAHMAHMIE: Thank you, Chairman Waldron. Thank you, Ms. Lujan, for your information, and providing us this upcoming event and stuff.

Have there ever been any negotiations by -- with the Office of Federal Contracts and Compliance Programs with Tribal Employment Rights, the TERO office and stuff? I remember
meeting you once during one of the meetings they had had. Did they ever finalize that? I'm just curious.

MS. LUJAN: Yes. We had two rounds of memorandum of understanding with the Council for Tribal Employment Rights. The first one was signed in 2014, and the second one was signed in 2017.

That one expired in December of 2020. And because of the change of the administration we are now working on a new MOU that we hope to have signed in August during the Council for Tribal Employment Rights National Conference. If not, then it will be signed in December.

So we're working on that. And we've made significant changes to the MOU that I think are better suited for the members of CTR. So the Tribal Employment Rights organizations like yours, I believe Francene Shakespeare is your -- works with your TERO office, right? Yes.

So Francene and I, you know, we've known each other for a long time. And, you know,
I always go to her for guidance because I like to hear from the subject matter experts from TERO on how OFCCP can help, especially when they have these contractors coming in.

And, you know, we talk a lot in TERO about construction contractors. But it's also those supply service contractors. So those companies like FedEx, UPS, you know, Frito Lay, Pepsi, Coca-Cola, those are all federal contractors that bring supplies in to the stores.

And, you know, they're federal contractors. And what are they doing to recruit? That's something that I often ask when we're doing reviews of those contractors.

MEMBER PAHMAHMIE: Thank you, Ms. Lujan. I appreciate that.

CHAIR WALDRON: Joe Quintana?

MEMBER QUINTANA: Good morning.

Joseph Quintana, Region 6. Appreciate you joining us today and for sharing your presentation with us.

Some things I did want to talk about.
I think that your work is impressive for being just a one person team. I think it's important work as a watch dog is to hold people who are receiving these funds accountable, especially in regards to, like you mentioned, recruitment of American Indians, but also having cultural competency and awareness that American Indians continue to exit.

Oftentimes major employers across the nation, any time they come across a Native person they continue to perpetuate the same stereotypes that we've all continued to hear and had to overcome.

But in talking about the workplace, I'm glad that you mentioned equity. I think we're real -- at a really good position where we're having this free conversation. We know it's impacting the African American community, the Asian American community. But what about the American Indian community?

In particular, I mentioned yesterday that American Indian women in our region receive
55 cents to every dollar that a non-Hispanic male
makes. And if we're talking equity that has to
also include wage attainment.

I also think about equity in regard to
career access and upward mobility into management
positions. Often time the American Indian is the
first person to be laid off, and really doesn't
have a career path into a directorship position
or any supervisory role. So how are we working
to ensure that that is the case as well?

And then I think in talking about,
more about both reservation communities, we
understand that all our economies that we face
across the nation are very different. They
differ from urban Indian centers and to rural
communities and reservation communities.

But how can we better connect them?
We know that some of the academic institutions
and the training locations, they may be tied into
urban centers.

And if we know that our community
members are going into these urban centers, how
can we connect them with urban Indian programs, so that they can have access to additional resources like housing or things like that while they're on the ground, so that they can get trained, they can overcome any barriers to them achieving their goals, and then return to the reservation, or wherever they call home, and have access to gainful employment once they return?

So I wonder if there is that opportunity to do that as we move forward and progress. And just lastly, the last barrier to all this is, I know you mentioned being able to work through -- work from home.

We've asked our community members to navigate the COVID-19 crisis. Now many of the states are now asking our members to now go back to work, as you described. And how are we preparing them best to be successful once they do go back to the workplace?

Some of us have lost relatives during this time, you know. Some of us are going through the grieving process. And so how are we
best educating the employers as far as what the
new changes and realities of our community
members are dealing with? So thank you again for
joining us.

MS. LUJAN: All right. Well, let me
just first say that, you know, it's, when we look
at the government contracting community we have
about 125,000 federal contractors right now. And
of that about a quarter of them work on or near
Indian reservations.

And when it comes to the reviews that
we conduct, you know, we get a lot of information
from the contractors. We get information about
their workforce. They submit what's called a
workforce analysis that is a picture of what
their workforce looks like.

And with the way that the workforce
looks we do a utilization analysis, where we look
at how does the contractor look in comparison to
the major, or the market area, you know.

So if you're in an area where there's
a high population of Native Americans, but you
have an absence in the workforce, you know,
that's a red flag in OFCCP. So we want to look
at that.

    And we want to look and see if -- were
there Native American applicants? If there were,
you know, we want to interview them. We want to
see if there's any statistical significance as to
the reason why they're not being employed.

    And this is one of the reasons why I
created the inclusion page on our website.
Because it does talk about cultural sensitivity.
It does speak about, you know, doing more
recruitment and getting contractors to be
proactive in their efforts.

    I've had calls from Wells Fargo, from
a number of different of these government
contractors who said how can I reach out to the
community?

    We're, we, you know, we're going to be
on 100 percent telework. And we, it's, we've
been successful. So we want to continue that.
So let's -- so we want to do outreach now. We
can provide the computers. If they need internet access, you know, we can figure out a way to get internet access, you know.

So they're starting to be proactive. And they're starting to look at areas where they didn't otherwise think about looking. And especially with the inclusion of the tribal colleges and universities.

You know, there's only -- there's 37. And we know that they cannot reach all of our tribal communities across the United States. But through community colleges, you know.

I mean, I dig around, and I research to try to find how we can be successful in getting individuals to the contractor, and not just to get a job, but to stay in the job. Because that's one of the important things, you know.

And this is where, you know, we look at diversity and inclusion groups with the federal contractors now. They have a lot -- a lot of contractors now have affinity groups,
where there's very specific to different organizations.

Like, some of the large companies, they'll have a Native American group of employees who actually help with the recruitment in the Native communities.

And so, you know, there's a lot of work that the contractor still has to do. But there's our office, my office, who can help them to navigate through and point them in the right direction where they need to go and find workers.

And this also includes job training. This is why I think the apprenticeship program is really the way to go. Because the contractors can sponsor, just like the tribes can sponsor an apprenticeship program.

And this will help to get individuals trained to do the work that they're doing. Because not everybody is going to come into a job having 100 percent of the skills and qualifications that a contractor needs.

And contractors also need to look at
the transferable skills that an individual can bring. So it's a lot of one on one that the contractors have to do with individuals from our tribal communities.

And I tell them that, you know, this is just not a one call or send a letter. Because that doesn't work. We know that that does not work. You have to be one on one. You have to be video chatting. You have sustained contact to find the right individuals to fill the position.

And it can be done. But it takes time, and it takes work. And it takes resources. But once you make that commitment, then you'll be successful.

MS. BROWN: Darrell, you're on mute.

CHAIR WALDRON: Sorry. I was looking at the chat. So Jacob Bernal is next. Chair recognizes Jacob.

MEMBER BERNAL: Thank you, Chairman. Jacob Bernal, Region 6. I just want to quickly share one tangible benefit we experienced. And that's namely the Tucson Indian Center requested,
and Theresa agreed, to be a keynote speaker at our diversity career fair.

So she came out and spoke to approximately 50 to 60 major employers in Tucson. And in the audience were HR directors, executives.

So her presentation really focused on building partnerships and the relationship. It wasn't punitive. It wasn't so much the enforcement piece. But it really paid big dividends for us. And it was a great presentation by Theresa a few years ago.

And so maybe when things calm down with COVID-19, I know she's a one woman office. She's really dynamic. That may be something the grantees could consider, is invite her out. She does a wonderful job.

She's very persuasive, and has a great rapport with these employers. So it really benefitted TIC for job placements and for retention. So thank you.

MS. LUJAN: Thanks.
CHAIR WALDRON: Thank you, Jacob.

Next we have Patty Hibbeler.

MEMBER HIBBELER: Thank you, Chairman Waldron. My name is Patricia Hibbeler. And I am representing Region 6. So, hi, Theresa. (Audio interference) and thankful that you are well. We do miss you here in Phoenix.

So I have a question. So is there a way that we could perhaps even be proactive with the federal contractors, rather than waiting until you see there's a problem for recruitment for diversity and inclusion?

And one of the many ways might be just for the Council to be aware of where to find all the federal contractors, so we can start to look at who's in our community and which ones we might want to really develop stronger partnerships with.

So if there's a database or a system outside of the dynamic small business search that we can do, that you might recommend us to go to.

MS. LUJAN: We do have several
resources. We have the pre-award registry, which includes all the federal contractors that have been awarded contracts in the last two years and have gone through a compliance evaluation and received a notice of compliance.

We have that database. And then we also have our corporate scheduling announcement list. And that lists all of the federal contractors that OFCCP is reviewing. This list came out in FY 2020, and I believe it had 5,000 contractors on the list.

And so we have those two lists. And I'll be happy to send the links because those are public information on our website. And I can include them on the chat after I finish. And then -- so that way everybody will have access to that information.

Being proactive, one of the things that I wanted to do specifically here in Phoenix was to have the Arizona industry liaison group get some of their workers together, so that we could set up and arrange a time to meet with you,
Patty, and to learn more about the Indian center.

So we were talking about doing that.

And then they had a change with their leadership, and just the members that they had. So we weren't able to do that. Then COVID came. But it's something that we want to do. And we can even do that virtually.

But I've given website information out. I've, you know, so the way that we can be proactive is to first identify who those contractors are, and to let them know who in the community they should be reaching out to.

And then how they can be proactive in looking for individuals for their job opportunities that they have. And this is, you know, recent graduates, high school graduates, you know, having to go through training programs, and getting to the workforce.

You know, not everybody goes to college. So there are different, you know, technical training programs. There's the apprenticeship program. You know, there's so
many different things that we can do.

But we just need to I think do it on an individual basis and work with the contractors and who those points -- who the point of contact is. And so that means getting a group of contractors together so that they all hear the same message one time.

And, you know, because we have to be mindful of the resources that we have, like yourself and your team, you know.

So if we could get those groups of contractors together, that's something I think that would be one of the proactive ways that we can get contractors to hear more about the success of, whether it's success through the Indian centers or through workforce development and job training departments, you know, in the tribal communities.

So we'll do it. I'll do it, you know. I just need to know when and which contractors, after you look at the list, and see what we can do to set up.
MEMBER HIBBELER: Thank you, Theresa.

MS. LUJAN: You're welcome.

CHAIR WALDRON: Thank you, we have time for one more question. Chair recognizes Kim Carroll.

MEMBER CARROLL: Thank you, Chairman.

Theresa, you'd mentioned that the contractors send in their workforce information. My question has to do with how do you, how do they document that they -- the people that they're identifying as Native American actually are Native American?

MS. LUJAN: OFCCP has a voluntary self-identification form. And contractors can ask individuals to disclose race and ethnicity and gender on the form. And so if individuals choose to do that, then they can.

There is no requirement in the OFCCP regulations for individuals to verify or send in like a certificate of Indian blood, or the certification from the Department of Interior verifying that the person is Native American.

So what we do is if individuals
identify themselves as Native American, and we're seeing either a particular issue, or there's something that we're looking at, we will interview those individuals and ask them, you know, more specific questions about their tribe and, you know, their self-identification.

Now, there's no law against somebody identifying as a Native American but actually not being Native American. But they just identify as that. You know, we do have individuals who do that.

But even in the regulation for work on or near Indian reservations, where it states that, you know, they'll -- contractors can have Indian preference in employment, contractors aren't required to verify Native American, that a person is a member of a federally recognized tribe.

So this is where the TEROs have an important part when they're sending their workers out. They've already done the verification. And they've already, you know, they know who the
members are of the tribe, or the individuals who
have come through based on their requirements to
send workers out.

So because we don't have that
requirement, we have to go based on what the
contractor is giving us. And if the contractor
is fraudulently providing us wrong information,
and they're doing it deliberately, then that
becomes an issue that we have to look at too.

MEMBER CARROLL: Thank you.

CHAIR WALDRON: Thank you very much.

Quite informative. And I'm sure up here on the
East Coast you're going to have your hands full
when we enter into these apprenticeships.

MS. LUJAN: Yes.

CHAIR WALDRON: They have long-term
techniques on how to keep us out. DOT is one of
them, and the Laborers' Union. But thank you
very much. And look forward to working with you.
Quite informative.

MS. LUJAN: Well, thank you all for
inviting me again. And I hope you have a very
successful rest of your day. And best of luck. And keep in touch with me, because I'm here to help.

You know, I'm an advocate for our Native people. And I believe it's really important that, you know, we have someone who can work with these contractors to get individuals to work.

And my final comment that I would like to make, and a recommendation to the Employment Training Council is that you push forward to the Secretary of Labor that the Department of Labor really needs to have a tribal liaison in the Office of Congressional and Intergovernmental Affairs.

That was one of the things that came out from our tribal consultation with the tribal leaders. And we really need the Secretary to act on that, because we need to have a subject matter expert in DOL, in the Office of Congressional and Intergovernmental Affairs, to help us navigate through so many of these different programs and
to bring together all of these different groups, like the National Council of -- National Congress of American Indians.

You know, they're doing great work. But we need to have someone who connects all of us together so that we can focus on our programs, and they can help us to navigate through to be successful. So that is my recommendation to the Council. And thank you very much again for letting me participate today.

CHAIR WALDRON: Thank you very much. And I'm sure we are going to be pushing to get a liaison there. Athena is always mentioning you. And so we kind of feel like we know you. And we look forward to what's coming.

MS. LUJAN: Okay, great. Well, have a good day.

CHAIR WALDRON: Thank you. So our next speaker comes to us with a great deal of experience as well. His name is Wayne Gordon. He is the Director of the Department's Office of Policy Development and Research, Division of
Research and Evaluation, OPDR.

This office has been assigned the responsibility to American Indian Labor Force Report, OPDR supports ETA by analyzing formulating and recommending legislative changes and options for policy and initiatives.

OPDR also maintains subject matter experts in research, demonstrations, and evaluations. With that I'll turn it over. It sounds like your dog is interested in our talk.

MR. GORDON: Yes. He's been quiet all morning. And he's decided it's time to make it a chorus instead of a solo. Thank you, Chairman Waldron. I apologize to all if he gets out of control. But I think we'll be all right.

Thank you, Chairman Waldron and Council Members, for allowing me to provide an update on ETA's work on the American Indian Population and Labor Force Report. I'll take it with a thumbs up everyone's hearing me okay.

Sounds good. All right. Looks good. Thank you very much.
It's certainly a continued pleasure to be here. And I hope your discussions have been beneficial thus far, including those you had with Secretary Walsh and ETA's Principle Deputy Assistant Secretary, Suzi LeVine, as well as with my colleagues, my ETA colleagues that are here today.

Thank you for the introduction, Chairman Waldron. My name is Wayne Gordon. I'm Director of the Division of Research and Evaluation within ETA's Office of Policy Development and Research.

I've spoken at your meetings in February and November of last year. And my thanks to Athena for those invitations, as well as for this return engagement.

I look forward to continued invitations. Because as I understand it, two more visits and I get a free pizza. So I'm looking forward to that.

Also listening in today are Neil Ridley and Sande Schiffers from my division.
They've been immersed in the work associated with developing the Labor Force Report. And I wish to thank them publicly here at this forum for their efforts. They've been invaluable.

And just to recap about the requirements, for those who may not have all the details at hand. But the responsibility for DOL in regard to the Labor Force Report is to produce a report every two years.

Apologize for that. The dog is --

Sorry about that. I apologize. I'll calm him down. He's laying back down.

The responsibility for DOL in regard to the Labor Force Report is to produce a report every two years, which provides data at the national, state, and tribal levels, as well as by BIA service area on individuals who live on or near tribal lands and are eligible for services under BIA, such as members of federally recognized tribes.

The data has to cover, but is not limited to, the following measures, the total
service population; the service population under age 16 and over age 64; the population available for work, including those not considered to be actively seeking work; the employed population, including those employed with annual earnings that are below the federal poverty line; and lastly, the fifth data point is the number employed in private sector and public sector positions.

The requirement to develop the Labor Force Report became the responsibility of Department of Labor in 2017, under PL 115-93, the same law that made the 477 program permanent. Before 2017 the report was the responsibility of the Department of Interior and the Bureau of Indian Affairs, which had generated similar data for over 31 years in free standing reports and appendices to other reports. The assignment came to ETA in 2019 from the former Deputy Assistant Secretary, Tom Dowd, who is I'm sure many of you know him and remember Tom.
Tom was a past administrator for me in my office here in OPDR. And I worked with him closely, and have known him for almost 16 years now. I hope he is enjoying his retirement.

Overall though, within ETA the natural place for this task is in the Division of Research and Evaluation, rather than the Division of Indian and Native American Programs, which certainly has its hands full in administering that program.

That does not say though that Athena Brown and Duane Hall and DINAP have continued to provide us their time and help with insights, advice, and ideas all along the way.

They've been a good source of grounding for us, and explain -- and understanding what these requirements are, and what the history of the report has been.

I think though that being in the Division of Research and Evaluation has helped in another way, in that we've looked at this project.
And I mentioned this before as researchers, wherein we've approached this with a very wide lens, and literally started at the beginning by asking broader questions than just which datasets are available, and have the lowest acceptable rates, try to produce some tables, and then call it a day.

We endeavor to locate, engage with, and listen to what tribal leaders, advocates, and data specialists have had to say about this unique requirement.

This is not just out of respect, though we certainly have that for sovereign tribal nations, but because our background in research and evaluation has shown that those closest to the action are the most knowledgeable, practical, and willing to share the unvarnished assessment of a situation. And we've appreciated all of the engagements we've had.

That is even more critical in this project, since the chief beneficiaries of future labor force reports that provide data to help
improve economic and employment results and
address historic inequities, either directly or
indirectly, will be tribes and their members.

In 2020 we pushed forward on several
different fronts. We learned more about the
nature of past reports, and the concerns
expressed about them from subject matter experts,
including from NCAI, members of the Data
Subcommittee of the Tribal Interior Budget
Committee, and from participants at the 477
meeting, that was this past fall.

I'm sure several of you spoke at those
events, you know, those that are here today. I
hope you were able to participate. We thought we
managed to cover the waterfront. So we, if we
missed you, we apologize. And we'll be looking
for your email later.

In 2021 we moved on to hold a tribal
consultation meeting over two days in March. And
we published a request for information in the
Federal Register notice. And we've compiled the
responses from those events, and are using that
information as essential in the draft paper we are preparing.

We've also been consulting with folks at the Department of Interior and Census on a number of technical issues, and to understand the context for the data in the Labor Force Report.

We've also looked at multiple research reports, including those from NCAI and from federal and independent academic experts.

I mentioned we explored the long history of reports, stretching back, as I mentioned, almost 40 years to 1982, and looked at the various measures required in the law of the nature of the data used, and how data and data standards have changed over time.

We've also looked at multiple data sources, including those at the Bureau of Labor Statistics and elsewhere.

We conducted an analysis of the data available from one of the prime sources of this data, the American Community Survey, to understand more about the adequacy of that data.
for generating estimates on the population, and
employment measures required in the report.

As I said, we intended to go beyond
the usual suspects. And I think we're well on
our way to accomplishing that. Some of the
questions we've been exploring have evolved and
become more focused over time, as we have learned
more.

And they include the following. What
were the most important purposes and uses for the
report in the past? And what do the tribes see
as its use in the future?

Are there definitional issues related
to tribal membership, service populations, and
the geographic meaning of near tribal lands?
What are the data sources available? And what
are their limitations, due to the sample sizes,
and frequency of data collection, reliability of
that data?

Are the data elements identified in
the law adequate for economic development and
service planning? What other data might be
useful, such as local and regional economies derived from state agencies, or from BLS, or other educated -- or on an educational achievement -- attainment, sorry, from administrative data?

Another question, what types of data are needed to develop accurate estimates related to the employment and earnings at the tribal level?

Lots of questions here. Should the same data sources be used for all tribes, given the great variations in their size. What might be the role of tribes in collecting the reporting data for future reports, and what do past tribal experiences in collecting date suggest about some of those possibilities?

And the last question, how might technological, last but not least, how might technological advances and statistical technique changes improve the data collection and reporting landscape?

This is just several, I read many. We
have other questions, but these are the big ones that we've been wrestling with and learning from all the feedback we've been getting.

The answers to these questions and our commitment to present only data that the Labor Department can stand behind as to its accuracy have caused us initially to rethink the nature of the first product we are planning to deliver.

Consistent with that commitment, we will be presenting only very limited data that helps to advance the discussion and illustrate the challenges and options, including how to generate accurate and reliable estimates under the criteria found in the legislation. These challenges are definitional, they're geographic, and statistical. They relate to future uses for the reports, particularly from tribes perspectives, and are intertwined with questions about what data is or could be available and, most importantly, at what cost.

Some of the challenges we've observed include, for example, determining who should be
counted. The approach in prior reports changed over the years, but despite those past decisions, the question is not settled still and remains. Should all native who self-identify as such in a geographic area be included? Or should only those who are members of the tribe, or a federally recognized tribe be included? Should the Council also include enrolled members who live part of the year on or near tribal lands or have residency in other jurisdictions?

The other set of challenges I mentioned were geographic boundaries, for what it means to be near tribal lands. Who decides that, and should there be any limitations on that? Other challenges, considering the measures and the law, how closely those match, what is collected by most statistical agencies. And further, might there be other useful data needed for economic development, service planning on the prime age population that might be useful in future reports?

Still other challenges concern the
sources of data, particularly since tribes vary
tremendously by size and geographic by
dispersion. Our exploration of the adequacy of
data from the American Community survey using
pooled data from five years confirmed what many
tribal data experts had told us, that sample
sizes are not large enough to generate accurate
or meaningful data for the smaller tribes.

A core challenge then is how to obtain
the sufficient data for smaller tribes and at
what cost. Who would collect such data, and how
can we assure accuracy and consistency? And I
believe Ian Record mentioned this important
aspect of the labor force report yesterday was
the validation of the data and adding accuracy,
and we share that desire. And how might
universal broadband in Indian Country change the
equation for collecting such data?

Overall, I'm hoping that this
preliminary report will capture and document in
one place how we got here, bring some fresh
perspectives and ideas to this endeavor, and help
create a common understanding of the challenges
and opportunities that we hope will resonate with
both non-technical folks, and specialists, other
data specialists, policymakers, and stimulate
some new ideas as well. We're in the final
stages of producing the first draft of the
report. And likely after some revisions we hope
to be clearing it for release later this summer.

In closing, I would like to share the
personal notion of what has driven our team in
this work. Wrong or right, and I welcome
correction, but to me the five simple numbers or
ratios on labor force participation that I
mentioned earlier, that are required in this
report, are just a subset of a population-
specific data that accurately describe the
economic condition and, more importantly, the
economic self-sufficiency of Native Americans on
and off tribal lands.

This larger set of data is critical to
have if we are to understand where we are and
where we need to go. I'm hoping our work
contributes in some way to this larger effort.
I'll stop on that note, and thank you in advance
for your advice and questions, and to extend a
thank you to Athena for the invitation, and to
Chairman Waldron and Council members for allowing
me to speak today.

CHAIR WALDRON: Absolutely, thank you
very much. Sounds like a lot of work --

MR. GORDON: We're losing your audio,
Chairman Waldron.

CHAIR WALDRON: I keep getting a weak
signal. Is it any better?

MR. GORDON: Yes, it's better now.

CHAIR WALDRON: Okay. So I wanted to
thank you and didn't realize how much detail goes
into what you do. I have some questions, and I
do see a hand raised. It looks like the Chair
recognizes Kim Carroll.

MEMBER CARROLL: Thank you, Chairman,
Kim Carroll, Other Disciplines. Wayne, I just
want to say that I do not envy your position
whatsoever. I've worked with the labor force
report in the past, never really understood it.
And I understand the questions that you're asking. It is very important for tribes as a data source. And we do appreciate all the thought and considerations that you're putting into this work. Thank you. Thank you very much.

MR. GORDON: I appreciate that, thank you, Kim. Yes, for those who have met me before, my hair is no grayer than when we started. So that's an encouraging thing.

CHAIR WALDRON: So our next question is Kay Seven.

MEMBER SEVEN: Good morning, Wayne. This is Kay Seven. I work with the Nez Perce Tribe in Idaho. You know, when we saw the opportunity to write a written comment to you, long list of questions. It was such an interesting month for us here at the tribe. Because I gathered a number of people who use numbers to write a really good history of, you know, what we thought about the work that you're doing.
And I'm wondering how many comments did you get back that was due April 9th, I mean, that was such a short timeframe to really gather what we wanted, but we did the best we could.

MR. GORDON: I believe it was 30 days, maybe 45 days, I'm not quite sure. And I apologize if that was not enough time. And I do recognize, because I know there was a lot of activity going on during that time. We had our own complication that was happening around the same time. I think I announced it at the RFI, that the RFI had gone out during the meeting that we held. We received written comments, we received a total of eight comments.

MEMBER SEVEN: Oh, gee, only eight. Wow.

MR. GORDON: Yes.

MEMBER SEVEN: That's really -- okay, well I look forward to any, you know, the next publication, maybe what's going to work for Indian Country for the next decade or two. But I think that this will allow time for
organizations, tribes to be on the same page
working together with the same numbers and agree
to the same numbers that we utilize.

I know for years I've just used the
state, whatever the state provides us -- our
regional economists have been the best reliable
data for us, and a lot of questions about our own
tribal data. But we just really need a good, I
guess, good technical assistance to inform
organizations and tribes to be able to collect
our own data and the best methods, or
methodologies to use for accuracy and
reliability.

MR. GORDON: Yes, that topic came up
in our discussions around technical assistance.
I wouldn't undersell the eight comments. Because
some were quite lengthy and quite detailed. So
they were very helpful.

So the number belies the importance
that they were for us, as well as the
conversations we had during our meeting, and all
of the meetings and conversations. Everyone has
been very, very generous with meeting with us, and tolerating our ignorance in some cases, and educating us on what's been happening.

MEMBER SEVEN: I guess related to written comments submitted to the Department of Labor, there was also the one on travel consultations. How many comments did Department of Labor receive for that notice?

MR. GORDON: That one, I'm not aware of. I'd be overstepping. I don't know those.

CHAIR WALDRON: Any other questions from the Council?

MEMBER SEVEN: I guess what my last question would be, so you said Department of Labor is working continuously, working on this topic. What do you project the next updates will be with the National Conference coming in September, what would --

MR. GORDON: The next meeting of, I'm sorry, the next meeting of this Council, an update for that?

MEMBER SEVEN: Or, I guess, any future
update. We wonder if the Department of Labor too
is ready to step out and say, okay, we're ready
to announce, or publish, and share.

MR. GORDON: Again, that would be
overstepping for me to speak on behalf of the
Department. We hope that this report -- what
we've done here with this report is we're trying
to frame the issue that has continually, you
know, undermined a good report. There was
always, it seemed like there was always an issue
with past reports and certainly, you know, no one
was happy. That's very clear. No one was 100
percent happy.

And it's for good reason. BIA has
certainly pursued this in any possible angle they
could have tried, and we recognized that quickly.
And their efforts are quite heroic. And I won't
go into those, because we spoke with folks in
confidence.

But we all know this subject matter
now. I feel as though I'm an expert in the
history of the report and what's needed, what's
not there, and what could be there, or how do we get there. And so we're hoping that this report will frame the issues and questions the policy folks need to address or need to consider in order to fully meet the requirements of just these five numbers.

But I think, as I mentioned at the end of my comments, having a meaningful set of data on such an important, specific population within the US is foundational to everything else that needs to go forward. And so just five numbers on labor force participation really is just a drop in the bucket compared to educational attainment. You know, we heard a number of police officers per 1,000 people, just all of this was churning in the conversations that we had.

And so while we all know and are familiar with the issues, few others outside, and we're hoping that this puts and paints a picture, a clear picture and illustrates the importance and the options for future development. So it would be premature for me to make a claim as to
on a date certain that we will have a report, because we believe we need to collect some numbers. And as you mentioned earlier, I think if one of the solutions is tribes collecting the data, then I think TA is an important part of that equation.

MEMBER SEVEN: All right. So I guess for Athena, so Wayne Gordon said that he would be overstepping if he made any comment, so who in the Department of Labor would make the comment or respond to the question?

MS. BROWN: I believe what will come out of Wayne's report and, Wayne, you correct me if I'm wrong, is that, you know, the first step is getting the report completed through OFTER, and then ultimately that report will go through a whole number of clearances within the Department, probably through senior executive staff. Is that correct, Wayne?

MR. GORDON: Yes, that's correct.

They'll publicly release it.

MS. BROWN: And so right now, at this
stage in where we are with the production of that report, I don't think that either Wayne or myself are at liberty to share any specific research that we found as a result of the initial draft.

MEMBER SEVEN: Okay. Just a real interesting topic.

MS. BROWN: Yes, it is. It's actually very complicated. And we have, and I know Wayne has a very experienced crew working, you know, team of people working with him on this report. That goes far beyond DINAP's expertise, you know, in research, and evaluation, and looking at census data and other data produced through the Bureau of Indian Affairs and, you know, other sources.

And so I think the one thing that many times people don't understand about data is that it has to be verifiable data. So people collect a lot of data, tribes collect a lot of data, states collect data. But when you're looking at the impact across the nation you have to look at the use of consistent data. And, you know,
that's been one of the challenges for our formula funded program, is updating those numbers and also looking at the impact, you know, the hold harmless formula that we're always referencing. Sometimes it's like Norm DeWeaver said, be careful of what you ask for.

MEMBER SEVEN: I just think that probably the next publication will be, like, a Harvard document, what works and what doesn't work.

MS. BROWN: Yes. I think, you know, Wayne's approach has been a very good, sensible approach. Because we do want to work very closely with the Department of the Interior. They have the history of producing this report. They sort of know the pitfalls of what worked and what didn't work.

And, you know, Department of Labor is very mindful of getting consistent and verifiable data. So we want to make sure that we've taken all of those considerations. So we want to make sure that we not only consult with tribes but we
also keep in touch with that sister agency.

MR. GORDON: I would say we're also interested in continued conversations with Census. They've been busy, they have been busy with the 2020 census. So I think now is the, you know, hopefully things will calm down for them a little bit. So we are looking forward to having more discussions with Census. Obviously, they are the authority. And we will continue to have these contacts with the tribes in the various forums, and formats such as this one, as well as the other meetings that we've been graciously invited to in the past. We look forward to those and continued discussion.

CHAIR WALDRON: Thank you very much, we appreciate it. And it does sound like it's very complicated but also very important and very much needed. So we're moving into -- so thank you very much.

MR. GORDON: Thank you, Chairman.

CHAIR WALDRON: Moving into the next section which is a small report on the National
Conference, and then we're going to have a break right after, give people a chance to take a small break and rest, use the facilities, or whatever the case may be. And then we have John Ladd coming onboard.

So the National Conference is very exciting right now. It is a waking up of, you know, the country, the hotels, the seating, everything, since folks have been so confined to home. We have a large number. It's greater than 238 people already registered. We did not contract as many rooms as we originally were, because we're not sure of how many people are going to travel out there. But we are close to exceeding the rooms already.

And we are having some communication efforts with narrowing down presenters, and how some of the virtual is going to work, and the cost of the virtual, and then the in-person training. So we continue to wrestle with that a little bit. But we have some tremendous topics. We've been in close proximity to working with
Duane and DINAP, and we're going to start to dig a lot more with Athena. So we have an array of various workshops that we think are going to be beneficial with focusing heavy on financial reporting, financial management with DINAP, what we can and can't use the funds to spend for.

We know that we've had carryover issues, and we've had some financial unobligated funds at the end of the program year. And so we're hoping to put a rest to some of those problems and get folks educated. We feel that there's going to be a great deal of capacity building nationally after this COVID because of some of the opportunities that are out there and changes that have happened. And we've been seeing it in a lot of training. (Audio interference) that we utilize is on totally electronic, half and half, Office Write has been more expensive. We do a lot more long distance type but it's given us a longer opportunity, there's going to be some workshops on that.

We are working on some dialogue back
and forth with DINAP project officers. We're looking to have what is going to be a general assembly, or a luncheon, or a small workshop, responsibilities with grantees, responsibilities with DINAP, how we put the partnership, you know, strengthen the partnership between our grantee community and our program, more community type conversations around it.

And we've been talking about some workshops directly aimed at youth. We are looking at a smaller series of workshops, tighter, more focused on our programs and, again, taking a solid look at what's happening with our young in the population in general.

The electronics, the aspects for 477 Margaret's been on top of that, working back and forth on which one works the best. I think the panel are all favoring Zoom. So we're trying to get, like, how many rooms, size of the room. Will presenters be at the conference or will they presenting from another location? We'll go through our hotel and then the times. And she's
looking at stuff starting from 12:00 to 5:00 for
477 for those who can't come, about five
workshops a day that would go electronic.

We do know 477 grantees are coming.
So we're going to kind of go through what we can
label that workshop as. We are looking to have
some Congressional people there to really begin
to talk about some of the new opportunities. But
there is so much out there, and it is happening
so quickly, we're trying to get a handle on that.
So we know we're going to have a lot of heavy
collection back and forth with DINAP. They
have unofficially agreed at this point to finance
a $200,000 endowment for folks coming into the
conference for training.

We asked for an emphasis on financial
people, because we're going to have so many
financial workshops. And it looks like it's
either going to be Ms. Costanza or Debby Galloway
is who Duane and I were talking about. We also
know the designation time is coming. We want to
have that conversation separately with Athena and
how we see that workshop working out. So we are
shaping up. It's going to be exciting. People
want to get out. They want to come, you know,
you've been cooped up.

We've had some questions around the
COVID, around people who are vaccinated versus
people who are not vaccinated. Of course, we
want people to come, primarily, who have been
vaccinated. We will have tests available. It
sounds like it's going to be the little teeny
blood prick test, but we will have the swab as
well. California is doing the little, it's like
the diabetic test. And so what it does is it
measures the antibodies, I guess. And so, like,
we had a couple of cases where someone's tested
negative on a Friday in our community and had
been positive on a Monday or a Tuesday.

So the swab around the nose doesn't do
that. It's a rapid test. You get the results in
15 minutes, but it does not project. Whereas
this other one, it tells you the antibodies and
can give you an indication that next week you may
come down with the COVID. We looked at some wrist band coloring around that and folks who would have to wear a mask if we're going to, you know, allow people to come that have not been vaccinated. And it would be a daily test, and somewhat of a management of that.

Some of the challenges are the awards, to televise the awards so that people can see that, that's not there via Zoom or whatever, versus folks that are there. Plus they're in the a.m. on the Eastern time, and so that's been a lot of dialogue back and forth.

We're about to start to accelerate our work, because we do have a list that's going out to the community, primarily at the workshops. They're not all chosen as of yet. We still have a few more that we can fit in. We have a tremendous amount of actual space there. And we're talking about two banquets, not just one, and a combination of total community gatherings or multi-mini ones that would be 100 people at a time or 50 people at a time.
But we're excited about the 238 registered with the conference. We did determine that full registration price would be paid and whatever bags or free items that are part of the registration would be sent to anybody who registered, and maybe doing that soon.

Transportation, as you're aware, we had a lot more transportation available at the last conference that we ever did because of COVID. So that's going to be scaled down a little bit. But we are now looking into an overflow hotel that's approximately six minutes away. It is owned by the main hotel.

I am not going to contract with that, we're a little concerned about it. But it looks like, as soon as these rooms reach 90 percent or more, we're going to start to have a discussion on the overflow. So you register early with the hotel if you're coming. Otherwise, you may end up in the overflow.

We know it's going to be a little bit more expensive than it's been in the past,
because rates have gone up. They continue to rise a little bit here. And we don't have a handle on the cost to do total virtual, so we're going to do partial virtual, and part of it will be in person. So I'll pause there for a minute for any questions.

MEMBER SEVEN: So, Darrell, this is Kay. As the travel workgroup with 477, we've spoken about this at the executive committee level. We even sent out a survey to see how many people were planning to travel to Rhode Island. And just last week, you know, I think publicly be loss of a presence of 477, because the way we understand the workshops, the concentration will be on WIOA. Because you know how, in our conference booklet we have a designation if it's the WIOA-specific topic, a 477 topic, or a universal topic. So it sounded like the majority of the workshops will be WIOA, a little less of the universal, and all 477 is going to be virtual.

So we didn't know how is it that we
could justify traveling to Rhode Island as a program and real uncertain about what the morning's going to look like that, you know, maybe not have anything to do in the morning and wait until the live presentations that are going to be zoomed out to others that can attend in the afternoon. I'm not too sure how many of your workshops for WIOA are going to be virtual, but did the committee consider giving a discounted rate for people who just choose to remain safe, and stay home, and do these virtual?

Also, my understanding too is that the workshops will be recorded, so they'll be available to us. So my question in my mind is, well, if they're going to be recorded and they're available to us, why pay a registration fee? You know, then it's been said that while the conference committee will send out packets to the grantees. And I'm virtual, why send me a packet? Why not just send me a packet electronically? You know, I'll be fine with that. So I don't know.
But to take some of it into consideration, maybe a discount if people, grantees that can't travel or don't want to travel, because there still is a pandemic, and kind of just want to come out of it clear. And in '22 I look, you know, forward to traveling then. But at this point, you know, I know myself, I don't think I'll be in Rhode Island in September. And I really regret that, because there are so real important things we have to take care off.

Because I'm concerned about elections, I'm concerned about what's going to happen with site selection for, when we have 2022 going, and we have outstanding organizational issues, we don't have our bylaws yet to maybe help guide us into our future with our national conference that may be happening the same time each year.

And we still have that outstanding issue of, you know, are we going to continue these regional trainings, are we going to move to a mid-year situation? Because that's an
outstanding resolution that's still open for discussion. And then also when are you going to open the Planning Committee to other grantees outside of the Executive Committee?

CHAIR WALDRON: Right. So a lot of questions there. So we're trying to get 50/50 on the workshops. So from 12:00, I think 12:00 to 5:00, we're looking at 5 based on a total of 15. And I think we're right around 18 total for, it wouldn't be just 166. Some of them would be, a lot of them are going to be probably both groups can benefit, which we'll label. So we're still working on developing, you know, those workshops particularly.

But we do have a core group which we sent out. I don't know which ones are the core groups for markets, because I don't have them as of yet. We have to work out the contractor and what they can and can't do with the Zoom, but we're trying to make it 50/50.

We did have discussions, a great deal of discussion back and forth around the
registration fee. And it was determined, voted on that we would have the same fee for everyone. The packets we're talking about would be the T-shirts, the gifts, whatever we raised in the packets that we would give to add value, we would send those out.

We're still in discussions about the general sessions in the morning and how we might record some but not all of it. So we're still in the pretty good aggressive planning stage. It is difficult, Kay, to talk to people, because a lot of people are not in their office, you know, so we're working through people who are working at home. So it takes longer than most to get the answers back.

We're at just about herd immunity here. And we're expecting a very good population of people based on our early numbers. I don't know how many of them are 477, but we believe it's close to half that have fully registered and are planning on coming. But we'll know a little bit more probably over the next two weeks,
because we're starting to close in on particulars. We haven't worked out the elections and sites yet, how we're going to do that. It's probably going to be coming up on our next agenda.

It is moving slow for some of the particulars, and we are reaching out now to get more committee members involved. Jacob offered up some of his staff, and so we're at that point now where we want to start moving a lot more aggressively.

This will probably be our last session that we're going to have. Our next meeting, that will be (audio interference) open it up. But we think we're going to have 15 or 20, hopefully, volunteers to help with the rest. So that's sort of where we are with that. But I'll get to more. I may have missed one question in there that you had.

MEMBER SEVEN: No. But I think from our last conference, we talked about having, like, a bylaws committee. I really think that
committee needs to happen and start moving. You know, we heard we don't want to have any mixed messages going out there in our family community of WIOA and 477. And I have a preference to see us all standing under the same umbrella.

And maybe with our group, you know, we need to have maybe two chapters of the chapter of 477 programs, and there's a chapter of WIOA programs. But we're all together. We're still standing under that same umbrella together moving forward.

So I really think that committee needs to be formed and working. Because we still have the outstanding resolution. I envision a change in our future based on the resolution that I submitted in, was it Cherokee, or at Durant. And so I'd like us to do some final outcomes with that.

CHAIR WALDRON: Yes. So we've made three attempts at bylaws. I kind of think we've got to reincorporate the conference. As you know, it was incorporated. And I don't know what
happened, the corporation fell apart. So the bylaws have kind of been floating around a little bit.

We did try to get some of them put into place at one of the conferences. Like you, I can't remember, it's been so many. And we didn't really get all of them in. And I think all the STARS staff, I think Fred had a good chunk of them worked on. And then Mirinda had some from the prior group when we were incorporated. But I think that we definitely need to do that.

I kind of foresee, not that it has a question on the resolution put forth, I see more building coming together with what I am seeing with these new partnership funding structures for tribes, and urbans. And, you know, I'm on a lot of calls now that are, I don't know if they're mandatory, but they're between us and the other urban Indian centers. So there seems to be this buildup of partnerships, but I don't know how it's going to flesh out.
I know that a lot of this money that has come down the pipe, and I'm sure you guys are experiencing it, came without instructions, right. So we received, you know, a million and a half or $2 million in additional funds that moved kind of quickly without instructions. And they were very vague and a wide brush. And I'm hearing some horror stories from some folks that are managing these dollars.

And so we're hoping to get some of those answers with some of this money. This new apprenticeship push, apprenticeship is over 500 apprenticeships alone in my little teeny state. So we're trying to get all of that, get a handle on it, and get it working. But I do see more virtual coming.

And personally, I don't really care for that, you know, we have the electronic problems on our end. But I agree with you there's a change coming. I'm not sure what it is. We've been kind of focused on structuring out a set of bylaws like you mentioned. We just
haven't had an opportunity to finish it. And then we got hit with this COVID.

But we're getting good response. I don't know what the airport's policies are going to be. That's a little scary. We may want to bring our boxing gloves when we get on the plane. But we're hoping for the best. But it is exciting. We're getting a lot of responses.

And so we've got to firm up all the presenters. I'm a little concerned about that. We have gotten some donations, so that's exciting. My office has been busy as ever, like, financial support put some, you know, some of the things we normally get coverage for. But I'm feeling good about it.

If we could bring those things up, I think they definitely need to be dealt with. It's just a new world for us. But I think the opening up of this country and going American, and all the stuff that I've been reading, I like the Biden plan. And we would do something on that. You know, I see real opportunities in
Indian Country as well as abroad for manufacturing, redevelopment, job opportunities that weren't there.

Some of these apprenticeship jobs for 19-year-old kids are at $100,000 a year. And there's a huge retiring factor of massive people who are in that age category that have those high skills, they have torn rotor cuffs, and bad knees, and hips, and they're retiring. And I think that is opening up the door. Some of these apprenticeships are considered an associate's degree. And, you know, we want to do something on that.

We do know it's a difficult market in the past to get in, but those are some of the new things we want to tackle. We want to make it a very well informed opportunity conference moving forward that our folks leave there much stronger.

As you know, we've lost about 12 or so grantees over the years, you know. With whatever has happened to their program, the number may be more or less, I'm not sure. But I think it's
around 12. We want to prevent that, strengthen
the field here, all of those things that we think
are beneficial.

So I agree with you, there is some
time for change. But I think there are
opportunity changes, you know, commerce, they're
dumping a lot of money into tourism. You know,
my answer is growing among the Board there.

(Audio interference) it's growing in massive
numbers. And dollars are coming into states and,
you know, and reaching Indian Country. So we
want to try to get a handle on that, but I hear
you. I know I was a little long-winded. I'm
sorry. So I see Kim has her hand up. The Chair
recognizes Kim.

MEMBER CARROLL: Kim Carroll, Other
Disciplines, I'm assuming we're having an
Advisory Council meeting at the National
Conference?

CHAIR WALDRON: I sure hope so.

MEMBER CARROLL: And I guess my
question was are the feds going to be able to
travel during that time?

CHAIR WALDRON: So that's probably a
good question for Athena. In our early
conversation she felt that they would be around
that time in September. She could probably
answer that. But I've got to get some, you know,
time with Athena to talk about that and to talk
about the workshops around what's coming for
competition. But it's a good time of year,
because of the winding down that's happening. We
were surprised to see California, you know,
finally opened up everything, which it's open
here now.

MEMBER CARROLL: I have two other
questions while I'm here, not only the one right
now. Oh, one thing I wanted to say on the
Facebook Page for the event that they changed the
logo, which I really like. It had a hashtag and
then a slash 166, slash 477. So it's kind of
changed. And I feel like it's more inclusive. I
really like it. And if you get an opportunity,
you might want to check that out. And you had
mentioned the awards as well. Have we received many participants or employer nominations?

CHAIR WALDRON: Not yet. So as of this morning, I sent an email out to Linda asking if I can engage her staff, Therese and all them, just really start putting that stuff together and get it out there.

So we've been kind of worried about COVID, as Kay brought up. And it's been a big concern that's dominated, you know, a couple of our meetings. And then of course the hotel, what size of the conference we would have, we're estimating about 500.

MEMBER CARROLL: And then the other thing, when you mentioned the hotel, you know, oh, directions. I'm sorry. Next year we had voted that it would be in Tulsa. And they're still calling me. And I've told them that as soon as this year's is over, I'm sure the planning committee will be getting lists out.

CHAIR WALDRON: Yes. So I would assume that whatever was voted on, agreed on
would be honored. Yes, that meshed with our
discussions here, but I'm sure, I don't see --

MEMBER CARROLL: I just want to make
sure I'm still getting contacted about that. The
other thing is the resolution that you talked
about switching from regional to midyear, I
thought that passed.

CHAIR WALDRON: No, they had some
discrepancy in the wording in the minutes and --

MEMBER CARROLL: Okay.

CHAIR WALDRON: -- tried to do the
final vote. Originally, we were going to try to
follow it up in Rhode Island before the COVID
hit.

MEMBER CARROLL: Okay. Yes, I knew
there was talk that there was a lot of, no one
was very happy about it but, okay.

(Simultaneous speaking.)

MEMBER CARROLL: Thank you.

CHAIR WALDRON: So, you know, some of
this stuff we're seeing, which I'm hearing it
financially, and I think we heard a lot of it
yesterday, is there's opportunity to branch out, right. So we may have some really new things coming with these conferences and presenters. But I just think we move forward like we always have. So now we're coming to the changes. Erwin?

Oh, were you all done, Kim? Yes. The Chair recognizes Erwin.

MEMBER PAHMAHMIE: Thank you, Erwin Pahmahmie, Region 4. Yes, I'm excited about the conference and stuff, and I'm real pleased with your report and stuff, Darryl, to the Committee, or to the Counsel. And I know there's things that you mentioned and stuff, and I'm very thankful that, you know, we are engaging in our federal partners and haven't been inclusive of informing them of our needs and stuff. And there are certain things that, you know, yes, so at least the things are changing.

So we all have to be very prepared for that and also flexible too. We want to be, you know, as accommodating as we can be. And I appreciate that. Being on the Committee and
stuff, we have considered the thoughts of, you
know, safety in relation to COVID and also
checking and showing that our presenters, and our
participants, and attendees are going to be safe.
So I just want to reassure that.

Also some things to consider too, you
know, about presenters and anybody that may be
interested. There are certain things, like
Darryl was saying, you know, apprenticeships,
that's one of the biggest focuses right now. And
I'm real thankful that we can talk about that to
get that going with certain tribes. As well as
there's other things that, you know, internally
we talked about, such as our millennial
population, and how to engage them, and how to
focus on different things that are affecting us,
you know, as a people overall.

And that is one of my biggest kind of
understandings right now is that, you know, even
our youth program right now is going. But it's a
lot different youth program than it's ever been.
Lots of things are part virtual with it. It's
kind of a blended type of, you know, where
they're actually working but learning more life
skills versus actually on the job skills.

But anyway, I just wanted to kind of
show support for the conference here in September
and also let everybody know that, you know, it's
going to be good. And we all, I miss everybody.
And I'm sure everybody else misses each other,
you know, we all get together, and it's a good
time. It's always been a great time. So thank
you.

CHAIR WALDRON: Yes, just a quick note
on the youth. Oh, I'm sorry, we have Lora Ann.
The Chair recognizes Lora Ann.

MEMBER CHAISSON: Hi, Lora Ann
Chaisson from Region 4. Just a couple of things.
I just want to make a comment about the
conference, the registration fee. I have
attended many, just like everyone else, attended
many different Zoom conferences. And the fees
have, NCAI's fees did not change even though it's
virtual.
And I noticed that a lot of conferences, their fees did not change. And of course there's a couple of them that I attended that they were free which normally they're, you know, $500.00 registration fee. So it varies from program to program. I can't believe how much it varies. So I just wanted to make that comment of just how much it had varied.

But also the regional conference, you know, I know that we hadn't had a regional conference, and just kind of curious on are we going to have another regional conference? And I don't see it happening maybe this year, but maybe next year. And how is that going to go, where's the funding at? And so that's just a couple of questions. I'm not sure if this is the proper place to ask, but that's my question.

CHAIR WALDRON: So part of it I can answer. Kathy and I have had some discussions about an Eastern/Midwestern multi-regional, after Christmas sometime, you know, whether it's after January. And we just have had some light talk in
lieu of all of the stuff that's coming down the pipe, the apprenticeships and all these new things that we're after.

    Plus this Promise Program, which we already have now in Rhode Island, I know Biden wants to go across the country. First two years of college for high school graduates paid for they've done this year with all of the state colleges. So we have had that discussion coming forward.

    I don't know what the funding is. We kind of lost control of that. Because, you know, we haven't been together. All I understand there's enough money available to do what we have to do. We do feel that everything is going to be a lot more money for any conference. I mean we've seen that for just everything, pulling everything, you know, everything seems to be going up because of the trucking problems. And I don't know if it's the lockdown with some of the factories with the cyber stuff, but there has been an increase in things.
I think that we've got to kind of, you know, I think it was Abraham Lincoln who said it, but he probably stole it from an Indian, a house divided falls. So I agree with Kay, we've got to be more cohesive with one another, understand differences but that we are pulling the same weight which I think, from what I can see, the government is trying to do that with everybody. And we can share the wealth, you know, that's coming.

I am concerned about the future of our program, because they've now stopped appropriating. And a comment we heard the other day was that they don't have to vote an increase on an unappropriated program. So that's really concerning. And so this really would hurt, you know, plus what we all have to do. And our tribal programs are the strongest advocate for that to help us get that done, but that is concerning coming forward.

So the dialogue's going to be opened up, I think, more to some of Kay's point of
annual funds, but we were talking about an eastern and western multi-regional. This program has changed that we are all operating in now, and it may be for the better and it may be for the worse. I think we're going to find that out.

I know, me personally, I probably said it, but I know a lot of people agree, the Title C grantees disappear for small problems that are repetitive, right, kind of blame some of that on training. Whether that's the reality of it or not, I don't know.

So we all kind of focus tightly on how these programs operate. And partnership building, right, whether we talk about 477, DINAP, each other, we haven't gotten that detailed, although we did, we're trying to put together a DINAP responsibility and a grantee responsibility and try to get that partnership working that I feel Tom Dowd did so well. So I hope that answers those. And I think the other one on the funding is probably more for Ian than me.
Any other questions on --

MEMBER CHAISSON: No.

CHAIR WALDRON: So one I've got here, so I've got Christine Campbell.

MEMBER CAMPBELL: Thank you, Chairman.

Christine Campbell, Region 5. I agree that we need to work together, stay together as one tribe, the 477, the 166. We know that together we have more numbers, we have more power, we can get more things done.

I also advocate to continue with the regional conferences. They've been beneficial to us in the past. I think smaller groups with like grantees is beneficial to meet. And of course, if a grantee chooses not to attend a regional, and they only can afford to attend the National, you know, whatever they need to do, whatever fits their needs. But I am an advocate for regional conferences. I think they're important as motivational and information. I just want to say that piece on that.

I know it might be a burden on DINAP
for the regional and, you know, I don't want to burden DINAP at all. That's not my intention. But again, I do feel it's very beneficial for the regional conferences to continue. Thank you.

CHAIR WALDRON: You're welcome. So in five of the requests that we did to Secretary Walsh was to increase the budget by $110 million to get new staff working with DINAP to help bring that employment level back up, you know, to where it was or close to it, and for a lot of balance for capacity building and training. Because we think that's going to be needed for some of the programs that are coming forward.

And so that was good words, Kathy. And, you know, meeting with everybody, and getting hugs, as well as just reconnecting with each other, I think, is important, to do a real close tribal thing. Kay?

MEMBER SEVEN: I just have one closing comment. So one other thought is, you know, when we talk about the aging workforce, many of us are aging. And I think we're probably looking at
retirement.

So at our event coming up, you know, we really need to look at embracing our new emerging leadership, you know, I see Joe, and it looks like Candace is somebody that's a lot younger age. And we need to be at our events and need to spot out those young, energetic minds and bodies.

I am a recipient of how I was cornered by Athena and Duane at Sioux Falls in the late 1990s about, hey, Kay. And so look where I'm at today. You know, in August I'll have served 39 years in the Nez Perce tribe, completely in Indian employment and training. So, you know, I plan to, want to turn over our great work to the next generation in several years. So that's my closing comment.

CHAIR WALDRON: Thank you, Kay. We definitely need our youth to step up. Jacob Bernal?

VICE CHAIR BERNAL: Hey, just quickly, Kay, congratulations on your 39 years. That's
quite an accomplishment. And for the record, I am one of the younger workers, okay. Okay.

CHAIR WALDRON: So. you know, that conversation came up, so of course, you know, you guys know we had in New York City, which is just a massive urban crowd, and we've been working a lot with the young Indian kids at Columbia University and NYU. And surprisingly, we have found not a strong interest in going back to working with their tribes nor identifying in the census data as Indian alone.

And so there is some different thought trains with the younger. They're absolutely brilliant. And, you know, we're working on creating some foundations, 501(c)(2) assets for our organization so that people can invest their dividends and we keep the cash that gets invested in some Indian groups. And so looking at retirement, we're kind of looking at that. And that's a sophisticated way of taking all of your assets and dumping them into cash and creating a foundation that everybody can donate to and
really giving back.

So I think Kay's point moving forward, it's about sustainability, and working with our young, and opening up our rigidness -- because I know I'm stubborn, I stand there and lock my arms folded -- and let them begin to take the reins.

I too have over 40 years. I was in my early 20s, actually in my teens. My parents were founders of this organization along with some other Narragansetts who were very strong leaders with us at the time. And we produced what we did.

But it's that time for change and bringing our young together. We are concerned about what we're seeing with these young Indian graduates in New York. And they're really brilliant minds. You know, Ivy League schools, masters' degrees, very specific. We had a young 21-year-old biologist here that was extraordinarily bright but really didn't have much interest. She wanted to do science and not work with the tribe. And her mom was a chief.

So there is some dialogue we need to have. So
thanks for your comment.

I know I'm standing between you guys and a break. Do you have any more pressing questions for me? We'll be getting out more information to everybody on where we are and what we're doing. Kim?

MEMBER CARROLL: I just wanted to ask Athena, Kim Carroll from Other Disciplines, are the feds able to travel and will there be a federal presence at the conference in September? Do you know yet?

(Audio interference.)

MS. BROWN: I'm sorry, somebody is --

CHAIR WALDRON: Yes.

MS. BROWN: There's some interference. Can you hear me? There are not really any restrictions put in place on federal travel if it's required as part of our work related functions, responsibilities. So, you know, we're just going to have to put in the request and have it go through the process of being cleared. But we do have travel funds.
MEMBER CARROLL: I just wanted to ensure that we will have an Advisory Council meeting at the conference.

MS. BROWN: Well, that's one thing that I can't guarantee. I would need at least three months to start preparing a request for a meeting, because it has to be published in the Federal Register notice. So right after this meeting, I'd have to start working with Darryl on an agenda, and putting in the Federal Register notice together, and making sure it gets proper clearance before it's published.

It has to start right away, that process. So probably right after this meeting we would have to start working on an agenda and potential travel or people calling in. Again, I don't know how the majority of Council feels about travel or whether they want to do another virtual meeting. I mean, there really isn't any problem in doing a virtual meeting or, I guess, meeting on site if half of the members or more want to attend the conference.
I think the reason why we've often had these meetings at our conferences is in order to get the public comment, get our grantees there so they feel like, you know, it's a good published meeting that makes it available for them to come in and listen and give comments.

CHAIR WALDRON: Absolutely. So I think we will request that meeting immediately. So thank you, everybody. I can just tell you that we want to make this the best conference you ever attended, because you're in my home town, and I think that we can do it.

So, Christine, you had a question?

We've got just a couple of minutes for a break before our next speaker.

MEMBER CAMPBELL: Thank you, Chairman. Christine Campbell, Region 5. Is it fair to ask the Council how many folks plan on attending the conference so that we would know if there is, should Athena even process the, go through the process. I mean, I don't know if that's a fair question, to get a head count or not. I don't
know.

CHAIR WALDRON: So why don't we do that right after the break or you're going to lose your break. Because you've got about four minutes until our next speaker.

MEMBER CAMPBELL: Thank you.

CHAIR WALDRON: Okay, thanks, guys. Is it okay? We'll break for just five minutes.

(Whereupon, the above-entitled matter went off the record at 1:57 p.m. and resumed at 2:04 p.m.)

CHAIR WALDRON: We are pleased to have you with us today.

He is the Administrator of the Department's Office of Apprenticeship. And I guess this is Cierra Mitchell, Deputy Administrator. I hope I said that right.

We look forward to hearing from your leadership on how tribes, nonprofits, Indian organizations, and tribal colleges can respond to the opportunities available in apprenticeship.

We're all excited about apprenticeship.
For the audience, please note that,
when we start this public comment, we would
especially like to hear from those individuals
and persons with comments.

So, you are the man to answer those
questions and comments, I guess. So, thank you
very much for being with us today.

MR. LADD: Thank you so much for
having me. I really do appreciate being here.

And thank you, Darrell and
Distinguished Members of the Native American
Employment and Training Council, and others that
work closely with the tribal colleges. We're
really thrilled to have this opportunity to be
with you today.

I understand that you've already met
with Secretary Walsh and our Principal Deputy
Assistant Secretary, Suzi LeVine, yesterday, and
you talked with her on a range of workforce
topics. I heard apprenticeship was one that you
also wanted to have a lot more conversation
around. So, I'm really excited that we're having
this listening session here today.

Today's session is really designed to learn from you. You're the experts. You're our key stakeholders, and we want to hear from you about how we think about designing and implementing a strengthened apprenticeship system that expands apprenticeship opportunities to all Americans from all parts of our country, diverse populations, and broad sectors of our economy. So, today's really important for us to hear from you all about what ideas you have and how we need to think about those moving forward.

In addition to the listening sessions that we've been hosting, you may be aware that Secretary Walsh recently announced establishment of the Advisory Committee on Apprenticeship, so a separate advisory committee that DOL manages. This committee had been dormant during the previous Administration, and we've just recently reconstituted it and issued a call for nominations.

The ACA is going to be an important
vehicle for us as well to receive recommendations from the broad apprenticeship community. And I hope -- I don't know; I haven't checked all the nominations that came in; we had a historic response to that call for nominations -- but I hope that some of you on today's call may have submitted a nomination for membership on that committee.

Today's session really continues a strong practice of engaging with this Council, including presenting at previous meetings. We've presented at the Bureau of Indian Affairs, their 477 Conferences, and the National Indian and Native American Employment and Training Conference. We've held Apprenticeship 101 sessions with grantees. We've presented to the tribal college presidents and federal agencies at the American Indian Higher Education Consortium. So, we've benefitted a lot from this engagement and we will continue to benefit as we move forward.

And then, as you probably are aware,
even more recently, as early as last week, we facilitated an Apprenticeship 101 session for tribes in Region 1 with assistance from FEMA and the Bureau of Indian Affairs office as well.

And then, earlier this month, we held a special apprenticeship information session for the DINAP unit here within ETA, the Office of Federal Contracting Compliance programs, and the American Indian Higher Education Consortium.

So, I do want to thank our regional staff as well as those from Salt River Pima-Maricopa Indian Community Apprenticeship Program that Teck Alaska and Red Dog Mine Operations and Alaska Primary Care Association have presented on their apprenticeship programs during those sessions. So, again, they were incredibly helpful sessions and, again, a great learning opportunity.

I'm also pleased to say that OA will, once again, be serving as a member of the reestablished White House Council on Native American Affairs, Education Committee, and we're
looking forward to engaging with our federal agencies on furthering opportunities for Native Americans under this Administration.

So, to wrap up here, I'm going to be turning it over to my colleague, Cierra Mitchell, to kind of guide us through the listening session.

But we really do appreciate the commitment and investment of this Council. We look forward to collaborating on ways to increase opportunities for apprenticeships for Native Americans, as we expand the apprenticeship system.

We're particularly interested in your thoughts on how we utilize apprenticeship programs to modernize the nation's infrastructure; what are barriers to employment, training, and mentoring for Native Americans; youth apprenticeship, how do we think about youth apprenticeship as we move forward? How do we connect to tribal colleges? That's critically important. And as important as apprenticeship,
employment, and is a job, how do we support
tribes as employers, as you establish and sponsor
new apprenticeship programs?

So, those are some of the areas that
we hope to get into today, in today's listening
session, but I'm sure you all also have other
thoughts and ideas that could help guide our
work, as we move forward.

So, with that, again, thank you so
much for having me here today. I'm going to stay
for the full hour. I want to hear and listen to
all that you have to say. But I'm going to turn
it over to Cierra Mitchell, our Acting Deputy
Administrator for the Office of Apprenticeship,
and she'll moderate our listening session.

So, Cierra, I'll turn it over to you.

MS. MITCHELL: Thank you so much,
John.

And good afternoon and good morning,
everyone. It's such a pleasure to be here today.
And even though this is meant to be a
listening session, we have heard that there were
questions yesterday about what is apprenticeship; how do we start apprenticeship programs? And in case some of you weren't able to attend our recent info session on June 3rd, we thought it would be helpful to begin today's session with a quick overview about what registered apprenticeship is; how to get started; what resources exist and funding, and then, to just jump into a listening session and hear from you. So, I'm happy to walk you through a quick overview and answer any questions you may have before we jump into a listening session.

Next slide, please.

All right. So, for the next 15-20 minutes we're going to cover what is registered apprenticeship, for those who aren't familiar; the benefits of registering; again, resources to help you register, and available funding.

Next slide, please.

Okay. Again, for those who weren't -- oh, I see a question. "Is the June session recorded?" It was not recorded. Apologies for
that. But this session is recorded, and I'm pretty much taking a lot of what was covered in that session in today's session. So, if you missed that one, don't worry, we've got you covered here today.

So, registered apprenticeship, for those who aren't familiar, is a high-quality career pathway that benefits employers and allows employers to develop and procure their future workforce. And it helps and benefits career seekers by giving them paid work experience and training, which leads to a nationally recognized credential.

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In case that description is still not completely familiar, we really like to think of registered apprenticeship as five key components. So, if you don't remember anything else around registered apprenticeship, these five key components are really all that anyone, all of our stakeholders, really need to learn.

No. 1, apprenticeships are jobs. And
I think that's really what sets apprenticeship apart from other workforce training programs, is that apprenticeships are jobs, which allows stakeholders to learn and earn at the same time. And it ensures that an employer is involved. So, unlike other training programs that kind of promise a job at the end, apprenticeships are jobs from day one. I think that's why it's so successful and has the attention that it has right now.

No. 2, apprenticeships include on-the-job learning in a work setting, but they also include classroom training. So, I think a lot of people do think of apprenticeship as on-the-job learning, but some don't know that it's education, and again, it doesn't have to be in the classroom.

It could be online. It could be a four-year college or university. It could be in a community college, a vocational school. As long as it has a job-related training component, we consider that a quality registered
apprenticeship program.

The fourth component is mentorship.

So, that on-the-job learning/classroom setting is through the assistance of a mentor.

And registered apprenticeships lead to an industry-recognized credential.

So, again, those are the five key components of registered apprenticeship, and you'll see that not only on our website, but in a lot of grants and contracts and other information that we provide. We typically have these five key components.

Next slide, please.

I'm sure a lot of you are aware of the attention that registered apprenticeship has right now. But I wanted to make sure you were aware of the significant growth that we've seen.

So, as you can see, we've had 70 percent growth in new apprenticeships since 2011. In fact, it was 1.9 at the end of 2020, but there have been over 2 million new apprenticeships since FY11, so over the past 10 years, which is
incredible.

You'll notice that we had a minor dip in the number of apprenticeships last year due to COVID. But, even then, during the pandemic, there were still over 280,000 new apprentices who, basically, were able to start a career path through apprenticeship.

You'll also see that, right now, there are over 636,000 active apprenticeships across the country, and over 350,000 completed a program in the last five years. So, registered apprenticeship has seen strong growth, and we're only expecting even more growth over the next 5 to 10 years.

Next slide, please.

And we couldn't provide statistics without providing statistics on Native American programs. Just so you know, there are currently approximately 37 Native American registered apprenticeship programs worth a total of 261 apprentices.

You'll see we list here seven states
that have Native American programs. We have some State Directors on the line, State Apprenticeship Directors, for those states, who are here to answer questions later.

And you'll see that these registered apprenticeship programs range from industries -- from health care, advanced manufacturing, construction, to transportation and IT -- and across several different occupations.

On the info session on June 3rd, we even had three Native American apprenticeship training representatives from those programs talk about their programs. They talked about their benefits, the best practices, lessons learned, how they got started, and things like that. And in the future, we will consider maybe having more of those speakers talk about those programs in general.

So, we're happy with these programs, but, honestly, we're here because we want to increase the number of Native American programs and apprenticeships. And we're hoping that this
listening session can help.

Next slide, please.

So, why register a program? Here are just some of the many benefits. One is return on investment. So, for employers, there is just a significant return on investment. One statistic that we've seen a lot is that, for every dollar spent, there's a $1.47 return, although some studies have even shown a much higher increase in the return on investment.

Also, 92 percent of registered apprentices are employed even a year after they complete their apprenticeship program. So, registered apprenticeship is known to have proven and strong retention rates. And I know, especially during this pandemic, employers are looking for loyalty and retention rates.

But there's also benefits for apprentices. For example, apprentices typically earn $72,000 per year on average on completing their apprenticeship program. And again, that's an average. It varies across industry. And they
traditionally earn $300,000 more in their lifetime, more than their peers who don't complete an apprenticeship. So, again, these are just some of the many statistics and benefits that we have. And you will receive these slides, and you can feel free to share these with your stakeholders as well.

Next slide, please.

We're also excited that, in addition to expanding the number of programs and apprentices, we've been doing a lot of work to expand the number of industries. So, traditionally, I'm sure you're aware, registered apprenticeship was traditionally held in the construction and trade industry. But, over the past few years, we have been working with employers and industry and others to develop programs across a broad range of industries. Here are just a few, ranging from health care, cybersecurity, energy, engineering, cost accounting, and telecommunications, to name a few.
And with that, we've also been working with more employers -- medium, small, and large employers -- to grow apprenticeships in these industries. You'll see companies like Microsoft, Tesla, Amazon, Mercedes-Benz, Nestle. This list goes on and on.

So, there's just been an extreme interest all around. And again, we're happy to work with you to connect the Native American community to these incredible opportunities.

Benefits for employers. So, I mentioned the benefits of some employers earlier, but I wanted to make sure to just highlight some others. In addition to retention, increasing diversity is something that has definitely been of interest to employers, including the Native American community; and also, tax credits and access to federal and state resources.
apprenticeships as a win/win, not only for
employers, but for career seekers.

In addition to earning as they learn,
avoiding student debt is key. And so, what some
of you may know that others may not know is that
there is no alternative to college when it comes
to registered apprenticeship. In fact, we really
see registered apprenticeship as a pathway to a
debt-free college career. And so, a lot of these
apprenticeship programs are not only providing
wages for apprentices, but also a college degree
or a college experience and credits. So, that's
something to keep in mind. And, of course, it
also gives the relevant skills in their field
choice and industry-recognized credentials.

Next slide, please.

And benefits for educators. Again,
registered apprenticeship is like a three-legged
stool with not just employees and career seekers,
but also educators, including tribal colleges.
And so, we've seen that registered
apprenticeships definitely increase the
connection between colleges and employers to make
sure that what the students are learning is
applicable to the needs of the workforce of today
and the future.

Next slide, please.

So, those are just a few of the
benefits. And if you, or you think some of your
members are interested, now I'll talk a little
bit about how to get started.

Next slide, please.

All right. So, a registered
apprenticeship system, it sounds like there are a
few questions about the registered apprenticeship
system. So, like the workforce system, the
Office of Apprenticeship, we have a national
office; we have regional offices, six regional
offices which are in line with the ETA Regional
Offices and breakdowns. We have State Directors
and we have local apprenticeship staff. So, we
have staff at the national, state, and local
levels.

You'll notice that about half of the
states are federally managed, and half the states have state apprenticeship agencies and, basically, select and opt to manage their own apprenticeship system. But I think what's important to know is that we have state apprenticeship directors in every state. So, staff are available to help you with your interests, and we can work with you to connect you to the right staff person.

Next slide, please.

All right. So, how does it work? How does registration get started? First, what we do is we connect you to a staff person in your area to explore apprenticeships, talk to those interested in apprenticeships, and really look at their needs.

Because apprenticeship programs are really built on a specific occupation or need, we find out what those occupational needs are. So, for example, if the need is health care, due to the pandemic, and there is a significant need in a certain area for nursing, for example, we will
work with you if you're interested in creating a nursing apprenticeship program. We'll share different nursing apprenticeship programs that we currently have to see if those kind of fit your needs, and how we can tweak them to make them your own.

Or we can connect you to some of our industry intermediary partners. These are national associations who work with hundreds, if not thousands, of employers across the country, and who have created national, regional, state, and local programs for an industry. And they make them so that other employers and other sponsors and organizations can easily create those programs into their own. And so, basically, our staff will see what your needs are, and then, help you build a program that makes sense for you.

So, you'll see that takes us to the Build category. And for that, we, basically, work to see what kind of programs already exist. For example, if there's already a mentoring
program, we wouldn't want to recreate the wheel.
So, we would create a program based on what the
organization already has in place.

Our staff, then, helps work with
potential sponsors or partners. So, let's say
you want to create a program, but you don't know
what educational partner to work with. We'll
connect you to schools in your area or other
schools that you might want to connect with.

And then, we'll register your program,
put that DOL seal of approval on it; help you
launch it, if you want. If there's interest in
launching, we can help design a launch or signing
ceremony; connect you with American Job Centers
or others to get practices and promote your
program. And then, our staff are available to
work with you throughout your program. So, we
don't leave you once you've launched it. We're
there to answer questions and provide technical
assistance throughout the program.

Next slide.

So, in addition to our staff support,
we also have several resources to help explore partnership and design programs.

Next slide, please.

Apprenticeship.gov. So, especially in this virtual environment, we created apprenticeship.gov. It's the one-stop shop for all things apprenticeship, so that everyone has these resources at your fingertips. And I highly recommend that all of you go to that website.

Next slide, please.

One new feature that we added, based on feedback from stakeholders like you, is the need for an easy way to find apprenticeship opportunities in your area. We heard "interested in apprenticeship, but I don't know how to find one in my area." In the Apprenticeship Finder, which is on apprenticeship.gov, you can put in your area, the type of industry or occupation you're looking for, and find an apprenticeship program in your state and within 5 miles from you; find apprenticeship programs all over the country. So, highly recommend that and highly
recommend you sharing that with your stakeholders and career seekers.

Next slide, please.

Partner Finder. So, if you're not looking for an open apprenticeship position, but just looking for all registered apprenticeship programs in your state, or region, or area, I highly recommend the Partner Finder. It will not only show you all of the registered apprenticeship sponsors in your area or across the country, but it will also show all the training providers in your area; and it will also show you who your Apprenticeship State Director is, including contact information. So, this is a huge resource. I highly recommend it.

Next slide, please.

And then, Standards Builder. So, if you would like to kind of go in and think through what standards look like, we have an online Standards Builder System, which kind of picks all the paperwork out. Some of you may have heard that there's a lot of paperwork with registered
apprenticeship. Well, we made it electronic.

So, this Standards Builder System is online. Our staff are available to walk you through the Standards Builder System. Or potential sponsors can walk through the system on their own, build those standards for their apprenticeship program, and then, they submit it to us. And then, we review and work with you to get it registered.

We used to have a 65-page boilerplate language, if you've heard about this paperwork, but we've streamlined it down to 9. So, we're making it as simple and as easy as possible to register a program.

Next slide, please.

Apprenticeship funding.

So, next slide.

How can we talk about funding? We get a lot of questions. So, just so you know, these are a few of the investments that we've put out over the past few years. But, to be honest, we've got approximately $1 billion over the past
five or six years to expand and for more support and to promote apprenticeship. Some are registered apprenticeship-specific; some are specifically for apprenticeship in general. But I just want to mention that we have put out a lot of funds not only for registered apprenticeship in general, but for youth apprenticeship, different industries, and equity and diversity.

So, again, when you connect with our staff, our staff can connect you to these investments. And a lot of these grantees and contractors have funding that they can give to you to support developing a program. And we're also happy to let you know about any new investments that come down the pike that you might be interested in applying for.

Next slide, please.

And funding through WIOA. Lastly, we just want to mention the Workforce Innovation and Opportunity Act does provide funding to support registered apprenticeship. It can support the on-the-job training and learning component. It
can also pay for the related training instructions. So, let's say you're in desperate need in a certain area for drone operators. It can pay for not only one apprentice to go to training for that, but a whole class or cohort of apprentices. So, just to let you know that WIOA funds are eligible for practices and support of services like transportation, child care, and equipment like computers.

Next slide, please.

So, that pretty much sums up registered apprenticeship; how to get started; resources that exist. If you are interested in developing a registered program or have an interest, know of people who are interested, please, please, please, refer them to apprenticeship.gov. On the Employers tab, there is a section called "Express Interest," and there's an Express Interest button at the top of it. It goes through some questions, very quick questions, to ask them where they're located, what industry or technical occupations they're
interested in, which will help us connect them to the right staff person who can get them started.

Next slide, please.

And that's pretty much it for the quick overview. I hope that information was helpful and answered some of the questions you might have.

We want to jump into the listening session and hear from you. But I'll pause here to just see if there are maybe one or two questions now that any of you may have.

CHAIR WALDRON: The Chair recognizes Kay, and then, Kim.

MEMBER SEVEN: So, when you do the listening session, are you going to go to the list of questions that we were provided?

MS. MITCHELL: Yes.

MEMBER SEVEN: Okay. I'll wait for the questions then.

MS. MITCHELL: Okay. Great.

MEMBER CARROLL: Hi. Kim Carroll, other disciplines.
I'm a little confused still about registered apprenticeship. It's something that we have certainly looked at and, to be perfectly frank, I don't understand it.

My understanding is that an employer has to start an apprenticeship program. I'm not sure how. I'm not even sure what my question is for that.

MS. MITCHELL: Great question. And I'm sure it can be confusing. So, I had mentioned employer a few times. But, to answer your question, there has to be an employer involved because it's paid, but an employer doesn't have to be the only one to start the program.

And so, we've added a lot of flexibilities and have noticed that it's been really helpful to have other organizations, which we sometimes refer to as intermediaries, kind of administer the program. It kind of takes some of that burden and paperwork off of the employers.

And so, we've had several community
colleges kind of start programs. Of course, they
do it in coordination with the employers, but
they are the sponsors for some programs. Some
workforce development boards are sponsors of
programs, some other community-based
organizations.

And so, I think it's a great question.
So, to answer it, no, employers don't have to be
the only ones to start a program. It can really
be any organization, but there should be an
employer component to the program, if that
answers your question.

MEMBER CARROLL: Yes. And I guess you
have to have the employer, or you don't actually
have an apprenticeship. You can do all of the
pre-apprenticeship-type stuff, even the classroom
training, but, without the employer -- okay, got
you. Thank you for that.

MS. MITCHELL: Absolutely. You're
welcome.

Well, I want to make sure we hear from
you. So, I'll jump into the listening session
and ask several questions for you all. And again, if you have any questions for us, you can email us at apprenticeship@dol.gov.

But I would love to just jump into the listening session. So, as mentioned earlier, the Department would like to make apprenticeship work for all Americans, and we take diversity, equity, and inclusion as so important right now and really want to make sure that we increase the number of Native American program and apprentices.

So, a question that we have for you is, what specific measures can we take to promote apprenticeship and bring more awareness to registered apprenticeship to the Native American community, especially the value that apprenticeship brings and the benefits that exist?

CHAIR WALDRON: The Chair recognizes Kay.

MEMBER SEVEN: Okay. So, for the diversity and inclusion of apprenticeship, I
I think some history behind why some states are registered apprenticeship system states and why others aren't. I just did a comparison looking at the state maps of the RAP states and, then, also, the states that are right-to-work states. For some of the crafts, it's a matter of, is you a union or a non-union state? And so, your non-union states are going to be your right-to-work states.

And in some of those states, they only rely on the federal funds only to administer apprenticeship systems within that state. So, Idaho, for example, has been very fragmented with apprenticeship systems statewide. They rely solely on federal funds with no state-supported funds for apprenticeship. So, it makes it hard to understand apprenticeship, even for myself.

My preferred apprenticeship programs are with the unions because their membership dues, historically, have paid for and invested in training centers across America. And usually, their training centers, the cost is very cost-
effective for the funding levels that Indian
programs receive to provide the support of
services that apprentices need to go through pre-
apprenticeship and through formal apprenticeship,
which could be up to four or five years.

So, I think a better understanding of
how tribes or urban organizations is maybe more
understanding some of historical background of
where apprenticeship was and where we're trying
to get to today. Maybe with the states that are
non-RAP states, they need increased funding for
our apprenticeship systems, so that maybe they
can increase their capacity with staff. So, I
think right now we only have one person.

That makes it difficult to reach
statewide, because they're working with state
strategies, with industry sectors. You know,
we're into manufacturing, construction,
cybersecurity, health care, hospitality. And for
our State, they also say, yes, we want to work
with tribal industries. Well, our industries are
hospitality, health care, and natural resources,
but we see no apprenticeship programs under natural resources. And so, we would like to do some development there.

And then, also, the reach out, you said, you know, to help us connect to the American Indian Higher Education Consortium. I did that recently in April with a national partner who was looking for a national Indian organization to partner with on one of the Department of Labor apprenticeship grant funding opportunities. And I did my best to reach out to AIHEC, within a week's notice, to see if we could get that entity to partner.

So, if you're looking for help with AIHEC, hopefully, you'll find it soon. And if you need help, I'm willing to help, too, because I want to see our tribal colleges diversify their programming from academic programs to more technical education and apprenticeship programs, providing that related instruction.

MS. MITCHELL: Great. Thank you.

CHAIR WALDRON: Do we have anyone
else?

I could talk a little -- oh, sorry, great. We have Kim Carroll. The Chair recognizes Kim.

MEMBER CARROLL: Kim Carroll, other disciplines.

I sent the questions out to our staff that has been working with some apprenticeship types in those areas and wanting to do some apprenticeship. The one thing that came back time and time again was the fact that, once the apprenticeship is registered, has been registered and has started, that there is still quite a bit of paperwork that employers have to do to maintain that, and that that is a serious barrier, at least in our area, to employers being involved in apprenticeship.

In fact, the suggestion was that perhaps we could fund a staff person who would assist them with their daily paperwork. That was just an idea that was thrown out there. But, I mean, apparently, it's that serious of an issue.
MS. MITCHELL: This is really helpful feedback. I appreciate it. I don't know if anyone else had any feedback.

CHAIR WALDRON: I do, because we're a big apprenticeship state. And so, I'm kind of hearing the challenge is going to be it's different all over the country. We have over 500 apprenticeship programs here. The majority of the good ones are all with the union. And although all of the training is free, the union picks up the entire cost, it has not been friendly to communities of color at all. And they've created blockages within their application system, what federal guidelines or state guidelines control after the 90 days. So, they can get them in a 90-day probation period, and then, roll them into the high-paying-job apprenticeship programs here. So, they exclude them out after 90 days and they find a reason for it.

So, I think one of the issues is
enforcing some of the laws that are already there
and have been there for years. There is actually
quite a bit, especially around the
apprenticeships that receive federal funds for
contracts in this New England area.

And then, I think, secondly, the one-stop and the other employment training offices
that are local can receive a credit-point system.
So, I worked on a committee here with my
Governor, and we were looking at award-based
contracts for states. And then, we created a
point system in there, because, you know, if you
were in a certain point range, you win the bid.
We created a system where they would gain "X"
amount of points for engaging minority businesses
or women-owned businesses or businesses of color.
And then, there was another point system that if
they gave them a prompt payment within the first
14 days of starting the work.

So, I think you can enforce some of
them that are already there. I'm talking the
larger apprenticeship programs. I know the list
is quite large, but some of them are at the top
of the game, and I think that's where all the
money is.

So, like you take flaggers, right, that's a $25-to-$30-an-hour job with lots of
overtime. So, when the feds put in a
classification for "X" percentage of minority,
they didn't include women of color. They just
said, "females," and then, the wives and the
girlfriends and the friends have a flagging job.
So, you can drive through these communities here
that are very brown communities, and they have
all white flaggers out there doing the job. So,
a couple of them got in. So, I think enforcement
of the regulations that are already there, point
systems for the training programs that allow them
in.

So, if we're putting a client in a
field that's hard to get in, like plumbing,
right? -- so, plumbing apprenticeships after
graduation are in the six figures. They cut them
all on the math, right? And that math that they
use is not used on the job. And so, those tutoring or education, learnings directly apply to the trade, but not to a test that prevents them from getting in.

So, I think enforcement of what's already there, and really taking a look at equity and getting an equity team together that invites them in, right? So, we know what equity -- your committee should max the ethnic community percentage-wise, right? So, if you've got 50 percent, say, Latinos, you should have 50 percent on those committees.

So, I think pushing those equity laws and enforcing point systems for federal contracts, and that, may be a means to doing it. And you have most of the work done.

The definition for minority female is "woman of color," rather than, linguistically speaking, a different language.

I don't know if that helps. Thank you.

MS. MITCHELL: Thank you.
CHAIR WALDRON: It looks like Erwin Pahmahmie.

Yes, you're welcome.

Erwin?

MEMBER PAHMAHMIE: Mr. Chairman, I appreciate it.

Erwin Pahmahmie, Region 4.

I spoke to one of your colleagues yesterday about we had someone come to visit us here at the Cheyenne-Arapaho Tribes here in Oklahoma, and the representative was overseeing Oklahoma, Arkansas, and Texas. And so, we lost contact with her, unfortunately.

But the thought was that we want to make sure that what we are -- and I'm pleased to see this website. This seems like a legitimate website that has more tools towards it. Because a few years ago, there wasn't anything like that.

I mean, actually, I was out there in Tucson for the Eastern Regional Conference, and there was a representative from, I think, the local area that had done some research and done
lots of projects with apprenticeships. And again, we connected with her.

But I would like to see more technical assistance. You said that you will provide that, but we want to make sure that we get a full follow-through. And I like the goals and mission that you displayed here in your presentation. So, thank you again. I feel a little bit more -- it feels more structured than the other presentation I was in. So, thank you.

MS. MITCHELL: Thank you.

And if there isn't anything else, I'll move to the next question. But, first, I just wanted to mention that I appreciate -- I'm glad to hear that the website you're seeing is useful. Happy to hear that you're interested in more technical assistance. I'm sure that our staff who are on the call are happy to provide more and connect you to the right person.

Mr. Chairman, thank you so much for your feedback, too. I really like the point system idea. We've been thinking through a pay-
for-performance system, too, with contractors, holding them more accountable with those funds and incentivizing our one-stops, and making sure that there's more focus on diversity, equity, and inclusion. And so, we are working on a full strategy on that. So, I think you'll be pleased with that.

Kim, I really liked your feedback, too, on the paperwork and your idea to have a staff person assist with that. We are hearing that a lot, and I think community colleges and other organizations are jumping in and stepping in to help with some of that. So, we're looking to more of that in the future.

And, Kay, many thanks for your feedback as well, especially around natural resources. We have been hearing that there's a need there, and so we're looking into that Agriculture as well. I'm glad to hear you're happy to help with the Higher Ed Consortium.

And you had mentioned early on about having like a decentralized or fragmented system
and having some RAP states and non-RAP states.

So, I just wanted to clarify and mention, too,
that we have some federally managed states, and
then some state or partnership agencies, which is
a decentralized system.

But I did just want to mention that
all of the states register programs. So, all of
them register programs across all of the states.
And we work closely with those state
apprenticeship agencies. So, I just wanted to
mention that all the states should be registering
programs that way.

So, thank you again. And I'll get to
the next question. We were taking copious notes.
I guess the next question is, what are the
biggest barriers that you have seen -- I know
some of you have mentioned some -- to engaging
and retaining Native Americans in apprenticeship
programs, and thus, supporting them to transition
into successful careers? And how can the
Department help break down those barriers?

CHAIR WALDRON: Excuse me one minute.
I just need to address an issue.

So, Charles, unless you are a member of the Advisory Board, I can't recognize you for your question until three o'clock. So, from 3:00 to 4:00 is public comment for members who are not on the Advisory Board. And I would be more than welcome to hear your question, then, or statement. Is that okay? That is in 10 minutes.

MR. McNEIL: That is fine, Mr. Waldron. I just wanted to react to what you were stating.

CHAIR WALDRON: Thank you.

MEMBER RICKARD: Darrell, this is Gary.

CHAIR WALDRON: Thank you, Gary. The Chair recognizes Gary Rickard.

MEMBER RICKARD: I would like to ask the question on: because we have a lot of very rural area, we would probably have apprenticeships in mostly outdoor construction, logging, this type of thing. So, our employer is going to have to fill out his paperwork. We have
to be able to access an approved community
college or other institute that has the
authorization to issue the completion, that is, a
recognized certificate.

They will be able to do the training
virtually in the classroom. So that, if we find
a training facility the next state over, can they
do the virtual training for our one person that
may be out on a construction job?

MS. MITCHELL: Great question, Gary.
We've actually been getting a lot of questions
like this during the pandemic. And so, I just
want to mention that, yes, we have shifted to a
more virtual approach. And a lot of the
employers, and community colleges, and other
training providers are kind of shifting their
structures to allow for more virtual learning and
virtual training.

And we've also offered other
flexibilities, especially in rural areas. There
are several colleges, for example, that are
online that are national registered
apprenticeship training providers and sponsors.
And so, our staff are also available to connect
you to them, if you don't have a school near you,
but want to offer apprentices some not only
training, but an opportunity to get a college
credit or a college degree. So, to answer your
question, yes, our staff are available to work
with you to make sure that we add some
flexibilities into your programs, especially in
the rural areas.

I hope that answers your question.

MEMBER RICKARD: The second part to
that -- yes, that did -- the second part to that,
though, is, if we use a college/university or
training program in another state to do the
classroom portion, how do they get paid?

MS. MITCHELL: Great question. So,
again, our staff can work with you to figure out
how to access funding. Earlier, I think Kay
mentioned some funding in Idaho. I kind of went
through that funding slide pretty quickly, but
the majority of the funds that we've awarded,
actually, for apprenticeship have gone to states
to expand apprenticeship and to kind of weave
apprenticeship through their state's structure,
and to fund different projects, incentive
projects.

And so, our staff are available to
help find different funds, whether it's through
WIOA funding or some state funding, to connect
you to different state grantees and other funding
that exists. So, again, it can vary --

MEMBER RICKARD: My State is one of
them that's not a state --

MS. MITCHELL: It's not a state

that --

MEMBER RICKARD: My State is one of
them that's in the HOIT (phonetic). So, it
doesn't have the State --

MS. MITCHELL: It's not a federal-
state? It's a state apprenticeship agency?

MEMBER RICKARD: It's a federal-state.

I mean, it is in the HOIT.

MS. MITCHELL: Okay.
MEMBER RICKARD: We don't have a state office. So, we would go straight to the federal.

MS. MITCHELL: Okay. So, even though we are putting out funding, we have put out funding across all states. And so, there is a lot of funding out there, and we will make sure, our staff are available to make sure, that we can help you access funding, and that those who have those grants and those contracts have those connections and are aware of some of these opportunities that you all have that they may want to fund.

And so, I want to mention that we are in the process of awarding some new funds to these technical centers, Technical Assistance Centers. And the majority of the funds is focused on diversity, equity, and inclusion. And these Technical Assistance Centers will be there and be available to help make these connections, to make sure that, when this funding goes out -- kind of to your point, Mr. Chairman -- it reaches those that it was intended to reach, and
including the Native American community. So, we
will be sure to connect you to those funds.

Great points. Great questions.

MEMBER RICKARD: Thank you.

CHAIR WALDRON: So, we have Kay first, and then, Kim Carroll. Okay?

MEMBER SEVEN: Okay. So, this is Kay.

So, the biggest barrier to engaging
and retaining Native Americans -- I think my
response might be more in relationship to what
are examples of apprenticeship programs and
strategies that you've seen. I think the way the
Department can help us is, as Indian and Native
American programs, as a Council, we need to
probably offer more technical assistance and
training, and understanding our nation's industry
sectors at the tribal level, and then, in the
surrounding area.

And then, understanding what the
career pathway interests are of the population
that we're serving: are we serving customers
that are more wanting to stay close to home in
the community, where less opportunity exists, or are they ready to leave the community, which often is going off-reservation, to pursue those high-in-demand jobs with good wages? That's a huge issue for us here.

And so, I think, as Indian nations, it's talking about the 21st century relocation program. When I talk to people about right to work, right to work, from my perspective as a Native, is like my right to self-determine and how I'm going to live in this nation. And so, I think, with our retaining Native students, it's to get them out-front supportive services from pre-apprenticeship to first year of apprenticeship; help them identify their local off-reservation urban area where they've decided, self-determined, to pursue a high-wage occupation.

I think we have an opportunity to identify either urban organizations or Indian tribes that want to be a sponsor of being specialized support for individuals who want to
be in manufacturing or into hospitality or into cybersecurity or natural resources. Because it doesn't do us any good when you have 200 organizations, Native organizations, that all want the same thing, but want their own training center for their own people nearby.

I would prefer to have us spread out what limited federal resources we have for those training centers, all those training opportunities, and there's an application process, like the Bureau of Indian Affairs used in 2009 when ARRA monies came out. The Division of Workforce Development was the location where 1200 Native individuals, whether you were from an urban area or reservation area, applied for an opportunity to enter a pre-apprenticeship program with union training centers. And tribes became partners with that union training center.

And so, we need to think outside the box like that, I think, but we need help understanding industry sectors. Patty Hibbeler arranged for a consultant from Arizona to come to
our regional event in Las Vegas in 2020, right before the pandemic. I loved listening to this man speak because he understood industry sectors and where they were located and mapped out across the country. This is what and where there is a need for our workforce for these in-demand occupations.

So, I would like to see maybe the Department help facilitate --- how is it that we can know, as a Council, as a grantee community, whether we're a Section 166 or under WIOA or a 477 program? So we know how to navigate our local community and let them know where opportunity exists, and then, they determine on their own, self-determine, whether I want to leave the area or go away for a while and become a journeyman or a subject matter expert, so I can bring those skills back to this reservation community and my future.

MR. LADD: If I could just jump in for a second, Kay, thanks so much for those comments. Those were really helpful.
And what's going to be an area that really I would encourage you all to think about is, you know, there are the traditional construction apprenticeship programs, often run by unions, but non-union programs as well. But there's a whole universe of other industries that are ripe for apprenticeship. And you all, and many of the organizations that are represented on the Council, really can play that important role of an intermediary, right? It goes back to that first question. You have to have employers, but the employer doesn't have to manage the program. Intermediaries have been really critical to the growth and the expansion of apprenticeship that Cierra pointed out at the beginning of the session.

So, really, I would encourage you all to think about how you all can kind of play that role as like an apprenticeship hub, an apprenticeship intermediary, bringing all the right stakeholders together, bringing the right supportive services, bringing the right
educational provider, bringing folks that understand the communities that you're working with, and creating that ecosystem to support apprenticeship across a wide variety of industries, as you just pointed out.

So, I think there's tremendous opportunity and we absolutely would love to work with you on thinking that through in terms of how we could support that kind of an effort.

So, unfortunately, I do have to drop off here at three o'clock. I know the team can stay on. I know you have a public comment session coming up as well. But thank you so much for this. Really great insights. And the team will catch me up on the other words of wisdom that you have for us as well. But thanks again for having me.

CHAIR WALDRON: Thank you so much.

So, at this point, I have to engage public comment at three o'clock by law. That does not mean that we cannot -- we can continue with this conversation. I kind of knew what I
meant, but saying it, I couldn't get it out. But
we have to open up for public comment.

Athena, are you available?

MS. BROWN: Yes.

CHAIR WALDRON: Yes. So, at three
o'clock on the hour, which I have, do we need a
motion to open up public comment? Or we just go
into it? And as people request to speak, we
recognize them. I know we have at least one,
which was Charles. And we continue our
discussion? Or do I get separate queuing here of
who's public and that they know we can't answer
their question while they're asking or respond to
their statement. That is done out of the --

MS. BROWN: I think, Darrell, for
clarification purposes -- this is Athena Brown,
the DFO -- the public comment is already on the
agenda. So, it's open now. But we can go ahead
and continue the raised hands with Council.

And also, just a note that Charles
McNeil is with the Department of Labor, and I
think he was part of Cierra and John's
presentation for apprenticeship.

CHAIR WALDRON: Oh, awesome.

MS. BROWN: Yes, yes.

CHAIR WALDRON: Thank you.

So, then, I'll take Kim Kaniatobe, and then, Charles, and then, Art. I think I see Art.

MEMBER CARROLL: Thank you.

Kim Carroll, other disciplines.

Some of the barriers that we have for participants accessing the training is where it's located. As Gary had mentioned, we have a lot of rural areas. And I think that, you know, you talk about supportive services for this and that and the other, but I think, for some individuals who are having to be away from home for an extended period of time, that those supportive services can be quite substantial. You have been talking about dormitories for individuals to stay at. Things like that would be helpful.

One question I had was, on the apprenticeship money that goes to states, what are they supposed to do with that? Are they
supposed to be -- it's not something I have heard from, and it's something that I'm constantly on the lookout for. So, what are the states supposed to be doing with this money?

Thank you.

MS. MITCHELL: Great question, Kim. So, yes, I hear you on the concern about barriers and location. We hear that a lot. And our staff, we actually have a new page on our apprenticeship website on creating registered apprenticeships virtually. I think you can find it under the Resources tab. But that has not only some resources for -- you know, I think this virtual environment has helped reduce some of those barriers with locations by creating more virtual apprenticeship positions. And so, there is some information there, some good resources, and then, there's some cases studies and examples of things that different companies have done, and organizations have done, to create more virtual learning and apprenticeship opportunities. So, I hope that information is helpful, and, of course,
our staff are available for that as well.

And then, as far as your question on
the state funding, we've put out several
different state grants to states for different
reasons. Some is for capacity building, because
I think, as Kay or someone else mentioned, having
more staff in the states we know is a huge need.
And so, I think some of that is for capacity
building. Some was also to include
apprenticeship and weave it into the state plan.
And it's also to fund new programs and expand
existing programs. So, that's just some of the
way that the funding exists.

We also gave additional funding
through one round of grants for innovative ideas,
so new approaches in the state. Some states have
used that for youth apprenticeship, because youth
was a need and was of interest.

I don't know, Charlie, if you can
think of anything else that I may have missed.
But those are just some of the many ways that
states have been using the funds.
And again, sometimes it's hard to figure out which state entity has those funds. So, again, our staff can help connect you to that organization within the state that has those funds to talk about things that you are in need of or ideas that you have for that funding and ways that we can connect you to some of those state funds.

CHAIR WALDRON: Awesome.

So, I'm going to recognize Joe, and then, Charles. And, Charles, I apologize; I thought you were public comment. And then, we have, I think it looks like, two people that are from our public.

So, Joe, go ahead.


Thank you all for your time and your presentation today. I appreciate you joining us. I did want to piggyback on what was shared by Kay earlier in her conversation. I do feel like we, as Native peoples, need to be as
proactive as possible in inserting our perspectives in regards to increased workforce and making sure our people have access to apprenticeships, but I also feel the onus should also lie within the businesses who are receiving the federal dollars themselves and the states. I think that there's a responsibility there to serve underserved groups like the American Indian community.

You were asking about some of the barriers that we face. Just in the State of California alone, prior to the pandemic, there was a great deal of development happening all across the State. The majority of them was new construction, high-rise buildings going up, new stadium right outside our location here. But how many of those were filled by high-skilled labor positions that were American Indian? Many to none. They had jobs where they couldn't even fill those positions because they didn't have the right people certified or capable enough to take them on. So, where is the challenge in that?
And I think there's a couple of things that lie there. One is that the American Indian community population that I serve, they enter the labor market at a much later age. Oftentimes, they have already started a family. Some of them are in their late twenties or early thirties. So, this becomes a detriment to them receiving a position.

Also, I know that you all talked about education and where those apprenticeships take place. We live in a large, urban center and we would be happy to be a hub. We have great communication with local trade schools here and the places of higher education. But where will we house them? Across the State of California, there's a constant housing crisis, and land development is a constant issue, and, of course, the funding accessibility.

And then, going into my later point in regards to our people entering the workforce at a later age, they also require certain supportive services. They don't have access to quality
health care or they don't have access to child
care or transportation, or reliable
transportation. So, those all become barriers
for them to be successful long term. So, I at
least wanted to bring those up.

And the last point is that, if we have
areas where development could take place post-
pandemic and as we look to the recovery, we sit
in an area where they have Silicon Beach. Right
outside our doors is Google and places like
Snapchat and what we consider a modern era of new
business that will take place. How could we make
sure that our members are getting into those
high-paying jobs in order for them to be
successful? I definitely wanted to share that.

And thank you all again for your time.

MS. MITCHELL: Thank you. Really good
feedback.

I just want to add quickly that, when
you mentioned businesses and incentivizing to
make sure that the Native American community gets
some of the access to these jobs, these
apprenticeship programs, I want to let you know that that is what we're committed to doing. In fact, those national industry intermediaries that I mentioned, we just awarded 10 contracts. Those have been successful. We awarded 10 more. And in those contracts, we put that they not only have to expand apprenticeships in those industries, but they have to -- 50 percent of all of the apprentices that they hire have to be from underrepresented populations, including Native Americans.

And so, this feedback is really important, and we'll continue to add those incentives in to make sure, again, that those funds increase the access to these positions. Because, as you mentioned, some of those barriers that you're seeing, we truly believe that registered apprenticeship is a way to reduce those barriers.

Microsoft, for example, we recently had a meeting. An apprentice from Microsoft -- all of the apprentices really stole the show.
There were apprentices from Microsoft, Amazon, IBM, Cigna health care. And three out of the four apprentices had previously been homeless. They didn't have homes. They had families. They couldn't care for their families.

In these registered apprenticeship opportunities, they were working in a completely different field, you know, some of them working in fast food, some retail. But they all had a transformational experience, learned a new trade, and were able to get the high-paying wages that they needed to succeed, buy homes for themselves and their families. And that's what we want for everyone, especially Native American communities.

So, our staff are here to help. This feedback is so important. And we'll be sure to continue to work with you and connect you to our staff, who can make sure that your stakeholders have access to these programs, not only in California, but all across the country.

CHAIR WALDRON: So, I'm going to get Charles, and then, I have Art, and then, Carrie.
And so, Charles is part of your team.
So, we can do interactive back and forth.
The other two are public comment. I
can't answer questions. Is that correct, DFO?

You're on mute.

MS. BROWN: Am I unmuted now?

CHAIR WALDRON: You're good.

MS. BROWN: Okay. Yes. Because this
first part of the listening session was dedicated
to apprenticeship, then we wanted to go ahead and
have the public comment. Even though we can't
restrict anybody from making just general
comments, we wanted to have the first part of the
public comment session dedicated to
apprenticeships because we know that they had
asked us specifically to receive comments on
apprenticeship.

CHAIR WALDRON: So, it's permissible
to go back and forth?

MS. BROWN: Yes, yes. Because the
Council isn't responding to the questions. It's
Apprenticeship that's responding.
CHAIR WALDRON: Got it. Thank you, Athena.

So, Charles, you're up.

MR. McNEIL: Thank you, Mr. Chairman.

Just after hearing your comments earlier an apprenticeship, and so forth, and being that I'm here in the Northeast, I wanted to respond. And I did put it in the chat to try and set up possibly a time to work with you and hear those concerns, so that we can correct those items going on here with our states here in the Northeast. So, we'd appreciate connecting a time with you. And I think you had worked with my Regional Director when he was a State Director of Rhode Island, Bernard Trumbull (phonetic). So, it definitely would be good again to try and connect and figure out what we can do here.

CHAIR WALDRON: Absolutely. Thank you. I will.

Art Lujan? Is Art Lujan available?

MR. McNEIL: You're on mute, Art.

MS. ECHOHAWK: Mr. Lujan, you need to
unmute yourself.

CHAIR WALDRON: So, Art, I'm going to --

MR. LUJAN: Mr. Chairman, can you hear me now?

CHAIR WALDRON: Oh, yes, I can. Thank you.

MR. LUJAN: Thank you. I've had some technical difficulties.

My name is Art Lujan. I'm with North America's Building Trades Unions. So, it's referred to as NABTU.

A big shout out to Angela McDaniel and Cierra Mitchell, and Charlie, who we've worked with in the past from the Department of Labor.

I appreciate the opportunity to maybe address some questions and issues that have been popping up. Mr. Chairman, you have touched on two very important items.

No. 1, the construction industry has an aging skilled workforce with tremendous demand and opportunities.
The second point you touched on is partnerships. And that's what we are looking for, is partnerships, because there's a commitment on the national level from the President of NABTU to the 15 international presidents, a commitment to diversify our workforce by targeting communities of color, women, transitioning veterans, and folks that have been involved in the criminal justice system.

To that extent, we can't do it by ourselves, even though all of our programs are jointly administered, where we have contractors and the unions that make all of the collective decisions. In the past, they may not have been the best decisions in the world, but, looking forward, we want to expand and open the doors of opportunity to the registered apprenticeship system in construction.

The industry invests $1.6 billion a year in training. That's with a "b", billion. We have 1600 training facilities, 20,000
certified instructors, and contracts, which is key, with 90,000 employers, both large and small.

    I have worked in the past with Kay Seven. In fact, the last time I traveled anywhere was for the Regional Conference in Vegas. I haven't traveled since. I haven't even gotten a haircut since then.

    So, I'm familiar with your organization and how it operates. And what we are looking to do is strengthen a relationship with your respective organizations.

    And, Mr. Quintana, the first thing, I sent Kay a message yesterday that we need to get you in touch with the appropriate people in Los Angeles and Orange County. Those two counties alone have 30,000 apprentices, and the ranks continue to grow. So, we need to get you connected as quickly as possible with the leadership in those communities.

    Now what we have done in certain parts of the country -- and LA/Orange County is at the forefront -- is they have developed project labor
agreements that do targeted ZIP code hirings to ensure that there are opportunities for underserved communities on these large construction projects that you're talking about. Agreements are in place with LA Unified -- excuse me, my land line is going off -- with Los Angeles Unified School District, the metro system. And they all contain agreements that have local hire provisions in them.

So, I would encourage everyone to take a look at our website at NABTU, N-A-B-T-U, .org, and there's a whole section on apprenticeship and ever-growing information about apprenticeship readiness programs.

We developed a curriculum a number of years ago that I used in its draft form when we started a program down in New Orleans after Katrina. It's a 120-hour curriculum, that I've spoken with Kay a number of times that we'd like to see it introduced into the tribal schools to serve as an introduction to the great opportunities that exist in the industry.
In fact, New Mexico, a new apprenticeship readiness program that's we're using some incentive funding for, they have gone through the rigorous process of getting the curriculum approved to be taught in the schools in New Mexico. And we're placing a great emphasis on getting into the schools to introduce the industry and the opportunities that exist.

In fact, we've forged a very strong relationship with the School Counselors Association. In fact, that's probably going to be the first trip that we take next month to Las Vegas.

So, very interested in forming relationships in different parts of the country to ensure that Native Americans have access to those opportunities. In fact, on that same website, we have a map that contains all of the training facilities with additional information on requirements, and so forth, to get in. The requirements are basic GED or a high school diploma. You have to be able to pass a drug test. A couple of the trades may require a year
of algebra.

The first question that's always asked: what if I've been formerly incarcerated? And that's always on a case-by-case basis on whether or not they can get into a program.

But the apprenticeship readiness programs work on all of those issues. There's a lot of math remediation that takes place.

But we have to form strategic alliances to assist us in the recruitment, assessment, and retention of folks that are coming into the registered apprenticeship system.

So, your organizations can serve as vital components, as we get more individuals into the workforce development pipeline.

And I know that there's been issues in the past. There's still some issues that remain in certain parts of the country, but let's work together to ensure that those opportunities go to Native Americans on these projects.

Thank you, Mr. Chairman.

CHAIR WALDRON: Thank you very much.
It's quite informative; 120 hours.

Is there a response, Cierra?

MS. MITCHELL: Just a thank you to Art and to all of NABTU. They're a great partner and I highly recommend that you all partner with them. And I'm just so glad, Art, that you've joined and talked about your apprenticeship readiness programs and the incredible opportunities that exist in the construction industry.

MR. LUJAN: Thank you, Cierra.

And, Mr. Chairman, if I may, you're from Rhode Island; there's a fabulous apprenticeship readiness program there, Building Futures, that's been in existence for a number of years. In fact, I think they're branching out into other parts of Rhode Island.

CHAIR WALDRON: Yes. We actually work with them, and they did a presentation at our last national conference and they're doing it again. And they've expanded into multiple apprenticeships. And now, we approved the
federal curriculum. We are working with them.

Great guys. Thank you.

MR. LUJAN: Yes.

CHAIR WALDRON: And if you could send
your (audio interference) to the chat, so we can
contact you later? Because I don't have your
email address.

MR. LUJAN: Yes, sir.

CHAIR WALDRON: So, the Chair is now
recognizing, I think it's Carrie Billy.

MS. BILLY: I am Carrie Billy. I'm
the President and CEO of AIHEC, the American
Indian Higher Education Consortium. And thank
you for having this public comment period.

I have some comments about the tribal
colleges and universities. There are 37, 35
accredited, tribal colleges in the United States,
primarily in very rural and remote areas. The
tribal colleges that are in urban areas don't
really have significant problems engaging in
apprenticeship programs. But the tribal colleges
in rural America, which is where most of what's
left of Indian Country is, have significant
challenges. And I'll just mention some of them.

We also have a paper from a study that
we did or some work we did that was funded by the
Northwest Area Foundation about three years ago
that I can send to anyone at the Department of
Labor that's interested.

But what are typical rural challenges?

There are very few employers. Compounding that
even more, in Indian Country there are even fewer
employers, and those employers that exist are
mostly governmental employers -- the federal
government, tribal government, or tribal
colleges. Those are the top three employers.

So, one thing that we have thought for
a long time, and we've tried to do, is to get
these federal employers involved in
apprenticeship programs. And that has been
extremely difficult.

We have BLM, Department of
Agriculture, Interior. A huge presence is the
National Park Service, right on the edge of many
of our tribal lands, but they're not working with
tribal colleges. They're not engaging in
apprenticeship programs.

If they would, that could springboard
so many Natives into different fields -- from
finance to environmental science. So, we really
need encouragement to get these industries --
National Park Service, all of those -- involved
in apprenticeship programs and figure out how to
make it work, because we have not been able to do
that alone.

The other thing is, you know, none of
this can be done in a vacuum. Just like we have
to look at who the employers are, we have to look
at the lack of employment. So, what we found is
that you can't do apprenticeship programs in
Indian Country, or at least sustain
apprenticeship programs, if you don't have a job
creation component. Because we've got to either
create the jobs or feed into those federal,
tribal, state systems.

So, one thing, some tribal colleges --
Navajo Technical University, for example, Salish Kootenai College -- have done very successfully is engage in job creation. So, that has to really be tied, and advanced manufacturing and IT, in particular. So, there's some good examples of that where you create a partnership with the tribe, the tribal college, and industry. They have been really successful.

There are some small businesses in tribal lands, not a lot. And what we found is that a lot of the employers, they don't understand apprenticeship and they fear it. Because in a small town you don't need very many plumbers. You know, you need one or two. And so, they're often afraid to engage with tribal colleges in being master professionals.

So, welders, the same thing. We've got some great welding programs, but we can't get people to be the masters to run the programs. They also don't understand the idea of paying while they're learning. It's not something they're really used to.
So, what we've actually found we have
to do is the tribal college -- and I see people
nodding their heads, so maybe they experienced
this also -- the tribal college has to provide
the stipend through the payment for the employer
to the students, or to provide a stipend. So,
there just needs to be a lot of education that
has to go on.

But what we've found is, if we can
partner with some of those larger industries --
so, I think we're really excited about Art Lujan
and NABTU -- but maybe partnering with the larger
industries or industries that are nearby. For
example, we worked with colleges in Montana.
There are some good apprenticeship programs in
the State of Washington.

If we created cohorts -- so you have
to look at apprenticeship differently; it's not
just one college -- do cohorts where students are
brought from several tribal colleges partnering
with a trade association or a larger industry,
and they're brought in cohorts to a site. We
don't have the problem of finding the housing on	hose urban area sites. But we find that
bringing them in cohorts, where they're together
with other Native students, they're much, much
more successful.

Then, also, really important to create
these kind of pipelines between the middle-high
school, tribal college, and industry. So,
encouraging the CTE programs within the states,
which don't often work well with the tribal
programs, but in some cases they do. In some
cases, the tribes actually run those programs.
But creating, really strengthening the
partnership between CTE and apprenticeships, and
in Indian Country where there are tribal
colleges, with tribal colleges. That would be
really, really important.

So, we have some other ideas. I think
the idea about these strategic alliances
recruiting, registering, and retaining employees,
for us, it's kind of the other way around, also.
We need help recruiting, registering, retaining
the industries and the employers.

Some states do a great job of that. I think you maybe have talked to the State of Montana people. There are some people involved in this who have worked with tribal colleges for a long time who could offer much more coherent insight than I can. So, I urge you to talk with them as well.

But we're pleased to be able to speak and share some of our thoughts. And keep up the great work. We're looking forward to building back better.

CHAIR WALDRON: Thank you very much. If there's not a response, Angela McDaniel is our next speaker the Chair recognizes. Then Lorenda Sanchez.

MS. McDaniel: Hi, Chairman Darrell Waldron. It's been a long time. Angela McDaniel. It's been about five or six years since we've connected, but I have a few comments.

I want to really emphasize our industry intermediaries. Good point, Carrie,
that we can use our industry intermediaries. That is part of their contract to recruit industries. And as Cierra mentioned 50 percent of the apprentices every year have to be from under-represented populations. So that is a good match. Art Lujan is a -- is from NABTU and he is the industry liaison. We have 12 in construction, cybersecurity, IT, 5G broadbarding and hospitality. So those are good connections that we can make with the tribes.

I'm going to put my information in the link in the chat. I am the Apprenticeship Diversity and Inclusion and Equity lead. I know it's hard sometimes in connecting the dots, so just give me a call or email me and I can connect you to the appropriate apprenticeship connections. I'm connected with Carrie with AIHEC, Theresa Lujan, who you all heard from. And so -- and Anthony Morgan is part of the White House Native American Affairs group.

I do want to mention; I'm going to put this also in the chat, the Seafarer's Program,
which is a Merchant Marine program. They need 25 apprentices each month. So you can start at any time each month. And the problem with recruitment is you have to be willing to stay on a boat for four months at a time. So they -- and room and board is all free. The training is on the West and on the East Coast, so I will definitely put the Seafarer's Program. They have reached out and they specifically need persons from under-represented populations. Good jobs.

Good jobs.

Cierra can correct me; I believe we're going to start -- restart the OA stakeholder newsletter. So I think that would be good for people to sign up for that stakeholder newsletter. And you will be provided with apprenticeship information.

Lastly, I already put it in the chat, but I'm going to put it again, the -- we have on apprenticeship.gov we specifically have a page that has contracts and grants. So I'm seeing questions about what does this grant do, what
does this contract do, when is it coming out? So it will have the dollar amount and the purpose of the grant or the contract and who it was awarded to so that you can connect to increase apprenticeship opportunities for Native Americans.

Thank you, Darrell, Chairman. I appreciate the opportunity.

CHAIR WALDRON: Thank you very much. It's good hearing from you again.

So our next presenter -- I mean speaker is Lorenda -- I must be getting tired. The Chair recognizes Lorenda Sanchez.

Lorenda, you're on mute. Are you there? Ah, there you go.

MS. SANCHEZ: Yes, I'm here, Darrell.

CHAIR WALDRON: Hi. How are you?

MS. SANCHEZ: Doing well. Thank you, Darrell, and Council members and the DOL team.

First of all, I just want to compliment the Council and Ms. Brown on the agenda presentations for this Council meeting and
the dialogue that the Council members have had
with the presenters.

               I think I want to just make a couple
comments first of all on the relationship with
the U.S. Department of Labor and note that I
believe this administration is a true opportunity
for Indian and Native American employment and
training programs. And we all have to work
together to make the most of this very short
window of opportunity.

               I know that there will be discussion
either later today or through our Chairman
Waldron on the transition paper and the letter
and virtual meeting with Secretary Walsh. I hope
that the Council will lend support to the
provisions that are outlined in that letter. I
am a little taken aback by I guess the
Department's response to the development of this
very important paper for our communities. It is
truly -- it can't be understated, it is truly a
paper of the Council.

               It was initiated back in 2013 and has
had very minimal revisions over the last nine years. And I think those revisions that have been made have been made as the administrations changed and as our funding and our environments have changed. And I do appreciate the efforts of the National Indian and Native American Employment and Training Council and the work group of the Public Law 102-477 for allowing us to move that paper forward and not have to wait and go through a full review at a Council meeting.

That being said, I hope that you do take to heart the work that has been done on the letter and also incorporate the recommendation that Ms. Lujan suggested this morning about having tribal representation or Native American representation on the Internal Labor Congressional Committee. And I think that would be very important also in this time.

We have a lot of friends that have left the Department of Labor in the last -- probably last 10 years and there's a lot of new
people there. And I think we need to make sure that the Labor Department knows that we have a Native American Employment Training Council, and that council does make advice to our Secretary of Labor and that that advice also comes from the Indian and Native American grantee community.

I've always appreciated that the Indian Employment and Training Program and Labor took into consideration the needs and provided funding for all of Indian Country, whether you're on reservation or whether you're off reservation, or Alaska Natives, or Native Hawaiians. And there's very few federal programs that actually incorporate that community and funding for that community. So our program is very critical.

And I also want to remind the Council that the -- when we talk about Section 166, it is a section in the Workforce Innovation and Opportunity Act legislation. And even though we have 166 and we have 477, the funding stream that goes from Labor to the Department of the Interior for 477 is included in that Section 166 of the
legislation. So we are one. And I appreciate some of the comments earlier about how we really need to develop that whole concept and continue to move forward with that.

I also want to share what I think is very important to Ms. Brown, and that is having a meeting at our national conference, even if it's going to be part face to face and part virtual. We do need to have a Council presence at that meeting and I would hope that it is considered. The grantee community needs to have a voice and that voice is the Council, and then the Council to the Labor Department. And I think the national conference has always afforded that opportunity to share our input with the Department. And the innovation and best practices and programs I think are needed to be shared with our -- with one another.

And we have limited funding, but we have such a wide range of programs and services throughout Indian Country within all of our communities. And I think for us to be able to
share some of those programs that we're doing and consider them best practices would be very beneficial for all of us. I always try to learn something new every day and I think that we can also learn some new ways of sharing within our communities those programs and how to achieve those programs and really stretch our employment and training dollars.

I just want to note that this week we are hosting a coding boot camp. It's our second coding boot camp where we have 25 young folks between 16 and 24 that are in very, very intensive 10-hour days. And they will be all certified on Friday and we expect them to really benefit their own selves and their career path that they've chosen. And we have our Workforce Investment Act Supplemental Youth Services Program and our Comprehensive Services Program committed to provide internships with the tribes or community-based organizations for those youths.

And from our first class that we have
had we have the young people that went through that class. They work either with their tribe's community-based organizations. Some have created their own small business enterprise, and they make between 41 to $110 a hour. So it's something that they love and we'd love to share that with the grantees.

But I thank you all for your time and your effort to share our programs with DOL and share our concerns. I do know that we have a number of grantees across the country and they need to know that the Council members are our voice to DOL. And I thank those of you that are taking time to reach out to the grantees in your communities and sharing your work and their comments at this Council meeting.

And I hope that we're able to move forward with recommendations to the Secretary that are going to really strengthen our program and be able to highlight to his office just how important this program is to the U.S. Department of Labor.
And I also want to thank Ms. Brown and the DINAP team. It has really shrunk from the very first time that I began working with them. I think we had between 17 to 21 persons that were part of our original Indian and Native American Office in Washington, D.C., and to see the number that we have today, it's really disheartening, but I do appreciate the work that they all do because it is -- I don't think the job has gotten any easier, but I believe that the work load has grown immensely and they take care of all of our needs with the Department and I thank them for that.

And I wish you the best of the rest of the meeting this afternoon and look forward to hopefully seeing you all at the national conference. Thank you, Darrell.

CHAIR WALDRON: Thank you, Lorenda. Wise words.

Do we have another speaker?

If not, we can continue with our discussion until another person raises their
hand.

So, Cierra, we're really working you today.

MS. MITCHELL: No, we appreciate this. We want to hear from you. You've provided so much great feedback and we definitely have more questions to ask, so happy that we have some more time.

Pre-apprenticeship has come up a few times, and so -- and it's been coming up in other questions as well. And I don't know if you all have been following the work to re-authorize the National Apprenticeship Act, but we haven't reauthorized it over 80 years and there's talk about (audio interference) the Apprenticeship Act as well.

But the question I have is what role have pre-apprenticeship programs, supportive services and mentorships served in getting more Native Americans into apprenticeship programs and retaining them once there, and how can we aid in these areas and support more of those pre-
apprenticeship programs that are working? So I just wanted to hear what your thought are on that.

CHAIR WALDRON: We have questions. Anybody want to take a stab at that question?

Chair recognizes Kay.

MEMBER SEVEN: I believe -- well, I think as we heard before the apprenticeship dollars are going directly to the states, and so I think the Department -- it would be helpful if apprenticeship grants were earmarked and sent to 166 grantees, our opportunity to submit and apply. I think that would be a good way for maybe the tribal colleges to submit as an educational institution to provide pre-apprenticeship opportunities. And some of the tribal colleges have dormitory space available.

I keep thinking we need to partner with HUD and strategically plant Native workforce housing units in certain sectors of America so that -- where Indian Country is setting up apprenticeship training sectors with specific
industry sectors like manufacturing or maybe
technology, cybersecurity, we were strategic
about that. And so that the Native individuals
deciding to leave the community and build a
career through apprenticeship somewhere else that
we have strategic locations where they could do
that because we thought about it ahead of time.
So that's what I think about.

And there are some good pre-
apprenticeship programs. You know the Tulalip
Tribe through its Tribal Employment Right Office
has a great pre-apprenticeship program that is
supported. And so we sent our individuals to a
16-week program over there. We have them
completing pre-apprenticeship training tomorrow.
They're having a virtual graduation, drive-by.
We're not as staff able to attend and participate
in that graduation.

The Tulalip TERO is very good and
well-connected with the Puget Sound of Seattle
community of the building trades and if our
individual chooses to stay in the Puget Sound and
start from an apprenticeship, it's a good thing.

When I talk to our individuals about pre-apprenticeship training and apprenticeship itself, I say have you -- think about it as going through an Ivy League college for the building trades. You're going to a Harvard, a Stanford for the building trades. The difference is that you can earn a wage while in your four years of building trade college. So, and then stay with that college and graduate or journey out from that apprenticeship training center.

So I'm trying to -- when I talk to the clientele maybe that's the kind of training we have is we know a lot about apprenticeship so that we have good inspiring ways of promoting apprenticeship within our community to think about the tribal message, about promoting 21st Century relocation, but on our terms at the tribal level. We're looking for tribal members or local Native individuals who want to relocate but know they'll be supported through a pre-apprenticeship. Maybe their first year of
apprenticeship with the supportive services and the financial literacy and everything that goes with it so that by the second year of apprenticeship they're economically situated to maintain that way of life for the next three years.

NABTU posted a really good story of a young woman from the Standing Rock Sioux Reservation who went through the welding program at her tribal college and made the tough decision to leave the reservation and go to Kansas City to enter formal apprenticeship and is doing well. I shared that story that Art Lujan sent to me on our Tribal Tech 477 Facebook page. Those are the stories we need to see more of because definitely for that lady from Standing Rock with dependent children who had lived in a homeless situation at one time is a success story, and those are the stories we need to hear more of and in other industry sectors.

CHAIR WALDRON: Great. Thank you.

Is there a comment? Okay. I see Art
stand up. Art Lujan?

MR. LUJAN: Thank you. Art Lujan with NABTU. I'd like to respond to Cierra's question.

We have found across the country, and we have 175 what we refer to as apprenticeship readiness programs that use the Multi-Craft Core Curriculum and we are finding that 75 percent of the graduates are from communities of color and 25 percent are women. And traditionally women have been severely under-represented. They've been at six percent for probably the last 30 years. So the fact that we're up to 25 percent means that we are making some progress.

And these are designed, these programs are designed to serve as an introduction to the industry, and introduction to the requirements, the type of work that's involved so that an individual can make an informed decision on a career pathway. Because as I indicated earlier, we invest $1.6 billion a year in training, so the last thing those employers want is somebody entering a program and six or nine months later
they figure out, ah, this isn't really what I wanted, I didn't think this was the type of work. And so we've lost that return on investment that was mentioned earlier.

So when somebody completes an apprenticeship readiness program or pre-apprenticeship, as other folks refer to it, they have the opportunity and the understanding of what the industry is all about. So we use these as a way of targeting those communities of color, women, the transitioning veterans and the formerly-incarcerated.

So it's been successful for us, Cierra. You were there from the early days of our apprenticeship readiness system.

Thank you, Mr. Chairman.

CHAIR WALDRON: Thank you.

Our next speaker is Candace and then another Lujan.

MEMBER LOWRY: Candace Lowry, Region 3. So I want to make a comment on the retention of apprenticeship programs. So the different
apprenticeship programs that I've worked with, if they had the component of soft skills incorporated within them, there was a higher retention rate. And if the employers who were receiving the funds or the employers that were participating in the apprenticeship programs actually had positions after the training had been completed where the individuals actually going to work in that field and through a skills gap analysis and through a career readiness training with the community colleges -- as long as there was that bridge there with the employer, the community colleges getting those soft skills and making sure that individual is actually motivated for that field.

And there's -- we've did various different trainings. We have the Myers-Briggs training. My Next Move; we use a lot of that here in North Carolina, and it actually spells out the different career clusters and the career pathways that that individual would be interested in instead of them going into whatever they feel
is making money at that time.

So I think some of the -- to make sure
the -- the apprenticeships, they are here and
they're available, but are they actually being
successful? And that really needs to be looked
at, I think.

CHAIR WALDRON: Thank you, Candace.

So we have Ms. -- I don't know if it's
a miss or a mister, another Lujan. You're up.

MS. LUJAN: Good afternoon, Chairman.

This is Theresa Lujan, Director of the OFCCP's
Indian and Native American Employment Rights
Program. I'd just hopped back on first of all to
say hi to my not-by-blood, but cousin Art Lujan.
We've known each other for quite a few years and
I really enjoyed working with him.

But I wanted to mention to you -- when
you were talking about the pre-apprenticeship
programs, I am currently working with the
Associated General Contractors of America Arizona
Chapter and they recently requested funding from
the Federal Highways Administration Construction
Workforce Partnership through a grant. And what we -- what our goal is is to monitor the progress of Arizona highway construction work and support the needs of the highway construction industry in metro, rural and Native American reservations across Arizona.

And the target goal that our partnership has made is to increase the number of Arizona job seekers in metro and rural communities, construction workers assigned to federally-aided projects, and Native American tribal employment right organizations to find job seekers and increase this job seeker participation by 20 percent, which means 310 total job seekers.

So through our work with the Associated General Contractors Arizona Chapter they're developing pre-apprenticeship programs. And I think it's a good start for Arizona and the tribes here, and so I'm really looking forward to reporting back in the future on the success of this pre-apprenticeship program. Thank you,
Chairman.

CHAIR WALDRON: Thank you, Ms. Lujan.

So, Cierra, just real quick, we had a big discussion here at my location in Providence last week with about -- I think it was nine representing the trades and training, and we're really talking about a pre-pre-apprenticeship program and trying to grab the youngsters at the high school level and begin a pre-pre with them and then work them up to the pre-apprenticeship. And so it's been a system in place for so long that a lot feel everybody knows how it works already and the reality there's a generational gap missing. So just to kind of add to the question. We kind of looked at a pre-pre one. And I actually we're in the midst of designing one with Cortez, whom Art mentioned earlier, so that we can access our community members a little bit earlier in the game.

Are there --

MS. BILLY: Thank you, Darrell.

CHAIR WALDRON: I'm sorry. Go ahead,
Cierra.

MS. BILLY: Oh, I was just saying thank you so much. And I'm glad to hear that I know we're at time, but youth was definitely -- I wanted to get into youth, so I'm happy to hear that some of you have been trying to work with youth. In other countries, in European countries the average age of an apprentice is 16 and in the U.S. it's about 29. It was 30. We're starting to go down and move the needle, but we definitely want to make sure that we bring that awareness out and introduce apprenticeship and the opportunities that exist at a younger age to youth.

And so we have been involved in a lot of partnerships; one with Scholastic, and school superintendents and others. And so we have an educator page on apprenticeship.gov where we have resources for teachers, for parents, to educate parents on apprenticeship opportunities, and students. And so I just want to make sure that you are aware of those.
And again, so happy to hear about all of these successful pre-apprenticeship programs as well and please let us know what we can do to support you in those efforts.

CHAIR WALDRON: Thank you very much. It's been very informative speaking with you. I'm sure we will be doing it again. We're going to discuss a little bit about workshops on our board and we may break up into smaller groups and try to continue an agreement with President Biden's plan an apprenticeship. We're really kind of excited and we feel this may be the administration that's best for us to move forward. So happy to meet you today. We look further to dialogue. Thank you very much.

MS. BILLY: Thank you. Happy to meet with you and I hope this is the beginning of several conversations. Looking forward to working with you in the near future.

CHAIR WALDRON: Awesome.

So at this point we are closing out public comment. Time has lapsed and back to the
board at hand, which is a -- new business and
then adjournment and a little quick recap, but I
thank you. I may ask we take a five-minute
break, literally just five minutes, and then come
back and then wrap up. It's been long because we
had some things we want to do. And I agree we
need to push for a full Council meeting in Rhode
Island in September.

So let's take a quick five minutes.

Thank you.

(Whereupon, the above-entitled matter
grew off the record at 4:05 p.m. and resumed at
4:11 p.m.)

CHAIR WALDRON: Welcome back, folks.
So I know we're at the wrap-up. We had two
unfinished business issues that we dealt with
yesterday and it sounds like they're possible to
develop. They're all very quick.

So let me just recap. So it was the
urgency document that we had sent forward from
the Executive Planning Board. And then there was
a request on one of the chats about having an
hour or so in our agenda regularly for community
discussion that came in yesterday. And then also
a recommendation that we heard from one of our
speakers and that we discussed ourselves about
having a session for this advisory council in
Rhode Island that would be virtually and people
in person.

So let me just kind of reiterate.

Sometimes I talk very fast. I apologize about
the request on the document. So we were -- we
had been working for a couple years on an urgency
document and a transition paper that's come out
of this advisory board for many years. It's been
an effective tool. So we had had possibly back
on -- and then when the new president came in is
when we like to present these types of documents.
And so we -- our intended purposes was for this
body to put forth that document on using the
strength of this committee, which is the highest
voice that we have within the Department of
Labor. But the FACA regulations are strict and
if violated it's not good.
And so once we spent the time to get
the document somewhat put together and we were
about to send it off we were informed by DFO that
we did not have a meeting on it or a vote or
resolution to send the document forward under the
advisory board. And so at that point, doing the
best that we could, we went to the next body that
represented the -- the community was -- was a
training executive board. We discussed it; we
worked on it, and then we asked permission there
to endorse it, which they did.

And then we sent it out under my
signature and my co-chair Margaret in the attempt
to get some changes in our program including more
staff for our DINAP program and some more
capacity monies for grantees and an increase to
12 -- I think 12 or $13,000, something like that,
for our customers.

And so we put the document together;
we sent it out; we -- it took months, went back
and forth. We finally got a response and set a
date and now we're developing that meeting
agenda. So that's where we are.

And so my request here is to get support from this committee so that it include you in it, that you support it moving forward. And if you want to have a letter attached to it, that's fine, and ask Kim to draft it since she's our secretary. But we're looking for your support on it. So we did get it on the agenda. And so we'd be looking for a motion on this.

Jacob, do you want to add anything since you worked on it with us?

VICE CHAIR BERNAL: No, just real quickly thank you, Darrell. Jacob Bernal, Region 6.

Yes, it was really a coordinated effort between Darrell, myself, Kim was invited and Lorenda Sanchez from CIMC. Real quickly what we did is we came up with the first draft, if you will, and it was based upon the previous statement of urgency submitted, going all the way back to Secretary Perez. And we were very thankful that he actually met with us in person.
And we felt that it was very important to do this and do it properly, but when we were informed that we were not able to send this to the Council -- as Darrell said, it had to go through under another cover, and that's how it developed.

One thing that wasn't in there that Lorenda was able to provide, invaluable information about the background, the history of the funding, she had all the records. This input was really critical.

The next thing we did, we sent it to the law firm Greg Smith Law Firm in D.C., and they vetted it. They gave some recommendations on how to frame it that would probably get more attention and more traction. So it actually went through a law firm in D.C., Greg Smith. We worked with him in the past as legal counsel.

So that's all I had to add is that that's the product you have here today and hope the Council will support it. It's my personal desire that they will. And a lot of thought went into it. It's not perfect, but as the title of
the document says Transition Paper: Statement of Urgency, so I'd hope the Council would treat it just that, as an urgent matter.

So thank you in advance for your consideration and appreciate all you do and respect your decision in this matter.

Thank you, Darrell.

MEMBER RICKARD: Chairman, this is Gary Rickard.

CHAIR WALDRON: Thank you.

Hey, Gary. Chair recognizes Gary.

MEMBER RICKARD: I would like to make the motion for -- to support the letter and also that if Kim wants to add on that that would be allowed.

CHAIR WALDRON: So there's a motion for support and an add-on letter Kim would draft up. Is there a second?

MEMBER CAMPBELL: I'll second.

CHAIR WALDRON: Motion is made and seconded by Christine Campbell.

Time for the discussion. Is there any
discussion?

So there being no discussion, all
those in favor, signify by saying aye?

(Chorus of aye.)

CHAIR WALDRON: Opposed?

Abstentions?

Let the record show it passes
unanimously, and we'll get with Kim quickly.

The other issue was I received a chat
during our meeting yesterday that we add an hour
of time for this Council when we meet to discuss
and talk about things amongst ourselves and our
community in general to add to our agenda. So I
mean that's something that I can do with the DFO,
but we just wanted to make sure everybody here is
in support of that. So it could be a motion; it
would make it more official, but it does not have
to be. So any discussion on that?

MEMBER HIBBELE: Darrell, I think

that's a -- this is Patty.

CHAIR WALDRON: Sure.

MEMBER HIBBELE: Oh, may I speak,
Chair. Sorry. Sorry. I just jumped right in.

(Simultaneous speaking.)

MEMBER HIBBELER: So I think that's a great idea. So the presenters and the data and being able to respond to the new information is really very important, but I also think there's some beauty with us just being able to dialogue about what's happening and making some decisions for moving forward. So I would very much be in favor in adding that to the agenda.

CHAIR WALDRON: Great. Thank you.

The Chair recognizes Kim Carroll.

MEMBER CARROLL: Thank you, Darrell. Kim Carroll, Other Disciplines. I was actually going to say the same thing.

I, too -- I do appreciate the presentations. They're very informative, but they are taking up a great deal of our time. And I can recall times when we actually had our meetings and we had time to actually do some work to discuss some of the different issues such as this transition paper. That's how we came up
with it. We spent a great deal of time not
hearing presentations and actually working as a
council. I would like to see that occur again as
well. But I'm all for the extra time to talk,
yes.

CHAIR WALDRON: Great. So thank you.

My understanding; and the DFO can correct me,
that the agenda is within our purview to make and
that's something that we can take note of on this
correspondence and make that happen every time we
do an agenda.

So the next quick item, and I'm glad
we're moving through this, is the conference in
Rhode Island and this board showing. So just so
you'll know, the top five states for this COVID
and for traveling back and forth and whom are in
herd immunity is New England, all five of the New
England states. All seven; I'm sorry. And I
think we're going to be better shape by
September. So I really would press for it.

I think that we had some good quality
people today. I think they did a bang-up job
getting those people to come and it was good to
hear the support that may develop from it. But I
also think that we need to strike while the iron
is hot with them because they are 90 days or more
into the system. And so once their table really
starts piling up we may become an afterthought.

So I would ask that we do have a
meeting in September. And we can set it up so
that it's convenient for everybody and those of
whom who may not want to travel. And it would be
out last -- it would be the month before all of
our terms expire, right? And so that request
being there.

And also there was a couple chat on
here about some workshops. I don't know if going
through the effective management is going to give
us enough time. My suggestion would be to break
into little groups, smaller groups and everybody
go after somebody who we met with over the last
two days to get some stuff forwarded. I got a
couple quick chats. I got invited to a meeting I
think tomorrow for an hour by Ms. Suzi Ryland to
just listen to something that they're having a
discussion on.

But I would have us do that, which we
can all participate, and that's something -- we
don't have to do this right now, but we can do it
through email or on a call; won't be an official
meeting. But I think it's a discussion that we
could have. I think that would be best plan of
attack, but I do think we need to get it quick or
we're going to fall back.

And so those are the three things, or
four things I guess that we wanted to discuss.
So that's open for discussion.

We got five minutes. I do appreciate
everybody's time here. I know we didn't have a
lot of breaks, but it was good. So any
discussion on those --

MEMBER RICKARD: Darrell, this is
Gary.

CHAIR WALDRON: Hey, Gary. Chair
recognizes Gary Rickard.

MEMBER RICKARD: Do we have
coordinators for each of our different committees? In other words we do have people selected that's the head of each committee?

CHAIR WALDRON: We do not because this is the first time we've met since COVID. And so we would probably get some stuff out and formally email, which I've kind of collected everybody's information here. I've had two people with me in the room taking notes so we can send out some emails and kind of name them and get people involved with. But no, it's not that well organized yet, Gary.

MEMBER RICKARD: All right. Thank you.

CHAIR WALDRON: If anybody wants to be on something, email that to me right away. I did appreciate Suzi, and she is the workhorse it seems there of the group, and her interjection with the secretary yesterday after Christine's comment was very assertive in saying we can do that. And so she's definitely one of them that we're going to target.
So anyway, I'd be more than happy if people email and let me know.

Chair recognizes Kay.

MEMBER SEVEN: I guess I need a reminder. So I saw where Joe asked a question earlier about the strategic plan, and I looked at the strategic plan briefly the other day, but I can't remember if the strategic plan spoke about the work groups. Essentially, if I remember right, I know effective management was one for sure, but I don't know what other ones. And so I think it might be helpful if -- working with the secretary and Jacob reviewing old notes and maybe before you send out that notice for what group do you want to belong to.

I thought it was our understanding, too, that we would share that with the grantee community because there might be someone who's not been at this -- attending this session who would like to participate and then receive a notice to at least be in -- fill out as if they're invited. So I don't know if Patty with
the strategic plan -- I can't remember if that
document talked about the groups that we're going
to announce.

CHAIR WALDRON: So you do have a
minute in -- minutes in your packet that we can
review that kind of talk about where we are. Our
last meeting will be September, if we have that
meeting. And then I don't know what time span
it's going to take after October to get all of us
back into place.

And so I hear you. I think that we
can definitely take strategies from that, but
this is a different kind of series of groups just
to get to the benefits that we may get out this
group that we met with yesterday. And I know
Athena is feeling that the time is short to get
something out in the Register.

So we got some time to review and get
something out on that, but I'm talking a little
bit more strategic with some of the folks that we
met with yesterday. But unfortunately we got one
opportunity to have a meeting before we expire.
Chair recognizes Patty.

MEMBER HIBBELER: So I think Kim's hand might have been up before me, but --

CHAIR WALDRON: I'm sorry. Kim and then you, Patty.

MEMBER HIBBELER: Okay. Thanks.

MEMBER CARROLL: That's fine. Thank you. Kim Carroll, Other Disciplines.

Now my understanding is though that the work groups can continue even without the Advisory Council. Is that correct? Because -- and that we could go ahead and develop our work groups and continue to meet and do some work even without the Council. Is that correct, Athena?

CHAIR WALDRON: Yes, that's a question for the DFO.

MS. BROWN: Yes, that is correct.

CHAIR WALDRON: Great.

MEMBER CARROLL: The other thing is we at one time; and I'm sure I have it somewhere, had a list of the work groups that we had. I know we had discussion about maybe combining some
of those. We were trying to -- because we had so many. I can look and see if I have that most current -- Athena probably does, but that would be great if we could get that sent out then. That would give us an overview of what we're looking at.

MEMBER RICKARD: We should have that.

This is Gary.

MS. BROWN: I'm trying to figure out how to raise my hand.

CHAIR WALDRON: Just raise it because I can't see the little hands up there. Some of them are multi-colored, too.

MEMBER HIBBEKER: I know, we're just going to raise our hand.

CHAIR WALDRON: Go ahead, Athena.

MS. BROWN: I do have a listing of the work groups of the subcommittees for the Council. And I will send that out to everybody. There are really on three: the Executive -- the Effective Management Work Group, the Census Work Group, and the Reporting and Performance Work Group.
CHAIR WALDRON: Awesome. Patty?

MEMBER HIBBELER: Yes, so if I remember correctly, but we should all review our notes, when -- our last meeting when we were in D.C I think we only elected one chairperson and that was me for the Effective Management Work Group, so we could start the strategic planning. So we had the one strategy session.

Athena, I think if you and I and maybe Darrell can get together and think about what our next steps might be around that strategic plan. I think we want to get it in place. We want to get the other committees in place so we can get a strategy in place for moving that forward.

I appreciate, Athena, you saying that the work groups can continue. I really think that's the position that we want to put ourselves in when we're in the meeting in September is getting this position to keep the work group and the work moving forward until these positions are appointed again in the future. But we did hold on the other committees except for the Effective
CHAIR WALDRON: Awesome. Sounds like we have a little plan. We need together. I got some traveling to do in New York City next week, but I'll be in my car and available to talk. Probably spend about six hours in the car, so I'll be available to talk to anybody who wants to call me. In fact it's encouraged because you just get highway blindness.

But we are -- we're listening to Christine's question and we are on the hour, on the hour for termination.

So the Chair recognizes Christine.

MEMBER CAMPBELL: Thank you, Chairman. Christine Campbell, Region 5. Do we need a motion to have the meeting in September in Rhode Island? So moved.

CHAIR WALDRON: Yes, that would be appreciated. So there's been a motion on the floor to have a call for a meeting for Rhode Island by Christine Campbell. Is there a second?

MEMBER CARROLL: I'll second.
CHAIR WALDRON: Motion has been made and seconded by Kim Carroll. Is there any discussion?

There being none, all those in favor, signify by saying aye?

(Chorus of aye.)

CHAIR WALDRON: Opposed?

Abstentions?

Let the record show it passes unanimously.

Thank you, everybody. I will recognize a motion for adjournment.

MEMBER HIBBEKER: So moved.

CHAIR WALDRON: Motion has been made to adjourn.

MS. BROWN: So before everybody quickly gets off one thing is that we had this meeting largely focused on meeting senior executive staff including the Secretary of Labor, but the next agenda in Rhode Island could largely focus on programmatic issues or those issues. So the Council should really start thinking of those
items they want to put on the agenda.

    CHAIR WALDRON: Thank you. Motion has been made. And second?

    MEMBER WHITMAN: I second the motion.

    CHAIR WALDRON: Motion has been made and seconded. Hey, Winona. And so all those in favor, signify by saying aye?

    (Chorus of aye.)

    CHAIR WALDRON: Ayes have it. Passes unanimously. I love you all. It was good to see you. I look forward to the phone conversations and us getting some opportunities out of this new administration. Thank you very much, everybody.

    (Whereupon, the above-entitled matter went off the record at 4:30 p.m.)
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In the matter of: Native American Employment
and Training Council

Before: US DOL

Date: 06-16-21

Place: teleconference

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