

## 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 &amp; 2, Chair

JACOB BERNAL, Region 6, Vice Chair

KIM KANIATOBE 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****LORENDA SANCHEZ, CIMC****KIM VITELLI, Office of Workforce Investment**

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

2 12:00 p.m.

3 CHAIR WALDRON: So, hello, everyone.

4 It is 12 o'clock, so I'm going to turn it over, a  
5 little bit of time to Athena, so she can go

6 through the FACA rules. And then we will go to

7 Ms. EchoHawk to go over some housekeeping issues

8 with our system, and how it works. So I don't if

9 Athena --

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

12 (Simultaneous speaking.)

13 CHAIR WALDRON: Go ahead, Walt.

14 MR. CELESTINE: Hello.

15 MS. BROWN: We can hear you, sir.

16 MR. CELESTINE: Okay. Here we go.

17 (Native language spoken).

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

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

1 beautiful.

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

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

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

18 This meeting is subject to the rules  
19 of the Federal Advisory Committee Act. And as  
20 such is facilitated by our Council Chair, Darrell  
21 Waldron, or in his absence Jacob Bernal, who is  
22 the Vice Chair.

1           The meeting is being recorded today  
2           verbatim. So, please note that the Chair must  
3           first recognize anyone requesting to speak. And  
4           a little later, BC right after this will go over  
5           some of the logistics for raising hands and being  
6           recognized.

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

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

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

22          MS. ECHOHAWK: Thank you, Athena. So

1 I do want to run through some things. You heard  
2 this yesterday. And I know many of us have  
3 become used to Zoom. But please do keep your mic  
4 muted if you're not speaking.

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

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

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

20 You can either again scroll over the  
21 main Zoom screen with everybody's pictures, and a  
22 toolbar should appear across the bottom. There

1 is a reactions choice there. When you click on  
2 reactions, raise hand is one of the choices you  
3 can make.

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

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

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

22 CHAIR WALDRON: Awesome. Thank you.



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

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

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

11 CHAIR WALDRON: Present.

12 MEMBER CARROLL: Region 2, Chief Anne  
13 Richardson.

14 Region 3, Candace Lowry.

15 MEMBER LOWRY: Present.

16 MEMBER CARROLL: Region 4, Lora Ann  
17 Chaisson.

18 MEMBER CHAISSON: Here.

19 MEMBER CARROLL: Region 4, Erwin  
20 Pahmahmie.

21 MEMBER PAHMAHMIE: Present.

22 MEMBER CARROLL: Region 5, Christine

1 Campbell.

2 MEMBER CAMPBELL: Present.

3 MEMBER CARROLL: Region 5, Dr. Joe

4 Hobot.

5 MEMBER HOBOT: Present.

6 MEMBER CARROLL: Region 6, Jacob

7 Bernal.

8 MEMBER BERNAL: Present.

9 MEMBER CARROLL: Region 6, Patricia

10 Hibbeler.

11 MEMBER HIBBELER: Present.

12 MEMBER CARROLL: Region 6, Joseph

13 Quintana.

14 MEMBER QUINTANA: Present.

15 MEMBER CARROLL: Region 6, Gary

16 Rickard.

17 I know I saw him.

18 CHAIR WALDRON: Yes. He was on.

19 MEMBER CARROLL: Region 6, Michael

20 Tucker.

21 Region 6, Winona Whitman.

22 Other Disciplines, Kim Carroll, here.

1 Other disciplines, Matt Lamont.

2 MEMBER LAMONT: Present.

3 MEMBER CARROLL: Other disciplines,  
4 Kay Seven.

5 MEMBER SEVEN: Present.

6 MEMBER CARROLL: And we have a quorum.

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

9 MEMBER CARROLL: Hi, Gary. I got you.

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

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

20 Theresa currently has 36 years of  
21 service in federal government, with 27 years in  
22 the Department's Office of Federal Contract

1 Compliance Programs.

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

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

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

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

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

21 I felt a sense of reinvigoration and  
22 encouragement that an emphasis is back on the

1 needs of Indian Country. It is important that we  
2 continue to communicate and work together by  
3 sharing information and providing input on our  
4 programs.

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

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

19 We need to educate workers about their  
20 rights and protections from discriminatory  
21 practices. This is why it's important to know  
22 what OFCCP does.

1                   OFCCP is a federal civil rights  
2 enforcement agency within the U.S. Department of  
3 Labor. We protect workers, promote diversity,  
4 and enforce the law.

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

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

19                  The laws OFCCP enforces cover the  
20 Executive Order 11246, which prohibits employment  
21 discrimination based on race, color, religion,  
22 sex, sexual orientation, gender identity, and

1 national origin.

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

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

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

18 Since you are familiar with the Indian  
19 Self-Determination and Education Assistance Act  
20 for 638 contracts, I need to let you know that  
21 these contracts do not fall within OFCCP's  
22 jurisdiction because these contracts are turned

1 over to the tribes. So the tribes have the  
2 authority for administering and controlling the  
3 funds.

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

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

17 I'm on the worker equity group, and we  
18 are looking at what happens after a person gets a  
19 job. And how are they treated? Are they treated  
20 fairly? Does the employer level the playing  
21 field for all work, and seek individuals for  
22 promotion opportunities? And what does the



1 employer do to retain a person for more than one  
2 year?

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

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

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

21           I recently sat in on an apprenticeship  
22 training meeting, and heard success stories from

1 tribes with apprenticeship programs. Some of  
2 these programs have been in existence for over 20  
3 years.

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

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

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

19 Now I don't know if you had any points  
20 of contact with the U.S. Department of  
21 Transportation or Federal Highways  
22 Administration.

1                   Because as part of the American Job  
2 Plan that is currently being negotiated in  
3 Congress, it will likely include a provision for  
4 contractors to use geographic, economic, and  
5 other hiring preference, including the law for  
6 Indian preference.

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

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

18                   That's one of the things, you know, in  
19 our regulations in OFCCP we have a specific  
20 regulation for working on or near Indian  
21 reservations. And it provides Indian preference  
22 in employment.

1           And it's just not in hiring, but it's  
2           in all aspects of employment. And that's  
3           something that's really important for any  
4           contractor who's doing work on or near the  
5           reservation.

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

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

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

1 training.

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

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

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

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

17 With all the government contracts that  
18 have been awarded, and all the contracts that are  
19 currently being reviewed by OFCCP, I'm constantly  
20 looking at the list of contractors that we have  
21 published on our website to see which contractors  
22 are working on or near Indian reservations.

1           And I reach out to those contractors,  
2           and I ask them what they are doing to recruit  
3           from the tribal communities, what they're doing  
4           to recruit from the Indian centers in the major  
5           metropolitan areas.

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

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

18          And I also point them in the direction  
19          of the tribal colleges and universities. Many  
20          contractors are looking for recent graduates.  
21          Even the Department of Labor is looking for  
22          recent graduates to fill positions.

1           And I think it's important that, you  
2 know, I use all the resources that I have  
3 available to get the contractors to expand these  
4 employment opportunities, so that we can have our  
5 Native American people gainfully employed by the  
6 contractors.

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

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

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

22           I read a lot of reports from EEOC

1 about the types of complaints that they are  
2 receiving. And for young adults that is the  
3 number one type of discriminatory practice that  
4 companies are doing to these young adults.

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

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

14 Class action complaints are  
15 investigated by OFCCP. And individual complaints  
16 are investigated by the Equal Employment  
17 Opportunity Commission.

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



1 particular complaint.

2 We are very fortunate to have our  
3 OFCCP Director, Jenny Yang. She used to be the  
4 Chair and a Commissioner with the Equal  
5 Employment Opportunity Commission. And currently  
6 the Equal Employment Opportunity Commission Chair  
7 is Charlotte Burrows.

8 Both have a very strong commitment to  
9 the Indian and Native American communities, and  
10 how we can better protect Native Americans from  
11 employment discrimination.

12 If, you know, many of you are like me  
13 that you grew up on the reservation and you left.  
14 And you all of a sudden came into the job market,  
15 and you're working for a company.

16 And they, you know, talk about you in  
17 a way that's derogatory. Or they treat you in a  
18 way that is not appropriate. You know, that's  
19 something very difficult.

20 And it's very easy to, just to quit  
21 and to return back home. And that's not what we  
22 want to happen. We want individuals to fight for

1 their rights to have gainful employment.

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

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

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

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

1 Wednesday, August 18, 2021.

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

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

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

21 So with that I hope that I provided  
22 you good information. It was a high level

1 overview of OFCCP. And my contact information is  
2 now on the screen. And I really want us to work  
3 together and make all of our programs successful.

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

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

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

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

19 Have there ever been any negotiations  
20 by -- with the Office of Federal Contracts and  
21 Compliance Programs with Tribal Employment  
22 Rights, the TERO office and stuff? I remember

1 meeting you once during one of the meetings they  
2 had had. Did they ever finalize that? I'm just  
3 curious.

4 MS. LUJAN: Yes. We had two rounds or  
5 memorandum of understanding with the Council for  
6 Tribal Employment Rights. The first one was  
7 signed in 2014, and the second one was signed in  
8 2017.

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

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

21 So Francene and I, you know, we've  
22 known each other for a long time. And, you know,

1 I always go to her for guidance because I like to  
2 hear from the subject matter experts from TERO on  
3 how OFCCP can help, especially when they have  
4 these contractors coming in.

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

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

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

17 CHAIR WALDRON: Joe Quintana?

18 MEMBER QUINTANA: Good morning.  
19 Joseph Quintana, Region 6. Appreciate you  
20 joining us today and for sharing your  
21 presentation with us.

22 Some things I did want to talk about.

1 I think that your work is impressive for being  
2 just a one person team. I think it's important  
3 work as a watch dog is to hold people who are  
4 receiving these funds accountable, especially in  
5 regards to, like you mentioned, recruitment of  
6 American Indians, but also having cultural  
7 competency and awareness that American Indians  
8 continue to exist.

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

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

21 In particular, I mentioned yesterday  
22 that American Indian women in our region receive

1 55 cents to every dollar that a non-Hispanic male  
2 makes. And if we're talking equity that has to  
3 also include wage attainment.

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

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

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

21 And if we know that our community  
22 members are going into these urban centers, how



1 can we connect them with urban Indian programs,  
2 so that they can have access to additional  
3 resources like housing or things like that while  
4 they're on the ground, so that they can get  
5 trained, they can overcome any barriers to them  
6 achieving their goals, and then return to the  
7 reservation, or wherever they call home, and have  
8 access to gainful employment once they return?

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

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

20 Some of us have lost relatives during  
21 this time, you know. Some of us are going  
22 through the grieving process. And so how are we

1 best educating the employers as far as what the  
2 new changes and realities of our community  
3 members are dealing with? So thank you again for  
4 joining us.

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

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

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

21 So if you're in an area where there's  
22 a high population of Native Americans, but you

1 have an absence in the workforce, you know,  
2 that's a red flag in OFCCP. So we want to look  
3 at that.

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

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

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

19 We're, we, you know, we're going to be  
20 on 100 percent telework. And we, it's, we've  
21 been successful. So we want to continue that.  
22 So let's -- so we want to do outreach now. We

1 can provide the computers. If they need internet  
2 access, you know, we can figure out a way to get  
3 internet access, you know.

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

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

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

19 And this is where, you know, we look  
20 at diversity and inclusion groups with the  
21 federal contractors now. They have a lot -- a  
22 lot of contractors now have affinity groups,

1 where there's very specific to different  
2 organizations.

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

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

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

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

22 And contractors also need to look at

1 the transferable skills that an individual can  
2 bring. So it's a lot of one on one that the  
3 contractors have to do with individuals from our  
4 tribal communities.

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

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

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

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

19 MEMBER BERNAL: Thank you, Chairman.  
20 Jacob Bernal, Region 6. I just want to quickly  
21 share one tangible benefit we experienced. And  
22 that's namely the Tucson Indian Center requested,

1 and Theresa agreed, to be a keynote speaker at  
2 our diversity career fair.

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

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

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

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

22 MS. LUJAN: Thanks.

1 CHAIR WALDRON: Thank you, Jacob.

2 Next we have Patty Hibbeler.

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

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

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

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

22 MS. LUJAN: We do have several



1 resources. We have the pre-award registry, which  
2 includes all the federal contractors that have  
3 been awarded contracts in the last two years and  
4 have gone through a compliance evaluation and  
5 received a notice of compliance.

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

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

18 Being proactive, one of the things  
19 that I wanted to do specifically here in Phoenix  
20 was to have the Arizona industry liaison group  
21 get some of their workers together, so that we  
22 could set up and arrange a time to meet with you,

1 Patty, and to learn more about the Indian center.

2 So we were talking about doing that.

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

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

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

19 You know, not everybody goes to  
20 college. So there are different, you know,  
21 technical training programs. There's the  
22 apprenticeship program. You know, there's so

1 many different things that we can do.

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

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

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

19 So we'll do it. I'll do it, you know.  
20 I just need to know when and which contractors,  
21 after you look at the list, and see what we can  
22 do to set up.

1 MEMBER HIBBELER: Thank you, Theresa.

2 MS. LUJAN: You're welcome.

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

6 MEMBER CARROLL: Thank you, Chairman.  
7 Theresa, you'd mentioned that the contractors  
8 send in their workforce information. My question  
9 has to do with how do you, how do they document  
10 that they -- the people that they're identifying  
11 as Native American actually are Native American?

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

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

22 So what we do is if individuals

1 identify themselves as Native American, and we're  
2 seeing either a particular issue, or there's  
3 something that we're looking at, we will  
4 interview those individuals and ask them, you  
5 know, more specific questions about their tribe  
6 and, you know, their self-identification.

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

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

19 So this is where the TEROs have an  
20 important part when they're sending their workers  
21 out. They've already done the verification. And  
22 they've already, you know, they know who the

1 members are of the tribe, or the individuals who  
2 have come through based on their requirements to  
3 send workers out.

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

10 MEMBER CARROLL: Thank you.

11 CHAIR WALDRON: Thank you very much.  
12 Quite informative. And I'm sure up here on the  
13 East Coast you're going to have your hands full  
14 when we enter into these apprenticeships.

15 MS. LUJAN: Yes.

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

21 MS. LUJAN: Well, thank you all for  
22 inviting me again. And I hope you have a very

1       successful rest of your day. And best of luck.  
2       And keep in touch with me, because I'm here to  
3       help.

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

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

16                      That was one of the things that came  
17      out from our tribal consultation with the tribal  
18      leaders. And we really need the Secretary to act  
19      on that, because we need to have a subject matter  
20      expert in DOL, in the Office of Congressional and  
21      Intergovernmental Affairs, to help us navigate  
22      through so many of these different programs and

1 to bring together all of these different groups,  
2 like the National Council of -- National Congress  
3 of American Indians.

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

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

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

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



1 Research and Evaluation, OPDR.

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

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

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

16 Thank you, Chairman Waldron and  
17 Council Members, for allowing me to provide an  
18 update on ETA's work on the American Indian  
19 Population and Labor Force Report. I'll take it  
20 with a thumbs up everyone's hearing me okay.  
21 Sounds good. All right. Looks good. Thank you  
22 very much.

1           It's certainly a continued pleasure to  
2           be here. And I hope your discussions have been  
3           beneficial thus far, including those you had with  
4           Secretary Walsh and ETA's Principle Deputy  
5           Assistant Secretary, Suzi LeVine, as well as with  
6           my colleagues, my ETA colleagues that are here  
7           today.

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

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

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

21          Also listening in today are Neil  
22          Ridley and Sande Schiffers from my division.

1 They've been immersed in the work associated with  
2 developing the Labor Force Report. And I wish to  
3 thank them publicly here at this forum for their  
4 efforts. They've been invaluable.

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

10 Apologize for that. The dog is --  
11 Sorry about that. I apologize. I'll calm him  
12 down. He's laying back down.

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

21 The data has to cover, but is not  
22 limited to, the following measures, the total

1 service population; the service population under  
2 age 16 and over age 64; the population available  
3 for work, including those not considered to be  
4 actively seeking work; the employed population,  
5 including those employed with annual earnings  
6 that are below the federal poverty line; and  
7 lastly, the fifth data point is the number  
8 employed in private sector and public sector  
9 positions.

10 The requirement to develop the Labor  
11 Force Report became the responsibility of  
12 Department of Labor in 2017, under PL 115-93, the  
13 same law that made the 477 program permanent.

14 Before 2017 the report was the  
15 responsibility of the Department of Interior and  
16 the Bureau of Indian Affairs, which had generated  
17 similar data for over 31 years in free standing  
18 reports and appendices to other reports.

19 The assignment came to ETA in 2019  
20 from the former Deputy Assistant Secretary, Tom  
21 Dowd, who is I'm sure many of you know him and  
22 remember Tom.

1 Tom was a past administrator for me in  
2 my office here in OPDR. And I worked with him  
3 closely, and have known him for almost 16 years  
4 now. I hope he is enjoying his retirement.

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

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

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

19 I think though that being in the  
20 Division of Research and Evaluation has helped in  
21 another way, in that we've looked at this  
22 project.

1                   And I mentioned this before as  
2                   researchers, wherein we've approached this with a  
3                   very wide lens, and literally started at the  
4                   beginning by asking broader questions than just  
5                   which datasets are available, and have the lowest  
6                   acceptable rates, try to produce some tables, and  
7                   then call it a day.

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

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

20                  That is even more critical in this  
21                  project, since the chief beneficiaries of future  
22                  labor force reports that provide data to help

1 improve economic and employment results and  
2 address historic inequities, either directly or  
3 indirectly, will be tribes and their members.

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

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

18 In 2021 we moved on to hold a tribal  
19 consultation meeting over two days in March. And  
20 we published a request for information in the  
21 Federal Register notice. And we've compiled the  
22 responses from those events, and are using that

1 information as essential in the draft paper we  
2 are preparing.

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

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

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

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

19 We conducted an analysis of the data  
20 available from one of the prime sources of this  
21 data, the American Community Survey, to  
22 understand more about the adequacy of that data



1 for generating estimates on the population, and  
2 employment measures required in the report.

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

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

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

20 Are the data elements identified in  
21 the law adequate for economic development and  
22 service planning? What other data might be

1 useful, such as local and regional economies  
2 derived from state agencies, or from BLS, or  
3 other educated -- or on an educational  
4 achievement -- attainment, sorry, from  
5 administrative data?

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

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

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

22 This is just several, I read many. We

1 have other questions, but these are the big ones  
2 that we've been wrestling with and learning from  
3 all the feedback we've been getting.

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

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

21 Some of the challenges we've observed  
22 include, for example, determining who should be

1 counted. The approach in prior reports changed  
2 over the years, but despite those past decisions,  
3 the question is not settled still and remains.  
4 Should all native who self-identify as such in a  
5 geographic area be included? Or should only  
6 those who are members of the tribe, or a  
7 federally recognized tribe be included? Should  
8 the Council also include enrolled members who  
9 live part of the year on or near tribal lands or  
10 have residency in other jurisdictions?

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

22 Still other challenges concern the

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

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

19 Overall, I'm hoping that this  
20 preliminary report will capture and document in  
21 one place how we got here, bring some fresh  
22 perspectives and ideas to this endeavor, and help

1 create a common understanding of the challenges  
2 and opportunities that we hope will resonate with  
3 both non-technical folks, and specialists, other  
4 data specialists, policymakers, and stimulate  
5 some new ideas as well. We're in the final  
6 stages of producing the first draft of the  
7 report. And likely after some revisions we hope  
8 to be clearing it for release later this summer.

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

20 This larger set of data is critical to  
21 have if we are to understand where we are and  
22 where we need to go. I'm hoping our work

1 contributes in some way to this larger effort.  
2 I'll stop on that note, and thank you in advance  
3 for your advice and questions, and to extend a  
4 thank you to Athena for the invitation, and to  
5 Chairman Waldron and Council members for allowing  
6 me to speak today.

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

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

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

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

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

19 MEMBER CARROLL: Thank you, Chairman,  
20 Kim Carroll, Other Disciplines. Wayne, I just  
21 want to say that I do not envy your position  
22 whatsoever. I've worked with the labor force

1 report in the past, never really understood it.  
2 And I understand the questions that you're  
3 asking. It is very important for tribes as a  
4 data source. And we do appreciate all the  
5 thought and considerations that you're putting  
6 into this work. Thank you. Thank you very much.

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

11 CHAIR WALDRON: So our next question  
12 is Kay Seven.

13 MEMBER SEVEN: Good morning, Wayne.  
14 This is Kay Seven. I work with the Nez Perce  
15 Tribe in Idaho. You know, when we saw the  
16 opportunity to write a written comment to you,  
17 long list of questions. It was such an  
18 interesting month for us here at the tribe.  
19 Because I gathered a number of people who use  
20 numbers to write a really good history of, you  
21 know, what we thought about the work that you're  
22 doing.



1                   And I'm wondering how many comments  
2                   did you get back that was due April 9th, I mean,  
3                   that was such a short timeframe to really gather  
4                   what we wanted, but we did the best we could.

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

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

17                  MR. GORDON: Yes.

18                  MEMBER SEVEN: That's really -- okay,  
19                  well I look forward to any, you know, the next  
20                  publication, maybe what's going to work for  
21                  Indian Country for the next decade or two. But I  
22                  think that this will allow time for

1 organizations, tribes to be on the same page  
2 working together with the same numbers and agree  
3 to the same numbers that we utilize.

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

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

19 So the number belies the importance  
20 that they were for us, as well as the  
21 conversations we had during our meeting, and all  
22 of the meetings and conversations. Everyone has

1       been very, very generous with meeting with us,  
2       and tolerating our ignorance in some cases, and  
3       educating us on what's been happening.

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

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

11              CHAIR WALDRON: Any other questions  
12      from the Council?

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

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

22              MEMBER SEVEN: Or, I guess, any future

1 update. We wonder if the Department of Labor too  
2 is ready to step out and say, okay, we're ready  
3 to announce, or publish, and share.

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

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

20 But we all know this subject matter  
21 now. I feel as though I'm an expert in the  
22 history of the report and what's needed, what's

1 not there, and what could be there, or how do we  
2 get there. And so we're hoping that this report  
3 will frame the issues and questions the policy  
4 folks need to address or need to consider in  
5 order to fully meet the requirements of just  
6 these five numbers.

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

17 And so while we all know and are  
18 familiar with the issues, few others outside, and  
19 we're hoping that this puts and paints a picture,  
20 a clear picture and illustrates the importance  
21 and the options for future development. So it  
22 would be premature for me to make a claim as to

1 on a date certain that we will have a report,  
2 because we believe we need to collect some  
3 numbers. And as you mentioned earlier, I think  
4 if one of the solutions is tribes collecting the  
5 data, then I think TA is an important part of  
6 that equation.

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

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

20 MR. GORDON: Yes, that's correct.  
21 They'll publicly release it.

22 MS. BROWN: And so right now, at this

1 stage in where we are with the production of that  
2 report, I don't think that either Wayne or myself  
3 are at liberty to share any specific research  
4 that we found as a result of the initial draft.

5 MEMBER SEVEN: Okay. Just a real  
6 interesting topic.

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

16 And so I think the one thing that many  
17 times people don't understand about data is that  
18 it has to be verifiable data. So people collect  
19 a lot of data, tribes collect a lot of data,  
20 states collect data. But when you're looking at  
21 the impact across the nation you have to look at  
22 the use of consistent data. And, you know,

1 that's been one of the challenges for our formula  
2 funded program, is updating those numbers and  
3 also looking at the impact, you know, the hold  
4 harmless formula that we're always referencing.  
5 Sometimes it's like Norm DeWeaver said, be  
6 careful of what you ask for.

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

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

18 And, you know, Department of Labor is  
19 very mindful of getting consistent and verifiable  
20 data. So we want to make sure that we've taken  
21 all of those considerations. So we want to make  
22 sure that we not only consult with tribes but we



1 also keep in touch with that sister agency.

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

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

20 MR. GORDON: Thank you, Chairman.

21 CHAIR WALDRON: Moving into the next  
22 section which is a small report on the National

1 Conference, and then we're going to have a break  
2 right after, give people a chance to take a small  
3 break and rest, use the facilities, or whatever  
4 the case may be. And then we have John Ladd  
5 coming onboard.

6 So the National Conference is very  
7 exciting right now. It is a waking up of, you  
8 know, the country, the hotels, the seating,  
9 everything, since folks have been so confined to  
10 home. We have a large number. It's greater than  
11 238 people already registered. We did not  
12 contract as many rooms as we originally were,  
13 because we're not sure of how many people are  
14 going to travel out there. But we are close to  
15 exceeding the rooms already.

16 And we are having some communication  
17 efforts with narrowing down presenters, and how  
18 some of the virtual is going to work, and the  
19 cost of the virtual, and then the in-person  
20 training. So we continue to wrestle with that a  
21 little bit. But we have some tremendous topics.  
22 We've been in close proximity to working with

1 Duane and DINAP, and we're going to start to dig  
2 a lot more with Athena. So we have an array of  
3 various workshops that we think are going to be  
4 beneficial with focusing heavy on financial  
5 reporting, financial management with DINAP, what  
6 we can and can't use the funds to spend for.

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

22 We are working on some dialogue back

1 and forth with DINAP project officers. We're  
2 looking to have what is going to be a general  
3 assembly, or a luncheon, or a small workshop,  
4 responsibilities with grantees, responsibilities  
5 with DINAP, how we put the partnership, you know,  
6 strengthen the partnership between our grantee  
7 community and our program, more community type  
8 conversations around it.

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

15 The electronics, the aspects for 477  
16 Margaret's been on top of that, working back and  
17 forth on which one works the best. I think the  
18 panel are all favoring Zoom. So we're trying to  
19 get, like, how many rooms, size of the room.  
20 Will presenters be at the conference or will they  
21 presenting from another location? We'll go  
22 through our hotel and then the times. And she's

1 looking at stuff starting from 12:00 to 5:00 for  
2 477 for those who can't come, about five  
3 workshops a day that would go electronic.

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

16 We asked for an emphasis on financial  
17 people, because we're going to have so many  
18 financial workshops. And it looks like it's  
19 either going to be Ms. Costanza or Debby Galloway  
20 is who Duane and I were talking about. We also  
21 know the designation time is coming. We want to  
22 have that conversation separately with Athena and

1       how we see that workshop working out. So we are  
2       shaping up. It's going to be exciting. People  
3       want to get out. They want to come, you know,  
4       they've been cooped up.

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

18                So the swab around the nose doesn't do  
19      that. It's a rapid test. You get the results in  
20      15 minutes, but it does not project. Whereas  
21      this other one, it tells you the antibodies and  
22      can give you an indication that next week you may

1       come down with the COVID. We looked at some  
2       wrist band coloring around that and folks who  
3       would have to wear a mask if we're going to, you  
4       know, allow people to come that have not been  
5       vaccinated. And it would be a daily test, and  
6       somewhat of a management of that.

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

13             We're about to start to accelerate our  
14      work, because we do have a list that's going out  
15      to the community, primarily at the workshops.  
16      They're not all chosen as of yet. We still have  
17      a few more that we can fit in. We have a  
18      tremendous amount of actual space there. And  
19      we're talking about two banquets, not just one,  
20      and a combination of total community gatherings  
21      or multi-mini ones that would be 100 people at a  
22      time or 50 people at a time.

1                   But we're excited about the 238  
2 registered with the conference. We did determine  
3 that full registration price would be paid and  
4 whatever bags or free items that are part of the  
5 registration would be sent to anybody who  
6 registered, and maybe doing that soon.

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

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

21                   We know it's going to be a little bit  
22 more expensive than it's been in the past,



1 because rates have gone up. They continue to  
2 rise a little bit here. And we don't have a  
3 handle on the cost to do total virtual, so we're  
4 going to do partial virtual, and part of it will  
5 be in person. So I'll pause there for a minute  
6 for any questions.

7 MEMBER SEVEN: So, Darrell, this is  
8 Kay. As the travel workgroup with 477, we've  
9 spoken about this at the executive committee  
10 level. We even sent out a survey to see how many  
11 people were planning to travel to Rhode Island.

12 And just last week, you know, I think  
13 publicly be loss of a presence of 477, because  
14 the way we understand the workshops, the  
15 concentration will be on WIOA. Because you know  
16 how, in our conference booklet we have a  
17 designation if it's the WIOA-specific topic, a  
18 477 topic, or a universal topic. So it sounded  
19 like the majority of the workshops will be WIOA,  
20 a little less of the universal, and all 477 is  
21 going to be virtual.

22 So we didn't know how is it that we

1 could justify traveling to Rhode Island as a 477  
2 program and real uncertain about what the  
3 morning's going to look like that, you know,  
4 maybe not have anything to do in the morning and  
5 wait until the live presentations that are going  
6 to be zoomed out to others that can attend in the  
7 afternoon. I'm not too sure how many of your  
8 workshops for WIOA are going to be virtual, but  
9 did the committee consider giving a discounted  
10 rate for people who just choose to remain safe,  
11 and stay home, and do these virtual?

12 Also, my understanding too is that the  
13 workshops will be recorded, so they'll be  
14 available to us. So my question in my mind is,  
15 well, if they're going to be recorded and they're  
16 available to us, why pay a registration fee? You  
17 know, then it's been said that while the  
18 conference committee will send out packets to the  
19 grantees. And I'm virtual, why send me a packet?  
20 Why not just send me a packet electronically?  
21 You know, I'll be fine with that. So I don't  
22 know.

1           But to take some of it into  
2           consideration, maybe a discount if people,  
3           grantees that can't travel or don't want to  
4           travel, because there still is a pandemic, and  
5           kind of just want to come out of it clear. And  
6           in '22 I look, you know, forward to traveling  
7           then. But at this point, you know, I know  
8           myself, I don't think I'll be in Rhode Island in  
9           September. And I really regret that, because  
10          there are so real important things we have to  
11          take care off.

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

19                 And we still have that outstanding  
20           issue of, you know, are we going to continue  
21           these regional trainings, are we going to move to  
22           a mid-year situation? Because that's an

1 outstanding resolution that's still open for  
2 discussion. And then also when are you going to  
3 open the Planning Committee to other grantees  
4 outside of the Executive Committee?

5 CHAIR WALDRON: Right. So a lot of  
6 questions there. So we're trying to get 50/50 on  
7 the workshops. So from 12:00, I think 12:00 to  
8 5:00, we're looking at 5 based on a total of 15.  
9 And I think we're right around 18 total for, it  
10 wouldn't be just 166. Some of them would be, a  
11 lot of them are going to be probably both groups  
12 can benefit, which we'll label. So we're still  
13 working on developing, you know, those workshops  
14 particularly.

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

21 We did have discussions, a great deal  
22 of discussion back and forth around the

1 registration fee. And it was determined, voted  
2 on that we would have the same fee for everyone.  
3 The packets we're talking about would be the T-  
4 shirts, the gifts, whatever we raised in the  
5 packets that we would give to add value, we would  
6 send those out.

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

16 We're at just about herd immunity  
17 here. And we're expecting a very good population  
18 of people based on our early numbers. I don't  
19 know how many of them are 477, but we believe  
20 it's close to half that have fully registered and  
21 are planning on coming. But we'll know a little  
22 bit more probably over the next two weeks,

1 because we're starting to close in on  
2 particulars. We haven't worked out the elections  
3 and sites yet, how we're going to do that. It's  
4 probably going to be coming up on our next  
5 agenda.

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

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

20 MEMBER SEVEN: No. But I think from  
21 our last conference, we talked about having,  
22 like, a bylaws committee. I really think that

1 committee needs to happen and start moving. You  
2 know, we heard we don't want to have any mixed  
3 messages going out there in our family community  
4 of WIOA and 477. And I have a preference to see  
5 us all standing under the same umbrella.

6 And maybe with our group, you know, we  
7 need to have maybe two chapters of the chapter of  
8 477 programs, and there's a chapter of WIOA  
9 programs. But we're all together. We're still  
10 standing under that same umbrella together moving  
11 forward.

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

19 CHAIR WALDRON: Yes. So we've made  
20 three attempts at bylaws. I kind of think we've  
21 got to reincorporate the conference. As you  
22 know, it was incorporated. And I don't know what

1 happened, the corporation fell apart. So the  
2 bylaws have kind of been floating around a little  
3 bit.

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

13 I kind of foresee, not that it has a  
14 question on the resolution put forth, I see more  
15 building coming together with what I am seeing  
16 with these new partnership funding structures for  
17 tribes, and urbans. And, you know, I'm on a lot  
18 of calls now that are, I don't know if they're  
19 mandatory, but they're between us and the other  
20 urban Indian centers. So there seems to be this  
21 buildup of partnerships, but I don't know how  
22 it's going to flesh out.



1 I know that a lot of this money that  
2 has come down the pipe, and I'm sure you guys are  
3 experiencing it, came without instructions,  
4 right. So we received, you know, a million and a  
5 half or \$2 million in additional funds that moved  
6 kind of quickly without instructions. And they  
7 were very vague and a wide brush. And I'm  
8 hearing some horror stories from some folks that  
9 are managing these dollars.

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

17 And personally, I don't really care  
18 for that, you know, we have the electronic  
19 problems on our end. But I agree with you  
20 there's a change coming. I'm not sure what it  
21 is. We've been kind of focused on structuring  
22 out a set of bylaws like you mentioned. We just

1 haven't had an opportunity to finish it. And  
2 then we got hit with this COVID.

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

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

16 If we could bring those things up, I  
17 think they definitely need to be dealt with.  
18 It's just a new world for us. But I think the  
19 opening up of this country and going American,  
20 and all the stuff that I've been reading, I like  
21 the Biden plan. And we would do something on  
22 that. You know, I see real opportunities in

1 Indian Country as well as abroad for  
2 manufacturing, redevelopment, job opportunities  
3 that weren't there.

4 Some of these apprenticeship jobs for  
5 19-year-old kids are at \$100,000 a year. And  
6 there's a huge retiring factor of massive people  
7 who are in that age category that have those high  
8 skills, they have torn rotor cuffs, and bad  
9 knees, and hips, and they're retiring. And I  
10 think that is opening up the door. Some of these  
11 apprenticeships are considered an associate's  
12 degree. And, you know, we want to do something  
13 on that.

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

19 As you know, we've lost about 12 or so  
20 grantees over the years, you know. With whatever  
21 has happened to their program, the number may be  
22 more or less, I'm not sure. But I think it's

1 around 12. We want to prevent that, strengthen  
2 the field here, all of those things that we think  
3 are beneficial.

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

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

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

20 CHAIR WALDRON: I sure hope so.

21 MEMBER CARROLL: And I guess my  
22 question was are the feds going to be able to

1 travel during that time?

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

14 MEMBER CARROLL: I have two other  
15 questions while I'm here, not only the one right  
16 now. Oh, one thing I wanted to say on the  
17 Facebook Page for the event that they changed the  
18 logo, which I really like. It had a hashtag and  
19 then a slash 166, slash 477. So it's kind of  
20 changed. And I feel like it's more inclusive. I  
21 really like it. And if you get an opportunity,  
22 you might want to check that out. And you had

1 mentioned the awards as well. Have we received  
2 many participants or employer nominations?

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

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

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

21 CHAIR WALDRON: Yes. So I would  
22 assume that whatever was voted on, agreed on

1 would be honored. Yes, that meshed with our  
2 discussions here, but I'm sure, I don't see --

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

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

10 MEMBER CARROLL: Okay.

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

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

18 (Simultaneous speaking.)

19 MEMBER CARROLL: Thank you.

20 CHAIR WALDRON: So, you know, some of  
21 this stuff we're seeing, which I'm hearing it  
22 financially, and I think we heard a lot of it

1 yesterday, is there's opportunity to branch out,  
2 right. So we may have some really new things  
3 coming with these conferences and presenters.  
4 But I just think we move forward like we always  
5 have. So now we're coming to the changes. Erwin?  
6 Oh, were you all done, Kim? Yes. The Chair  
7 recognizes Erwin.

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

19 So we all have to be very prepared for  
20 that and also flexible too. We want to be, you  
21 know, as accommodating as we can be. And I  
22 appreciate that. Being on the Committee and



1       stuff, we have considered the thoughts of, you  
2       know, safety in relation to COVID and also  
3       checking and showing that our presenters, and our  
4       participants, and attendees are going to be safe.  
5       So I just want to reassure that.

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

18                And that is one of my biggest kind of  
19      understandings right now is that, you know, even  
20      our youth program right now is going. But it's a  
21      lot different youth program than it's ever been.  
22      Lots of things are part virtual with it. It's

1 kind of a blended type of, you know, where  
2 they're actually working but learning more life  
3 skills versus actually on the job skills.

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

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

15 MEMBER CHAISSON: Hi, Lora Ann  
16 Chaisson from Region 4. Just a couple of things.  
17 I just want to make a comment about the  
18 conference, the registration fee. I have  
19 attended many, just like everyone else, attended  
20 many different Zoom conferences. And the fees  
21 have, NCAI's fees did not change even though it's  
22 virtual.

1                   And I noticed that a lot of  
2 conferences, their fees did not change. And of  
3 course there's a couple of them that I attended  
4 that they were free which normally they're, you  
5 know, \$500.00 registration fee. So it varies  
6 from program to program. I can't believe how  
7 much it varies. So I just wanted to make that  
8 comment of just how much it had varied.

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

18                   CHAIR WALDRON: So part of it I can  
19 answer. Kathy and I have had some discussions  
20 about an Eastern/Midwestern multi-regional, after  
21 Christmas sometime, you know, whether it's after  
22 January. And we just have had some light talk in

1 lieu of all of the stuff that's coming down the  
2 pipe, the apprenticeships and all these new  
3 things that we're after.

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

11 I don't know what the funding is. We  
12 kind of lost control of that. Because, you know,  
13 we haven't been together. All I understand  
14 there's enough money available to do what we have  
15 to do. We do feel that everything is going to be  
16 a lot more money for any conference. I mean  
17 we've seen that for just everything, pulling  
18 everything, you know, everything seems to be  
19 going up because of the trucking problems. And I  
20 don't know if it's the lockdown with some of the  
21 factories with the cyber stuff, but there has  
22 been an increase in things.

1           I think that we've got to kind of, you  
2 know, I think it was Abraham Lincoln who said it,  
3 but he probably stole it from an Indian, a house  
4 divided falls. So I agree with Kay, we've got to  
5 be more cohesive with one another, understand  
6 differences but that we are pulling the same  
7 weight which I think, from what I can see, the  
8 government is trying to do that with everybody.  
9 And we can share the wealth, you know, that's  
10 coming.

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

21           So the dialogue's going to be opened  
22 up, I think, more to some of Kay's point of

1 annual funds, but we were talking about an  
2 eastern and western multi-regional. This program  
3 has changed that we are all operating in now, and  
4 it may be for the better and it may be for the  
5 worse. I think we're going to find that out.

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

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

1 Any other questions on --

2 MEMBER CHAISSON: No.

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

5 MEMBER CAMPBELL: Thank you, Chairman.  
6 Christine Campbell, Region 5. I agree that we  
7 need to work together, stay together as one  
8 tribe, the 477, the 166. We know that together  
9 we have more numbers, we have more power, we can  
10 get more things done.

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

22 I know it might be a burden on DINAP

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

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

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

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



1 retirement.

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

9 I am a recipient of how I was cornered  
10 by Athena and Duane at Sioux Falls in the late  
11 1990s about, hey, Kay. And so look where I'm at  
12 today. You know, in August I'll have served 39  
13 years in the Nez Perce tribe, completely in  
14 Indian employment and training. So, you know, I  
15 plan to, want to turn over our great work to the  
16 next generation in several years. So that's my  
17 closing comment.

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

21 VICE CHAIR BERNAL: Hey, just quickly,  
22 Kay, congratulations on your 39 years. That's

1 quite an accomplishment. And for the record, I  
2 am one of the younger workers, okay. Okay.

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

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

1 really giving back.

2           So I think Kay's point moving forward,  
3 it's about sustainability, and working with our  
4 young, and opening up our rigidness -- because I  
5 know I'm stubborn, I stand there and lock my arms  
6 folded -- and let them begin to take the reins.  
7 I too have over 40 years. I was in my early 20s,  
8 actually in my teens. My parents were founders  
9 of this organization along with some other  
10 Narragansetts who were very strong leaders with  
11 us at the time. And we produced what we did.

12           But it's that time for change and  
13 bringing our young together. We are concerned  
14 about what we're seeing with these young Indian  
15 graduates in New York. And they're really  
16 brilliant minds. You know, Ivy League schools,  
17 masters' degrees, very specific. We had a young  
18 21-year-old biologist here that was  
19 extraordinarily bright but really didn't have  
20 much interest. She wanted to do science and not  
21 work with the tribe. And her mom was a chief.  
22 So there is some dialogue we need to have. So

1 thanks for your comment.

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

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

12 (Audio interference.)

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

14 CHAIR WALDRON: Yes.

15 MS. BROWN: There's some interference.

16 Can you hear me? There are not really any  
17 restrictions put in place on federal travel if  
18 it's required as part of our work related  
19 functions, responsibilities. So, you know, we're  
20 just going to have to put in the request and have  
21 it go through the process of being cleared. But  
22 we do have travel funds.

1                   MEMBER CARROLL: I just wanted to  
2 ensure that we will have an Advisory Council  
3 meeting at the conference.

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

13                   It has to start right away, that  
14 process. So probably right after this meeting we  
15 would have to start working on an agenda and  
16 potential travel or people calling in. Again, I  
17 don't know how the majority of Council feels  
18 about travel or whether they want to do another  
19 virtual meeting. I mean, there really isn't any  
20 problem in doing a virtual meeting or, I guess,  
21 meeting on site if half of the members or more  
22 want to attend the conference.

1 I think the reason why we've often had  
2 these meetings at our conferences is in order to  
3 get the public comment, get our grantees there so  
4 they feel like, you know, it's a good published  
5 meeting that makes it available for them to come  
6 in and listen and give comments.

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

13 So, Christine, you had a question?  
14 We've got just a couple of minutes for a break  
15 before our next speaker.

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

1 know.

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

6 MEMBER CAMPBELL: Thank you.

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

9 (Whereupon, the above-entitled matter  
10 went off the record at 1:57 p.m. and resumed at  
11 2:04 p.m.)

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

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

18 We look forward to hearing from your  
19 leadership on how tribes, nonprofits, Indian  
20 organizations, and tribal colleges can respond to  
21 the opportunities available in apprenticeship.  
22 We're all excited about apprenticeship.

1                   For the audience, please note that,  
2 when we start this public comment, we would  
3 especially like to hear from those individuals  
4 and persons with comments.

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

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

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

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



1 this listening session here today.

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

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

22 The ACA is going to be an important

1 vehicle for us as well to receive recommendations  
2 from the broad apprenticeship community. And I  
3 hope -- I don't know; I haven't checked all the  
4 nominations that came in; we had a historic  
5 response to that call for nominations -- but I  
6 hope that some of you on today's call may have  
7 submitted a nomination for membership on that  
8 committee.

9 Today's session really continues a  
10 strong practice of engaging with this Council,  
11 including presenting at previous meetings. We've  
12 presented at the Bureau of Indian Affairs, their  
13 477 Conferences, and the National Indian and  
14 Native American Employment and Training  
15 Conference. We've held Apprenticeship 101  
16 sessions with grantees. We've presented to the  
17 tribal college presidents and federal agencies at  
18 the American Indian Higher Education Consortium.  
19 So, we've benefitted a lot from this engagement  
20 and we will continue to benefit as we move  
21 forward.

22 And then, as you probably are aware,

1 even more recently, as early as last week, we  
2 facilitated an Apprenticeship 101 session for  
3 tribes in Region 1 with assistance from FEMA and  
4 the Bureau of Indian Affairs office as well.

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

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

19 I'm also pleased to say that OA will,  
20 once again, be serving as a member of the  
21 reestablished White House Council on Native  
22 American Affairs, Education Committee, and we're

1 looking forward to engaging with our federal  
2 agencies on furthering opportunities for Native  
3 Americans under this Administration.

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

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

14 We're particularly interested in your  
15 thoughts on how we utilize apprenticeship  
16 programs to modernize the nation's  
17 infrastructure; what are barriers to employment,  
18 training, and mentoring for Native Americans;  
19 youth apprenticeship, how do we think about youth  
20 apprenticeship as we move forward? How do we  
21 connect to tribal colleges? That's critically  
22 important. And as important as apprenticeship,

1 employment, and is a job, how do we support  
2 tribes as employers, as you establish and sponsor  
3 new apprenticeship programs?

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

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

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

17 MS. MITCHELL: Thank you so much,  
18 John.

19 And good afternoon and good morning,  
20 everyone. It's such a pleasure to be here today.

21 And even though this is meant to be a  
22 listening session, we have heard that there were

1 questions yesterday about what is apprenticeship;  
2 how do we start apprenticeship programs? And in  
3 case some of you weren't able to attend our  
4 recent info session on June 3rd, we thought it  
5 would be helpful to begin today's session with a  
6 quick overview about what registered  
7 apprenticeship is; how to get started; what  
8 resources exist and funding, and then, to just  
9 jump into a listening session and hear from you.  
10 So, I'm happy to walk you through a quick  
11 overview and answer any questions you may have  
12 before we jump into a listening session.

13 Next slide, please.

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

19 Next slide, please.

20 Okay. Again, for those who weren't --  
21 oh, I see a question. "Is the June session  
22 recorded?" It was not recorded. Apologies for

1 that. But this session is recorded, and I'm  
2 pretty much taking a lot of what was covered in  
3 that session in today's session. So, if you  
4 missed that one, don't worry, we've got you  
5 covered here today.

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

14 Next slide, please.

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

22 No. 1, apprenticeships are jobs. And

1 I think that's really what sets apprenticeship  
2 apart from other workforce training programs, is  
3 that apprenticeships are jobs, which allows  
4 stakeholders to learn and earn at the same time.  
5 And it ensures that an employer is involved. So,  
6 unlike other training programs that kind of  
7 promise a job at the end, apprenticeships are  
8 jobs from day one. I think that's why it's so  
9 successful and has the attention that it has  
10 right now.

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

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



1 apprenticeship program.

2 The fourth component is mentorship.

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

5 And registered apprenticeships lead to  
6 an industry-recognized credential.

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

13 Next slide, please.

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

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

1       incredible.

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

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

15                      Next slide, please.

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

22                      You'll see we list here seven states

1 that have Native American programs. We have some  
2 State Directors on the line, State Apprenticeship  
3 Directors, for those states, who are here to  
4 answer questions later.

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

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

19 So, we're happy with these programs,  
20 but, honestly, we're here because we want to  
21 increase the number of Native American programs  
22 and apprenticeships. And we're hoping that this

1 listening session can help.

2 Next slide, please.

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

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

18 But there's also benefits for  
19 apprentices. For example, apprentices typically  
20 earn \$72,000 per year on average on completing  
21 their apprenticeship program. And again, that's  
22 an average. It varies across industry. And they

1 traditionally earn \$300,000 more in their  
2 lifetime, more than their peers who don't  
3 complete an apprenticeship. So, again, these are  
4 just some of the many statistics and benefits  
5 that we have. And you will receive these slides,  
6 and you can feel free to share these with your  
7 stakeholders as well.

8 Next slide, please.

9 We're also excited that, in addition  
10 to expanding the number of programs and  
11 apprentices, we've been doing a lot of work to  
12 expand the number of industries. So,  
13 traditionally, I'm sure you're aware, registered  
14 apprenticeship was traditionally held in the  
15 construction and trade industry. But, over the  
16 past few years, we have been working with  
17 employers and industry and others to develop  
18 programs across a broad range of industries.  
19 Here are just a few, ranging from health care,  
20 cybersecurity, energy, engineering, cost  
21 accounting, and telecommunications, to name a  
22 few.

1                   Next slide, please.

2                   And with that, we've also been working  
3 with more employers -- medium, small, and large  
4 employers -- to grow apprenticeships in these  
5 industries. You'll see companies like Microsoft,  
6 Tesla, Amazon, Mercedes-Benz, Nestle. This list  
7 goes on and on.

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

12                   Next slide, please.

13                   Benefits for employers. So, I  
14 mentioned the benefits of some employers earlier,  
15 but I wanted to make sure to just highlight some  
16 others. In addition to retention, increasing  
17 diversity is something that has definitely been  
18 of interest to employers, including the Native  
19 American community; and also, tax credits and  
20 access to federal and state resources.

21                   Next slide, please.

22                   Again, in addition, we see

1 apprenticeships as a win/win, not only for  
2 employers, but for career seekers.

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

16 Next slide, please.

17 And benefits for educators. Again,  
18 registered apprenticeship is like a three-legged  
19 stool with not just employees and career seekers,  
20 but also educators, including tribal colleges.

21 And so, we've seen that registered  
22 apprenticeships definitely increase the

1 connection between colleges and employers to make  
2 sure that what the students are learning is  
3 applicable to the needs of the workforce of today  
4 and the future.

5 Next slide, please.

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

10 Next slide, please.

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

22 You'll notice that about half of the



1 states are federally managed, and half the states  
2 have state apprenticeship agencies and,  
3 basically, select and opt to manage their own  
4 apprenticeship system. But I think what's  
5 important to know is that we have state  
6 apprenticeship directors in every state. So,  
7 staff are available to help you with your  
8 interests, and we can work with you to connect  
9 you to the right staff person.

10 Next slide, please.

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

17 Because apprenticeship programs are  
18 really built on a specific occupation or need, we  
19 find out what those occupational needs are. So,  
20 for example, if the need is health care, due to  
21 the pandemic, and there is a significant need in  
22 a certain area for nursing, for example, we will

1 work with you if you're interested in creating a  
2 nursing apprenticeship program. We'll share  
3 different nursing apprenticeship programs that we  
4 currently have to see if those kind of fit your  
5 needs, and how we can tweak them to make them  
6 your own.

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

19 So, you'll see that takes us to the  
20 Build category. And for that, we, basically,  
21 work to see what kind of programs already exist.  
22 For example, if there's already a mentoring

1 program, we wouldn't want to recreate the wheel.  
2 So, we would create a program based on what the  
3 organization already has in place.

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

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

21 Next slide.

22 So, in addition to our staff support,

1 we also have several resources to help explore  
2 partnership and design programs.

3 Next slide, please.

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

10 Next slide, please.

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

1 recommend you sharing that with your stakeholders  
2 and career seekers.

3 Next slide, please.

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

16 Next slide, please.

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

1 apprenticeship. Well, we made it electronic.

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

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

15 Next slide, please.

16 Apprenticeship funding.

17 So, next slide.

18 How can we talk about funding? We get  
19 a lot of questions. So, just so you know, these  
20 are a few of the investments that we've put out  
21 over the past few years. But, to be honest,  
22 we've got approximately \$1 billion over the past

1 five or six years to expand and for more support  
2 and to promote apprenticeship. Some are  
3 registered apprenticeship-specific; some are  
4 specifically for apprenticeship in general. But  
5 I just want to mention that we have put out a lot  
6 of funds not only for registered apprenticeship  
7 in general, but for youth apprenticeship,  
8 different industries, and equity and diversity.

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

17           Next slide, please.

18           And funding through WIOA. Lastly, we  
19 just want to mention the Workforce Innovation and  
20 Opportunity Act does provide funding to support  
21 registered apprenticeship. It can support the  
22 on-the-job training and learning component. It

1 can also pay for the related training  
2 instructions. So, let's say you're in desperate  
3 need in a certain area for drone operators. It  
4 can pay for not only one apprentice to go to  
5 training for that, but a whole class or cohort of  
6 apprentices. So, just to let you know that WIOA  
7 funds are eligible for practices and support of  
8 services like transportation, child care, and  
9 equipment like computers.

10 Next slide, please.

11 So, that pretty much sums up  
12 registered apprenticeship; how to get started;  
13 resources that exist. If you are interested in  
14 developing a registered program or have an  
15 interest, know of people who are interested,  
16 please, please, please, refer them to  
17 apprenticeship.gov. On the Employers tab, there  
18 is a section called "Express Interest," and  
19 there's an Express Interest button at the top of  
20 it. It goes through some questions, very quick  
21 questions, to ask them where they're located,  
22 what industry or technical occupations they're



1 interested in, which will help us connect them to  
2 the right staff person who can get them started.

3 Next slide, please.

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

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

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

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

17 MS. MITCHELL: Yes.

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

20 MS. MITCHELL: Okay. Great.

21 MEMBER CARROLL: Hi. Kim Carroll,  
22 other disciplines.

1 I'm a little confused still about  
2 registered apprenticeship. It's something that  
3 we have certainly looked at and, to be perfectly  
4 frank, I don't understand it.

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

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

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

22 And so, we've had several community

1 colleges kind of start programs. Of course, they  
2 do it in coordination with the employers, but  
3 they are the sponsors for some programs. Some  
4 workforce development boards are sponsors of  
5 programs, some other community-based  
6 organizations.

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

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

19 MS. MITCHELL: Absolutely. You're  
20 welcome.

21 Well, I want to make sure we hear from  
22 you. So, I'll jump into the listening session

1 and ask several questions for you all. And  
2 again, if you have any questions for us, you can  
3 email us at apprenticeship@dol.gov.

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

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

19 CHAIR WALDRON: The Chair recognizes  
20 Kay.

21 MEMBER SEVEN: Okay. So, for the  
22 diversity and inclusion of apprenticeship, I

1 think some history behind why some states are  
2 registered apprenticeship system states and why  
3 others aren't. I just did a comparison looking  
4 at the state maps of the RAP states and, then,  
5 also, the states that are right-to-work states.  
6 For some of the crafts, it's a matter of, is you  
7 a union or a non-union state? And so, your non-  
8 union states are going to be your right-to-work  
9 states.

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

18 My preferred apprenticeship programs  
19 are with the unions because their membership  
20 dues, historically, have paid for and invested in  
21 training centers across America. And usually,  
22 their training centers, the cost is very cost-

1 effective for the funding levels that Indian  
2 programs receive to provide the support of  
3 services that apprentices need to go through pre-  
4 apprenticeship and through formal apprenticeship,  
5 which could be up to four or five years.

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

15 That makes it difficult to reach  
16 statewide, because they're working with state  
17 strategies, with industry sectors. You know,  
18 we're into manufacturing, construction,  
19 cybersecurity, health care, hospitality. And for  
20 our State, they also say, yes, we want to work  
21 with tribal industries. Well, our industries are  
22 hospitality, health care, and natural resources,

1 but we see no apprenticeship programs under  
2 natural resources. And so, we would like to do  
3 some development there.

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

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

21 MS. MITCHELL: Great. Thank you.

22 CHAIR WALDRON: Do we have anyone

1 else?

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

5 MEMBER CARROLL: Kim Carroll, other  
6 disciplines.

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

18 In fact, the suggestion was that  
19 perhaps we could fund a staff person who would  
20 assist them with their daily paperwork. That was  
21 just an idea that was thrown out there. But, I  
22 mean, apparently, it's that serious of an issue.



1 MS. MITCHELL: This is really helpful  
2 feedback. I appreciate it.

3 I don't know if anyone else had any  
4 feedback.

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

22 So, I think one of the issues is

1 enforcing some of the laws that are already there  
2 and have been there for years. There is actually  
3 quite a bit, especially around the  
4 apprenticeships that receive federal funds for  
5 contracts in this New England area.

6 And then, I think, secondly, the one-  
7 stop and the other employment training offices  
8 that are local can receive a credit-point system.  
9 So, I worked on a committee here with my  
10 Governor, and we were looking at award-based  
11 contracts for states. And then, we created a  
12 point system in there, because, you know, if you  
13 were in a certain point range, you win the bid.  
14 We created a system where they would gain "X"  
15 amount of points for engaging minority businesses  
16 or women-owned businesses or businesses of color.  
17 And then, there was another point system that if  
18 they gave them a prompt payment within the first  
19 14 days of starting the work.

20 So, I think you can enforce some of  
21 them that are already there. I'm talking the  
22 larger apprenticeship programs. I know the list

1 is quite large, but some of them are at the top  
2 of the game, and I think that's where all the  
3 money is.

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

18 So, if we're putting a client in a  
19 field that's hard to get in, like plumbing,  
20 right? -- so, plumbing apprenticeships after  
21 graduation are in the six figures. They cut them  
22 all on the math, right? And that math that they

1 use is not used on the job. And so, those  
2 tutoring or education, learnings directly apply  
3 to the trade, but not to a test that prevents  
4 them from getting in.

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

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

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

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

22 MS. MITCHELL: Thank you.

1 CHAIR WALDRON: It looks like Erwin  
2 Pahmahmie.

3 Yes, you're welcome.

4 Erwin?

5 MEMBER PAHMAHMIE: Mr. Chairman, I  
6 appreciate it.

7 Erwin Pahmahmie, Region 4.

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

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

19 I mean, actually, I was out there in  
20 Tucson for the Eastern Regional Conference, and  
21 there was a representative from, I think, the  
22 local area that had done some research and done

1 lots of projects with apprenticeships. And  
2 again, we connected with her.

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

11 MS. MITCHELL: Thank you.

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

20 Mr. Chairman, thank you so much for  
21 your feedback, too. I really like the point  
22 system idea. We've been thinking through a pay-

1 for-performance system, too, with contractors,  
2 holding them more accountable with those funds  
3 and incentivizing our one-stops, and making sure  
4 that there's more focus on diversity, equity, and  
5 inclusion. And so, we are working on a full  
6 strategy on that. So, I think you'll be pleased  
7 with that.

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

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

21 And you had mentioned early on about  
22 having like a decentralized or fragmented system

1 and having some RAP states and non-RAP states.  
2 So, I just wanted to clarify and mention, too,  
3 that we have some federally managed states, and  
4 then some state or partnership agencies, which is  
5 a decentralized system.

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

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

22 CHAIR WALDRON: Excuse me one minute.



1 I just need to address an issue.

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

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

12 CHAIR WALDRON: Thank you.

13 MEMBER RICKARD: Darrell, this is  
14 Gary.

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

17 MEMBER RICKARD: I would like to ask  
18 the question on: because we have a lot of very  
19 rural area, we would probably have  
20 apprenticeships in mostly outdoor construction,  
21 logging, this type of thing. So, our employer is  
22 going to have to fill out his paperwork. We have

1 to be able to access an approved community  
2 college or other institute that has the  
3 authorization to issue the completion, that is, a  
4 recognized certificate.

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

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

19           And we've also offered other  
20 flexibilities, especially in rural areas. There  
21 are several colleges, for example, that are  
22 online that are national registered

1 apprenticeship training providers and sponsors.  
2 And so, our staff are also available to connect  
3 you to them, if you don't have a school near you,  
4 but want to offer apprentices some not only  
5 training, but an opportunity to get a college  
6 credit or a college degree. So, to answer your  
7 question, yes, our staff are available to work  
8 with you to make sure that we add some  
9 flexibilities into your programs, especially in  
10 the rural areas.

11 I hope that answers your question.

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

17 MS. MITCHELL: Great question. So,  
18 again, our staff can work with you to figure out  
19 how to access funding. Earlier, I think Kay  
20 mentioned some funding in Idaho. I kind of went  
21 through that funding slide pretty quickly, but  
22 the majority of the funds that we've awarded,

1 actually, for apprenticeship have gone to states  
2 to expand apprenticeship and to kind of weave  
3 apprenticeship through their state's structure,  
4 and to fund different projects, incentive  
5 projects.

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

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

13 MS. MITCHELL: It's not a state  
14 that --

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

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

20 MEMBER RICKARD: It's a federal-state.  
21 I mean, it is in the HOIT.

22 MS. MITCHELL: Okay.

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

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

13                   And so, I want to mention that we are  
14 in the process of awarding some new funds to  
15 these technical centers, Technical Assistance  
16 Centers. And the majority of the funds is  
17 focused on diversity, equity, and inclusion. And  
18 these Technical Assistance Centers will be there  
19 and be available to help make these connections,  
20 to make sure that, when this funding goes out --  
21 kind of to your point, Mr. Chairman -- it reaches  
22 those that it was intended to reach, and

1 including the Native American community. So, we  
2 will be sure to connect you to those funds.

3 Great points. Great questions.

4 MEMBER RICKARD: Thank you.

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

7 MEMBER SEVEN: Okay. So, this is Kay.

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

19 And then, understanding what the  
20 career pathway interests are of the population  
21 that we're serving: are we serving customers  
22 that are more wanting to stay close to home in

1 the community, where less opportunity exists, or  
2 are they ready to leave the community, which  
3 often is going off-reservation, to pursue those  
4 high-in-demand jobs with good wages? That's a  
5 huge issue for us here.

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

19 I think we have an opportunity to  
20 identify either urban organizations or Indian  
21 tribes that want to be a sponsor of being  
22 specialized support for individuals who want to

1 be in manufacturing or into hospitality or into  
2 cybersecurity or natural resources. Because it  
3 doesn't do us any good when you have 200  
4 organizations, Native organizations, that all  
5 want the same thing, but want their own training  
6 center for their own people nearby.

7 I would prefer to have us spread out  
8 what limited federal resources we have for those  
9 training centers, all those training  
10 opportunities, and there's an application  
11 process, like the Bureau of Indian Affairs used  
12 in 2009 when ARRA monies came out. The Division  
13 of Workforce Development was the location where  
14 1200 Native individuals, whether you were from an  
15 urban area or reservation area, applied for an  
16 opportunity to enter a pre-apprenticeship program  
17 with union training centers. And tribes became  
18 partners with that union training center.

19 And so, we need to think outside the  
20 box like that, I think, but we need help  
21 understanding industry sectors. Patty Hibbeler  
22 arranged for a consultant from Arizona to come to



1 our regional event in Las Vegas in 2020, right  
2 before the pandemic. I loved listening to this  
3 man speak because he understood industry sectors  
4 and where they were located and mapped out across  
5 the country. This is what and where there is a  
6 need for our workforce for these in-demand  
7 occupations.

8 So, I would like to see maybe the  
9 Department help facilitate -- how is it that we  
10 can know, as a Council, as a grantee community,  
11 whether we're a Section 166 or under WIOA or a  
12 477 program? So we know how to navigate our  
13 local community and let them know where  
14 opportunity exists, and then, they determine on  
15 their own, self-determine, whether I want to  
16 leave the area or go away for a while and become  
17 a journeyman or a subject matter expert, so I can  
18 bring those skills back to this reservation  
19 community and my future.

20 MR. LADD: If I could just jump in for  
21 a second, Kay, thanks so much for those comments.  
22 Those were really helpful.

1                   And what's going to be an area that  
2 really I would encourage you all to think about  
3 is, you know, there are the traditional  
4 construction apprenticeship programs, often run  
5 by unions, but non-union programs as well. But  
6 there's a whole universe of other industries that  
7 are ripe for apprenticeship. And you all, and  
8 many of the organizations that are represented on  
9 the Council, really can play that important role  
10 of an intermediary, right? It goes back to that  
11 first question. You have to have employers, but  
12 the employer doesn't have to manage the program.  
13 Intermediaries have been really critical to the  
14 growth and the expansion of apprenticeship that  
15 Cierra pointed out at the beginning of the  
16 session.

17                   So, really, I would encourage you all  
18 to think about how you all can kind of play that  
19 role as like an apprenticeship hub, an  
20 apprenticeship intermediary, bringing all the  
21 right stakeholders together, bringing the right  
22 supportive services, bringing the right

1 educational provider, bringing folks that  
2 understand the communities that you're working  
3 with, and creating that ecosystem to support  
4 apprenticeship across a wide variety of  
5 industries, as you just pointed out.

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

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

18 CHAIR WALDRON: Thank you so much.

19 So, at this point, I have to engage  
20 public comment at three o'clock by law. That  
21 does not mean that we cannot -- we can continue  
22 with this conversation. I kind of knew what I

1 meant, but saying it, I couldn't get it out. But  
2 we have to open up for public comment.

3 Athena, are you available?

4 MS. BROWN: Yes.

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

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

20 And also, just a note that Charles  
21 McNeil is with the Department of Labor, and I  
22 think he was part of Cierra and John's

1 presentation for apprenticeship.

2 CHAIR WALDRON: Oh, awesome.

3 MS. BROWN: Yes, yes.

4 CHAIR WALDRON: Thank you.

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

7 MEMBER CARROLL: Thank you.

8 Kim Carroll, other disciplines.

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

20 One question I had was, on the  
21 apprenticeship money that goes to states, what  
22 are they supposed to do with that? Are they

1 supposed to be -- it's not something I have heard  
2 from, and it's something that I'm constantly on  
3 the lookout for. So, what are the states  
4 supposed to be doing with this money?

5 Thank you.

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

1 our staff are available for that as well.

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

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

19 I don't know, Charlie, if you can  
20 think of anything else that I may have missed.  
21 But those are just some of the many ways that  
22 states have been using the funds.

1           And again, sometimes it's hard to  
2 figure out which state entity has those funds.  
3 So, again, our staff can help connect you to that  
4 organization within the state that has those  
5 funds to talk about things that you are in need  
6 of or ideas that you have for that funding and  
7 ways that we can connect you to some of those  
8 state funds.

9           CHAIR WALDRON:   Awesome.

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

15           So, Joe, go ahead.

16           MEMBER QUINTANA:   Good afternoon,  
17 everyone. Joseph Quintana, Region 6.

18           Thank you all for your time and your  
19 presentation today. I appreciate you joining us.

20           I did want to piggyback on what was  
21 shared by Kay earlier in her conversation. I do  
22 feel like we, as Native peoples, need to be as



1 proactive as possible in inserting our  
2 perspectives in regards to increased workforce  
3 and making sure our people have access to  
4 apprenticeships, but I also feel the onus should  
5 also lie within the businesses who are receiving  
6 the federal dollars themselves and the states. I  
7 think that there's a responsibility there to  
8 serve underserved groups like the American Indian  
9 community.

10           You were asking about some of the  
11 barriers that we face. Just in the State of  
12 California alone, prior to the pandemic, there  
13 was a great deal of development happening all  
14 across the State. The majority of them was new  
15 construction, high-rise buildings going up, new  
16 stadium right outside our location here. But how  
17 many of those were filled by high-skilled labor  
18 positions that were American Indian? Many to  
19 none. They had jobs where they couldn't even  
20 fill those positions because they didn't have the  
21 right people certified or capable enough to take  
22 them on. So, where is the challenge in that?

1           And I think there's a couple of things  
2           that lie there. One is that the American Indian  
3           community population that I serve, they enter the  
4           labor market at a much later age. Oftentimes,  
5           they have already started a family. Some of them  
6           are in their late twenties or early thirties.  
7           So, this becomes a detriment to them receiving a  
8           position.

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

19          And then, going into my later point in  
20          regards to our people entering the workforce at a  
21          later age, they also require certain supportive  
22          services. They don't have access to quality

1 health care or they don't have access to child  
2 care or transportation, or reliable  
3 transportation. So, those all become barriers  
4 for them to be successful long term. So, I at  
5 least wanted to bring those up.

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

16 And thank you all again for your time.

17 MS. MITCHELL: Thank you. Really good  
18 feedback.

19 I just want to add quickly that, when  
20 you mentioned businesses and incentivizing to  
21 make sure that the Native American community gets  
22 some of the access to these jobs, these

1 apprenticeship programs, I want to let you know  
2 that that is what we're committed to doing. In  
3 fact, those national industry intermediaries that  
4 I mentioned, we just awarded 10 contracts. Those  
5 have been successful. We awarded 10 more. And  
6 in those contracts, we put that they not only  
7 have to expand apprenticeships in those  
8 industries, but they have to -- 50 percent of all  
9 of the apprentices that they hire have to be from  
10 underrepresented populations, including Native  
11 Americans.

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

20           Microsoft, for example, we recently  
21 had a meeting. An apprentice from Microsoft --  
22 all of the apprentices really stole the show.

1 There were apprentices from Microsoft, Amazon,  
2 IBM, Cigna health care. And three out of the  
3 four apprentices had previously been homeless.  
4 They didn't have homes. They had families. They  
5 couldn't care for their families.

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

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

21 CHAIR WALDRON: So, I'm going to get  
22 Charles, and then, I have Art, and then, Carrie.

1           And so, Charles is part of your team.  
2           So, we can do interactive back and forth.

3           The other two are public comment. I  
4           can't answer questions. Is that correct, DFO?

5           You're on mute.

6           MS. BROWN: Am I unmuted now?

7           CHAIR WALDRON: You're good.

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

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

20          MS. BROWN: Yes, yes. Because the  
21          Council isn't responding to the questions. It's  
22          Apprenticeship that's responding.

1 CHAIR WALDRON: Got it. Thank you,  
2 Athena.

3 So, Charles, you're up.

4 MR. MCNEIL: Thank you, Mr. Chairman.

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

18 CHAIR WALDRON: Absolutely. Thank  
19 you. I will.

20 Art Lujan? Is Art Lujan available?

21 MR. MCNEIL: You're on mute, Art.

22 MS. ECHOHAWK: Mr. Lujan, you need to

1 unmute yourself.

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

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

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

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

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

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

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

20 No. 1, the construction industry has  
21 an aging skilled workforce with tremendous demand  
22 and opportunities.



1           The second point you touched on is  
2 partnerships. And that's what we are looking  
3 for, is partnerships, because there's a  
4 commitment on the national level from the  
5 President of NABTU to the 15 international  
6 presidents, a commitment to diversify our  
7 workforce by targeting communities of color,  
8 women, transitioning veterans, and folks that  
9 have been involved in the criminal justice  
10 system.

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

20           The industry invests \$1.6 billion a  
21 year in training. That's with a "b", billion.  
22 We have 1600 training facilities, 20,000

1 certified instructors, and contracts, which is  
2 key, with 90,000 employers, both large and small.

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

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

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

20 Now what we have done in certain parts  
21 of the country -- and LA/Orange County is at the  
22 forefront -- is they have developed project labor

1 agreements that do targeted ZIP code hirings to  
2 ensure that there are opportunities for  
3 underserved communities on these large  
4 construction projects that you're talking about.  
5 Agreements are in place with LA Unified -- excuse  
6 me, my land line is going off -- with Los Angeles  
7 Unified School District, the metro system. And  
8 they all contain agreements that have local hire  
9 provisions in them.

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

15 We developed a curriculum a number of  
16 years ago that I used in its draft form when we  
17 started a program down in New Orleans after  
18 Katrina. It's a 120-hour curriculum, that I've  
19 spoken with Kay a number of times that we'd like  
20 to see it introduced into the tribal schools to  
21 serve as an introduction to the great  
22 opportunities that exist in the industry.

1           In fact, New Mexico, a new  
2           apprenticeship readiness program that's we're  
3           using some incentive funding for, they have gone  
4           through the rigorous process of getting the  
5           curriculum approved to be taught in the schools  
6           in New Mexico. And we're placing a great  
7           emphasis on getting into the schools to introduce  
8           the industry and the opportunities that exist.  
9           In fact, we've forged a very strong relationship  
10          with the School Counselors Association. In fact,  
11          that's probably going to be the first trip that  
12          we take next month to Las Vegas.

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

1 of algebra.

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

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

9 But we have to form strategic  
10 alliances to assist us in the recruitment,  
11 assessment, and retention of folks that are  
12 coming into the registered apprenticeship system.  
13 So, your organizations can serve as vital  
14 components, as we get more individuals into the  
15 workforce development pipeline.

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

21 Thank you, Mr. Chairman.

22 CHAIR WALDRON: Thank you very much.

1 It's quite informative; 120 hours.

2 Is there a response, Cierra?

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

11 MR. LUJAN: Thank you, Cierra.

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

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

1 federal curriculum. We are working with them.  
2 Great guys. Thank you.

3 MR. LUJAN: Yes.

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

8 MR. LUJAN: Yes, sir.

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

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

15 I have some comments about the tribal  
16 colleges and universities. There are 37, 35  
17 accredited, tribal colleges in the United States,  
18 primarily in very rural and remote areas. The  
19 tribal colleges that are in urban areas don't  
20 really have significant problems engaging in  
21 apprenticeship programs. But the tribal colleges  
22 in rural America, which is where most of what's

1 left of Indian Country is, have significant  
2 challenges. And I'll just mention some of them.

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

8 But what are typical rural challenges?  
9 There are very few employers. Compounding that  
10 even more, in Indian Country there are even fewer  
11 employers, and those employers that exist are  
12 mostly governmental employers -- the federal  
13 government, tribal government, or tribal  
14 colleges. Those are the top three employers.

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

20 We have BLM, Department of  
21 Agriculture, Interior. A huge presence is the  
22 National Park Service, right on the edge of many



1 of our tribal lands, but they're not working with  
2 tribal colleges. They're not engaging in  
3 apprenticeship programs.

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

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

22 So, one thing, some tribal colleges --

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

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

17           So, welders, the same thing. We've  
18 got some great welding programs, but we can't get  
19 people to be the masters to run the programs.  
20 They also don't understand the idea of paying  
21 while they're learning. It's not something  
22 they're really used to.

1           So, what we've actually found we have  
2 to do is the tribal college -- and I see people  
3 nodding their heads, so maybe they experienced  
4 this also -- the tribal college has to provide  
5 the stipend through the payment for the employer  
6 to the students, or to provide a stipend. So,  
7 there just needs to be a lot of education that  
8 has to go on.

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

17           If we created cohorts -- so you have  
18 to look at apprenticeship differently; it's not  
19 just one college -- do cohorts where students are  
20 brought from several tribal colleges partnering  
21 with a trade association or a larger industry,  
22 and they're brought in cohorts to a site. We

1 don't have the problem of finding the housing on  
2 those urban area sites. But we find that  
3 bringing them in cohorts, where they're together  
4 with other Native students, they're much, much  
5 more successful.

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

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

1 the industries and the employers.

2 Some states do a great job of that.

3 I think you maybe have talked to the State of  
4 Montana people. There are some people involved  
5 in this who have worked with tribal colleges for  
6 a long time who could offer much more coherent  
7 insight than I can. So, I urge you to talk with  
8 them as well.

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

13 CHAIR WALDRON: Thank you very much.

14 If there's not a response, Angela  
15 McDaniel is our next speaker the Chair  
16 recognizes. Then Lorenda Sanchez.

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

21 I want to really emphasize our  
22 industry intermediaries. Good point, Carrie,

1 that we can use our industry intermediaries.  
2 That is part of their contract to recruit  
3 industries. And as Cierra mentioned 50 percent  
4 of the apprentices every year have to be from  
5 under-represented populations. So that is a good  
6 match. Art Lujan is a -- is from NABTU and he is  
7 the industry liaison. We have 12 in  
8 construction, cybersecurity, IT, 5G broadbanding  
9 and hospitality. So those are good connections  
10 that we can make with the tribes.

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

21 I do want to mention; I'm going to put  
22 this also in the chat, the Seafarer's Program,

1 which is a Merchant Marine program. They need 25  
2 apprentices each month. So you can start at any  
3 time each month. And the problem with  
4 recruitment is you have to be willing to stay on  
5 a boat for four months at a time. So they -- and  
6 room and board is all free. The training is on  
7 the West and on the East Coast, so I will  
8 definitely put the Seafarer's Program. They have  
9 reached out and they specifically need persons  
10 from under-represented populations. Good jobs.  
11 Good jobs.

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

18 Lastly, I already put it in the chat,  
19 but I'm going to put it again, the -- we have on  
20 apprenticeship.gov we specifically have a page  
21 that has contracts and grants. So I'm seeing  
22 questions about what does this grant do, what

1 does this contract do, when is it coming out? So  
2 it will have the dollar amount and the purpose of  
3 the grant or the contract and who it was awarded  
4 to so that you can connect to increase  
5 apprenticeship opportunities for Native  
6 Americans.

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

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

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

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

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

17 CHAIR WALDRON: Hi. How are you?

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

20 First of all, I just want to  
21 compliment the Council and Ms. Brown on the  
22 agenda presentations for this Council meeting and



1 the dialogue that the Council members have had  
2 with the presenters.

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

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

22 It was initiated back in 2013 and has

1 had very minimal revisions over the last nine  
2 years. And I think those revisions that have  
3 been made have been made as the administrations  
4 changed and as our funding and our environments  
5 have changed. And I do appreciate the efforts of  
6 the National Indian and Native American  
7 Employment and Training Council and the work  
8 group of the Public Law 102-477 for allowing us  
9 to move that paper forward and not have to wait  
10 and go through a full review at a Council  
11 meeting.

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

20 We have a lot of friends that have  
21 left the Department of Labor in the last --  
22 probably last 10 years and there's a lot of new

1 people there. And I think we need to make sure  
2 that the Labor Department knows that we have a  
3 Native American Employment Training Council, and  
4 that council does make advice to our Secretary of  
5 Labor and that that advice also comes from the  
6 Indian and Native American grantee community.

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

16 And I also want to remind the Council  
17 that the -- when we talk about Section 166, it is  
18 a section in the Workforce Innovation and  
19 Opportunity Act legislation. And even though we  
20 have 166 and we have 477, the funding stream that  
21 goes from Labor to the Department of the Interior  
22 for 477 is included in that Section 166 of the

1       legislation.  So we are one.  And I appreciate  
2       some of the comments earlier about how we really  
3       need to develop that whole concept and continue  
4       to move forward with that.

5               I also want to share what I think is  
6       very important to Ms. Brown, and that is having a  
7       meeting at our national conference, even if it's  
8       going to be part face to face and part virtual.  
9       We do need to have a Council presence at that  
10      meeting and I would hope that it is considered.

11             The grantee community needs to have a  
12      voice and that voice is the Council, and then the  
13      Council to the Labor Department.  And I think the  
14      national conference has always afforded that  
15      opportunity to share our input with the  
16      Department.  And the innovation and best  
17      practices and programs I think are needed to be  
18      shared with our -- with one another.

19             And we have limited funding, but we  
20      have such a wide range of programs and services  
21      throughout Indian Country within all of our  
22      communities.  And I think for us to be able to

1 share some of those programs that we're doing and  
2 consider them best practices would be very  
3 beneficial for all of us. I always try to learn  
4 something new every day and I think that we can  
5 also learn some new ways of sharing within our  
6 communities those programs and how to achieve  
7 those programs and really stretch our employment  
8 and training dollars.

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

22 And from our first class that we have

1 had we have the young people that went through  
2 that class. They work either with their tribe's  
3 community-based organizations. Some have created  
4 their own small business enterprise, and they  
5 make between 41 to \$110 a hour. So it's  
6 something that they love and we'd love to share  
7 that with the grantees.

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

17 And I hope that we're able to move  
18 forward with recommendations to the Secretary  
19 that are going to really strengthen our program  
20 and be able to highlight to his office just how  
21 important this program is to the U.S. Department  
22 of Labor.

1           And I also want to thank Ms. Brown and  
2           the DINAP team. It has really shrunk from the  
3           very first time that I began working with them.  
4           I think we had between 17 to 21 persons that were  
5           part of our original Indian and Native American  
6           Office in Washington, D.C., and to see the number  
7           that we have today, it's really disheartening,  
8           but I do appreciate the work that they all do  
9           because it is -- I don't think the job has gotten  
10          any easier, but I believe that the work load has  
11          grown immensely and they take care of all of our  
12          needs with the Department and I thank them for  
13          that.

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

18                 CHAIR WALDRON: Thank you, Lorenda.  
19          Wise words.

20                 Do we have another speaker?

21                 If not, we can continue with our  
22          discussion until another person raises their

1 hand.

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

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

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

17 But the question I have is what role  
18 have pre-apprenticeship programs, supportive  
19 services and mentorships served in getting more  
20 Native Americans into apprenticeship programs and  
21 retaining them once there, and how can we aid in  
22 these areas and support more of those pre-



1 apprenticeship programs that are working? So I  
2 just wanted to hear what your thought are on  
3 that.

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

6 Chair recognizes Kay.

7 MEMBER SEVEN: I believe -- well, I  
8 think as we heard before the apprenticeship  
9 dollars are going directly to the states, and so  
10 I think the Department -- it would be helpful if  
11 apprenticeship grants were earmarked and sent to  
12 166 grantees, our opportunity to submit and  
13 apply. I think that would be a good way for  
14 maybe the tribal colleges to submit as an  
15 educational institution to provide pre-  
16 apprenticeship opportunities. And some of the  
17 tribal colleges have dormitory space available.

18 I keep thinking we need to partner  
19 with HUD and strategically plant Native workforce  
20 housing units in certain sectors of America so  
21 that -- where Indian Country is setting up  
22 apprenticeship training sectors with specific

1 industry sectors like manufacturing or maybe  
2 technology, cybersecurity, we were strategic  
3 about that. And so that the Native individuals  
4 deciding to leave the community and build a  
5 career through apprenticeship somewhere else that  
6 we have strategic locations where they could do  
7 that because we thought about it ahead of time.  
8 So that's what I think about.

9 And there are some good pre-  
10 apprenticeship programs. You know the Tulalip  
11 Tribe through its Tribal Employment Right Office  
12 has a great pre-apprenticeship program that is  
13 supported. And so we sent our individuals to a  
14 16-week program over there. We have them  
15 completing pre-apprenticeship training tomorrow.  
16 They're having a virtual graduation, drive-by.  
17 We're not as staff able to attend and participate  
18 in that graduation.

19 The Tulalip TERO is very good and  
20 well-connected with the Puget Sound of Seattle  
21 community of the building trades and if our  
22 individual chooses to stay in the Puget Sound and

1 start from an apprenticeship, it's a good thing.

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

12           So I'm trying to -- when I talk to the  
13 clientele maybe that's the kind of training we  
14 have is we know a lot about apprenticeship so  
15 that we have good inspiring ways of promoting  
16 apprenticeship within our community to think  
17 about the tribal message, about promoting 21st  
18 Century relocation, but on our terms at the  
19 tribal level. We're looking for tribal members  
20 or local Native individuals who want to relocate  
21 but know they'll be supported through a pre-  
22 apprenticeship. Maybe their first year of

1 apprenticeship with the supportive services and  
2 the financial literacy and everything that goes  
3 with it so that by the second year of  
4 apprenticeship they're economically situated to  
5 maintain that way of life for the next three  
6 years.

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

21 CHAIR WALDRON: Great. Thank you.

22 Is there a comment? Okay. I see Art

1 stand up. Art Lujan?

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

4 We have found across the country, and  
5 we have 175 what we refer to as apprenticeship  
6 readiness programs that use the Multi-Craft Core  
7 Curriculum and we are finding that 75 percent of  
8 the graduates are from communities of color and  
9 25 percent are women. And traditionally women  
10 have been severely under-represented. They've  
11 been at six percent for probably the last 30  
12 years. So the fact that we're up to 25 percent  
13 means that we are making some progress.

14 And these are designed, these programs  
15 are designed to serve as an introduction to the  
16 industry, and introduction to the requirements,  
17 the type of work that's involved so that an  
18 individual can make an informed decision on a  
19 career pathway. Because as I indicated earlier,  
20 we invest \$1.6 billion a year in training, so the  
21 last thing those employers want is somebody  
22 entering a program and six or nine months later

1 they figure out, ah, this isn't really what I  
2 wanted, I didn't think this was the type of work.  
3 And so we've lost that return on investment that  
4 was mentioned earlier.

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

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

16 Thank you, Mr. Chairman.

17 CHAIR WALDRON: Thank you.

18 Our next speaker is Candace and then  
19 another Lujan.

20 MEMBER LOWRY: Candace Lowry, Region  
21 3. So I want to make a comment on the retention  
22 of apprenticeship programs. So the different

1 apprenticeship programs that I've worked with, if  
2 they had the component of soft skills  
3 incorporated within them, there was a higher  
4 retention rate. And if the employers who were  
5 receiving the funds or the employers that were  
6 participating in the apprenticeship programs  
7 actually had positions after the training had  
8 been completed where the individuals actually  
9 going to work in that field and through a skills  
10 gap analysis and through a career readiness  
11 training with the community colleges -- as long  
12 as there was that bridge there with the employer,  
13 the community colleges getting those soft skills  
14 and making sure that individual is actually  
15 motivated for that field.

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

1 is making money at that time.

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

7 CHAIR WALDRON: Thank you, Candace.

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

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

17 But I wanted to mention to you -- when  
18 you were talking about the pre-apprenticeship  
19 programs, I am currently working with the  
20 Associated General Contractors of America Arizona  
21 Chapter and they recently requested funding from  
22 the Federal Highways Administration Construction



1 Workforce Partnership through a grant. And what  
2 we -- what our goal is is to monitor the progress  
3 of Arizona highway construction work and support  
4 the needs of the highway construction industry in  
5 metro, rural and Native American reservations  
6 across Arizona.

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

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

1 Chairman.

2 CHAIR WALDRON: Thank you, Ms. Lujan.

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

20 Are there --

21 MS. BILLY: Thank you, Darrell.

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

1       Cierra.

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

15                   And so we have been involved in a lot  
16      of partnerships; one with Scholastic, and school  
17      superintendents and others.  And so we have an  
18      educator page on apprenticeship.gov where we have  
19      resources for teachers, for parents, to educate  
20      parents on apprenticeship opportunities, and  
21      students.  And so I just want to make sure that  
22      you are aware of those.

1                   And again, so happy to hear about all  
2 of these successful pre-apprenticeship programs  
3 as well and please let us know what we can do to  
4 support you in those efforts.

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

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

20                   CHAIR WALDRON: Awesome.

21                   So at this point we are closing out  
22 public comment. Time has lapsed and back to the

1 board at hand, which is a -- new business and  
2 then adjournment and a little quick recap, but I  
3 thank you. I may ask we take a five-minute  
4 break, literally just five minutes, and then come  
5 back and then wrap up. It's been long because we  
6 had some things we want to do. And I agree we  
7 need to push for a full Council meeting in Rhode  
8 Island in September.

9 So let's take a quick five minutes.  
10 Thank you.

11 (Whereupon, the above-entitled matter  
12 went off the record at 4:05 p.m. and resumed at  
13 4:11 p.m.)

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

19 So let me just recap. So it was the  
20 urgency document that we had sent forward from  
21 the Executive Planning Board. And then there was  
22 a request on one of the chats about having an

1 hour or so in our agenda regularly for community  
2 discussion that came in yesterday. And then also  
3 a recommendation that we heard from one of our  
4 speakers and that we discussed ourselves about  
5 having a session for this advisory council in  
6 Rhode Island that would be virtually and people  
7 in person.

8           So let me just kind of reiterate.  
9 Sometimes I talk very fast. I apologize about  
10 the request on the document. So we were -- we  
11 had been working for a couple years on an urgency  
12 document and a transition paper that's come out  
13 of this advisory board for many years. It's been  
14 an effective tool. So we had had possibly back  
15 on -- and then when the new president came in is  
16 when we like to present these types of documents.  
17 And so we -- our intended purposes was for this  
18 body to put forth that document on using the  
19 strength of this committee, which is the highest  
20 voice that we have within the Department of  
21 Labor. But the FACA regulations are strict and  
22 if violated it's not good.

1           And so once we spent the time to get  
2           the document somewhat put together and we were  
3           about to send it off we were informed by DFO that  
4           we did not have a meeting on it or a vote or  
5           resolution to send the document forward under the  
6           advisory board. And so at that point, doing the  
7           best that we could, we went to the next body that  
8           represented the -- the community was -- was a  
9           training executive board. We discussed it; we  
10          worked on it, and then we asked permission there  
11          to endorse it, which they did.

12                 And then we sent it out under my  
13          signature and my co-chair Margaret in the attempt  
14          to get some changes in our program including more  
15          staff for our DINAP program and some more  
16          capacity monies for grantees and an increase to  
17          12 -- I think 12 or \$13,000, something like that,  
18          for our customers.

19                 And so we put the document together;  
20          we sent it out; we -- it took months, went back  
21          and forth. We finally got a response and set a  
22          date and now we're developing that meeting

1 agenda. So that's where we are.

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

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

12 VICE CHAIR BERNAL: No, just real  
13 quickly thank you, Darrell. Jacob Bernal, Region  
14 6.

15 Yes, it was really a coordinated  
16 effort between Darrell, myself, Kim was invited  
17 and Lorenda Sanchez from CIMC. Real quickly what  
18 we did is we came up with the first draft, if you  
19 will, and it was based upon the previous  
20 statement of urgency submitted, going all the way  
21 back to Secretary Perez. And we were very  
22 thankful that he actually met with us in person.



1 And we felt that it was very important to do this  
2 and do it properly, but when we were informed  
3 that we were not able to send this to the Council  
4 -- as Darrell said, it had to go through under  
5 another cover, and that's how it developed.

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

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

18 So that's all I had to add is that  
19 that's the product you have here today and hope  
20 the Council will support it. It's my personal  
21 desire that they will. And a lot of thought went  
22 into it. It's not perfect, but as the title of

1 the document says Transition Paper: Statement of  
2 Urgency, so I'd hope the Council would treat it  
3 just that, as an urgent matter.

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

7 Thank you, Darrell.

8 MEMBER RICKARD: Chairman, this is  
9 Gary Rickard.

10 CHAIR WALDRON: Thank you.

11 Hey, Gary. Chair recognizes Gary.

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

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

19 MEMBER CAMPBELL: I'll second.

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

22 Time for the discussion. Is there any

1 discussion?

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

4 (Chorus of aye.)

5 CHAIR WALDRON: Opposed?

6 Abstentions?

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

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

19 MEMBER HIBBELER: Darrell, I think  
20 that's a -- this is Patty.

21 CHAIR WALDRON: Sure.

22 MEMBER HIBBELER: Oh, may I speak,

1 Chair. Sorry. Sorry. I just jumped right in.

2 (Simultaneous speaking.)

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

11 CHAIR WALDRON: Great. Thank you.

12 The Chair recognizes Kim Carroll.

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

16 I, too -- I do appreciate the  
17 presentations. They're very informative, but  
18 they are taking up a great deal of our time. And  
19 I can recall times when we actually had our  
20 meetings and we had time to actually do some work  
21 to discuss some of the different issues such as  
22 this transition paper. That's how we came up

1 with it. We spent a great deal of time not  
2 hearing presentations and actually working as a  
3 council. I would like to see that occur again as  
4 well. But I'm all for the extra time to talk,  
5 yes.

6 CHAIR WALDRON: Great. So thank you.  
7 My understanding; and the DFO can correct me,  
8 that the agenda is within our purview to make and  
9 that's something that we can take note of on this  
10 conversation and make that happen every time we  
11 do an agenda.

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

21 I think that we had some good quality  
22 people today. I think they did a bang-up job

1 getting those people to come and it was good to  
2 hear the support that may develop from it. But I  
3 also think that we need to strike while the iron  
4 is hot with them because they are 90 days or more  
5 into the system. And so once their table really  
6 starts piling up we may become an afterthought.

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

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

1 just listen to something that they're having a  
2 discussion on.

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

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

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

18 MEMBER RICKARD: Darrell, this is  
19 Gary.

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

22 MEMBER RICKARD: Do we have

1 coordinators for each of our different  
2 committees? In other words we do have people  
3 selected that's the head of each committee?

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

13 MEMBER RICKARD: All right. Thank  
14 you.

15 CHAIR WALDRON: If anybody wants to be  
16 on something, email that to me right away. I did  
17 appreciate Suzi, and she is the workhorse it  
18 seems there of the group, and her interjection  
19 with the secretary yesterday after Christine's  
20 comment was very assertive in saying we can do  
21 that. And so she's definitely one of them that  
22 we're going to target.



1                   So anyway, I'd be more than happy if  
2 people email and let me know.

3                   Chair recognizes Kay.

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

16                   I thought it was our understanding,  
17 too, that we would share that with the grantee  
18 community because there might be someone who's  
19 not been at this -- attending this session who  
20 would like to participate and then receive a  
21 notice to at least be in -- fill out as if  
22 they're invited. So I don't know if Patty with

1 the strategic plan -- I can't remember if that  
2 document talked about the groups that we're going  
3 to announce.

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

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

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

1 Chair recognizes Patty.

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

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

6 MEMBER HIBBELER: Okay. Thanks.

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

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

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

17 MS. BROWN: Yes, that is correct.

18 CHAIR WALDRON: Great.

19 MEMBER CARROLL: The other thing is we  
20 at one time; and I'm sure I have it somewhere,  
21 had a list of the work groups that we had. I  
22 know we had discussion about maybe combining some

1 of those. We were trying to -- because we had so  
2 many. I can look and see if I have that most  
3 current -- Athena probably does, but that would  
4 be great if we could get that sent out then.  
5 That would give us an overview of what we're  
6 looking at.

7 MEMBER RICKARD: We should have that.  
8 This is Gary.

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

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

14 MEMBER HIBBELER: I know, we're just  
15 going to raise our hand.

16 CHAIR WALDRON: Go ahead, Athena.

17 MS. BROWN: I do have a listing of the  
18 work groups of the subcommittees for the Council.  
19 And I will send that out to everybody. There are  
20 really on three: the Executive -- the Effective  
21 Management Work Group, the Census Work Group, and  
22 the Reporting and Performance Work Group.

1 CHAIR WALDRON: Awesome. Patty?

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

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

15 I appreciate, Athena, you saying that  
16 the work groups can continue. I really think  
17 that's the position that we want to put ourselves  
18 in when we're in the meeting in September is  
19 getting this position to keep the work group and  
20 the work moving forward until these positions are  
21 appointed again in the future. But we did hold  
22 on the other committees except for the Effective

1 Management.

2 CHAIR WALDRON: Awesome. Sounds like  
3 we have a little plan. We need together. I got  
4 some traveling to do in New York City next week,  
5 but I'll be in my car and available to talk.  
6 Probably spend about six hours in the car, so  
7 I'll be available to talk to anybody who wants to  
8 call me. In fact it's encouraged because you  
9 just get highway blindness.

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

13 So the Chair recognizes Christine.

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

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

22 MEMBER CARROLL: I'll second.

1 CHAIR WALDRON: Motion has been made  
2 and seconded by Kim Carroll. Is there any  
3 discussion?

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

6 (Chorus of aye.)

7 CHAIR WALDRON: Opposed?

8 Abstentions?

9 Let the record show it passes  
10 unanimously.

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

13 MEMBER HIBBELER: So moved.

14 CHAIR WALDRON: Motion has been made  
15 to adjourn.

16 MS. BROWN: So before everybody  
17 quickly gets off one thing is that we had this  
18 meeting largely focused on meeting senior  
19 executive staff including the Secretary of Labor,  
20 but the next agenda in Rhode Island could largely  
21 focus on programmatic issues or those issues. So  
22 the Council should really start thinking of those

1 items they want to put on the agenda.

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

4 MEMBER WHITMAN: I second the motion.

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

8 (Chorus of aye.)

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

14 (Whereupon, the above-entitled matter  
15 went off the record at 4:30 p.m.)

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This is to certify that the foregoing transcript


In the matter of: Native American Employment  
and Training Council

Before: US DOL

Date: 06-16-21

Place: teleconference

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