

UNITED STATES DEPARTMENT OF LABOR

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NATIVE AMERICAN EMPLOYMENT AND TRAINING COUNCIL

+ + + + +

MEETING

+ + + + +

MONDAY

NOVEMBER 9, 2020

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The Federal Advisory Council met via
Teleconference, at 12:00 p.m. EST, Darrell
Waldron, Chair, presiding.

PRESENT

DARRELL WALDRON, Region 1 & 2, Chair
JACOB BERNAL, Region 6, Vice Chair
CHRISTINE CAMPBELL, Region 5
LORA ANN CHAISSON, Region 4
TINA FARRENKOPF, 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-Hawaii

ALSO PRESENT

ATHENA BROWN, Designated Federal Official

BC ECHOHAWK, Tribal Tech, LLC

ROBIN FERNKAS, Deputy Administrator, Office of
Workforce Investment

MINETTE C. GALINDO, U.S. Department of Health and
Human Services, Indian Health Service

DUANE HALL, Division of Indian and Native
American Programs (DINAP)

KIM VITELLI, Administrator, Office of Workforce
Investment

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

2 (12:02 p.m.)

3 MS. BROWN: Yes. And, Darrell --
4 actually the meeting is facilitated by Darrell as
5 a chair --

6 CHAIR WALDRON: I'm sorry, Athena, I
7 didn't hear what you said.

8 MS. BROWN: I said you're going to be
9 facilitating the meeting as a chair, so I'll turn
10 it to you, but if you want me to say the
11 blessing, I will.

12 CHAIR WALDRON: Please do.

13 MS. BROWN: Okay. Creator, open our
14 hearts to peace and healing across all nations.
15 We ask that you provide protection for all people
16 of the Earth. We give thanks for bringing us
17 together today, and that you give blessings to
18 all the people to help serve our Native American
19 communities.

20 We ask for blessings of all our
21 leaders across the nation. We ask that you
22 provide us with direction. Keep us humble.

1 Allow us understanding and forgiveness of
2 ourselves and others. That you help us focus on
3 our planned purpose as we seek to serve our
4 communities and people.

5 We ask special blessings for all of
6 our veterans, past and present, our children and
7 youth, our elders, and those that are sick or
8 facing challenges beyond their control. Creator,
9 help our nations to heal and thrive. Help Mother
10 Earth, and for all people to respect Her. Thank
11 you for the gifts of seeing the sun rise and the
12 sun set each day and every day. We ask all of
13 those blessings in the name of our Creator, our
14 Heavenly Father, amen.

15 CHAIR WALDRON: Thank you very much.
16 Nice job. And before we get started, if we could
17 just take a moment of silence for Margaret's mom.
18 Everybody knows how special mothers are, and her
19 mom passed away. Just a brief moment please.

20 Thank you, everyone. Welcome to our
21 official electronic Advisory Board meeting.
22 Hopefully everything goes well and everybody can

1 hear one another. I see most folks on the side
2 here on the bar, we can see the little things
3 that they're asking. So with that being said,
4 let's get started. I officially call the meeting
5 to order. I have 12:00 o'clock at my office, and
6 I'm going to ask Kim Carroll to do roll call so
7 we can see if we have a quorum. Kim, are you on
8 the line?

9 MS. BROWN: Darrell?

10 CHAIR WALDRON: Yes.

11 MS. BROWN: This is Athena. Before we
12 start, can I make one quick announcement?

13 CHAIR WALDRON: Yep, you certainly
14 can. Go ahead.

15 MS. BROWN: Okay. I'd like to remind
16 everyone, all the Council members, to state their
17 name before speaking, and the region that you
18 represent. This meeting is being recorded.
19 Thank you.

20 CHAIR WALDRON: Thank you. And I'm
21 Darrell Waldron, the Chair. And I was asking Kim
22 Carroll was available to do roll call. Kim is

1 not on the line yet? Is Jacob Bernal on the
2 line? Okay, I do not have the full list in front
3 of me. Athena, do you have the full list in
4 front of you?

5 MS. BROWN: Darrell, can you repeat
6 that, for some reason you're breaking up?

7 CHAIR WALDRON: Oh, sorry. I don't
8 have the complete list of Advisory Board members
9 in front of me to do roll call, and Kim has not
10 joined us as of yet. Do you have the list in
11 front of you with everyone's name?

12 MS. BROWN: Yes, I'll pull it up real
13 quick and I'll give the roll call.

14 MS. ECHOHAWK: Excuse me, this is
15 B.C., sorry to interrupt. If Folks want to also
16 type into the chat box, if you hear your name,
17 you can mark present or here just as Tina's done
18 as you see a couple of things above. So thank
19 you.

20 MS. BROWN: Okay. I'm opening the
21 document now, it's just taking a while. Jacob
22 Bernal, Tucson, Arizona, Region 6? Jacob Bernal,

1 Region 6? Christine Campbell, Region 5?
2 Christine Campbell, Region 5? Kim Carroll, other
3 disciplines? Lora Ann Chaisson, Region 4? Thank
4 you, Lora. Tina Farrenkopf, Region 4? Thank
5 you, Tina. Patricia Hibbeler, Region 6?

6 MS. HIBBELER: Present.

7 MS. BROWN: Thank you. Dr. Joe Hobot,
8 Region 5? Dr. Joe Hobot, Region 5? Matthew
9 Lamont, other disciplines? Matthew Lamont, other
10 disciplines? Candace Lowry, Region 3? Candace
11 Lowry, Region 3? Ernie Pahmahmie, Region 4?
12 Thank you, Ernie.

13 Joseph Quintana, Region 6? Thank you,
14 Joe. Anne Richardson, Region 2? Anne
15 Richardson, Region 2? Gary Rickard, Region 6.
16 For the record, I see Jacob Bernal. Thank you,
17 Jacob. Kay Seven, other disciplines? Kay Seven,
18 other disciplines?

19 MS. SEVEN: Present.

20 MS. BROWN: Thank you, Kay. Michael
21 Tucker, Region 6 Alaska? Michael Tucker, Region
22 6 Alaska? Darrell Waldron, Region 1 and 2?

1 CHAIR WALDRON: Present.

2 MS. BROWN: Thank you, Darrell.

3 Winona Whitman, Region 6 Hawaii?

4 MS. WHITMAN: Present.

5 MS. BROWN: Thank you, Winona. Okay,

6 I believe we have a quorum, Darrell.

7 CHAIR WALDRON: Outstanding, great.

8 And I can see some people are coming on as we

9 were going down the list.

10 MS. BROWN: Yes, I noticed that
11 myself. So I noticed that Candace Lowry is here.

12 I didn't really get to voice --

13 CHAIR WALDRON: Yeah. Well, hopefully
14 as we move along, we get a little bit familiar,
15 things will clear up a little bit. So moving on
16 to the agenda item, hopefully everybody has the
17 agenda in front of them.

18 So we just did roll call, and so we're
19 at the point where we approve or disapprove the
20 minutes. I know that the minutes went out. I'm
21 sure everybody has taken a look at them, so the
22 chair will entertain a motion if you guys are

1 ready. Is everyone able to hear me?

2 MS. BROWN: Darrell, I can hear you
3 really good.

4 CHAIR WALDRON: Okay.

5 (Simultaneous speaking.)

6 MS. HIBBELER: A motion from --

7 CHAIR WALDRON: So the Chair will
8 entertain a motion for the approval or
9 disapproval of the minutes.

10 MS. SEVEN: This is Kay Seven, Nez
11 Perce Tribe. Make a motion to approve the
12 minutes.

13 CHAIR WALDRON: Motion's been made by
14 Kay Seven. Is there a second? Patricia is
15 seconding, is that correct?

16 MS. HIBBELER: Yes.

17 CHAIR WALDRON: So there has been a
18 motion and a second, all those in favor signify
19 by saying aye.

20 (Chorus of aye.)

21 CHAIR WALDRON: Opposed? There being
22 no opposed, passes unanimously. So the second

1 item is motions and resolutions from February
2 meeting. I know that we had a motion and an
3 assignment given out to me and Jacob that was
4 voted on and passed unanimously to send out a
5 letter to the assistant secretary. And we did
6 get a response. Is everybody in receipt of that
7 response? Looks like it came back August 12,
8 2020. I'm not sure if everyone's hearing me. I
9 get some typing, but --

10 MS. ECHOHAWK: Darrell, we can hear
11 you. This is B.C. If folks want to type
12 responses into the chat box just to ensure that
13 you are being seen and heard, that might be best.

14 CHAIR WALDRON: So we have a question
15 from Erwin? I can hear Jacob and Winona saying
16 that they can hear. We have a please mute your
17 speaker. Yes, I received and reviewed. So is it
18 correct to say everyone did receive a copy of the
19 letter and had an opportunity to review it? And
20 are there any questions? A few more answering
21 that they reviewed. Erwin, does not have a
22 question.

1 MS. BROWN: Is there a way we can put
2 the letter up? Patricia Hibbeler from Region 6
3 asked if we could either read the letter for
4 people, or put it up on the screen, the response.
5 There we go. So, Darrell, maybe you want to just
6 quickly summarize what the concerns on behalf of
7 the Council that you expressed to the department
8 and their response.

9 CHAIR WALDRON: Right. So when we
10 were back in our meeting, there was a report
11 given and recommendations from the administration
12 on a program being expensive, old, antiquated,
13 and unmeasured, et cetera, et cetera. And it
14 went on to discuss that the program had not been
15 tested, and then there was a zeroing of the
16 budgets in the Administration office which led to
17 great concern for all of us.

18 And we felt that our data hadn't gone
19 forward to properly measure our program because
20 we actually did very well. We had outperformed
21 the state in the service which generated this
22 letter asking about the budget and asking about

1 their considerations in the letter. In response
2 to that, they were going to go ahead with our
3 budget, but that in the end, Congress decides.
4 And there was reference in there to 477 in the
5 public law. And that they would be continuing
6 the work with the Indian and Native American
7 programs.

8 So if you go to near the bottom of the
9 letter, he appreciates the recommendations that
10 we made to him, and basically Congress hadn't
11 made a decision, but they were going to be moving
12 forward in support of the Indian and Native
13 American program. So, Athena, do we need a
14 motion to accept this letter for the official
15 record?

16 MS. BROWN: Yes. I think what is
17 needed is if any -- I guess for you to fill out
18 whether the response is -- if the Council accepts
19 their response without any additional
20 information, or if you want further action. Or
21 is this okay, I guess, if you accept the
22 department's recommendations.

1 CHAIR WALDRON: Okay. So that being
2 said, is everybody happy with the information
3 provided to us by the assistant secretary's
4 office? You guys want us to respond? Are we
5 okay with what they're saying knowing now we have
6 a new administration that's been elected, and
7 moving forward from there? So what is everyone's
8 pleasure? I'm seeing no questions, no questions.

9 MS. BROWN: I see that -- this is
10 Athena, and I see that Erwin Pahmahmie from
11 Region 4 has no questions. Tina Farrenkopf has
12 no questions. Joe Quintana has no questions.
13 Candace Lowry, no questions. So it appears that
14 there are -- that everybody's satisfied, Darrell,
15 with the response.

16 CHAIR WALDRON: Great. And it says at
17 the very end that they would look forward to
18 hearing from us. So does this require a response
19 from us Lorinda -- I mean, I'm sorry, Athena,
20 back to the assistant secretary just thanking
21 them for --

22 MS. BROWN: No. I don't think so

1 because -- this is Athena Brown with the Division
2 of Indian and Native American programs, and also
3 the designated federal officer. The way that
4 this is handled in the Department is that those
5 official recommendations go on record to the
6 Library of Congress and are formally recorded
7 there as the response from the Department. And
8 it's also entered into the annual report for this
9 Advisory Council. So if there are no further
10 recommendations, Darrell, it's fine the way it
11 is.

12 CHAIR WALDRON: Great. So thank you.
13 So we'll enter this into the record. So the next
14 item on here is the agenda, and so I just want to
15 say I've noticed in reviewing through the minutes
16 that there were some information in the minutes
17 that may be at some point we can discuss that did
18 not make it to the agenda items. So that being
19 said, is there an approval for the agenda for
20 today's meeting?

21 MS. HIBBELER: This is Patricia
22 Hibbeler, I so approve the agenda as presented

1 for today's meeting.

2 CHAIR WALDRON: So we have a
3 recommendation for approval. Is there a second?

4 MR. PAHMAHMIE: Erwin Pahmahmie,
5 Region 4, I second.

6 CHAIR WALDRON: So there's been a
7 first and second, any discussion on the agenda?
8 There being no discussion, the Chair will
9 entertain a vote. All those in favor signify by
10 saying aye.

11 (Chorus of aye.)

12 CHAIR WALDRON: Oppositions? Opposes?
13 All those opposed? Passes unanimous. Thank you.

14 MS. BROWN: Darrell?

15 CHAIR WALDRON: So -- yes?

16 MS. BROWN: Or Chairman? This is
17 Athena Brown again from DINAP and the DFO. There
18 are some (audio interference) that were submitted
19 through the chat that are making recommendations
20 that we should engage the new administration
21 about those same concerns, and that we should
22 consider -- that the Council should consider a

1 response and actively pursue work with the new
2 administration.

3 CHAIR WALDRON: I agree. Yes.
4 Although, I was going to be discussing that, but,
5 yes, that's a great chat recommendation. So
6 would we handle that near the end of today's
7 meeting, and have a quick discussion and see if
8 they want to make a formal resolution on it? But
9 I agree, we have a new administration in place
10 whom I think it's important for us to engage.

11 MS. BROWN: Darrell, this is Athena
12 again, in the chat room from Patricia Hibbeler
13 from Region 6, she also recommended an
14 orientation with the new administration in other
15 business for now, or, you know, I guess making
16 some suggestions whether -- asking you whether we
17 should discuss it now or at the end of the agenda
18 during the recap.

19 CHAIR WALDRON: Well, it looks like --
20 yeah, so I would prefer to get through our agenda
21 here and then put it on near the end of today's
22 agenda. But I think it's most important to do

1 that. I agree 100 percent. So let's just
2 schedule it near the end. We'll know more as we
3 get more into the middle of it. If we have time,
4 if we have -- some of our guests are late, that
5 would be a good opportunity for us to bring it up
6 and then discuss it.

7 I can't see the chat discussions, all
8 of them in the same time I think that you guys
9 are seeing them, maybe a little bit delayed here.
10 But I do appreciate the support and letting me
11 know. See, just now it's coming up on my screen.

12 MS. BROWN: I'm monitoring the chat,
13 so I will periodically, if I see things come from
14 the council members, I will go ahead and read
15 what I'm seeing on the screen in the chat.

16 CHAIR WALDRON: Great, thank you.

17 MS. BROWN: B.C. or Suzie, I have a
18 question about the chat. Are the Council members
19 able to verbally state something, or do you
20 prefer that they state it through the chat?

21 MS. ECHOHAWK: They can actually
22 verbalize it if they'd like to use the raise hand

1 function up at the top, we can unmute them. We
2 have a number of members that aren't merged with
3 names. I think some of those, though, are just
4 people listening in. But, yeah, if they're
5 connected, they're more than welcome to raise
6 their hand and we'll unmute them.

7 MS. BROWN: Okay. Winona Whitman just
8 made a statement, Darrell, that at a later point
9 she would like to address the February 11th
10 minutes regarding the Census question on natives.

11 CHAIR WALDRON: Yes, absolutely, we
12 can do that.

13 MS. BROWN: Okay.

14 CHAIR WALDRON: All right. So moving
15 into our next item, review and discussion and
16 update on the NAETC strategic plan of Patty
17 Hibbeler. Are you prepared to give us a report
18 on this? I know everyone has received these
19 documents and have gone over them.

20 MS. BROWN: Would it be possible to
21 put that document up on the screen? This is
22 Athena.

1 CHAIR WALDRON: I'm seeing it here.
2 Patty, are you available?

3 MS. HIBBELER: I am. Can you hear me?

4 CHAIR WALDRON: I can.

5 MS. HIBBELER: Okay, thank you.

6 MS. BROWN: Yeah, fine.

7 MS. HIBBELER: So I want to thank
8 everyone for participating in the start of the
9 strategic planning session. I think we had some
10 good, robust dialogue as we went through that
11 two-day session, and really looking about how
12 this Council wants to come together and really
13 create our focus moving forward.

14 I appreciate B.C. and her team for
15 facilitating this session, and then really taking
16 those comments that were given and helping to put
17 them into our -- really looking at what's our
18 current condition, what's our strengths,
19 weaknesses, opportunities, and threats which is
20 really a piece that's very crucial in moving
21 forward with strategy planning.

22 I think at this point we're looking at

1 beginning to work with you, Darrell and Athena,
2 in organizing our next steps in putting this plan
3 together for the work of the Council over the
4 remainder of our terms and moving forward.

5 Certainly, one of the things we hadn't really
6 thought about that didn't come in here is
7 orienting and really beginning to look at work
8 with a possible new administration.

9 So I think that's a great opportunity
10 for us as we move forward that we'll want to make
11 sure that lands in here. Some of the things that
12 the Council was very much concerned about was
13 training and technical assistance to our
14 grantees, especially in this world of COVID.

15 I know that we'll hear from you,
16 Darrell, later on in the agenda about what's
17 happening with the National Training and
18 Technical Assistance Conference in that update,
19 but we wanted to make sure that we were
20 developing a plan in working with Tribal Tech and
21 making sure we had good training and technical
22 assistance to our grantees, especially as tribes

1 were getting up and running.

2 At the time that we initiated the
3 strategic planning, we know that several tribes
4 were closed as part of COVID, and that technical
5 assistance would prove to be very necessary as we
6 moved into next steps.

7 The other key discussion area
8 certainly was around bear tracks and data
9 collection. And we see that that's, you know,
10 certainly moving forward within Athena and her
11 team members. And as the piloting is going on,
12 and we'll certainly hear more about that in our
13 agenda also.

14 But I think what we really want to
15 begin to focus on is, Darrell, if you I can kind
16 of circle around with Athena and really get those
17 next steps around strategic planning in place so
18 we can have a good, robust plan to lead us
19 forward. And I thank everybody that participated
20 because all of your information is so important.
21 Thank you.

22 CHAIR WALDRON: Thank you, Patty. So,

1 you know, I'd like to have a little bit of
2 discussion about the report. As I grow older,
3 sometimes I think differently about time and my
4 thoughts around some of the wonderful concepts
5 and ideas and recommendations here, and in
6 viewing the amount of time it took for us to get
7 this meeting going and the amount of time we
8 actually have in this unknown world of COVID is I
9 think sometimes we need to move and move more
10 accomplished settings that we can move quickly
11 in.

12 And in reviewing some of the minutes
13 and looking at some of these discussions, I may
14 want to ask, this is our official second meeting.
15 I'm assuming a lot of us will begin to -- the
16 nomination process will be when, in May, Athena?

17 MS. BROWN: Yes.

18 CHAIR WALDRON: Is that maybe we want
19 to take a look at this, and if we can do this
20 between today and tomorrow, and really pull some
21 bullets out of it, and really get them up on the
22 table. And something that we can move

1 aggressively and use for some of the training
2 stuff that we're going to be talking about later.

3 The world has changed, you know, the
4 United States world, I'm sorry, has changed quite
5 rapidly and there are methods that we need to
6 change in moving forward with it. I did hear
7 this morning that they do have a 90 percent
8 successful serum, and so I'm assuming that's
9 going to go very fast, too.

10 So there's a lot of material on here.
11 There's a lot of good discussion back and forth.
12 We are coming into a new cycle of funding and a
13 new opportunity then, or some changes at the
14 table. So I just want to kind of push that if we
15 could condense some of these discussions in here
16 to bullets that we could send in a resolution or
17 to the appropriate folks that we can get it up on
18 the table quite quickly and move forward.

19 There has been a tremendous push on
20 developing small businesses in the Indian
21 communities. There's the stimulus dollars that
22 are floating around there. And there are going

1 to be, I would assume, some policy changes
2 because of the COVID. So I would just push for
3 shortening, looking at bullets, and really
4 discussing what we think we can get accomplished
5 in this short period that we have. So I'll stop
6 there and open up the floor for some discussion
7 on it.

8 MS. HIBBELER: So, Darrell, this is
9 Patty, and towards the end of your comments, you
10 kind of faded out so I was not able to hear them.

11 CHAIR WALDRON: Oh, I'm sorry. I was
12 just saying I was advocating for, you know, a
13 condensed version of bullets that we can make
14 recommendations that we feel we can get
15 accomplished and move forward between now and the
16 time our, you know, that we have left, which is
17 May to get those recommendations up on the table.
18 And that from the last time we've met till now,
19 things have changed quite dramatically. And then
20 I just said about opening up the floor to
21 discussions on that.

22 MS. HIBBELER: Thank you, Darrell.

1 MS. BROWN: Darrell, this is Athena.

2 CHAIR WALDRON: Yes, hi, Athena.

3 MS. BROWN: May I speak?

4 CHAIR WALDRON: Yes, go right ahead.

5 Chair recognizes Athena, I'm sorry.

6 MS. BROWN: Thank you. As a division
7 chief, I just want to say that as I went through
8 and assisted in categorizing the effective
9 management work group's comments and trying to
10 create key topics in each one of those sub -- the
11 paths and the sub paths, I felt like it was a
12 very good start to identifying some of the key
13 issues moving forward knowing that with each
14 council, you know, this could be a work in
15 progress where everybody would periodically come
16 back and revisit the strategic plan.

17 And so I think that your idea in
18 taking out like some of the key points and
19 putting them together in a sort of document that
20 explains, you know, where some of these key areas
21 can be short-term or long term, where we might
22 identify some of those areas that are missing and

1 the next steps would be something that we should
2 work on fairly quickly with the effective
3 management work group, and not wait until the
4 next Council meeting.

5 CHAIR WALDRON: Yes, absolutely. And
6 in our old minutes, the assistant secretary had
7 asked us, gave us a small assignment about
8 responding back to him after having contact with
9 our communities and our customers in the office.
10 So I concur that we could get something done with
11 the work group very aggressively in moving
12 forward. Are there any other discussions? I see
13 someone's asking about this becoming a public
14 document?

15 MS. ECHOHAWK: Joe Quintana, you've
16 been unmuted if you'd like to speak.

17 MS. HIBBELER: And, Athena, that would
18 be a public document once passed and kind of
19 ratified by this group, correct?

20 MS. BROWN: Yeah.

21 MS. HIBBELER: Yeah. That's what I
22 think. So I appreciate the kind of as next steps

1 is getting the work group together and really
2 putting some nuts and bolts together with this
3 plan to be able to look at it and start to roll
4 some of these pieces together as we begin to prep
5 for our next meeting.

6 CHAIR WALDRON: So I don't know if
7 it's appropriate, so we would maybe accept the
8 report and recommendations, and/or change it a
9 little bit to streamline it down and to give a
10 little bit more clarity to the work group. And
11 then putting a time limit on them to get things
12 back to the full Council may be the next step.

13 I just, you know, I want to emphasize
14 bullets, you know, short, precise things that we
15 can accomplish in the short period of time that
16 we may have between now and May with the work
17 group getting together. I know it's difficult
18 with what's going on with this COVID, but I think
19 it's important for us to make strong
20 recommendations on the program.

21 MS. HIBBELER: This is Patty. I
22 certainly wholeheartedly agree with you, Darrell,

1 that there are pieces that we need to try to move
2 forward quickly.

3 CHAIR WALDRON: Yeah, because there's
4 some stuff we can actually accomplish.

5 MS. HIBBELER: Yeah, absolutely.

6 CHAIR WALDRON: I'm hoping this --
7 yes, I hope this new administration is friendly
8 to us.

9 MS. BROWN: Darrell, can I make a
10 comment?

11 CHAIR WALDRON: Yes.

12 MS. BROWN: I just noticed Joe
13 Quintana's comment from Joe Quintana, Region 6,
14 could we construct a prospectus or offer summary
15 to short and long-term goals on the website, and
16 in our one-pagers? Will the strategic plan, once
17 accepted, be something that can be shared outside
18 of the Council?

19 And my response is that I think that
20 the strategic plan in its current form is a very
21 minimal draft because we had not received any
22 feedback from the time that we met and the time

1 that this document was summarized and provided to
2 the Council.

3 So I would expect that the Council
4 members want to take some time to digest what's
5 in this table, and then as Joe mentioned, perhaps
6 there's a way we can put it on a -- provide it in
7 a shared format to the members of the effective
8 management work group before it's shared with the
9 public in a more final format. But, again, I'll
10 leave that up to the Council.

11 CHAIR WALDRON: I think those are good
12 words. What I would suggest, if we're going to
13 digest and then feed it into using, you know, the
14 good work that's done here and feed it into a
15 shorter long term and short term recommendations
16 for the work group, that we put a timeline on
17 that. That, you know, when people look at it, we
18 set a date for them to put those comments back to
19 the work groups so that the work group can get
20 busy at hand working on it if that's acceptable
21 to everybody.

22 MS. BROWN: Darrell, Kay Seven has her

1 hand raised. She's like to speak.

2 CHAIR WALDRON: Okay, go ahead, Kay.

3 Chair recognizes Kay Seven.

4 MS. SEVEN: So with the strategic
5 plan, what I would suggest is perhaps we can
6 bring it back up under new business in terms of -
7 - I think it'd be important to listen to all the
8 presentations to determine if some of the short
9 term activity is on a role and ready to come out
10 in the very near future. I feel as if there's a
11 sense where we need to have a plan that has
12 technical assistance and training available to
13 the grantee community immediately.

14 We've been without TA now for, what,
15 going on eight months, and we're not sure what
16 the next six/nine months look like. I think we
17 need to have a forward plan in place for our
18 grantee community to feel as if they have access
19 to some TA.

20 I see that there is some activity on
21 the schedule here with the database, and as a
22 non-166 grantee, I would have an interest to --

1 and as a member of the Council, have an interest
2 to listen in on the TA sessions there as a
3 Council member to better understand the
4 situations for 166 grantees. So I would
5 recommend that we bring the topic back up as we
6 listen to more presentations so that we can also
7 maybe suggest that we meet in the near future.

8 I am also at a loss as to -- we're
9 talking about an effective management work group,
10 do we have a list of names who is on that work
11 group? I don't think we've gone out and sought
12 any other new members from the grantee community.
13 So I think that's something we also need to put
14 on our task list with the strategic plan, and
15 that we know who we are on moving forward.

16 CHAIR WALDRON: Thank you, Kay. So in
17 light of that in the discussion a couple minutes
18 before, again, as I mentioned earlier, just
19 pressed with time and effectiveness. So we met
20 in February and we had a meeting in between
21 February and now which produced these strategic
22 recommendations.

1 So moving forward from today, is it
2 permissible or do you think it's a good idea to
3 digest the material here a little bit more. Set
4 a date for a new discussion. Have that
5 discussion, put forth short and long-term goals.
6 We know that the next topic item coming is T&TA
7 priorities and maybe some of that, have that
8 rolled into it. But actually set a date for like
9 a month from now or three weeks from now, so that
10 we can really move this agenda.

11 I kind of got a feeling that this
12 administration is going to move at a very fast
13 speed. I just kind of get that sense in some of
14 the comments I've been hearing coming out of Joe
15 Biden and his administration. And I think that,
16 you know, just pressing the envelope a little bit
17 for all of us and to set a timeline to get back
18 on these conditions so that the -- and I think
19 that, you know, I agree with Kay to get more
20 folks involved with the strategic planning
21 committee is fine. But I just kind of want to
22 narrow it down, set some dates for

1 accomplishments so that we can move forward.

2 MS. BROWN: Darrell?

3 CHAIR WALDRON: Yes.

4 MS. BROWN: This is Athena. I just
5 want to make sure I'm capturing the comments in
6 the chat. Patricia Hibbeler, Region 6, says "As
7 the next step the work group will meet, analyze,
8 and assess the work here and create long and
9 short term goals and objectives for the next
10 steps. I recommend this occurs within the next
11 30 to 40 days."

12 Joe Quintana, "Yes, I agree either" --
13 excuse me, Joe Quintana, Region 6, "Yes, I would
14 agree either before or at the start of the new
15 year and in preparation of the new administration
16 taking office." And just a note from me, Athena
17 Brown as the division chief, currently the
18 members of the effective management work group
19 are the members of the Advisory Council.

20 CHAIR WALDRON: So it's the whole
21 Advisory Council, Athena? This is Darrell
22 Waldron.

1 MS. BROWN: Yes, the Advisory Council
2 to participate in the effective management work
3 group this last time.

4 CHAIR WALDRON: So I guess the next
5 steps would be a lively discussion between now
6 and 30 days back and forth so that when we do
7 meet between the 30 and 40th day we will actually
8 have a plan to move forward. So that group would
9 meet, discuss the new recommendations and/or
10 additions or subtractions, or whatever the case
11 may be on the long and short goals. But they
12 would be making the full recommendation to the
13 Advisory Board on that period, and then the
14 Advisory Board would accept or reject and move it
15 forward. Is that correct?

16 MS. BROWN: That's the way I
17 interpreted Patricia's chat. Patricia, do you
18 want to put that to a motion or speak about that?

19 MS. HIBBELER: Yeah. Thank you,
20 Athena. So this is Patricia Hibbeler, I would
21 agree. So I'd like to make a motion that I would
22 organize the effective management work group to

1 move forward in a design to have goals and
2 objectives and next steps put in place by the end
3 of the year. By the end of 2020 ready to move
4 forward in 2021.

5 CHAIR WALDRON: So there's a motion on
6 the floor to get short term and long term goals
7 and objectives put together on or before,
8 preferably before, the New Year. Is there a
9 second?

10 MS. SEVEN: Kay Seven, Nez Perce
11 Tribe. Second.

12 CHAIR WALDRON: So there is a second.
13 Any questions, discussion? All those in favor
14 signify by saying aye?

15 (Chorus of aye.)

16 CHAIR WALDRON: Opposed? Abstentions?
17 Passes unanimously. So, Athena, would this be
18 some -- because I think it's important that there
19 is some discussion or dialogue back and forth
20 between now and that date. Would that be
21 something that Tribal Tech would work with us on,
22 and Patty, and the rest of the members putting

1 together, you know, a format that we can respond
2 to so that when Patty does meet, she has a very
3 good effective meeting that could meet?

4 MS. BROWN: Yes.

5 CHAIR WALDRON: Okay. Great.

6 MS. BROWN: Yes, we will help
7 facilitate that.

8 CHAIR WALDRON: Is everybody okay with
9 that? I'm assuming they are.

10 MS. BROWN: Darrell?

11 CHAIR WALDRON: Yes, Athena.

12 MS. BROWN: At the same time, we will
13 reach out to members of our grantee community to
14 see if anybody else is interested in serving on
15 the effective management work group.

16 CHAIR WALDRON: Great. Thank you very
17 much. That would be very helpful. I just need
18 emphasize, you know, the short time, and we
19 really need, you know, some solid work done so
20 that Patty can put forth solid recommendations,
21 and we can get them done and out and to the new
22 administration. So, thank you, everyone. If

1 there aren't any other discussions around that
2 topic we can move into the T&TA priorities and
3 contract activities.

4 MS. BROWN: Thank you. The Training
5 and Technical Assistance Priorities and Contract
6 Activities, as you know, Tribal Tech has been
7 very supportive of the work that we do with both
8 the council and with DINAP. And, Duane, as the
9 contracting officer's representative with that,
10 and I'd just like him to recap some of the tasks
11 that we've been working on under that contract,
12 and some of our priorities from DINAP.

13 And then I'd also like to hear from
14 the Council if there's any specific priorities
15 that you want DINAP to concentrate on other than
16 the ones that we're moving forward with. So is
17 Duane on the line? Duane, are you on the line?

18 MR. HALL: Hi, Athena. Yes, I'm on
19 the call.

20 MS. BROWN: Okay. I'm going to go
21 ahead and turn this over to you to talk a little
22 bit about some of the items that we've been

1 pursuing, the training and technical assistance
2 items that we've been pursuing under the Tribal
3 Tech Contract.

4 MR. HALL: Sure. Yeah, hi, everyone.
5 This is Duane Hall with the Department of Labor
6 DINAP Office. So as many of you know, I think
7 it's been a little over a year now where we
8 transferred to a new contractor. Our previous
9 contractor was Lumbee Enterprise Development, and
10 we awarded the new contract to Tribal Tech, LLC.
11 And if you recall, they made a -- they stopped in
12 at the last Advisory Council meeting and
13 introduced themselves.

14 And we've been very pleased with the
15 contractor and some of the activities and tasks
16 that they've completed. One of the bigger ones
17 we had this year that Tribal Tech assisted us
18 with was the COVID-19 listening sessions. They
19 put together that training session on our behalf,
20 and we had I think two days of listening sessions
21 which I thought was really good information that
22 we could share with our grantees.

1 As you know, we always use a
2 contractor to help our office in the
3 reimbursement for Advisory Council travel and
4 small grantee travel. And so they handled the
5 reimbursements for the Advisory Council meeting
6 back in February. And so we'd be happy to hear
7 from any Council members on how that went.

8 They also helped with the Advisory
9 Council meeting in D.C. We had Tribal Tech staff
10 at the meeting taking notes which is very helpful
11 for Athena as she's trying to concentrate on the
12 meeting to have contract staff there taking
13 minutes along with the court reporter.

14 They also recently created an intake
15 form that they've been working with in
16 conjunction with DINAP staff. We've been working
17 with some of the grantees to try to put together
18 an intake form that would be necessary with the
19 new GPMS system.

20 As you all know, we're still under the
21 -- we're still reporting on the WIOA measures,
22 but we're going to release very soon the Grant's

1 Performance Management System, the GPMS system.
2 And different and additional information that
3 would be needed to be collected for the GPMS
4 system to report on the WIO measures.

5 And so they've been very helpful in
6 putting together information on the GPMS for the
7 roll out of that, and they've created an intake
8 form for us that we can share with grantees and
9 we're looking forward to sharing that document
10 with us.

11 We mostly use our TAT funds for
12 reimbursements. That's something that Athena and
13 I don't have a Department of Labor checkbook. We
14 can't reimburse or purchase items. And we use
15 the TAT contractor just as we've done in the
16 past. Anytime we have a regional conference or a
17 national conference, we ask them to help support
18 that with audio/visual, reimbursing small
19 grantees. And so that's just a brief overview of
20 the TAT contract. Athena, please chime in if I'm
21 missing anything.

22 MS. BROWN: Well, one of the things

1 that we are also -- that we also use some of the
2 funds for is for the Census, meeting with the
3 Census and looking at whether or not we are going
4 to be able to get some data from them to compare
5 the run.

6 MR. HALL: Yes. Thank you, Athena.
7 Go ahead.

8 MS. BROWN: Whether it'll went into
9 our contract or not.

10 MR. HALL: Yes. Thank you, Athena.
11 The contractor is also entered into an agreement
12 with the Bureau of the Census to provide DINAP
13 with updated Census data for the funding formula.
14 That agreement was signed this past May I believe
15 it was. And so we've contracted with the Census
16 Bureau to provide us updated numbers, and I think
17 we're going to get some preliminary numbers here
18 before the end of the year. And we should have
19 some numbers that we can share with the Council
20 at the next Advisory Council meeting.

21 MS. BROWN: Thank you. So also a big
22 part of the training and technical assistance

1 contract, as Duane mentioned earlier, is a roll
2 out of the Grants Performance Management System.
3 And this will replace Bear Tracks. DINAP has
4 been -- is actually one of the only OWI programs
5 that has been able to roll that system out to the
6 grantees.

7 So we started with an aggressive
8 schedule of training, not only on understanding
9 the performance indicators and how we plan to
10 record those to Laura Aaron who is the SBIR, a
11 subcontractor to Tribal Tech. So that's one of
12 the things that we've been concentrating on. So
13 she's been offering several training sessions by
14 region.

15 As soon as we start the roll out for
16 the Grants Perform Management System, before we
17 go to the actual training, we will have I think
18 at least 10 to 11 sessions that will be offered
19 to the grantees nationwide and regionally so that
20 we're on their time schedule that will -- so the
21 west coast won't be getting up so early in the
22 morning to take the training that will be offered

1 to the east coast. So we sort of laid --
2 Jennifer has been working on a schedule for
3 rolling that out.

4 So a lot of those costs are going to
5 into our contract as well. And I plug those
6 numbers into our strategic planning document even
7 though we didn't -- that's not one of the things
8 that we discussed. That will be a very important
9 part of DINAP's work moving forward is the roll
10 out of GPMS.

11 And I think it's a good idea for the
12 Council members that are not necessarily using
13 that system to also see what DINAP is doing
14 because I do know that 477 is looking at their
15 reporting, and I don't think, and Kay can correct
16 me if I'm wrong, but I don't think that 477 has
17 an automated system as of yet.

18 And there are some nuances about the
19 way that we collect data through the -- using the
20 unemployment insurance data. And I know -- I
21 don't think that that's available to the 477
22 Tribes. So we're always looking at ways that we

1 can learn from 477 and that 477 can learn also us
2 from what we're doing over here and help avoid
3 problems or issues, and then glean from the best
4 practices.

5 Some of the other things that we
6 anticipate coming down the line is -- and I know
7 this will be discussed a little more when Darrell
8 talks about the regional and the national
9 conferences. But DINAP is still very up on
10 supporting those regional and national
11 conferences, and now that we're dealing with a
12 pandemic and with this COVID-19, I know that
13 enabling grantees to use virtual training is
14 something that we will be looking -- we'll be
15 developing as we move forward in virtual reality
16 knowing that many of their offices are
17 functioning using virtual training. Some of them
18 have not opened their offices.

19 One of the things that Tribal Tech
20 helped us with was conducting a Survey Monkey to
21 find out what's going on with the operating
22 status of our grantees nationwide. And we did

1 get the results of that survey right before this
2 meeting, and we received a very good response.
3 We received about a 60 percent response rate from
4 our grantees asking them what the status is of
5 their organization

6 A very small amount we understand are
7 still closed. A large percentage, probably over
8 -- I think close to 73 percent are partially
9 open. And then about 25 to 27 percent are
10 completely open and functioning.

11 So we looked across the board at what
12 types of impediments they're having to opening
13 their offices. What types of challenges they're
14 also looking at. But we also looked at asking
15 grantees what types of best practices that
16 they're developing as a result of the pandemic.

17 And it really is very, very
18 interesting in that we know that some of the
19 tribes have been hit particularly hard in those
20 small communities where they're closed down
21 completely. Challenges with internet connection.
22 They have challenges with broadband. And so how

1 has that affected their programs across the
2 board, those are some of the things we looked at.

3 Telework is a really -- is one of the
4 options now that we know that even in federal
5 government we're dealing with telework, and that
6 oftentimes involves revisiting policies.
7 Revisiting the way that we telework and other
8 types of things.

9 So all of these things we believe will
10 in some way impact the type of training and
11 technical assistance that we provide moving
12 forward because we anticipate even though, you
13 know, this pandemic hit us in March, we're still,
14 you know, not completely functioning in many
15 cases.

16 And once our grantees start reopening
17 their offices, they're going to need assistance
18 in a lot of these areas, and hopefully the
19 Council will help us identify some of those areas
20 moving forward where we can build that into our
21 training and technical assistance activities.

22 I think one of the things we can also

1 learn from that survey is communication
2 techniques, what types of communication are they
3 using. I know that some of the grantees have
4 been very progressive using virtual and phone,
5 and other types of creative ways for keeping in
6 touch with their work site and employers. You
7 know, sometimes communicating via Zoom or Adobe
8 Connect or MS Word.

9 In any case, all of those things play
10 into how we're going to be conducting business
11 from this point moving forward. So, hopefully,
12 you know, we're going to be able to address some
13 of those topics at our regional and national
14 conferences.

15 Some of the best practices were
16 really, really interesting. We may have to call
17 on some of our grantees to share some of those
18 best practices during our regional and national
19 conferences.

20 Some of the grantees are doing online
21 enrollment, developing different types of
22 techniques through Facebook, through the

1 internet, through conference calls. Developing
2 COVID plans. Developing periodic phone check-ins
3 on customers. Virtual trainings and recorded
4 trainings using WebEx. Many of those things that
5 the Department of Labor now uses, and also are
6 available through our Workforce GPS, so we don't
7 want to forget that.

8 There's some tribes that are
9 developing videos and organized testing and
10 safety practices in the buildings where they
11 work. So we want to make sure that we share all
12 of those best practices during our regional and
13 national conferences. So, Darrell, this is
14 probably something that DINAP wants to work
15 closely with our grantee community to make sure
16 that we're addressing.

17 CHAIR WALDRON: Yep, I agree.

18 MS. BROWN: So, I guess moving
19 forward, we want to make sure that we build into
20 our training and technical assistance contract
21 those things that we think that our grantees will
22 need and will need to have prioritized during

1 this next funding year.

2 I know that we've canceled the
3 national conference this year, so there has been
4 some cost savings. We want to make sure that we
5 don't have a large amount of money, TAT money,
6 remaining at the end of the year where we're
7 trying to scramble to get it spent. We're also
8 looking for ideas on how to better spend that
9 money knowing that we're not going to be meeting
10 in person, we're not going to -- you know, often
11 times be using that peer-to-peer onsite travel
12 reimbursements.

13 The other thing that I want to
14 mention, and Duane can probably add to this, but
15 we've been out there doing onsite monitoring
16 still through desk review. Excuse me. Our
17 onsite monitoring has been replaced by desk
18 review. So DINAP is now doing -- meeting
19 virtually and also doing desk reviews, screen
20 sharing and other types of things.

21 But we were able to identify an
22 individual that is very good in financial

1 management, and we've got a number of challenges
2 this year in DINAP with grantees that have been
3 placed on a high-risk list because of fraud and
4 potential abuse. Alleged fraud, excuse me, and
5 abuse.

6 And one of the things that we see in
7 DINAP is it's really a need for board oversight
8 and management -- financial and administrative
9 management of these high-risk grantees. And so
10 we've managed to bring some additional support
11 onboard to the TAT contract to help us during
12 those reviews. And also to provide technical
13 assistance to grantees in the same areas where
14 we're finding these issues.

15 The performance indicators, as
16 everyone knows, the Advisory Council requested
17 waivers of our performance indicators. There was
18 some very specific language that the Council made
19 recommendations a few years ago to the Department
20 on changing that language.

21 I'm not really certain if we still
22 have the opportunity to address that, and again,

1 I guess, you know, my recommendation I guess to
2 Darrell is to maybe revisit that language in one
3 of the previous recommendations to see if that's
4 still something that the Council is interested
5 in, taking out some of that language that
6 requires additional indicators.

7 But I do know that the Department did
8 accept the Council's recommendation, so that's
9 one of the reasons why we've had Laura Aaron out
10 there providing training on our performance
11 indicators, and the fact that in the future, you
12 know, grantees can actually submit waivers
13 anytime they want.

14 But it's helpful for them to
15 understand our current -- since we're still using
16 the WIA measures and the WIOA measures will be
17 implemented soon after we're able to actually
18 collect the data through our GPMS, then we want
19 to make sure that everybody understands those
20 measures under WIOA. So that's one of the things
21 that DINAP has been concentrating on.

22 Are there any questions? I feel like

1 I've been talking a lot. So I see a question
2 just came up from Joe Quintana. "Would it be
3 possible to review a summary of responses and
4 data from the surveys? It would be beneficial to
5 understand the successes and challenges across
6 the country."

7 Yes, definitely, Joe. We will share
8 the results of that survey with members of the
9 Council and give you an opportunity to see all
10 the comments that came in. I only reviewed some
11 of them.

12 MS. SEVEN: Athena?

13 MS. BROWN: Yeah, Kay?

14 MS. SEVEN: Kay Seven, Nez Perce
15 Tribe. So, Athena, I'm also looking at -- we're
16 a tribe that is -- through our 477 agreement, are
17 accepting money from Department of Labor
18 transferring monies to the Department of Interior
19 to the Nez Perez Tribe to provide technical
20 assistance and training assistance to our
21 regional and national conferences.

22 And our first year was in the fiscal

1 year 2020, and so we had received \$60,000. And
2 in that year, we spent \$12,686.25 for the East
3 and Midwest regional event. And with the Western
4 event this last February, we spent \$12,919.62 for
5 a total of \$25,605.87. So we have a remaining
6 balance from that fiscal year of \$34,394.13. And
7 we do have -- did receive another \$60,000 award
8 for this year.

9 So, Darrell, when we talk about the
10 national and regional events, that this would be
11 a good conversation to how we access those funds.
12 And if we're going to go virtual, is it this
13 account that will help with those costs. But I
14 did in March, I think it was, I suggested to
15 Athena, because I just saw that we had a need for
16 our clientele and also the grantee community was
17 looking for a need for virtual access to continue
18 our work.

19 And, Athena, I don't know, I sent an
20 email where can we consider using the vendor
21 named Instructure to use a learning management
22 system? I think it's an LMS that I think it

1 could help build the capacity of Indian country,
2 Indian employment and training programs whether
3 we're 166 or 477 where we find the teacher
4 expertise across -- into our grantee community
5 and our clients are taking a class from great
6 instructors from Oklahoma -- providing training
7 to other grantees across Indian country as we see
8 when we do in person. So I just wanted to bring
9 that comment up and then talk about that, the TA
10 monies. Thank you.

11 MS. BROWN: I'd like to hear from
12 members of the Council?

13 CHAIR WALDRON: So in reference to the
14 contractor, I think that we are very happy to
15 have them, and I think that they are going to
16 become an extremely important role moving forward
17 with the challenges that are in front of us. And
18 I think that they've done a great job. We've
19 received a lot of good information from them, and
20 I think that they're going to continue to be --
21 as we move forward with what's going on with the
22 country, COVID, business communities that hire

1 people, and all the things that are happening in
2 our states. And so --

3 MS. ECHOHAWK: Darrell?

4 CHAIR WALDRON: Yes. Yes.

5 MS. ECHOHAWK: Darrell, I apologize.

6 This is B.C. with Tribal Tech. We are having
7 some audio difficulties for folks who are --

8 CHAIR WALDRON: Yeah (audio
9 interference) getting a lot of feedback?

10 MS. ECHOHAWK: Yeah, that's -- so
11 maybe just take a moment and (audio
12 interference.)

13 CHAIR WALDRON: Okay. Yeah. And I
14 think (audio interference.)

15 MS. ECHOHAWK: Okay, one moment. Okay
16 we're having problem here, and we're having
17 echoing right now. Across the top where the
18 speaker is, if you could mute your speakers. If
19 you're just listening through your computers,
20 please mute your speakers.

21 This is one of the reasons we
22 suggested calling in so you could be on your

1 phone as well, which you can do that right now.
2 If you'd like in your upper-right-hand corner.
3 There is a small I, if you open that, you'll see
4 a phone number, an 800 phone number to dial.

5 MR. RICKARD: This is Gary. I'm
6 getting real bad feedback where it's hard to
7 understand.

8 MS. BROWN: Okay, you probably have
9 your computer speakers on as well as on the
10 phone. You cannot do both. So you need to turn
11 the computer speakers off by going to the top,
12 there is a speaker right next to phone, and mute
13 your speakers on your computer.

14 CHAIR WALDRON: This is Darrell --
15 working good. Just been feedback I think from
16 other connections.

17 MS. ECHOHAWK: Yeah. So, again, that
18 feedback is from folks who are listening on their
19 computer speakers and who have not muted that
20 speaker, but are also using their phones.

21 MS. HIBBELER: How do you mute your
22 computer speaker?

1 MS. ECHOHAWK: Across the top is --
2 there is an icon that looks like a speaker, next
3 to it is an icon that looks like a phone. If you
4 click the down arrow and the phone here and you
5 click mute my speaker.

6 MS. HIBBELER: Right. And I've done
7 that, but then I can't hear anyone after that.

8 MS. ECHOHAWK: And you're also calling
9 on your telephone?

10 MS. HIBBELER: I dropped the
11 telephone, just thought I could just use my
12 computer. Should I use both?

13 MS. ECHOHAWK: No, you should not use
14 both. You should use one or the other, the echo
15 could actually be coming from someone else who is
16 using both. So you cannot use both of them.

17 Okay, Verna, I see your message.
18 You're going to hear anyone who is having an
19 echoing problem, so we apologize for that. But
20 it may not be you, it could be someone else. Who
21 is 708-393-2122? Well, that's me talking right
22 now so my apologies. But we were getting

1 multiple attendees' voices coming on. We can try
2 to tell whose phones are having feedback, and
3 that's what we're doing right now. So again, we
4 appreciate your patience. Please give us just a
5 moment.

6 So in order to minimize this
7 situation, we have muted everybody. If someone
8 at this point, we will keep Darrell unmuted as he
9 was speaking. And if you do want to make a
10 comment, you can hit star pound on your phone, or
11 star pound will allow us to see that you want to
12 speak and then we can unmute your phone.

13 If you're not using your phone and
14 you're only using your computer, I believe you
15 can just use the raised-hand function across the
16 top. That's the little man that looks like he's
17 got his hand raised and you can do that. That
18 should be helpful for us. And our court reporter
19 is asking, again as folks speak, can they please
20 identify themselves? He is taking notes for this
21 and he needs to identify who's speaking.

22 CHAIR WALDRON: Are we good to go?

1 MS. BROWN: Yes, Darrell, let's go
2 ahead and proceed and we'll see how it goes here.
3 Again, thank you, folks for your patience.

4 CHAIR WALDRON: Yeah. So I was just
5 commenting how good a job our contractor has done
6 and I look forward to continuing working with
7 them. I think they are going to be a key asset
8 for us moving forward with trainings and/or
9 meetings and discussions around the comment,
10 around training issues.

11 And I don't mean this in a
12 disrespectful way to anyone who has been
13 training. I look forward to much more
14 interaction with the DINAP staff working on our
15 programs and strengthening our programs. It
16 worries me some of the difficulties grantees are
17 having out there. And I know that we're becoming
18 a more and more competitive place, and I think
19 it's important that we receive good, clear
20 training from real experts in the field, not that
21 we have not had experts in the past because we
22 have. But just referencing Athena's comments.

1 And I actually wish that we could do
2 more onsite monitoring. There was a time when we
3 had a bigger budget and we did do that. They
4 were yearly and some times more, some less
5 depending on the grantee. But I look forward to
6 that and I am appreciative of the fact that the
7 technical assistance is available from grantees
8 as well as DINAP.

9 So I'm kind of on board with
10 everything that Athena was talking about. I
11 think it's really important for us to know these
12 performance indicators and what changes, if any,
13 and where we're going to be with the COVID.
14 We're a year behind on our performances. We're
15 still with WIA; we want to be with WIOA.

16 And I think that Congress has got some
17 work to do, whether that's committees or what,
18 I'm not sure. Because the COVID has created a
19 change.

20 The last time we met, the assistant
21 secretary said that there were 50 jobs available
22 and no one to fill them. We had more jobs than

1 we ever had had, and there was just not enough
2 population to fill those jobs.

3 That is obviously not the case now
4 with people losing their homes, their credit and
5 living off the stimulus. So I am concerned with
6 going forward. I think T&TA priorities need to
7 be strongly outlined by the grantee community as
8 well as by DINAP. And I look forward to those
9 interactions. If our contract was going to be
10 the vehicle for that, and I think the peer-to-
11 peer is very important as well providing they
12 have the adequate message that needs to be sent
13 to strengthen the problem.

14 So I'll just say that in reference to
15 the comments that are made. And I do look
16 forward to the stimulating discussion around some
17 of the stuff that Kay mentioned for future
18 training. I am happy to hear the public dollars
19 being announced to everybody on the cost of these
20 conferences. And it sounds like Kay's been very
21 good at managing her funds. So at this point,
22 I'll open the floor up for discussion from

1 Council members on this topic. Thank you.

2 MR. PAHMAHMIE: Good afternoon, Erwin
3 Pahmahmie, Region 4. Thank you, Mr. Chairman,
4 for acknowledging and sharing that, you know, we
5 are staying on track with our agenda as well as
6 we have the things before us right now regarding
7 the TAT and the contracting activities.

8 I feel that the reimbursements have
9 went smoothly. The contractor's been very
10 helpful, timely, and has exceptional customer
11 service. So I feel that, yeah, continuing the
12 contract would be in our best interests. The
13 technology as well as what we're working with
14 right now, you know, meeting virtually, you know,
15 this was one step forward in being innovative as
16 well as being receptive to the community.

17 I'm pleased to see there's lots of
18 people on. It shows to be 66 participants
19 outside the presenters and I think our hosts.
20 And that's a good number. I really feel good
21 that we are interacting and we are engaging the
22 communities we represent. With that being said,

1 I won't take up any more time. So, thank you.

2 MR. RICKARD: Am I being heard?

3 MS. BROWN: We can hear you now, Gary.

4 Go ahead.

5 MR. RICKARD: You can hear me now?

6 Thank you. We don't know how long the COVID is
7 going to keep our programs from being able to go
8 into full operation. Some of the problems I see,
9 and I'm really program staff orientated, is new
10 employee, if we can't meet in person to do
11 training, then maybe we need to look at doing
12 some virtual training or creating a training
13 tape.

14 But I know I've looked at creating
15 case management training virtually and have
16 someone to work with for us to do that. But I
17 think it would probably better -- almost be
18 better to set it up as a classroom style training
19 and be able to get feedback from the people
20 rather than just create a tape that we send out
21 to everyone. That way the students would have
22 access to questions and answers.

1 And I would be happy to work with the
2 Council and our training contractors to do that
3 because I see that as one of the problems if you
4 hire new staff and you can't get them all
5 together to do individual or group training, how
6 are you going to do that?

7 And, of course, one of the key
8 elements as far as program operation is to make
9 sure you have a very good program operations
10 manual so that, you know, when you're on your own
11 and you maybe didn't get training in that, you
12 can go to it and look up to see, you know, how
13 they need to proceed with that procedure.

14 And so, you know, I'll offer my
15 services on that with the training contractor if
16 they -- and will talk here with the Council about
17 the idea of that, that if any other programs are
18 having trouble, you know, that if they hire a new
19 person, how are they going to train them, you
20 know? You can't get them in a room and meet face
21 to face or whatever. Okay, that's all I have to
22 say on that.

1 CHAIR WALDRON: Thank you, Gary. That
2 was Gary Rickard.

3 MS. BROWN: Darrell, are you -- can
4 you hear me?

5 CHAIR WALDRON: I can, yes. Very
6 clearly. Can you hear me?

7 MS. BROWN: Okay. Yes, I can. This
8 is Athena Brown, DINAP chief. I wanted to
9 continue on if no one else has any more comments.

10 CHAIR WALDRON: I'm not seeing any.

11 MS. BROWN: Okay. I'd like to talk a
12 little bit about the other items that we've put
13 under the DINAP report out. And one of them is
14 just an update on the staffing. We currently
15 have the same number of staff. We are working on
16 getting another person on board. We should be
17 able to bring that person on board once they've
18 passed their background checks and clearances.
19 We have made a selection. So that's an update on
20 that.

21 We never really know how long
22 clearance takes. It usually takes a minimum of

1 three months for the federal government because
2 they do an extensive background check and you
3 have to get access -- before you get access to
4 all of the DOL systems. But we did select
5 somebody, and they will be out-stationed in
6 Dallas, Texas.

7 With the Advisory Council nomination
8 process and timelines, I just wanted to go over
9 the timelines with everybody so that we're all on
10 board on what we've got to do for the upcoming
11 expiration.

12 We don't have an expiration of the
13 charter because it continues on, but the
14 Department of Labor reserves the right to
15 periodically review the charter. And often times
16 when we have some incoming Secretary of Labor and
17 an incoming senior executive, they do like to
18 take a look at all of the advisory councils in
19 play, and they like to look at their mission and
20 purpose. And we usually provide an update or a
21 short little synopsis to the incoming transition
22 team to let them know what these advisory

1 councils work on.

2 So with that, we'll probably be going
3 over some critical deadlines with them as well.
4 Just to let everybody know, our charter is up for
5 review on July 10th, so if there are any changes
6 to that charter, we will probably start working
7 on that as early as February because there's an
8 internal process that takes place where we obtain
9 clearances through all of Department of Labor's
10 different offices and solicitors, and our ETA
11 legal team and OWI's review.

12 The other thing that will expire is
13 the Council members' terms on October 23rd, 2021.
14 And so that process, as everyone knows, is a long
15 process because we have to get notice out to all
16 of the public about those nominations. Everybody
17 has an opportunity to nominate somebody. It's a
18 very public process.

19 So we will probably be starting on all
20 of this as early as July 2021 and drafting a
21 training employment notice that we send out to
22 all the grantees letting them know of the

1 opportunity to apply for the Council. And once
2 we get the nominations in, there's a certain
3 time. We have to get everybody's bios, and a lot
4 of background information goes on behind the
5 scenes with vetting and everything else. And so
6 we have to start working on all of that as well
7 as the Federal Register Notice. So as I said,
8 we'll probably be starting very early on to get
9 that process going for Council nominations.

10 The strategic four-year plan and the
11 roll out of our training and employment guidance
12 and the funding opportunity, even though we don't
13 anticipate going to the competition until 2022,
14 we start work on that process very early on
15 because it takes quite a while to go through a
16 funding opportunity announcement and incorporate
17 everything that we feel is necessary, the
18 information to provide to the grantees about how
19 to apply for these grants.

20 And it is a competitive process, and
21 we work very closely with the Office of Grant
22 Management. So we'll probably start that process

1 as early as the end of the year looking at what
2 we need to do to put together the funding
3 opportunity announcement and the language that we
4 want to incorporate in the four-year plan as well
5 as, you know, we want to think ahead to also
6 training grantees on how to -- or the things that
7 they should be looking at.

8 COVID has caused a lot of challenges
9 so down the line, we may even have some
10 additional listening sessions depending on where
11 we're going with retraining people and getting
12 input and just want to let everybody also know
13 that we do -- we still update periodically the
14 question and answers that are posted on Workforce
15 GPS and also on DOL's main website.

16 I wanted to talk a little bit about
17 what we did when we recaptured excess carry over.
18 I had conversations with all of the Council
19 members that DINAP was going to go through this
20 process because at the time we had a number of
21 grantees that were not sending their money in the
22 way that they should. And we're talking about

1 money that sometimes people had on the book for
2 two years or maybe even longer.

3 So for the very first time in 2019 we
4 recaptured excess carryover money. And we
5 redistributed those funds to the grantees that
6 were appropriately spending their money. So I
7 wanted to talk a little bit about that and just
8 have Duane maybe give a report out on exactly how
9 much the percentage of that entails and how much
10 we recaptured and how much we redistributed.
11 Duane, are you on the line?

12 MR. HALL: Yes, I am. Has been my
13 phone been unmuted? Can you hear me?

14 MS. BROWN: I can hear you.

15 MS. ECHOHAWK: We can.

16 CHAIR WALDRON: I can hear you.

17 MR. HALL: Oh, great. Okay. Yeah,
18 hi, this is Duane Hall. So I think it was maybe
19 four or five years ago, the Council had also
20 discussed the issue of carryover in depth, and I
21 think there was a recommendation by the Council
22 to enforce the carrying of monies.

1 It was never put into effect, and
2 that's mostly on DOL side. We couldn't get
3 through the attorneys and the grants office. And
4 so this past year in PY '20, we brought it up
5 again with the Grants Office, and they said,
6 well, if you want to enforce a carryover, why
7 didn't you identify how much carryover is after
8 PY '19 and we will put that into effect into PY
9 2020. So that's basically what we did.

10 And so what we did was we looked at
11 the amount of funds that were -- and I'm sorry, I
12 think it was PY '18, we looked at the amount of
13 funds that were carried over by each grantee at
14 the end of PY '18. And we then reduced that
15 funding to the PY 2020 funds. And I may be
16 getting my program years confused here. But
17 basically we looked at your prior years excess
18 carryover and we reduced the amount of funding
19 you should have -- would have received in PY
20 2020.

21 And so the way we did that is we used
22 the funding formula, we looked at the amount in

1 excess of 40 percent, not 20 percent. The
2 regulations say that anything in excess of 20
3 percent carry-in can be pulled back from the
4 grantee. We looked at that and we thought that
5 given some of the turnover with some grantees and
6 some other issues that some of the grantees had,
7 we thought that we would just focus on those
8 grantees who we felt were egregious with
9 carryover.

10 And so we upped the carryover limit
11 from 20 percent to 40 percent meaning that any
12 grantee that had 40 percent or more of their
13 funds unspent, we would recapture that. So I
14 think that's an important point to make there is
15 that we looked at grantees who had a 40 percent
16 or more excess carryover. And we pulled those
17 funds back. And when we applied this, we pulled
18 back \$3.9 million.

19 And so then after we pull it back,
20 then how do we redistribute that, or what do we
21 do with those funds. And so what we did is we
22 used the funding formula, and we provided your

1 proportion just as if you were getting new
2 funding. So we looked at the funding formula,
3 and whatever your percentage of funding from the
4 regular formula that you get, we applied this
5 \$3.9 million to the formula and redistributed the
6 funds.

7 So the grantees and the grantees we
8 redistributed to were those grantees that were
9 under 20 percent in their spending. And so in
10 the end, we pulled back funds from 21 grantees,
11 and we redistributed that funding to 54 grantees.

12 And then there was a handful of
13 grantees that were between the 20 percent and 40
14 percent mark meaning we didn't take any money
15 back from you, but we also didn't give you any
16 money because you were over 20 percent, but you
17 were less than 40 percent. So you didn't get any
18 money -- your grant didn't get reduced, but we
19 also didn't give you any of the money that we
20 recaptured.

21 And so we have -- and then we did
22 exclude some grantees from this because they had

1 very unique situations, United -- it was very
2 few. But the -- some of the new grantees had
3 just received a grant in PY '18, it would be very
4 difficult for them to get up and running in one
5 year.

6 And so those grantees such as United
7 American Indian Involvement, Ponca Tribe in
8 Nebraska, Little Big Horn College, Suquamish
9 Tribe, those grantees, they recently became
10 grantees and it took a while for them to start
11 up. So we excluded them from the carryover.

12 And so some of you may have seen your
13 funding -- and this I should say is all in the
14 funding TEGL that we put out this past spring.
15 So that's all public information as far as who
16 received funds, who had funds taken away, and who
17 received funding.

18 Athena and I are interested in hearing
19 from the Council on how you feel that went. We
20 thought we've implemented it fairly, but we'd
21 certainly like to hear from the Council on that.
22 This is the first time that we've done this that

1 I'm aware of that we've enforced carryover.

2 We are not doing it at the end of this
3 year because of COVID, and because also there
4 were a number of grantees whose funding just have
5 increased. So we don't want to give grantees
6 additional money and then they don't have a time
7 to adjust to that new funding level, and then
8 they have excess carryover. So, you know, we're
9 not going to do it this year. There's no plans
10 right now to do that in the future.

11 But I think we -- I guess that this
12 could be looked at as a penalty or punishing
13 those grantees who have excess carryover. We see
14 it as trying to provide additional funds to those
15 grantees that are doing a good job in spending
16 their funding.

17 And we want it to get the attention of
18 some of our grantees. We feel that we've really
19 belabored this point at conferences. And I know
20 FPOs have talked to those grantees who have high
21 carryover. Certainly, this isn't something that
22 we want to do. But we felt that, you know, we

1 did need to enforce this to get some grantees to
2 try to get their attention and let them know
3 that, you know, this is important.

4 We can't ask for additional funding
5 for this program if somebody in the Department of
6 Labor goes in and analyzes our expenditures and
7 sees that we have like \$3.9 million to \$4 million
8 unspent. So, Athena, with that, I will stop and
9 if there is any questions, I'll stay on the line
10 with it unmuted.

11 MS. BROWN: Darrell, I'll turn it back
12 to you.

13 CHAIR WALDRON: Yep. So I have been
14 excited to hear from the other Council members.
15 It sounded like a fair process. I, again, with
16 all due respect, I think that the problem is
17 directly related to training, financial training,
18 program training. Also a change in our age
19 demographics and younger native people not
20 enrolling and communities changing.

21 So thank you, Duane. It was well
22 said, very clear. So I'll open up the floor for

1 some discussion. Please, Council members, I'd
2 love to hear your discussion on this.

3 MR. RICKARD: Darrell, this is Gary
4 Rickard from California Indian Manpower. Can you
5 hear me?

6 CHAIR WALDRON: I can hear you.

7 MR. RICKARD: I would like to ask
8 Duane a question. Duane, are you there?

9 MR. HALL: Yeah. Hi, Gary, I'm here.

10 MR. RICKARD: Did I hear you say that
11 we're not going to use that process going
12 forward?

13 MR. HALL: Yeah, Gary, we have no --
14 well, I shouldn't say we're not going to use the
15 process going forward. Right now we don't have
16 any plans to use it in the near future. In other
17 words, at the end of this program year, June
18 30th, 2021, we're not going to look at excess
19 funds and implement this at the end of this year.

20 That doesn't mean that we won't Gary,
21 maybe in the future. But we hope that this -- we
22 hope that this gets those grantees who were not

1 spending their funds to spend their funds, and we
2 don't have to do it. But we don't have any plans
3 right now, but that does not mean that we
4 wouldn't do it in the future. But we don't
5 foresee it here in the near future meaning this
6 program year or next program year.

7 MR. RICKARD: Yeah, because I agree
8 with Darrell, you know, it sounded like a fair
9 process, and we sure don't want to go back to DOL
10 and say, you know, we need more money. And then
11 they look and see that, well, you have all these
12 unspent funds.

13 MR. HALL: Right.

14 MR. RICKARD: So I do hope that we do
15 look at -- if there are grantees that have not
16 spent their money, or they're not spending their
17 money, that maybe that could be identified a
18 little sooner, and not wait, you know, and do the
19 process like you have done in this past year.

20 MR. HALL: Yeah.

21 MR. RICKARD: So that we don't end up
22 with, you know, unspent money.

1 MS. BROWN: Yeah. Kay Seven has her
2 hand raised.

3 MS. SEVEN: Can you hear me?

4 CHAIR WALDRON: Thank you, Gary. I
5 can hear you, Kay.

6 MS. SEVEN: Okay, good. So one thing
7 I received the information from our 477 co-chair
8 Margaret Zientiek. She had asked the question
9 about the carryover funds. The distribution went
10 to 166 grantees and did not include the 477
11 grantee community. And so if I remember right,
12 there was a reasoning behind that, and, Duane, if
13 you could clarify that for us?

14 MR. HALL: Sure. This is Duane Hall.
15 I'm getting a bit of an echo. Are you hearing
16 that on your end?

17 CHAIR WALDRON: Yes, I am.

18 MR. HALL: Tribal Tech, can you mute
19 -- It appears that my speaker is off on my
20 computer. There, I think you may have -- there,
21 that fixed it. Thank you. Yeah, Kay, in trying
22 to do this process with 477 grantees, we would

1 need their expenditures which we don't get.

2 So 477 grantees were not included in
3 this process because we don't know what their
4 carryover is because we don't get that
5 information, and as we all know, that's how it's
6 intended is that the 477 grantees report to the
7 Department of Interior, and they report on all
8 their funding. So we just don't have the
9 information to include the 477 grantees in this
10 process.

11 CHAIR WALDRON: I hear something, is
12 that Morse code?

13 MS. BROWN: Darrell, this is Athena.
14 I see a comment that Kay from Margaret Zientiek
15 thanking Kay because she wanted to hear the
16 logic. So the logic is that if you don't
17 participate in the carryover report, then you
18 cannot participate in the redistribution.

19 CHAIR WALDRON: We're picking up an
20 echo. Oh, it stopped. Is there more comments
21 from the Council members? I know this was
22 painful to some.

1 MR. HALL: Mr. Chairman?

2 CHAIR WALDRON: Yes, Duane.

3 MR. HALL: Duane Hall. Again, just to
4 go over the numbers again, it was 21 grantees who
5 we pulled money back from. And it was \$3.9
6 million. I would just say that half that \$3.9
7 million came from one grantee.

8 CHAIR WALDRON: Oh, half of that came
9 from one grantee?

10 MS. BROWN: It was a large grantee.

11 MR. HALL: Yes. I say that not to
12 point anyone out, and, you know, we don't give
13 names on this. But just to know that, you know,
14 there's 21. But again, I would also we did this
15 at 40 percent, not at 20 percent. If we would
16 have done it at 20 percent, we probably would
17 have -- a lot more grantees would have got
18 scooped up in this. But I just wanted to give
19 some perspective on this carryover that of the
20 21, half the amount came from one grantee.

21 CHAIR WALDRON: Wow, that's painful to
22 hear, but I still think it's a product of

1 training, communication. I think there's been
2 some demographic changes in our community, you
3 know, with some of our younger populations.
4 We're seeing it in some of the really big, urban
5 centers like New York. They're not identifying
6 with their tribes as much as they were. But I
7 also think it's fiscal training.

8 I would assume we're going to work
9 directly on that with some type of a workshop
10 from DINAP, and maybe through Tribal Tech and out
11 to the community that they can tune into on a
12 webinar, or at will, they can punch into it and
13 get some of that straightened out. Or is it
14 something you're looking from the Advisory Board
15 to make recommendations to you because that's a
16 lot? That's a lot of money.

17 MS. BROWN: Darrell, this is Athena.

18 CHAIR WALDRON: Yes. Hi, Athena. I'm
19 getting the feedback again.

20 MS. BROWN: I hear that.

21 MS. ECHOHAWK: Sorry, Kay Seven has
22 her hand raised, and whenever I unmute her,

1 that's when you get the feedback. So if you'd
2 like to call on her or if she can speak now, I
3 will unmute her.

4 CHAIR WALDRON: Okay. So I'll do
5 Athena and then Kay because Athena was about to
6 say something. And then Kay.

7 MS. BROWN: Oh, I just wanted to say
8 that the topic there is not so much financial
9 management as planning and budgeting which is
10 totally different, yeah, as a training topic.
11 And then before I finish DINAP's report out, I
12 just want to quickly mention that Tribal Tech has
13 been developing -- has been helping DINAP develop
14 a training video that we will, you know,
15 eventually provide to everybody on our Workforce
16 GPS.

17 CHAIR WALDRON: Excellent. Thank you.
18 Kay Seven.

19 MS. SEVEN: Okay. Yes. Yes, the
20 carryover issue is not a new one. I've been on
21 the Council before, and I think between 2005,
22 2008 a large carryover was an issue then. And as

1 a result, it is how we saw our appropriation drop
2 from \$60 million per year down to as low as \$43
3 million, \$45 million per year.

4 That was a pain to the council to have
5 lost a lot of money, but the administration's
6 comment to us is you have a lot of carryover and
7 unused dollars or unobligated dollars from year
8 to year. So it's a good practice that we'll need
9 to implement to make sure that our grantees are
10 contacting Department of Labor for technical
11 assistance and training when they began to see
12 early signals or signs of an inability to spend
13 their dollars.

14 CHAIR WALDRON: Yeah, thank you, Kay.
15 I remember those conversations as well with the
16 Advisory Board, and I agree it's been going on
17 way too long and I don't know why we haven't
18 solved the problem yet. I also know that a great
19 deal of energy went into asking for more money
20 for our communities. And the original budget was
21 \$200 million, and it's dwindled down to where it
22 is.

1 And so again, I think there's some
2 wisdom there with the planning, financial
3 management, technical assistance, I think it's
4 something that DINAP has given us the kick start
5 on with pulling back those funds. And I look
6 forward to us being much more assertive and
7 aggressive on it.

8 Moving forward, there are methods and
9 important methods of doing that for the
10 community. It is painful to hear that there's so
11 much money, and particularly from one grantee,
12 half of it. And it just goes to show, you know,
13 united we do stand as well as we fall in the same
14 manner.

15 So I look forward to change, maybe we
16 can incorporate that or recommendation to
17 continue the practice of something within the
18 strategic plan, and with Patty, we can maybe put
19 it in that docket that we're going to work on it
20 in the next 30 to 40 days. Are there any other
21 comments coming in from the Council on this
22 topic?

1 MS. ECHOHAWK: Erwin has his hand
2 raised.

3 CHAIR WALDRON: Erwin. Chair
4 recognizes Erwin. Please state your name.

5 MR. PAHMAHMIE: Good afternoon, Erwin
6 Pahmahmie, Region 4. Yeah, just a better
7 understanding of why the 477 was excluded from
8 the redistribution allocation. And I would just
9 propose that the 477, I know they're very active
10 internally, that, you know, like Margaret put out
11 there about, you know, if you don't participate
12 in the carryover report, then, you know, you're
13 not going to participate in the reimbursement and
14 stuff. So I guess that's an internal thing for
15 them.

16 Historically with myself, just to kind
17 of talk about carryover. My biggest carryover
18 used to be under our youth funds because of the
19 release dates and stuff. And I've always echoed
20 this, too, about, you know, sometimes, you know,
21 it'd look like I'd have a 60 percent carryover,
22 but all of that was going to be spent in, you

1 know, the beginning of May and June. So, you
2 know, that was for to, of course, you know, to
3 employ our summer youth and our activities. So
4 I'd just like to reiterate that.

5 And I think it's a wonderful idea to
6 provide financial management training and I'm
7 looking forward to seeing what Tribal Tech is
8 going to unroll for us here soon. And I think
9 that would be good for them to as well as -- you
10 know, this could be one of those trainings that's
11 a universal training, you know, between 166 and
12 477. So, thank you. Again, Erwin Pahmahmie,
13 Region 4.

14 CHAIR WALDRON: Do we have any other
15 hands raised?

16 MS. BROWN: Darrell, I don't think we
17 have anything else. Do you want to take a quick
18 break?

19 CHAIR WALDRON: Yes, sounds good. I
20 drank two glasses of water, it's time for a
21 little break. So 15 minutes, that's what's on
22 the agenda here. We'll convene back at 2:15.

1 All the hands should be waving.

2 MS. BROWN: Thank you.

3 CHAIR WALDRON: Thank you, everybody.

4 See you at 2:15.

5 (Whereupon, the above-entitled matter
6 went off the record at 2:03 p.m. and resumed at
7 2:20 p.m.)

8 CHAIR WALDRON: Okay. So this is
9 Darrell Waldron, we're calling the meeting back
10 in session from our 15 minute break. So we were
11 talking about the excess carryover and getting a
12 methodology from Duane and we were asking for
13 comments from the Advisory Board of which we
14 received one from Erwin and one from Gary.

15 And so the floor is still open on
16 that. And if not, if we -- or if we have no
17 more, we'll move to the next session on the
18 agenda. So are there any more comments or
19 statements around the excess carryover, or on
20 nomination process timelines? Assuming we're all
21 set and it's okay to move on to the next section
22 in the agenda. And it looks like we have a

1 couple guests. Are our speakers on the line? I
2 think it's Minette, excuse me if I mispronounced
3 your names. I'm from the east coast, we talk
4 funny.

5 MS. GALINDO: Checking to see if you
6 all can hear me okay.

7 CHAIR WALDRON: I can hear you.

8 MS. BROWN: Yes.

9 MS. GALINDO: All right. Thank you.
10 And also from the east coast, born and raised in
11 New Jersey, so I appreciate it.

12 CHAIR WALDRON: Yeah, right.

13 MS. GALINDO: This is Minette Galindo,
14 so I appreciate that.

15 CHAIR WALDRON: Yes, right.

16 MS. GALINDO: And with your
17 permission, I'll jump right in.

18 CHAIR WALDRON: Please do.

19 MS. GALINDO: All right. Well, good
20 morning or good afternoon depending on where in
21 the country you are. My name is Minette Galindo
22 and I have the pleasure of serving as the public

1 health advisor with the Indian Health Service
2 which is an operating division of the U.S.
3 Department of Health and Human Services.

4 And I was with many of you pre-COVID
5 at the Department of Labor building discussing a
6 bit about IHS's initiative for the National
7 Community Health Aide Program. Had talked a
8 little bit about what CHAP is and what it means
9 for Indian country. And I am here today and
10 invited today to provide a bit of an update from
11 the last time that we spoke.

12 So I will start off with a brief
13 overview just to catch everyone up for those that
14 weren't present at the meeting, or are like what
15 exactly is CHAP, what does that mean? Why are we
16 hearing about it? I'll talk briefly about the
17 CHAP policy which is central to much of the work
18 we've been doing on the IHS side over the last
19 couple of years. And then I'll talk briefly
20 about how we got to this point through tribal
21 consultation and how tribal consultation and
22 continued tribal engagement sort of shaped how

1 we're implementing the program. And then leave
2 some time at the end in case there are questions.

3 So what is the Community Health Aide
4 Program, and I do see that it is a little -- oh,
5 there we go. What is the Community Health aide
6 Program? So CHAP, which is the acronym, was
7 actually started in Alaska. In 1968 there was a
8 tuberculosis outbreak, and as you can imagine
9 with a state the size of Alaska with the villages
10 spread out covering a vast amount of land across
11 the state, when you have public health
12 emergencies or any kind of pandemic or epidemic
13 as we see now, being able to get to patients that
14 live in the most rural and remote parts of the
15 country can be difficult.

16 So in 1968, seeing this and seeing
17 this TB outbreak, they created what are called
18 chemotherapy aides. And these aides were
19 extenders of the physician that lived in the
20 larger villages or the hubs of Alaska. And the
21 chemotherapy aides later transformed to be the
22 community health aides.

1 They are essentially extenders of a
2 provider. These are not healthcare provides that
3 work independently. They do work under the
4 supervision of a licensed clinician. But the
5 community health aide was an extension of primary
6 and emergent care. And I'll talk a bit about
7 what they kind of do in the context of tribal
8 health.

9 In the 2000s there was a white paper
10 done on the use of what were called dental health
11 aides in New Zealand with how New Zealand engages
12 with the Maori people, one of the indigenous
13 groups of that country. And so when like the
14 white paper came to Alaska, Alaska was like,
15 well, this is incredible, we should do this for
16 our program as well. So they created the dental
17 health aide provide type. And a year later,
18 taking that same sort of model, they added the
19 behavior health aide provider type.

20 So a simple way to look at CHAP is
21 again these are extenders of providers and you
22 have three different kinds. Your behavioral

1 health aide, they work on your mind. Your dental
2 health aide works on your mouth, and your
3 community health aide is working on your body.
4 They are extenders of social workers if you're a
5 behavioral aides or psychologists. The dental
6 health aides, they are extenders of a dentist,
7 and a community health aide is an extender of a
8 physician or a physician assistant.

9 So within these three types of health
10 aide categories that I just described, it's
11 actually a tiered level approach. So for the
12 behavioral health aide, there are four practicing
13 levels, and what that means is you come in as the
14 entry level, the behavioral health aide one and
15 as your training increases your scope and your
16 competency, so does your levels.

17 So the highest practicing level of a
18 behavioral health aide is a behavioral aide
19 practitioner. And much of their training -- as
20 you move up, the more training or the more
21 academic credits that you're seeking. So a
22 behavioral health aide practitioner might have a

1 bachelor's degree and maybe like an additional
2 certificate.

3 The community health aide has a five-
4 tiered level practice system, so the highest
5 functioning level is a community health aide
6 practitioner or a CHAP, not to be confused with
7 the program name. So the community health aide,
8 a good way to sort of look at them, they are a
9 hybrid of like an EMT, a CNA. Like in Alaska you
10 have community health aide practitioners that can
11 actually insert a chest tube or do sutures.

12 So if you live in rural or remote
13 community and there is no clinic or hospital
14 nearby and let's say somebody breaks their leg in
15 a car accident, a community health aide can come
16 and provide the necessary treatment until a
17 patient can be taken to the nearest hospital.

18 The dental health aide is similar in
19 concept. It has a 6-tiered level system, and the
20 highest practicing level of the dental health
21 aide is a dental health aide therapist. And
22 dental health aide therapist, there's a few

1 things to note related to the law and how these
2 work within the Indian Health System. But a
3 dental health aide therapist can do basic tooth
4 extractions.

5 So in communities where there may not
6 be a dental clinic nearby or there's no dentist
7 on staff, some of these health aides can do very
8 basic and rudimentary procedures in the fields of
9 behavioral, primary, and dental health to help
10 our patients and help us see more patients.

11 So when thinking of the CHAP program,
12 that I just kind of explained what it looks like
13 on the front end, but the structure and the back
14 end of how this program is built, it is
15 incredibly complex.

16 And much of this sort of structure is
17 sort of how we got engaged with the Department of
18 Labor in figuring out how we can leverage the
19 work that you all do through your Council and
20 ensuring that the work that you all are doing and
21 the work that we're doing on the IHS side we can
22 sort of find a great way to intersect and

1 leverage many of the different authorities the
2 tribes can use when building economic
3 development.

4 So from a CHAP perspective, the major
5 thing is we're increasing access to care, right,
6 because we have these provider extenders, these
7 health aides. But the other thing that CHAP does
8 is that it focuses on growing a brand new
9 workforce, and the goal with the national CHAP is
10 to create a workforce that looks like the people
11 that it serves. So we want to grow our own if
12 you will.

13 We essentially want to encourage
14 native youths that maybe have an interest for
15 mental health, but they don't necessarily want to
16 leave their community for four to six years and
17 go to an institution to get a degree.

18 And then also within the community
19 health aide program recruitment and retention is
20 a huge issue in the field of healthcare. A lot
21 of allied health fields are ones that are hardest
22 to recruit and keep folks in for a while. And

1 then when you think about it, in the public
2 service context, it's really hard to complete
3 with the private sector with pay.

4 But CHAP offers an opportunity for
5 community members that are interested in a
6 specific field to work in that field, get trained
7 in their communities, and work directly and give
8 back to the communities that raised them.

9 So thinking of those two sort of
10 pillars, there's a workforce development and it's
11 an extension for increasing access to care. So
12 behinds the scenes or the sausage making of CHAP
13 is incredibly complex. So, training, one of the
14 responsibilities that's outlined in the
15 congressional authority that allows us to operate
16 this program said that we have to make some
17 investments into trainings.

18 One of the things that we're eyeing as
19 we're building the program is looking at what are
20 the training institutions that currently exist in
21 Indian country and how can we invest in those.
22 Tribal colleges and universities is a no-brainer,

1 right?

2 So we have over 30 TCUs across the
3 country and we say to ourselves, okay, well, how
4 can we reinvest into training into these
5 institutions to train these behavioral health,
6 community health, and dental health aides so that
7 they can stay in the communities that they're
8 from, go to school in the communities that
9 they're from, and then come back and serve in the
10 communities that they're from.

11 Certification is the second, and one
12 of the more important when you think of just
13 running a national program. So these health
14 aides are federally certified. That's
15 particularly important for a couple of different
16 reasons, so when you have providers that work
17 across any system, whether it's Indian Health
18 system or in the private sector, typically --
19 well, what should happen is often, you know, your
20 provider has to be licensed or had to sit before
21 like a state board to be licensed to practice in
22 the state.

1 These health aides have federal
2 certification which means that they're exempt
3 from state licensing requirements. So what we
4 find or two of the benefits of this is if a tribe
5 chooses to add CHAP into their annual funding
6 agreement or their funding agreements, whether
7 it's Title I or Title V, what happens is that
8 they have the benefit of portability or
9 reciprocity.

10 So what we see now with the pandemic,
11 there are different communities around Indian
12 Countries that are suffering from the COVID-19
13 pandemic, but having portability allows for
14 tribes to loan, maybe they want to loan a health
15 aide out because it's a state of an emergency at
16 a particular tribe and they can do that without
17 having to worry about the state licensing
18 requirement. So it allows us to mobilize these
19 health aides even more because they move across
20 state lines and they can provide services if
21 needed.

22 And the second benefit and more of a

1 financial sort of -- or a cost savings on the
2 tribal side, is that when these health aides are
3 a part of a tribal or a federal facility, they
4 get what's called Federal Tort Claims Act
5 Coverage which is essentially malpractice
6 insurance. That's a huge cost benefit or cost
7 savings to our tribal partners.

8 The supervision, so again, these
9 health aides do not operate independently. They
10 all work under the supervision of a licensed
11 clinician. So that is investing in our clinical
12 supervision and saying what does it mean to be a
13 CHAP supervisor. Practice is how you deal with
14 your patients, that purple circle.

15 We talk a lot within our agency about
16 relationship-based care ensuring that your
17 patients know who you are and there's a bit of
18 bedside manner in how you engage with your
19 patients allowing folks to feel comfortable to
20 talk about their health concerns. So
21 incorporating that relationship-based care model
22 and quality improvement for healthcare in how

1 we're growing this workforce of CHAP providers in
2 the lower 48.

3 And, finally, and the one that we've
4 been doing for the last four years, and I've been
5 significantly involved since we started this work
6 is the administrative oversight. So we've
7 modeled this after the Alaska CHAP, but we are
8 now taking this to the lower 48.

9 So we are creating a national program
10 for 48 states. You can imagine the level of work
11 that has to happen, whether it be tribal
12 consultation, projections for budgets and, you
13 know, developing a policy, working with our
14 tribal partners to ensure that the program is
15 responsive to the concerns and the needs of our
16 communities.

17 So CHAP touches on a few different
18 things, and one of the concepts that we use often
19 in public health is social determinants of
20 health. And social determinants of health
21 basically say that there are things around you in
22 your environment, in your life that impact your

1 overall quality of life.

2 Before I came to IHS, I worked for CDC
3 and we were able -- I worked at a local health
4 department, we were actually able to tell
5 somebody's life expectancy from their zip code
6 because there are all these other factors that
7 influence your quality of life. If you live in
8 an area where there are no green spaces, or there
9 are no places to walk and exercise, studies have
10 shown that there is a connection between obesity
11 rates and if don't have sidewalks or if we don't
12 have green places for people to exercise.

13 So CHAP is an opportunity for us to
14 address to address these five things, the
15 neighbor and the environment. Growing a
16 workforce of our own allows us to consider the
17 neighborhood and environment. Only folks that
18 live in a community know, okay, well, you know,
19 if you're going to exercise, you probably want to
20 walk in this side of the street because this side
21 usually gets icier.

22 Economic stability, at its core, this

1 is a job creation opportunity because we're
2 building a new workforce. Social and community
3 context, this is one of the things that the
4 Alaska CHAP has been able to herald as a major
5 success is incorporating social aspects as well
6 as cultural aspects into how you treat people.

7 I met with a behavioral health aide in
8 Alaska who was in her 80s, and she was an elder
9 in her village and she was actually training her
10 granddaughter to take over her role when she
11 retired. And in her village, berry picking is
12 incredibly important, and it is one of the ways
13 that they connect with the Earth, and it's a part
14 of their traditions and, you know, how they heal.

15 And speaking to her, she actually
16 talked about she was the only behavioral health
17 provider in her small village and during berry
18 picking season, she actually sees more patients
19 so they literally will go out and she will walk
20 with her patients and they'll pick berries
21 together. She's able to get more from her
22 patients. She can actually speak to them in a

1 manner that makes sense. And she also is pouring
2 into herself because she's engaging in a
3 traditional practice.

4 And one of the successes of that story
5 outside of the most obvious which is being able
6 to engage with her traditional healing and
7 traditional medicine is that they work closely
8 with the state so that they can get reimbursed
9 for those services. They did a bunch of training
10 videos. The tribal health organization made a
11 training video on how to correctly note those
12 things in a treatment plan so when you bill for
13 Medicaid or Medicare, you actually get reimbursed
14 for the services.

15 Education, again, because of the
16 training investment, we have to make investments
17 into education. And, finally it goes without
18 saying the healthcare aspect. So this on July
19 2nd, IHS announced the CHAP policy. We had been
20 working on the policy for the last couple of
21 years with our tribal advisory group, and this
22 policy essentially permits the use of community

1 health aide programs in IHS and tribally operated
2 facilities.

3 I won't spend too much time going over
4 this. I did want to let everyone know that we're
5 actually in the middle of tribal consultation
6 right now for fiscal year 2021 to support CHAP,
7 and we did a series, a virtual learning series or
8 virtual learning sessions that have recordings
9 that go through the policy and why we wrote it
10 the way we did, and what things are in it. And
11 how it connects back to statute, and what was
12 born out of tribal consultation that made its way
13 into the policy.

14 We talk about the scope of work of
15 these health aides, so if you're curious what a
16 dental health aide therapist does. We talk about
17 that. We spoke a lot about -- we have one
18 session on the CHAP and the CHR workforce. And
19 then we did one on tribal consultation with CHAP.
20 So I won't go into all these slides into detail
21 in the interest of time, but I welcome you to
22 listen to those recordings at your leisure.

1 So this slide talks generally about
2 certification and how it's structured. So we
3 have a national certification board at
4 headquarters that is responsible for updating
5 policy. We are the liaison between our CHAP
6 programs on the tribal and federal side to
7 Congress, or to HHS, or to the White House. We
8 have our area certification boards which is where
9 folks would actually go to be certified and you
10 get certified in the area in which you intend to
11 practice. So Portland area and Navajo area,
12 Tucson, Phoenix, Oklahoma City, Bemidji,
13 Billings, California.

14 But the certification, because this is
15 a federal function and this is not one that can
16 be contracted or compacted to tribes, it is an
17 inherent federal function, must always have the
18 signature of a federal representative. So tribal
19 consultation, and I think it's important to talk
20 about this because it helps to set the stage for
21 the decisions that we had to make when designing
22 programs.

1 So the three key takeaway dates for
2 tribal consultation for IHS with CHAP is in 2016
3 was when we initially asked the question to
4 tribes, is this something that -- we have this
5 authority, Congress gave it to us in 2010, do you
6 want us to act on this authority and formally
7 expand the program? Tribes, for the majority,
8 said yes. But with these conditions.

9 And then in 2019 we consulted on the
10 policy after working over a year with our CHAP
11 tribe Advisory Group on what's important to
12 include in the policy so the program is
13 reflective of our communities. And right now
14 we're currently consulting on funds for fiscal
15 year 2020 to support implementation.

16 So I talked a bit about 2016, I won't
17 go through this, but it provides just a high-
18 level details of what happens with tribal
19 consultation and that information. So with the
20 2017, we wrapped up consultations in -- well,
21 early 2017. It didn't necessarily mean we
22 stopped listening because there was plenty of

1 opportunity to really get to the meat of what the
2 comments were.

3 So I spent the majority of 2017 and
4 2018 visiting and talking to folks on what is it
5 that they wanted to see happen with this program.
6 So we continued our tribal engagement, we
7 continued it in 2018. And then we consulted in
8 2019 on the policy. And then we took all of that
9 information, so three separate years of
10 consultation -- well, two separate years of
11 consultation.

12 A total of four years of data and
13 feedback and information that tribes are saying
14 to us, we like this, we don't like this. You
15 know, we'd love to have this kind of system but
16 broadband access is an issue where I live. My
17 closest hospital is 500 miles away, or we have
18 one ambulance that the tribe owns and it doesn't
19 work that well.

20 So we took all that information and
21 basically turned it and did an analysis. It gave
22 us over 400 comments. Taking those 400 comments,

1 we were able to put them in four key categories.
2 And the reason we do this is because we want to
3 be able to communicate to tribes, we heard what
4 you were saying. And, of course, it's a lot of
5 information to process so you have to kind of
6 distill it down and make it make sense for the
7 public.

8 So these four categories were
9 workforce barriers, so that is we don't have
10 broadband access. Certification and training,
11 there needs to be investment into how we certify
12 and train these providers. Cultural inclusion,
13 making sure that these providers understand the
14 communities in which they serve. And the
15 reimbursement, the program sounds great, but if
16 we can't bill for these services, we can't
17 sustain it in our communities. So taking all
18 that information, we've landed on these
19 implementation priorities.

20 We don't have a ton of funding for
21 CHAP. We're kind of, as we say, building the
22 plane as we're taking off. But what we do

1 recognize, and this gratitude I'm going to share
2 is large in part to our tribes, specifically
3 those in the northwest that have been on the
4 forefront of advocating for these programs.

5 And it had not been for them saying we
6 need this program, we've made the investments on
7 our side, we need you all, we as in IHS, to put
8 this policy out and allow for these programs to
9 function, we would not be as far as we are today.
10 And these priorities, we know we don't have all
11 the money we need, but we know we have to start
12 somewhere.

13 So we essentially said with this
14 current consultation, hey, the money's not a lot,
15 but here are the things we heard you say, and we
16 need suggestions on what of these do we tackle
17 first but we set the program up so that it at
18 least can start running until we can build it out
19 even better and stronger.

20 So that is it in a nutshell, and these
21 implementation priorities are described on those
22 recordings that I talked about. But I'll stop

1 here to see if there are any questions, and I
2 will type in the link for the recordings to the
3 session in the chat box. Thank you.

4 CHAIR WALDRON: Awesome. Thank you.
5 Great job. Are there any questions, comments?

6 MS. GALINDO: And then I have a couple
7 notes if no questions that I wanted to just share
8 with everyone. While we wait for them to go in,
9 I did want to at least note and share, these are
10 our CHAP tribe advisory members. Some of them
11 are fairly new this year because we did have a
12 round of tribal elections so we had some changes.

13 But I would be remiss if I did not
14 thank the folks on this screen for their
15 incredible sacrifice and work. Many of them have
16 been here since the beginning, and they've been
17 instrumental in helping us move the needle
18 forward on getting this program done. I'm not
19 sure if any of them are on this call because I
20 know some of them are fairly active on tribal
21 advisory groups. But these are tribal advisory
22 group members.

1 And then as I shared, we are
2 consulting on the fiscal year 2020 funds that the
3 IHS director set aside to support CHAP. We are
4 incredibly grateful and fortunate that we have
5 the support of, not only IHS leadership, but the
6 folks at HHS in supporting this program.

7 So if you have -- if you have any
8 comments that you'd like to share related to the
9 fund, please submit your comments by November
10 23rd. These are two-year funds so we have to
11 have them obligated by September 30th, 2021. So
12 we want to get moving and do what we can to help
13 our tribal communities position themselves with
14 success in serving the incredible folks that we
15 do serve.

16 MS. ECHOHAWK: Kay does have her hand
17 up.

18 (Simultaneous speaking.)

19 MS. GALINDO: -- brought up a
20 suggestion said, Minette, if you don't mind,
21 remind the Council who can participate for the
22 CHAP Tribe Advisory Group. It is a tribal

1 advisory group so you need to either be employed
2 by the tribe or be an elected official. And the
3 IHS area director from your particular region
4 would appoint you to serve. If you're
5 interested, you can reach out to me and I get you
6 in contact with who you need to be in contact
7 with. And I think I heard someone on the line.

8 MS. ECHOHAWK: Kay Seven has her hand
9 raised.

10 MS. SEVEN: So, thank you for your
11 presentation. I remember hearing this
12 presentation at our last Advisory Council
13 meeting, and I do know our Tribal Council Member
14 Chantel Greene is very active with this
15 initiative. My question is has the group gone to
16 the U.S. Department of Labor to find a specific
17 set of funds within the Labor building for this
18 project?

19 MS. GALINDO: That is a great
20 question. I have a bit of an echo. I hope that
21 clears up here. So what we did in our initial
22 engagement with DOL between not only Athena's

1 shop but a few of the other shops at DOL is
2 figure out, well, what existing models can we
3 leverage?

4 And the apprenticeship was actually
5 what kicked our discussions off because the
6 Alaska CHAP, the behavioral health aide is in the
7 apprentice program. And we're considering, okay,
8 well, if we do that or we make that an option
9 nationwide, what can we do on the front end to
10 make it automated and easier for our tribes to do
11 so if they choose to operate a CHAP.

12 The other thing that our hope was, was
13 to potentially do a joint meeting between you all
14 and the CHAP Tribal Advisory Group because I
15 think there are authorities that exist on the DOL
16 side that tribes can leverage that would make
17 total sense for a national CHAP. So kind of
18 taking all the resources that you all have,
19 bringing them together and saying what can
20 support the program.

21 We haven't, and when I say we, IHS, we
22 have not explicitly looked at what funding

1 coffers might exist in DOL to support CHAP, but
2 our thought was, okay, why don't we start with at
3 least bringing together our tribal groups so that
4 they can talk because I'm sure you all with the
5 knowledge that you bring to this group, you would
6 be more privy to a lot of the inner workings of
7 either job development or training opportunities
8 or training funds that would exist specific to
9 Indian country. So I help that kind of answers
10 your question.

11 MS. SEVEN: So that answers my
12 question somewhat. But if I'm looking at
13 preventing the duplication of effort, so when the
14 monies are allocated, I'm assuming that this is
15 how it's done, I'm thinking that the monies are
16 allotted to like our regional health from tribal
17 Health Board Advisory like out of Portland,
18 Oregon.

19 And is it from that point then that
20 it's distributed to the tribal health facilities.
21 And that as grantees in our region, how is it
22 that we partner with our local regional group for

1 a set aside of our own training dollars for this
2 initiative?

3 MS. GALINDO: So you actually bring up
4 some really good points that I hadn't considered
5 when putting together this presentation. But the
6 coordination of efforts and when that happens
7 either from the grant side or at the state side,
8 I would be interested if we could sort of add
9 that to the list of things to discuss between our
10 agencies as it relates to you all and potentially
11 the CHAP TAG because that's something that we can
12 consider and even talk about how that would make
13 sense in leveraging it, because you bring up a
14 good point, you know, not duplicating efforts.

15 So I don't know, Athena, this question
16 would be for you. Is that something that we
17 could explore like offline or put on the agenda
18 for another discussion?

19 CHAIR WALDRON: Is Athena muted?

20 MS. GALINDO: Yeah, I think I saw her
21 try to type.

22 (Simultaneous speaking.)

1 MS. ECHOHAWK: She is not. She is not
2 muted.

3 MS. BROWN: Can you hear me?

4 MS. ECHOHAWK: There we go.

5 MS. BROWN: Okay. Yes, I think that's
6 something that we can put on our agenda, and we
7 can also maybe somehow incorporate it in our
8 strategic plan for the Council. I know it's an
9 ongoing effort, isn't it, Minette, because you
10 get the tribal consultation first, you haven't
11 really selected the sites yet, have you?

12 MS. GALINDO: So because it is a
13 program that can operate in tribal facilities,
14 there are several that are already going to be
15 starting. And some have done the work prior to.
16 So we don't select the site because it's a
17 workforce model. Tribes can, if they say, hey,
18 I'm a Title V or a Title I, I'm adding this into
19 my agreement. If they do, and the agreement is
20 signed, then they can start operating them. And
21 we do project that there's going to be lot of
22 that because there are tribes who are already

1 ready.

2 MS. BROWN: Okay. So I do think that
3 this could be added to part of our effective
4 management work group strategic plan for the
5 Council, and then just add tasks and subtasks as
6 we go. But, yeah, I think definitely think we
7 should have some follow up conversation.

8 MS. GALINDO: Okay, absolutely. And
9 I appreciate, I don't think I caught her name,
10 but I appreciate that recommendation and that
11 suggestion.

12 MS. BROWN: That's from me, Athena.

13 CHAIR WALDRON: Awesome. Do we have
14 any comments and/or questions from the Advisory
15 Board?

16 MS. GALINDO: And I will leave our
17 contact information up. If you have any
18 questions please let us know, but we look forward
19 to working with you all. And, Athena, thank you
20 so much for the invitation. You all have a great
21 rest of your meeting.

22 CHAIR WALDRON: Thank you very much

1 and look forward to working with you in the
2 future. So let's see, we are coming upon our
3 2:45 Potential Impact of COVID on performances
4 and carryover. So I'm sure this is heavy on
5 everybody's mind. Is our next -- is Kim
6 available? And Robin?

7 MS. BROWN: Kim's trying to unmute her
8 speakers.

9 MS. ECHOHAWK: Kim, can you type in
10 your phone number if you're called in on a phone?
11 Okay, one second. Suzie, can you unmute that
12 number please? 202-693-9998.

13 PARTICIPANT: Yes.

14 MS. BROWN: 9999, but her number is
15 3639.

16 MS. ECHOHAWK: It's showing up in our
17 list as 202-693-9998, and we're going to get that
18 unmuted here in just one moment.

19 MS. BROWN: Robin Fernkas is also
20 trying to dial in.

21 MS. VITELLI: Ah, can you hear me now?

22 CHAIR WALDRON: Yes, I can.

1 MS. BROWN: Yes.

2 MS. VITELLI: Oh, terrific. Thank
3 you. So, hello, everyone, it's really good to be
4 with you. My name is Kim Vitelli. I'm the
5 administrator of the Office of Workforce
6 Investment. I got to meet many of you in person
7 the last time that you were gathered here in the
8 Frances Perkins Building in Washington, D.C.

9 Robin Fernkas was also with me at that
10 meeting. Robin is the deputy administrator for
11 OWI. I think we were both in acting roles the
12 last time we were with you, and we now are not.
13 And we've been listening in to the meeting. I
14 want you to know that we've been with you and
15 listening to your feedback and we'll be in the
16 meeting tomorrow as well.

17 I'm here actually to share any
18 information that you want to know. I know that
19 the council asked -- I think that the Council
20 specifically for some input and information on
21 the impact of COVID on performance and carryover,
22 so I'll definitely address that upfront, but then

1 also, you know, feel free to ask other questions,
2 too. And, again, I'll be here tomorrow as well
3 our big boss, Assistant Secretary John Pallasch.

4 So, you know, I want to just applaud
5 the hard work that many of you have been carrying
6 out since the beginning of the pandemic. I know
7 that, like all of our grantees, you had to make a
8 lot of quick decisions under pressure in order to
9 both maintain your safety and your participant's
10 safety as well as trying to maintain a lifeline
11 for people who were counting on you for help in
12 employment and being able to continue their
13 training.

14 There has been a lot of creativity,
15 and I'm grateful that so many of you have also
16 sort of been able to share best practices
17 facilitated through the DINAP staff and the
18 technical assistance contractor. Athena shared
19 with me that through a little informal discussion
20 and collection of information that we were able
21 to sort of get a little bit of a bead on who's
22 doing what during the pandemic, and the operating

1 status, and how people have been making do and
2 moving forward.

3 It sounds like as you probably know
4 yourselves, there's only been a small percentage
5 of grantees that have been completely closed with
6 the majority at least partially open, and many
7 with restrictions. And that that also is very
8 similar to how many of the other DOL funded
9 employment and training programs have been
10 operating including American job centers.

11 And for many of your grantees of the
12 grants that you operate that are closed, it looks
13 like or it sounds like that there, you know, many
14 people are thinking about plans to be able to
15 reopen in the next few months. And like you,
16 we've also had to sort of make our plans and then
17 just maintain flexibility so that we can adapt to
18 changing situations on the ground.

19 Certainly in some parts of the
20 country, there is a worrying trend and an
21 increase of coronavirus cases. Well, there's
22 also it sounds like, you know, news in the papers

1 about some advances and developments of vaccines.
2 So we'll all sort of be watching all of the news
3 as we figure out the right mix of in person and
4 virtual services.

5 I think it's fair to say that although
6 we'll at some point be able to, you know, in
7 person more often, that this experience has
8 really given us an opportunity to rethink how we
9 deliver services and that there are situations in
10 which we would always want to be able to have a
11 certain baseline infrastructure to be able to
12 deliver services online. So that part's probably
13 not completely going away.

14 But I'll get back to the talking
15 points that Athena prepared for me is that which
16 is, you know, lots of you have been teleworking
17 and continuing to maintain virtual communication,
18 we've tried to -- we, the Department of Labor,
19 have tried to provide some technical assistance
20 and resources for people and grantees as they
21 tackled those new logistical challenges with
22 online training and considering virtual work

1 experience. And certainly, you know, just
2 options on conference calls, how to -- what kind
3 of, you know, digital infrastructure is necessary
4 to be able to deliver those services.

5 It sounds like from the informal
6 information gathering that DINAP and the
7 technical assistance contractor collected that a
8 lot of people, a lot of the grantees flagged
9 enrollment as one of the things that was sort of
10 most impacted by the pandemic.

11 That is, you know, not surprising, and
12 also an impact that we have seen in other
13 employment and training programs. And then, you
14 know, impacts on expenditures and performance.
15 And just worries about the impacts of those
16 things are also sort of ranking high on the list
17 of people's worries and the things that are at
18 the front of their mind.

19 So, you know, we are trying to make
20 sure that we're maintaining some flexibility. I
21 listened into your conversation earlier when
22 Athena was doing the DINAP report out on how we

1 would handle the carryover policy and, you know,
2 just as an information point, you know, sort of a
3 parallel world in the WIOA formula program, this
4 statute requires -- or rather the statute sort of
5 gives the authority to the Department of Labor to
6 do a recapture if -- where states haven't
7 obligated -- no, actually expended, 80 percent of
8 their funds meaning, you know, there is sort of
9 like a similar, right, 20 percent parallel
10 between those two programs.

11 And so every year DOL either decides
12 to exercise that recapture and sometimes makes a
13 decision not to do the recapture. And I think
14 that, you know, when Duane was saying that we
15 were going to sort of make sure that we were
16 being flexible and we didn't have necessarily
17 plans to run out and grab that money right now,
18 that that's sort of where we are, and that we do
19 sort of maintain the ability to do that.

20 And in fact, we want to be clear in
21 all of our TEGLs that -- and like how we -- when
22 we put the allocations out in the allotments that

1 we do have that ability. And it's sort of
2 premature now to say we'll definitely do that. I
3 can tell you that we'll definitely look at it.

4 But just like we do -- just like we
5 did this year and just like we do every year for
6 the WIOA formula program, we don't pre-decide at
7 the beginning of the year sort of how we're going
8 to handle the recapture because we want to be
9 able to take different impacts into effects.
10 Sometimes there's things that are way outside of
11 grantee's control. And sometimes there's things
12 that grantee could have prevented.

13 And so, you know, where there is
14 patterns of carryover due to the grantee just not
15 necessarily planning on spending the money, then,
16 you know, that's a scenario in which we're more
17 likely to want to recapture those funds and make
18 them available to the grantees that did make
19 plans and are able to use the money.

20 But, you know, so just like on the
21 formula side, we'll give ourselves room to make
22 that determination. But I share your concerns

1 that we want all of our grantees to be able to
2 use their funds because there's people out there
3 who need help, and we might be spending it
4 differently than we have in previous years when
5 we're delivering services in such different ways.

6 But that money is there and
7 appropriated by Congress so that we can help
8 people with employment and training services, and
9 so that we can help people get into work. So we
10 won't decide right this second whether or not
11 we'll do that recapture, but we do take that
12 carryover issue really seriously and do maintain
13 that ability to do the recapture. And we lay it
14 out in our TEGL as Jennifer I think put into the
15 chat so that you could see the words yourself in
16 the allotment TEGL.

17 So, you know, on performance, I wanted
18 to make sure that we also -- I know that was also
19 a concern, and this is a concern, too, for all of
20 our employment and training programs. You know,
21 when we do -- on the WIOA formula side, there's
22 actually the chance that a state can be

1 sanctioned for not hitting certain targets.
2 That's not really not how we operate the section
3 166 program or the 477 program.

4 But nonetheless, I know you care
5 about, you know, what your performance measures
6 are and we have performance goals. And we do
7 look at prior performance when we're reviewing
8 grant applications in a competition.

9 You know, the way that we have handled
10 -- and we have been in a situation before at ETA
11 where we had like a general desire to look at
12 previous performance in a grant competition, and,
13 yet, there had been some disruption either to how
14 the data was collected, or, you know, there was a
15 big change in like performance reporting
16 requirements right in the middle of the time
17 period that we would have looked at.

18 And so generally what we do in those
19 situations is that we, you know, sort of adjust
20 the look-back period. We either, you know, look
21 at several years' worth of performance data or we
22 make sure that we look at a period where there

1 wasn't a disruption.

2 Certainly, I know that this grantee
3 community has really missed out on being able to
4 have GPMS. I'm really gratified that it is now
5 available and that we're rolling it out. And for
6 all the training that's going to be going on, but
7 I know that, you know, that's another sort of
8 disruption to how you would have been collecting
9 and reporting performance. And so we keep all of
10 that in mind as we're designing the criteria for
11 the funding opportunity announcement. You've
12 heard Athena mention that we'll start drafting
13 that.

14 So luckily -- luckily, the silver
15 lining if you want to use the word lucky to talk
16 about 2020, is that we sort of know what we're
17 dealing with now as we're writing FOA. Sometimes
18 we write the FOA and we publish it, and like then
19 we sort of realize that there's been a disruption
20 or a disruption happens that then sort of
21 interrupts our ability to run the competition the
22 way that we want to. But we'll be able to take

1 all of that into consideration as we draft the
2 FOA to be published later for the later
3 competition.

4 So I also want to sort of share with
5 you a couple of -- and maybe I should pause there
6 in case there is questions. I can give you some
7 other updates from ETA. Robin is also prepared
8 to talk to you about some funding opportunity
9 announcements that are open right now that we
10 want to draw your attention to. But let me pause
11 there and just see if there are any questions.
12 Chair Waldron, is there anything that you would
13 want me to address before I give other updates?

14 CHAIR WALDRON: Yeah. So on the
15 performances, so as you know some areas are
16 massively hit, other areas are not as hit.
17 Companies are closing, colleges are trying to
18 make adjustment, whether they're in school,
19 whether they're learning from home, you know,
20 online.

21 Do you see the entrance of employment
22 percentages and all of that being lessened during

1 this period that we figure out coming up on the
2 end of this funding cycle for performances?

3 So we know what happened with the
4 Census, the numbers were drastically reduced by
5 probably more than 60 percent in the count. And
6 so we're all kind of nervous at the grantee end
7 working with our communities with the COVID.
8 Like in New York, for instance, you know, we
9 wanted to ride the subway at all, and it's the
10 only mode of transportation, and so it became a
11 real massive problem just trying to, you know,
12 just trying to move about daily.

13 So you see, if I'm hearing you, you're
14 just going to consider the performances
15 differently than you have in the past, or is
16 there going to be an official change to that for
17 this cycle?

18 MS. VITELLI: Yeah. No, I hear you.
19 You know, honestly, we haven't drafted the FOA
20 yet, so it's good time to hear how people think
21 that we should -- what we should consider.
22 Although, you know, particularly tomorrow when

1 we're in the public comment phase as well, and,
2 you know, what would be -- I'm also looking at
3 the chat, so sorry, I'll keep my focus on what
4 you asked.

5 You know, we would I think always
6 consider prior performance to some extent. But
7 the weight that we put on it can vary from
8 funding opportunity announcement to funding
9 opportunity announcement, and also sort of like
10 the look-back period, we can choose to look at a
11 wider span of time so that we're not just looking
12 at the period in which there was the most
13 interruption. That's not a great way to sort of
14 distinguish between who's a good performer and
15 who's not, right? Like when everything was
16 thrown up in the air.

17 And I can see Mr. Quintana had also
18 added a question about sort of being able to have
19 enough data to finally parse the impact of the
20 pandemic on different areas, and not just
21 geographic areas, but on the Native American
22 community within those areas to be able to sort

1 of fairly weight everything together.

2 So that's another thing that we can
3 consider that we look at those numbers sort of
4 alongside of each other. And that's also not
5 unusual that we would, you know, take performance
6 into account alongside other data to put it in
7 context.

8 There is a -- on the WIOA formula
9 side, there's an entire statistical adjustment
10 model that is meant to take economic conditions
11 into consideration when considering a final,
12 adjusted performance level. It's just this year
13 rolled out and they're having a lot of anxiety
14 about it because they don't know yet, right, like
15 the model hasn't had a chance to run for the year
16 to see how it's going to turn out at the end of
17 the year.

18 But the concept is there that we
19 recognize, DOL recognizes, and the statute itself
20 recognizes, that you can't just look at a number
21 in isolation, but sort of in the context of
22 what's happening in the area and to whom you're

1 serving. So it's definitely on our minds that we
2 would want to take those kinds of things into
3 consideration as we're crafting the -- as we're
4 crafting the FOA.

5 And I just lost my entire computer,
6 but hopefully you can still hear me. Everything
7 went dark on my computer.

8 CHAIR WALDRON: We can hear you.

9 MS. VITELLI: Okay. And now my
10 computer's back as well. Thank goodness.

11 CHAIR WALDRON: So are there any other
12 questions or comments from the other Advisory
13 Board members before she continues? I can just
14 say that our community has been very heavily
15 impacted by this COVID.

16 MS. VITELLI: Sure.

17 MS. BROWN: Darrell, I'm sorry.

18 CHAIR WALDRON: Yep, go ahead.

19 MS. BROWN: Darrell, Joe Quintana has
20 a question. I think he needs his phone unmuted.

21 CHAIR WALDRON: Yes, I see it. Joe?

22 MR. QUINTANA: Hi, good afternoon,

1 everyone. I hope you and yours are all safe
2 during this important time. I think in regards
3 to my question, I was trying to understand over
4 these last eight months where we could identify
5 necessary data that would allow us to readjust
6 and adapt our efforts.

7 And a lot of that information was few
8 and far between. We were reaching everywhere,
9 all the way from Department of Labor to here at
10 the state and local levels, and they just weren't
11 collecting enough in regards to the American
12 Indian population. So wondering if now that
13 we're eight months in, and we know that even if
14 there was a cure for the virus, that it's still
15 going to take some time.

16 So we would be looking at some time in
17 2021 before things start to turn back to normal.
18 But how can we start projecting out as far as how
19 will we continue to address this across the
20 nation and regionally? And then also how can we
21 ensure that we're part of the recovery process
22 and we're making sure that of course, we're

1 utilizing this for the unique communities whom we
2 serve. So just seeing if there has been
3 additional resources that are available to us, or
4 if there's additional guidance as we project out
5 to 2021 and beyond?

6 MS. VITELLI: That's a great question.
7 Thank you for raising that. I want to recommend
8 to you a webinar that will take place on November
9 18th, and when I'm done talking I'll put the link
10 into the chat. Yeah, November 18th, 2:30 Eastern
11 calling Learning and Leading, Effectively
12 Leveraging Experiences in the Pandemic to Promote
13 Recovery, which is a really long title to the
14 ambitious webinar.

15 But we're starting off with the very
16 first speaker or one of the early speakers in
17 that webinar will be from the Federal Reserve.
18 And we've actually asked him specifically to
19 speak about that, you know, sort of economic
20 context and what kinds of economic indicators are
21 the best ones to look at to be able to do a
22 little bit of projections because, as you know,

1 right, there is places like the Bureau of Labor
2 Statistics and published employment projection at
3 the national level, and of course, states do that
4 for state employment projections also.

5 But all of those projections are based
6 on, you know, baseline past data that had a big
7 interruption and that like statistical theories
8 that the projections are based off of. So
9 they'll still have some validity, but obviously,
10 we can't just totally rely on those.

11 And so the Federal Reserve speaker
12 will be sort of helping to answer that very
13 question, and we've asked them specifically to
14 name what kinds of economic indicators all of our
15 grantees can look at to be able to not just, you
16 know, hear what he has to say at the national
17 level but like what should they look at at the
18 local level to be able to get a bead of what's
19 happening in their area.

20 And I take your point as well, right,
21 that as we're thinking about the economic
22 recovery, that has to be sort of leave no worker

1 behind, right, that we're thinking about the
2 impact on multiple communities and I think this
3 Council obviously has a big role to play in sort
4 of giving us advice on what to look out for and
5 what to make sure that we're doing and not
6 forgetting to do as we move forward in the
7 recovery to help everybody, you know, get back to
8 work.

9 And I know I keep just -- I keep
10 talking but I did want to also let Robin give
11 some information about these funding opportunity
12 announcements that are open. Is there time for
13 her to say that or should we type the information
14 into the chat? I know I'm bumping up against the
15 3:15 end time.

16 CHAIR WALDRON: No, that's fine. Go
17 ahead.

18 MS. FERNKAS: Hi, everybody. This is
19 Robin Fernkas, and I'm really delighted that we
20 could participate in the Council meeting. And I
21 will be very brief because I want to keep you on
22 your schedule, especially as you head towards the

1 end of your meeting on day one.

2 I did want to make sure that you were
3 aware that we did have a rural healthcare funding
4 announcement out there, and we did make tribal
5 organizations eligible to apply for these grants.
6 The applications are actually due later this week
7 on the 12th. So anyway, we wanted to make sure
8 that you were aware.

9 And I guess as part of that, I would
10 really like to hear if you are aware of your
11 organizations or any of your grantees, you know,
12 applying for those or not applying because of,
13 you know, they felt like there were things that
14 were too hard for them to meet in the FOA, or
15 whatever. We would welcome any of that feedback,
16 you know, at a future date if you wanted to share
17 any of that back with Athena.

18 But we hope that you are looking, you
19 know, for these opportunities on Grants.gov. And
20 as I said, we are, as Kim said, very aware of the
21 challenges that you've been having as part of
22 COVID, and that your grantees have been having.

1 And we're hoping, you know, that these types of
2 funding efforts are helpful.

3 I did put the link to the webinar into
4 the chat that Kim had said, and we are going to
5 be rolling out technical assistance on recovery
6 efforts, you know, for this first one in
7 November. We'll have another December 16th, and
8 we'll have, you know, one -- try to have on each
9 month. So we welcome any of your input if you
10 have potential topics that you would like us to
11 cover.

12 And I think I'll stop there. I know
13 you're going to hear tomorrow, we did have one
14 other funding opportunity that you're eligible
15 for which is the H-1B1 workforce grant program,
16 and you're going to hear a lot more I think
17 tomorrow when you hear from our assistant
18 secretary about this one workforce notion where
19 we're trying to come together, you know, across
20 our various funding streams to really provide,
21 you know, a holistic, customer experience for the
22 customers coming through the workforce system.

1 And so I'll pause there and give you
2 back your meeting. And, you know, as Kim said,
3 we'll be around the next couple days so please
4 let us know what we can do to support all of you.

5 CHAIR WALDRON: Well, thank you,
6 Robin. My organization is applying for that
7 grant, so I can get back to you on some feedback.
8 I'm out of Rhode Island here. Is there any other
9 questions and/or comments from the Advisory
10 Council? Looks like there isn't, I'm a little
11 delayed on my end. Oh, Christine Campbell.

12 MS. CAMPBELL: Can you hear me?

13 CHAIR WALDRON: Yeah, Christine, are
14 you able to see her comments? Can the links be
15 emailed to Council members?

16 MS. CAMPBELL: Yeah, she said I'm
17 unmuted, but hold on.

18 CHAIR WALDRON: Did everybody go mute?

19 MS. BROWN: Darrell, I can hear
20 everything.

21 CHAIR WALDRON: Okay.

22 MS. BROWN: In fact, we heard Chris.

1 Chris, we did hear you.

2 CHAIR WALDRON: Yeah, I couldn't hear
3 her.

4 MS. BROWN: Oh.

5 CHAIR WALDRON: So I'm assuming that
6 Kim and Robin can send the Council the links that
7 she's asking?

8 MS. VITELLI: Sure. Yes. Both for
9 the funding opportunity announcement and for the
10 webinar, we can make sure to get those out to
11 everybody. And I can type them into the -- we
12 can type them into the chat as well where those
13 FOAs, the funding opportunity announcements are
14 posted.

15 CHAIR WALDRON: Okay. And is Duane
16 asking a question? And Christine said "Okay,
17 thank you." So are we all finished with this
18 topic here? Okay.

19 MS. VITELLI: Yes, I'm good.

20 CHAIR WALDRON: Great. Thank you.
21 And it looks like Duane is assisting and emailing
22 information. So we're coming up on 3:30 over

1 here. I'll move kind of quickly through this
2 because I know we wanted a little bit of
3 discussion on some additional things that we
4 promised to do at the end of day. So I'm just
5 going to go ahead and roll into it.

6 So the planning committee has had a
7 couple meetings around the national conference,
8 and before I get going I do want to say I think
9 that a national conference and all of us coming
10 together is extremely important particularly now
11 with a new administration in place. And I still
12 think for Native people, it is the best learning
13 process is for us to fellowship and be with one
14 another, and it has been helping us go through
15 the changes over the last many years of this
16 program.

17 So that being said, we've had two
18 discussions on it. We did move the date from the
19 April conference that were planning on having.
20 We're moving it forward. We do not have a
21 forward date, but we canceled the contract with
22 the hotel because there's unknowns with

1 quarantine and the COVID and whether an
2 immunization plan would be in place.

3 And we had some discussion around when
4 that could be and possible planning activities
5 around something we could do between now and the
6 time that we're able together at a national
7 conference in Rhode Island, since that was the
8 will of the vote of the grantee community.

9 So these were some of the training
10 options that are out there now. Margaret and I
11 were going to get together and format it a little
12 bit better for you. As you know, Margaret's mom
13 passed away. And so we went with what we had
14 discussed and we just got it out there. So this
15 would be going out eventually to all grantees.
16 So these are some of the training options.

17 So I'm just going to breeze through
18 it. I won't read it word for word. But I'll
19 pick up and stop where the points are made here.
20 So we talked about that it was impractical to try
21 to hold a conference in April, and that we would
22 move the date, right? So then these were the

1 options.

2 Option one, operate an entirely
3 conference virtual. Okay? All workshops could
4 be done virtually with grantees signing up for
5 the sessions that they would normally be in.
6 Presenters would be connected interactively with
7 participants for questions and illustrations.
8 While this would require a substantially more
9 complex audio/visual arrangement as we're kind of
10 learning today, it is not completely unworkable.
11 So we feel that we could pull it off.

12 The obvious advantage to this option
13 is grantees do not have to travel and can attend
14 the workshops from the comfort of their office or
15 home. The downside is distractions and
16 interruptions that can occur during a normal work
17 day. Of course, the benefit is having grantees'
18 undivided attention without some of the things
19 that go on at a national conference.

20 Option two, multi-regional events. So
21 this we looked at for the six regions basically.
22 So there would be maybe six or four, but they

1 would be multiple, small, regional sessions that
2 would come together and they would train
3 separately. They could break out into two or
4 more groups depending on the number of attendees.

5 This would minimize the number of
6 grantees in the training session at any time. It
7 would eliminate any distractions that may occur
8 in option one, but it would require participants
9 to be tested prior to attending. And I think
10 testing of any gathering is going to become a
11 normal for all of us. And, you know, quarantine
12 issues being as they are.

13 Option three, this is a variation of
14 option two. Grantees would attend their regional
15 training, but all training would be done through
16 a hotel closed-circuit system. So we would
17 contract with the hotel where we would have our
18 presenters on site, but they'd be in a separate
19 area doing their presentation electronically and
20 the attendees could tie in in the comfort of
21 their room.

22 And then they could get questions and

1 answers done immediately and they could make a
2 decision whether they wanted to get together
3 themselves. Participants would have the ability
4 to put their questions forward in the evening,
5 and then hopefully have them answered the
6 following day. And it would be up to them to
7 decide if they want to socialize and hold
8 roundtable discussions on their own. So that was
9 option three.

10 Option four, just a basically scaled
11 down training conference. This option would
12 combine both onsite and virtual. Those wanting
13 to attend in person and those that are for
14 virtual learning. So that would be a
15 combination. Lorinda does that now with her
16 board meeting, some are there and some are
17 electronic attending.

18 The number of session would be reduced
19 to a minimum needed to successfully train
20 grantees on changes in the program, eliminating
21 those workshops that could be accomplished
22 through a webinar. The options would still

1 afford grantees the ability to meet directly with
2 DOL staff as well as attend sessions in person
3 and interact with presenters. So this would be a
4 combination of the two.

5 Then there is still a need to continue
6 to conduct national conferences, and there I
7 implore that we need to do that. I think that we
8 are at the beginning of new training regardless
9 of how we do it. And I think there's going to be
10 a lot more electronics involved.

11 I also think that we need to change
12 the methodology of training moving forward into
13 what is going to be happening in this country so
14 that we don't get left behind. I know that this
15 is going to be a difficult task for some, but we
16 have a T&TA contractor that I can think help move
17 us through it.

18 So those are your options. Total 100
19 percent virtual, multi-regionals, you know, a
20 bunch of small ones together, maybe six, maybe
21 one in each area. And people would get together
22 for that. The other one was a variation of the

1 two, you could do it somewhat closed-circuit into
2 a hotel, and then decide if you want to get
3 together for a roundtable discussions.

4 And then the third is scaled down
5 training session. Just a much smaller, more
6 intimate type of conference. And then of course,
7 we think it's -- we still need to push a date on
8 the calendar and get one up for us to meet
9 whether that is in the fall, you know, or late
10 summer when we think that things are going to be
11 a little bit better.

12 But again, there are multiple methods
13 of testing that can be done in the privacy of
14 your office before you come in, or when you
15 arrive at the hotel, or wherever the conference
16 is if you're going to be meeting in person. But
17 I think that's coming. So it's like, you know,
18 people could be concerned sitting next to
19 somebody from an active state that, you know,
20 where the COVID could be spreading. So I kind of
21 think some of those things we're going to have to
22 consider and work through.

1 So I'll stop there. Just answer
2 questions and field comments about it. This has
3 not gone out to everyone at this time. I did
4 share it with Athena, and Duane, and the
5 executive board.

6 MS. BROWN: Yeah, I was trying --
7 Darrell, I was trying to get it up on the screen,
8 but (audio interference).

9 CHAIR WALDRON: So Margaret is on the
10 call. So --

11 MS. BROWN: There we go.

12 CHAIR WALDRON: Okay. Yep. So this
13 is a draft. It would be still worked out a
14 little clearer between myself and Margaret before
15 we sent it out to everybody. But we're basically
16 asking the community that receives the training
17 and that delivers the services, that they kind of
18 take a look at this and send us your feedback so
19 that we can vote on it and see where the best
20 option is.

21 MS. BROWN: Darrell, have you set a
22 date?

1 CHAIR WALDRON: We have not.

2 MS. BROWN: Has the committee set a
3 date?

4 CHAIR WALDRON: No, we had talked
5 about sometime in September. Margaret was
6 concerned going into October may have some
7 concerns for, you know, a lot of the 477 folks to
8 attend. So we were looking at, you know, late in
9 the summer. And September is a beautiful time to
10 be here. The fall has started, and, you know,
11 the foliage and so on. What we call Indian
12 summer around here.

13 MS. BROWN: Darrell, Lora Ann has her
14 hand raised.

15 CHAIR WALDRON: Yeah, go ahead, Lora.
16 Can you hear me, Lora Ann? So I don't see her
17 question. Lora Ann has her hand raised, that's
18 all I see. Is she muted?

19 MS. ECHOHAWK: Well, she -- no, she
20 was unmuted but it looks like she's trying to
21 call in on her phone. But Kay Seven actually has
22 a question, "Will the options go to a vote?"

1 CHAIR WALDRON: Yeah, the idea is to
2 send this out to the grantee community and get
3 their feedback. And they would actually pick the
4 one that they most like, and then we would begin
5 to do the planning around that. I do emphasize
6 that the conference is going to change
7 regardless, right, we all kind of know and
8 understand that.

9 They do have a salvia test that we're
10 going to be trying to use in our Indian Health
11 Program where it's sent to you, you put your
12 salvia in the container, you close it. You get
13 the results fairly immediate. And they're in the
14 high 90s for accountability for the, you know,
15 we're working on something that could be
16 available at the conference. I think the big
17 questions going to be quarantine with the
18 airports coming in from other states.

19 So, Kay, has a comment up here about
20 the sickness and travel, yeah. So from what I
21 understand traveling is more safe than being at
22 home, but it's where you land and what the

1 conditions are in that state.

2 MS. ECHOHAWK: Lora Ann, you should be
3 able to speak. You are not muted at this time.

4 MS. CHAISSON: Hello? Can everyone
5 hear me now?

6 MS. ECHOHAWK: Yeah.

7 CHAIR WALDRON: Yes.

8 MS. ECHOHAWK: Yes, we can hear you.

9 MS. CHAISSON: Okay, hello, everyone.
10 I was just going to give you all some of my
11 experience with a conference that we just
12 finished with AIANTA, the American Indian Alaska
13 Native Tourism Association. We actually had 828
14 participants on this conference, and it was a
15 four-day conference, and it went really well, and
16 with minimum technical difficulties.

17 So I just wanted to let people know,
18 I don't know how many people is actually attended
19 a conference, a virtual conference, but it was
20 really good. And so I just wanted to share that
21 with your guys. Thank you.

22 CHAIR WALDRON: Thank you. So, Lora,

1 it was 100 percent virtual, the 800 people?

2 MS. CHAISSON: Yes, 100 percent.

3 CHAIR WALDRON: Excellent.

4 MS. CHAISSON: Yeah. So if you want
5 some more information on how we've done that --
6 well, how they done that, just letting you know
7 if it's --

8 CHAIR WALDRON: Oh, sounds like you
9 cut off. Well, thank you, Lora, if you can still
10 hear us. I think that's encouraging on 100
11 percent virtual. And then I see Patty had an
12 issue around face-to-face. And I understand that
13 hopefully -- so I have a good friend of my who
14 was a contagion doctor and he sent me some data
15 this morning. I can kind of share it later. But
16 they did come out with an immunization or a serum
17 today that was 90 percent successful with 40,000
18 people tested in the system.

19 So it's still an unknown thing moving
20 forward, but I do understand what Patty is
21 saying. I have underlying health issues and, you
22 know, I do the best that I can not to, but, you

1 know, I wear the mask, the sanitizer. We do what
2 we have to do to make things happen. So I have
3 Rachael.

4 MS. ECHOHAWK: Also, Jacob Bernal has
5 his hand raised.

6 (Simultaneous speaking.)

7 CHAIR WALDRON: Jacob?

8 MS. BROWN: Darrell, can you remind
9 people to announce their name and what region
10 they're representing?

11 CHAIR WALDRON: Yes. Guys, you heard
12 Athena, please announce your name and the region
13 you're from. So did I hear Jacob Bernal, our
14 vice president?

15 MS. ECHOHAWK: Yes. He just has his
16 hand raised.

17 CHAIR WALDRON: Okay, go ahead, Jacob?
18 I can't -- is he muted?

19 MR. BERNAL: This is Jacob, can you
20 hear me?

21 MS. ECHOHAWK: He is not muted. Yes
22 we can.

1 MR. BERNAL: Thank you. Thank you.
2 I know the discussions focus on the national
3 conference, but I was just going to throw out for
4 consideration for the group that would it be
5 possible to do something earlier? With the
6 virtual IT technology we have now, what you call
7 a gathering, a webinar, or something that we can
8 basically have an opportunity to interface with
9 the grantees across the country and kind of give
10 an update and hear from them.

11 So it doesn't have to be as
12 sophisticated as a conference, but maybe some
13 type of gathering we could put on literally next
14 couple months just to get everybody together and
15 have people check in, and maybe give them some
16 major updates and just for the group's
17 consideration. Thank you.

18 CHAIR WALDRON: That's a good idea.
19 I know the pow wow folks are still getting
20 together on virtual pow wows and stuff. Do we
21 have any more questions?

22 (Simultaneous speaking.)

1 MS. BROWN: For the reporter, (audio
2 interference) is from Region 6. You have a
3 couple of comments there, Darrell, in the chat.

4 CHAIR WALDRON: I'm sorry? Yeah, I'm
5 trying to read them. They're coming in kind of
6 late. Did you have somebody else that wanted a
7 question did you?

8 MS. BROWN: Patricia Hibbeler --
9 (Simultaneous speaking.)

10 MS. ECHOHAWK: Actually, Kay --

11 CHAIR WALDRON: I'm sorry?

12 MS. ECHOHAWK: Go ahead Patricia.

13 MS. BROWN: Patricia Hibbeler.

14 CHAIR WALDRON: Is that Patty?

15 MS. BROWN: Patricia Hibbeler.

16 MS. WALDRON: Okay, Patty Hibbeler?

17 MS. BROWN: Region 6 states, "I do not
18 believe that it's reasonable to be thinking
19 anything face-to-face at this time."

20 CHAIR WALDRON: Right. Yeah, I
21 addressed that.

22 MS. BROWN: Kay from other discipline

1 states "How soon will the vote go out to know
2 which option is favorable by the grantee
3 community?" I don't know if you're able to
4 answer that, Darrell?

5 CHAIR WALDRON: Right. So we had
6 actually planned to have it out already.
7 Margaret and I were going to speak last Wednesday
8 because we had the meeting and took everybody's
9 input. And then her and I were going to redraft
10 something, get it approved and then send it out.

11 So I see that going out pretty much
12 immediately. We probably will regroup and set a
13 date for us to take a look at this option and get
14 it out to everybody. We're on the fast track
15 with it. Do we have any more questions? I'm
16 seeing some language here.

17 MS. ECHOHAWK: There is a comment or
18 a question by Rachael Koepp. "Does anyone have
19 an estimated month that we might know if the
20 grant is extended for another four years? We
21 wouldn't still have a conference in April if the
22 grant gets cut, right?"

1 MS. BROWN: These grants are -- we are
2 going into the next funding year, so our next
3 competition won't be coming out until 2022.

4 MS. ECHOHAWK: Joe Quintana asks or
5 mentions about option one, "It seems most likely
6 by what we know to limit risk, we could have pre-
7 recorded segments to limit technology issues."
8 Erwin Pahmahmie says, "What virtual platform was
9 used? Zoom, Adobe Connect, or WebEx?" And I'm
10 assuming that's to the person who had the very
11 large conference earlier.

12 CHAIR WALDRON: Right. I think we
13 would investigate the best format and group. And
14 that may be something Tribal Tech could help
15 with. I do just want to emphasize, it'll be less
16 workshops, more pinpointed workshops just
17 because, you know, how large our conference
18 workshops have been when we meet. So even if we
19 were to have it in person, it probably still
20 would be a little smaller not in people, but in
21 amount of workshops.

22 MS. ECHOHAWK: Tina Farrenkopf

1 comments, "I know that AISES has a virtual
2 conference -- had a virtual conference I think
3 that drew over 2,500 virtual attendees last month
4 up from their live attendance from the year
5 before. And it was held over three to four
6 days."

7 CHAIR WALDRON: So I would be
8 interested to know how many hours per day for
9 that. So five hours, four hours, three hours,
10 six hours? I think that kind of information we
11 would need to grasp.

12 MS. ECHOHAWK: Kay has her hand raised
13 and we will unmute here. We get severe echo when
14 she is unmuted so let me just address Winona's
15 comment that Erwin had asked about a virtual
16 platform. And that was to someone who had
17 commented earlier, and I apologize, I've
18 forgotten the name already. She mentioned an 800
19 person event. So maybe if she wants to type in
20 the chat box what that platform was that was
21 used. And I am going to unmute Kay right now, go
22 ahead.

1 MS. SEVEN: So, Darrell, are you going
2 to ask Tribal Tech to help do the poll or the
3 survey on these options because at this point --

4 CHAIR WALDRON: More than likely.

5 MS. SEVEN: -- I am thinking that for
6 2021 that we should just go virtual and that we
7 start planning for a virtual conference now and
8 not later for April. And then look at 2022 as,
9 you know, being our first, you know, opportunity
10 to come face to face.

11 CHAIR WALDRON: Yeah, those
12 discussions were talked about. So I hear you
13 loud and strong, and I'm sure it will be Tribal
14 Tech. But we do want to get this out and get
15 some feedback. But I'm hearing, you know, folks
16 feel confident would be virtual. So, thank you,
17 Kay. So are the questions slowing down because
18 we were going to add to our agenda a couple of
19 discussions?

20 MS. ECHOHAWK: They are. Tina
21 Farrenkopf has mentioned that the AISES
22 conference was full days with mini queries and

1 breakout. And she has included a link to an
2 agenda to that conference in the chat box.

3 CHAIR WALDRON: Awesome.

4 MS. ECHOHAWK: And I believe Lora Ann
5 is typing in an answer possibly to Erwin's
6 question in the chat box at this time.

7 CHAIR WALDRON: Yeah, I'm curious on
8 the amount of time people's attention stays
9 focused. So there's a lot going on. So I know
10 it's coming up on our hour, and we were hoping it
11 -- there was a couple of items that folks wanted
12 to discuss that we said we would add to the
13 bottom of the agenda. Yep, I got Lora Ann's
14 document.

15 So we're at that time, if there are
16 not any pressing comments about the last topic of
17 this conference, we are on top of it the best
18 that we can, and we will get this information out
19 quickly. I appreciate everybody's feedback on it
20 today.

21 So we were talking about adding some
22 comments to the end, so there's folks that wanted

1 to add a topic to the end of the agenda, now is
2 your opportunity. I know, Winona, you had one
3 around the Census, are you still on the call?
4 Yes, she's trying to get on the audio. Is that
5 Winona? Are you guys still on the call?

6 PARTICIPANT: I can hear you.

7 (Simultaneous speaking.)

8 MS. ECHOHAWK: Darrell. Yeah,
9 Darrell, this is B.C. I am still on the call
10 connected via phone. I was kicked out of the
11 room, so Suzie will probably be --

12 CHAIR WALDRON: So was Winona -- I
13 didn't hear Winona, is she still trying to get
14 on? The other topic was around T&TA and the
15 conference I believe. So is that Kay, is that
16 why she has her hand up? Or is that from before?
17 Are we still connected?

18 MS. BROWN: I think Winona's still
19 trying to get on. You could probably go forward
20 with the recognition.

21 CHAIR WALDRON: I'm sorry, Athena?

22 MS. BROWN: I said you could probably,

1 while we're waiting for Winona to get online, we
2 could forward with the recognition.

3 CHAIR WALDRON: That was the
4 discussion that was added to the agenda as well?

5 MS. BROWN: Well, there was just a
6 comment from Kay Seven to give a recognition of
7 the passing of Dr. David Gipp who was a member of
8 the Advisory Council for many, many years.

9 CHAIR WALDRON: And a real good person
10 on top of it. So she has her hand up, Kay?

11 MS. BROWN: Kay, you've been unmuted.

12 MS. SEVEN: Yes. I was thinking that
13 rather -- or not a recognition but a
14 commemoration of Dr. David Gipp, and that just
15 some heartfelt words be mentioned at the end of
16 our meeting at a new business.

17 MS. BROWN: Darrell?

18 CHAIR WALDRON: We could probably --
19 yeah, we could probably do that now, Kay, because
20 I don't know if we're going to get Winona on the
21 system.

22 MS. ECHOHAWK: Winona has asked to

1 move her comment to tomorrow as she is having
2 some connection difficulties. And I am back in
3 the room. This is B.C. EchoHawk. Thank you.

4 CHAIR WALDRON: So do we want -- so
5 we're just going to talk positive. You know, I'm
6 a little confused I guess. So Dave was a friend
7 of mine, I enjoyed his company. But is there a
8 presentation that you want to make, Kay?

9 MS. SEVEN: Not necessarily. I thought that
10 a prayer and be thankful that he -- ensure that
11 he had a good journey to --

12 MS. BROWN: Kay?

13 MS. SEVEN: -- a place that -- yes?

14 MS. BROWN: Can we -- I think it would
15 be great -- perhaps we could go ahead and do that
16 right at the beginning of public comment, do you
17 think?

18 CHAIR WALDRON: It would be a good
19 time.

20 MS. ECHOHAWK: Kay, you raised your
21 hand again?

22 MS. SEVEN: Yes. Thank you, Athena.

1 Yes, that would be a good time.

2 MS. BROWN: Okay, Kay. And under the
3 light, I think during public comment we can give
4 recognition to one of our former Council members
5 who also was recently awarded with an honorary
6 doctorate degree.

7 CHAIR WALDRON: So it is five minutes
8 to the hour, I know it's been a long day. I
9 think we did pretty good today. You know, we had
10 about 95 percent success throughout the day with
11 the system. I know there was some small glitches
12 and some echo chambers. But I think overall we
13 got through the day. So I appreciate everybody's
14 patience and help. And I'm looking forward to
15 tomorrow. And so I think at this time, it's
16 appropriate to have a motion for a recess until
17 tomorrow at noon.

18 MS. BROWN: Jacob Bernal has made that
19 motion.

20 CHAIR WALDRON: So we have a motion
21 from Jacob Bernal, is there a second?

22 MS. BROWN: I'm sorry, Patty Hibbeler

1 had also actually made it first, and followed by
2 Jacob Bernal.

3 CHAIR WALDRON: We'll say Patty made
4 the motion and Jacob seconded. All those in
5 favor say aye.

6 (Chorus of ayes.)

7 CHAIR WALDRON: Great. Awesome. Thank
8 you, everybody. And I appreciate everybody's
9 efforts and energy today. And thank you, Kay,
10 for mentioning Dave. And I look forward to those
11 comments. See you guys tomorrow. Bye.

12 MS. BROWN: Thank you, Darrell.

13 (Whereupon, the above-entitled matter
14 went off the record at 3:53 p.m.)

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C E R T I F I C A T E

This is to certify that the foregoing transcript

In the matter of: Native American Employment
and Training Council

Before: USDOL

Date: 11-09-20

Place: teleconference

was duly recorded and accurately transcribed under
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UNITED STATES DEPARTMENT OF LABOR

+ + + + +

NATIVE AMERICAN EMPLOYMENT AND TRAINING COUNCIL

+ + + + +

MEETING

+ + + + +

TUESDAY
NOVEMBER 10, 2020

+ + + + +

The Federal Advisory Council met via
Teleconference, at 12:00 p.m. EST, Athena Brown,
Designated Federal Official, presiding.

PRESENT

DARRELL WALDRON, Region 1 & 2, Chair
JACOB BERNAL, Region 6, Vice Chair
LORA ANN CHAISSON, Region 4
TINA FARRENKOPF, Region 4
PATRICIA HIBBELER, Region 6
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-Hawaii

ALSO PRESENT

ATHENA BROWN, DFO and Chief, Division of Indian
and Native American Programs

BC ECHOHAWK, Tribal Tech, LLC

ROBIN FERNKAS, Deputy Administrator, Office of
Workforce Investment

WAYNE S. GORDON, Director, DOL, Division of
Research and Evaluation, Office of Policy,
Evaluation and Research

DUANE HALL, Division of Indian and Native
American Programs (DINAP)

JEANETTE HANNA, Deputy Bureau Director, Indian
Services, Bureau of Indian Affairs, U.S.
Department of the Interior

JOHN PALLASCH, Assistant Secretary, Employment
and Training Administration

ANTHONY RILEY, Acting Chief, Division of
Workforce Development, Office of Indian
Services

KIM VITELLI, Administrator, Office of Workforce
Investment

JENNIFER WHITMORE, Division of Indian and Native
American Programs (DINAP)

MARGARET ZIENTEK, Co-Chair, P.L. 102-477 Tribal
Workgroup

C-O-N-T-E-N-T-S

Call to Order	
Mr. Darrell Waldron, NAETC Chairman.	4
Roll Call	
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P-R-O-C-E-E-D-I-N-G-S

(12:05 p.m.)

CHAIR WALDRON: So it is five minutes past the hour. This is Darrell Waldron, the chair, and I'm officially calling this meeting to order, from a recess from yesterday.

All right, so first role of business is roll call. Is Kim Carroll on the call?

MS. BROWN: Darrell?

CHAIR WALDRON: Yes.

MS. BROWN: If Kim Carroll's not present, I will get the roll call. This Athena Brown.

CHAIR WALDRON: Hi Athena. Yes, so she's not responding, Kim Carroll, so I would say please, Athena. Thank you very much.

MS. BROWN: Thank you. I'll go ahead and state the name and the region you're representing.

Jacob Bernal, Region 6.

MR. BERNAL: Present.

MS. BROWN: Christine Campbell, Region

1 5. Christine Campbell, Region 5.

2 CHAIR WALDRON: Athena?

3 MS. BROWN: Yes.

4 CHAIR WALDRON: Christine Campbell is
5 not feeling well. She texted me. But she said
6 if you need a quorum, to text her and she'll get
7 on the call, but she's not present at the moment.

8 MS. BROWN: Thank you.

9 Kim Carroll? Not present.

10 Lora Ann Chaisson? Lora Ann Chaisson,
11 Region 4.

12 CHAIR WALDRON: I see Lora Ann on
13 there, but --

14 MS. ECHOHAWK: Lora Ann has indicated
15 she is present.

16 MS. BROWN: Okay, thank you.

17 Tina Farrenkopf, Region 4?

18 MS. FARRENKOPF: Present.

19 MS. BROWN: Thank you, Tina.

20 Patricia Hibbeler, Region 6?

21 MS. HIBBELER: Present.

22 MS. BROWN: Thank you, Patty.

1 Dr. Joe Hobot, Region 5? Dr. Joe
2 Hobot, Region 5? Not present.

3 Matthew Lamont, Other Disciplines?

4 MS. ECHOHAWK: Matthew Lamont has
5 indicated he is present.

6 MS. BROWN: Thank you.

7 Candace Lowry, Region 3?

8 MS. LOWRY: Present.

9 MS. BROWN: Thank you.

10 Erwin Pahmahmie, Jr., Region 4? Erwin
11 Pahmahmie, Region 4.

12 MR. PAHMAHMIE: Present. This is
13 Erwin.

14 MS. BROWN: Thank you.

15 Joseph Quintana, Region 6?

16 MR. QUINTANA: Good morning. Present.

17 MS. BROWN: Thank you.

18 Anne Richardson, Region 2? Anne

19 Richardson, Region 2? Not present.

20 Gary Rickard, Region 6? Thank you.

21 Kay Seven, Other Disciplines? Kay

22 Seven, Other Disciplines?

1 Michael Tucker, Region 6, Alaska?

2 Michael Tucker, Alaska? Darrell Waldron, Region 1
3 and 2?

4 CHAIR WALDRON: Present.

5 MS. BROWN: Winona Whitman, Region 6,
6 Hawaii?

7 MS. WHITMAN: Present.

8 MS. BROWN: Chairman, we have a quorum.

9 CHAIR WALDRON: Thank you, and good
10 day to everyone. So, we want to have a small
11 addition to our agenda, if the Council doesn't
12 mind. It was a portion of the performance
13 standards for the program that we didn't get a
14 chance to finish yesterday, so we're looking at
15 doing it as soon as we come back from the break.
16 Is that okay with everybody?

17 MS. HIBBELER: Yes, yes.

18 CHAIR WALDRON: Good, thank you.

19 So we have a first speaker. As you
20 all know, he sent us a letter. We had reached
21 out to him after our last meeting, and he sent us
22 back a letter answering our question, John

1 Pallasch -- I want to make sure I say his name
2 correctly -- Assistant Secretary, Employment and
3 Training Administration. Is he available?

4 MR. PALLASCH: I am, Mr. Chairman.

5 CHAIR WALDRON: Thank you very much.

6 The floor is all yours, sir.

7 MR. PALLASCH: Thank you, and thank
8 you to the entire Council for giving me a few
9 minutes to talk with you all today.

10 Obviously, when I spoke to you last
11 time, we were in a very different economic
12 position as a country. We were trying to figure
13 out how low the unemployment rate could go. We
14 were celebrating the gains that we had made in
15 wages. We were celebrating the historic low
16 unemployment across any number of different
17 groups.

18 And now we fast forward to November of
19 this year, and we're dealing with a pandemic that
20 we've all become far too familiar with, and more
21 so than the virus itself, the challenges that
22 it's presenting to the workforce communities, the

1 challenges that it's presenting to the Native
2 American community and the tribes, and how we
3 continue to pull out of this is really going to
4 define what happens in the country for the next
5 couple of years.

6 And we've seen some very positive
7 economic news over the last three or four months.
8 Obviously, the positive news with the potential
9 vaccine this weekend gives everybody a literal
10 and figurative shot in the arm.

11 But there's still a lot of work to be
12 done. And I don't want to underestimate the
13 challenge that's ahead as we now try to either
14 reskill or reemploy millions of people who have
15 lost their jobs over the last nine months. It's
16 a challenge that I never thought would be facing
17 this agency when I got here in July of last year,
18 but that's where we find ourselves, and now we've
19 got to figure out what the path forward looks
20 like.

21 I do want to commend Congress and the
22 President for the action that they've taken for

1 the CARES Act, for the funding that that's
2 provided, not just to the federal government but
3 to the states, to the Native American community,
4 to really try to kick-start and blunt some of the
5 effects of the virus.

6 I think, for the most part, we have
7 been relatively successful, given that the
8 massive shutdown that took place in this country
9 in March and April. Again, we see green shoots
10 across the country of folks returning to work,
11 schools reopening. There are obviously
12 challenges with safety. There are challenges
13 with childcare. But we continue to move forward.

14 And from a workforce standpoint, it's
15 incumbent upon us now to try to figure out if
16 individuals are going to go back to work at the
17 job that they left six or eight months ago,
18 whether they're going to be reskilled, whether
19 that industry is going to change, whether there
20 will be new industries emerging.

21 So, a lot of challenges and a lot of
22 opportunities face the workforce community. But

1 as I mentioned when I talked to you last year, I
2 think that there is great promise in the 477
3 model. We talked a little bit about that.

4 We at ETA have taken some pretty
5 significant steps to move forward with what we've
6 called the One Workforce Initiative, which is
7 very much modeled after the idea of the 477 plan,
8 and how can we, from a workforce standpoint,
9 improve the efficiency and the effectiveness of
10 multiple partners across the workforce spectrum.

11 So, the Native American community
12 should take great pride in the fact that you are
13 leading the charge with the 477. I know it
14 hasn't quite achieved its full potential, and we
15 want to continue to work with the Council to make
16 that a reality.

17 And then like I said, last year when
18 I talked with you, I wanted to expand that model
19 out. I wanted to see if we couldn't bring that
20 to other groups, other communities, other states.
21 And I think we're moving forward with that.

22 We're working with our partners at

1 HHS, at Agriculture and Education to really try
2 to, at least at the federal level, remove some of
3 the issues, remove some of the bureaucracy, help
4 facilitate what folks need at the state and local
5 level, to really move forward and be more
6 innovative with workforce.

7 So, we will again be talking with you
8 about that. We will be looking to you to tell us
9 what is working and what's not working. We'll be
10 looking for answers in terms of are there things
11 that we could be doing at the Department, from a
12 regulatory standpoint.

13 Are there legislative things that
14 would be needed? What is it that you all need in
15 order to allow 477 to really prosper, as I think
16 we all hope that it can, and really become more
17 of the solution for the challenges that we face,
18 and quite frankly, that the bureaucracy of the
19 workforce system.

20 We know how many federal agencies
21 there are who have workforce dollars. We know
22 how siloed they can become. We know how programs

1 within a given department oftentimes don't talk
2 to each other, much less across federal
3 departments.

4 So, there's a very strong commitment
5 here in DC. Lynn Johnson, who's the assistant
6 secretary at HHS, overseeing ACF, and Brandon
7 Lipps, who's the deputy undersecretary from USDA
8 who oversees the SNAP program, trying to figure
9 out how SNAP, TANF, WIOA, VR, all of the federal
10 programs can work better together, and how we can
11 give you, the Council, you the tribal community,
12 the states, whomever is receiving those federal
13 dollars more freedom to make sure that those
14 dollars can be targeted where they're needed, at
15 the -- at the local level.

16 I don't know, across the 550 local
17 workforce boards across the country what is
18 needed in each local workforce board. We very
19 much look to the states and the locals. We look
20 to the Native American community, the tribes to
21 tell us what's needed in a given area.

22 We want to provide that flexibility,

1 as much as we can, so that you can serve the
2 population that needs to be served, so that we
3 can, like I said, continue to put folks back to
4 work, and move forward with a plan that will
5 allow the economy to continue to rebound, and
6 ultimately, hopefully, in the not-too-distant
7 future, achieve an economic vitality that we had
8 towards the end of 2019.

9 Like I said, there are some positive
10 news. There are some strong economic indicators
11 that have come out. We now know that unemployment
12 across the country is below 7 percent. I fully
13 appreciate the challenges that individual states
14 and communities have.

15 Not every state and local community or
16 tribe is below 7 percent, but nationally, we are.
17 And that's something that CBO didn't think we
18 would be able to do until well into 2021. So,
19 everybody is having to reframe their expectations
20 for this recovery, which is a positive. It is a
21 stronger than expected recovery. But it does not
22 mean that that recovery is treating everybody the

1 same, and that everybody is feeling the benefits
2 of that in the positive economic news.

3 And that's really where we've got to
4 focus. You know, we'll be putting out what's
5 called a TEGL later this month, addressing
6 priority of service, which is under the WIOA rule
7 or WIOA law. There's a requirement that WIOA
8 partners serve those most in need, those needing
9 priority of service, so basic skills, sufficient
10 low income and receiving public assistance.

11 We're going to put out a guidance
12 letter that says that at least 50 percent of
13 everybody who is served with WIOA dollars must
14 fall into those priority of services categories.
15 And we're going to encourage states to try to
16 make that 75 percent.

17 And what the hope there is, is not
18 only to live up to the expectation of the law to
19 serve those most in need, but also force
20 conversations at the state and local level so
21 that we've got folks from SNAP E&T, and we've got
22 folks from TANF, and we have folks from other

1 programs, raising their hand and saying hey, we
2 have a population here that we could use some
3 assistance serving, and allowing the workforce
4 partners to share those customers, and provide
5 multiple layers of service to those customers, to
6 help those customers get back to work.

7 And again, that's just the 477 model
8 in practice. So again, we are trying to very
9 much push that model. We've talked a lot about
10 it here at the federal level. Now what we need
11 to do is we need to start coming up with a game
12 plan of how to.

13 And I think again, NAETC and the
14 Native American community is going to be very
15 helpful in that because you've been living under
16 this for a few years now. So you know the
17 growing pains, you know the hurdles, you know the
18 challenges. So we want to hear from you. We
19 want to hear how we can help you improve.

20 And hopefully, from the lessons that
21 you've learned, we can help other state and local
22 areas take advantage of this system. And that's

1 hugely important, as we look forward. Like I
2 said, you know, we've got 20 -- a little over 20
3 million people claiming some form of unemployment
4 insurance.

5 That's not to say 20 million people
6 are out of work, but 20 million people are
7 claiming some form of unemployment insurance. So
8 we've got a lot of work to do. And the only way
9 that we are going to address a problem that
10 massive is if we do it in a coordinated and
11 collaborative way.

12 And like I said, our role at the
13 federal level is to come to agreement with myself
14 and my counterparts at the other federal
15 agencies, so that folks at the state and local
16 level can do what they need to do without the
17 burden of the federal government hammering them
18 on every single requirement, and every single I
19 and every single T that needs to be crossed and
20 dotted, that we can work with you to come up with
21 innovative solutions that can help your specific
22 population return to work.

1 And that's the excitement of the One
2 Workforce model. That's the excitement of 477,
3 is allowing us to leverage all of those
4 resources. Obviously, with the CARES Act there
5 was significant funding for NDWGs. And we know
6 that the Native American community is taking
7 advantage of those resources as well.

8 So again, we very much want to bring
9 to bear all that we have here in DC, all that we
10 have across the federal departments, to allow you
11 and to free up you at the local level, to serve
12 the populations, to engage with the employers, to
13 understand what's needed, and to provide those
14 services to individuals, whether those are
15 training services, whether those are supportive
16 services, maybe childcare, maybe transportation.

17 Whatever the need might be, whatever
18 the barrier that exists for that individual to
19 either get back to work or to go to work, that's
20 very much something that we want to be part of
21 the solution here.

22 So, I don't want to talk at you for 20

1 minutes. I would rather kind of hear some of
2 your thoughts. I won't be able to stay for the
3 entire meeting today. So, but I would like to
4 hear directly from the Council, in terms of your
5 perspective.

6 Obviously, we talked pre-COVID. Now
7 we're talking, hopefully towards the end of
8 COVID, with a vaccine hopefully coming in the
9 next few weeks or few months. What is it you're
10 seeing? What is it we can do? How can we help?
11 What are the roadblocks that we have -- hopefully
12 unintentionally -- put in your way? What are the
13 things that we could do that would free you up to
14 be able to be more efficient and effective?

15 And I know that the federal government
16 is not always the solution, so I'm not trying to
17 imply that we have the solution. But oftentimes
18 if we can just get out of the way, that's a
19 solution in and of itself.

20 So, I'd like to stop talking and kind
21 of hear from you, hear your reactions, hear what
22 it is you're seeing.

1 CHAIR WALDRON: Great. Thank you,
2 Assistant Secretary. At this point, the floor is
3 open for questions from the Advisory Council
4 members.

5 MS. SEVEN: Hello, this is Kay.

6 MS. ECHOHAWK: Go ahead.

7 CHAIR WALDRON: Go ahead, Kay. Please
8 state your full name and region, or discipline.

9 MS. SEVEN: (Native language spoken.)
10 This is Kay Seven. I'm with the Nez Perce Tribe.
11 I'm in -- I'm located in Region 6, and with I'm
12 an Other Discipline, the 477 Program.

13 So John, I listened to you last
14 February, and when I left the meeting I thought,
15 John must be from a tribe in -- is it Kentucky
16 where you came from? And I thought, he sounds so
17 Native, you know, and so Indigenous in the way
18 you think and see the world of manpower
19 development.

20 And so, listening to you today was
21 very exciting. To know that we have a
22 administrative -- an administration leader in the

1 building that can help, I think paves the road
2 that Public Law 102-477 tribes are looking for to
3 carry us out to sustain what we've been doing
4 since 1992.

5 So, I will continue to listen, and
6 look at the emerging markets that open up as we
7 go through post-COVID. I know, for our tribe, we
8 have an interest right now in solar energy, so it
9 would -- where you're at in reaching your hand
10 out to federal agencies, we sure would like to
11 find someone with the U.S. Department of Energy
12 that would join the group and look at how the
13 Department of Energy and their resources can work
14 with tribes who are looking at solar energy
15 adventures to address climate change.

16 So John, thank you for your
17 presentation this morning, and can you let me
18 know the name of the initiative that you spoke
19 about? I was not listening very well at the
20 beginning.

21 MR. PALLASCH: Yes, absolutely. And
22 hey, thank you for your kind words and for your

1 belief in me. The name of the initiative is One
2 Workforce, and the key there is yes, you have a
3 champion in me, but you also have champions in
4 the other federal agencies across DC.

5 As I mentioned HHS, Agriculture,
6 Education are all -- we are working lockstep on
7 this idea of One Workforce. And we will
8 absolutely effort to get you a contact at the
9 Department of Education. We will invite them to
10 join the conversation about One Workforce,
11 because that's really what it's about.

12 We know that there are workforce
13 dollars at cabinet agencies all across town.
14 We've started to build a relationship with HUD,
15 with Department of Transportation, because they
16 both have workforce training dollars, the
17 Department of Justice.

18 So we will work to get you a contact
19 at Energy, and then we will share with them, kind
20 of, our -- and by our, I mean the broader
21 workforce team's vision of where we want to go
22 with this. And if -- like you said, if there's a

1 need for green energy, or solar power or
2 whatever, then that's what we want to deliver,
3 because that's what you're telling us is needed
4 locally.

5 So again, it's not my job to tell you,
6 you should be training in green energy, or
7 advanced manufacturing, or IT, or automation or
8 whatever. You are to tell us. You are to tell
9 us hey, this is what industries are growing in
10 our area, this is what employers are needing.
11 And then we need to help facilitate that.

12 So, if making a connection to the
13 Department of Education will help in any way,
14 then I'm very happy to figure out who the
15 appropriate person is and get that name and
16 contact information to you.

17 MS. SEVEN: Then, I guess the last
18 question is, is Interior on your list as well, as
19 you look at the One Workforce?

20 MR. PALLASCH: So, I mean obviously it
21 is, because of the Bureau of Indian Affairs and
22 477, and those are conversations that we have had

1 kind of leveraging off of that model. But
2 outside of the 477, I would be lying if I said
3 yes, we've been talking to them about workforce
4 dollars not associated with 477.

5 But again, happy to have those
6 conversations, happy to bring and invite anybody
7 to this table. It's very much not invitation
8 only. We have not chosen to leave anybody out.
9 And the reason being is, the first thing that --
10 I keep telling the folks here in the building
11 that the One Workforce idea, the first step in
12 this is changing kind of the culture and the
13 mindset.

14 So One Workforce isn't a project in
15 and of itself. It's changing the culture and the
16 mindset of how we at the federal level think
17 about workforce. And then there are actionable
18 steps and projects that we can take underneath
19 that umbrella of One Workforce. But One
20 Workforce is just kind of changing the siloed,
21 bureaucratic approach.

22 And Clarence Carter from HHS likes to

1 talk about sinking horizontally rather than
2 vertically. And that's very much what One
3 Workforce is trying to do. So, I will take the
4 note on Department of Interior, and we'll see
5 again if there are folks over there who want to
6 come to our party, because are not trying to
7 exclude in any way.

8 The more folks who come, the more
9 folks at the state and local level that we're
10 able to collaborate with, and coordinate with,
11 and free up to take advantage of all of the
12 partners.

13 CHAIR WALDRON: Thank you.

14 MS. SEVEN: Thank you very much.
15 Music to my ears.

16 CHAIR WALDRON: Joe has a question, Joe
17 Quintana. I see his hand up.

18 MR. QUINTANA: Good morning. My name
19 is Joseph Quintana, Region 6. Good morning,
20 Assistant Secretary. We appreciate you taking
21 this time. I hope that you and your family are
22 all well.

1 I wanted to follow up in regards to
2 some important things that you are saying, in
3 order for us to provide expanding our resources
4 and access to services, important linkages to
5 other workforce boards, other resources that we
6 would be unable to provide, and I'm thinking,
7 especially if we service a large area within our
8 district.

9 But I -- prior to the start of the
10 pandemic, as you had mentioned, we had
11 considerable amounts of development and growth in
12 different parts of the country. I know within
13 our area -- and it would just serve the large
14 metropolitan city -- it was hard finding workers
15 for a certain position.

16 But still, even at a time of great
17 development, American Indians still face 2
18 percent higher rates of unemployment than all
19 other race or ethnic groups. And although we're
20 at a time of pandemic, eight months in, we also
21 had -- we also face racial injustice. We also
22 face issues of equity across the country.

1 And we understand that the workforce
2 hasn't been equitable to American Indians. Still
3 we face large gaps of education achievement.
4 American Indians here in my area, 80 percent
5 either receive a high school diploma, GED or they
6 don't graduate at all. So that limits their
7 access to career development and long-term
8 achievement.

9 Also, in regards to gender, American
10 Indian women here in our area receive 50 cents to
11 every dollar that a non-Hispanic male makes. So
12 we recognize there's major gaps there as well.

13 And then understanding the upward
14 mobility to our clients, do they have access to
15 housing, and to quality of life and achievement.
16 And understanding that, the physical healthcare
17 doesn't just relate to the physical health, but
18 it also relates to behavioral mental health. It
19 also relates to the economic health of our
20 clients, and making sure they have access to
21 quality resources, of course, across the country.

22 So, looking towards the future, post-

1 pandemic, American Indians being part of the
2 recovery process for this country, how also do we
3 ensure that we're uplifting our clients to where
4 they can also achieve the same dreams to access
5 to middle class market or access to career
6 development as well?

7 MR. PALLASCH: Yeah, absolutely, Joe.
8 That's a good question. And the way we do it, or
9 the way you, as a local leader can do that, is by
10 ensuring that you have all of the services
11 available for those individuals, so if it's GED
12 services, like we talked about earlier, if it's
13 supportive services, if it's training services.

14 We've spent a good deal of time here
15 talking with the folks at the Department of
16 Education and the K-12 -- the elementary and
17 secondary portion of the Department -- to make
18 sure that we are coordinated with them, because
19 one of the other challenges that we face in
20 workforce is that our elementary and secondary
21 schools aren't turning out the same quality of
22 student across the board.

1 As you can imagine, there are good
2 school and there are bad schools. And how do we
3 help raise up the bad schools? And how do we
4 ensure that individuals who are graduating from
5 high school or who are at least in high school
6 are getting classes and skills that will help
7 them in the workforce, not necessarily just the
8 traditional, standard curriculum.

9 But are there ways that we can address
10 that by working with our education partners to
11 say hey, let's make sure that, you know, we're
12 working with state superintendents and local
13 school boards to make sure that students are
14 learning the right thing, that they're developing
15 the right skills.

16 Because we very much want to think
17 about workforce as a skills problem, and how do
18 we make sure that individuals have the right
19 skill, the right set of skills to do a specific
20 job. Because we know that a four-year degree is
21 not an option and is not available to all people.
22 There are multiple pathways for individuals to

1 transition from elementary and secondary school
2 into the workforce.

3 So whether that's a two-year degree
4 program or four-year degree program, an
5 apprenticeship program, a certificate program,
6 obviously working with our friends at CTE. So,
7 to answer your question, Joseph, I think the more
8 folks, the more partners that you have at the
9 table, the more tools at your disposal to address
10 those barriers, be they historic or not, that
11 individuals are facing.

12 And that's the idea behind One
13 Workforce, is realizing that every customer is a
14 little bit different, and his or her challenges
15 are a little bit different. And the more
16 partners I have at the table, whether that's
17 vocational rehab, or whether that's the vets'
18 program, or whether that's, you know, Goodwill or
19 whatever other local partners I have, I can tap
20 into those resources and I can use those
21 resources to help that individual overcome their
22 barrier.

1 Because we know that it's not just a
2 pure training issue. We can't just retrain
3 everybody or train everybody, and everybody's
4 going to have a job. You mentioned housing and
5 homelessness. I have the distinct pleasure of
6 serving as the Chair of the U.S. Interagency
7 Council on Homelessness.

8 And we've spent a lot of time at those
9 council meetings talking about the parallels
10 between workforce and homelessness. And, you
11 know, it's not just about finding someone a home,
12 it's about allowing them to stay in that home.
13 Same way it's not just finding someone a job.
14 It's about ensuring that they stay in that job.

15 And quite frankly, it's going to be
16 very difficult to get a job without a home, and
17 it's going to be very difficult to get a home
18 without a job. So it's fortunate that I'm able
19 to sit on both sides of that conversation about
20 homelessness and about workforce, and realizing
21 the relation between the two.

22 And at their core, they boil down to

1 identifying those barriers. What does that
2 assessment look like? How do we know what this
3 particular individual needs either to move into a
4 job and a career, or maybe move into some type of
5 unsubsidized housing?

6 So, it's making sure that we've got
7 the same partners at the table. And fortunately
8 the USICH Council is made up of the Department of
9 Education, and HHS, and Labor, and HUD, all the
10 folks that we talk about in the workforce space.
11 So we're having the same conversations of hey,
12 let's all collaborate better, let's coordinate
13 better.

14 So that's -- at a high level, that's
15 my response. And we're happy to work with you on
16 making sure that you've got the partners and the
17 resources that you need to serve the population
18 and the challenges that you're seeing.

19 CHAIR WALDRON: Do we have any other
20 hands up from the Council?

21 MS. ECHOHAWK: Candace Lowry has her
22 hand raised.

1 CHAIR WALDRON: Go ahead, Candace.
2 Please state your full name and region.

3 MS. LOWRY: Good afternoon. This is
4 Candace Lowry with Region 3. I'm from North
5 Carolina, from the Lumbee Tribe. And I would
6 just like to thank Assistant Secretary Pallasch
7 for your time and effort with the employment and
8 training needs that we have.

9 In our community, we are seeing a lot
10 of individuals not being able to retain their
11 employment because of their employer's
12 stipulations. So, with your One Workforce
13 initiative, are the employers being trained on a
14 different way to handle the employees?

15 So right now in our area, we're having
16 a lot of employees who are out because of COVID.
17 It might not be their self but it may be their
18 children or a family member. And we don't have
19 enough in-home workers, or the insurance aren't
20 paying for the in-home workers for the older
21 population or the younger population.

22 And so, the workers who are able to

1 work, and they may have their training
2 certificate, but they are losing their jobs, and
3 -- because of the employers are taking them out,
4 or they're getting fired or disqualified because
5 of days. And I just think there needs to be a
6 new system put in place with a lot of the
7 employers.

8 And this is even with the state jobs,
9 the FMLA portion of it. So for a lot of our
10 Native workers, they are used to caring for their
11 sick, caring for their elderly. So they're not
12 going to leave their mother or father or
13 children, you know, out by the wayside while
14 they're at work. So they have to have a choice
15 between, you know, should I go to work or should
16 I stay home.

17 And I feel like that is one reason
18 that our employment rate here in North Carolina
19 has increased so much, because people are having
20 to make that decision. But with the One
21 Workforce, is the -- with the employers -- or is
22 that any discussion that's going on with the

1 retention rates and how now the retention rates
2 have increased after COVID, post-COVID?

3 MR. PALLASCH: Yes, so obviously the
4 -- each state has business service teams that are
5 tasked with engaging employers, and working with
6 employers, and providing employer services. That
7 array of services that they're providing has
8 fundamentally changed over the last nine months.

9 To your point about individuals who
10 have to either care for a family member, or we're
11 seeing this in the education realm with students
12 that are home from school, either in some type of
13 blended or mixed environment where they might be
14 in school one or two days a week and home one or
15 two days a week, or maybe they're all virtual,
16 and how do parents address that issue of having
17 to stay home with children, does their job allow
18 them or afford them the opportunity to work from
19 home?

20 And that's a challenge. And we're
21 seeing that employers are trying to figure this
22 COVID thing out the same way we on the workforce

1 side of things are. How can I as an employer
2 remain open? How can I, as an employer, allow
3 individuals to work from home?

4 Now we know every job is not able to
5 be done remotely, but I think we've seen a huge
6 shift in terms of employers' willingness to allow
7 individuals to work from home. There's new
8 technologies, there's new computer systems that
9 are allowing folks to collaborate and work from
10 home.

11 So it is a challenge. It's a
12 challenge that the workforce system is going to
13 have to face. We're facing this with our
14 American Job Centers, which many of them have
15 been closed for months. Many of them remain
16 closed. Some of them have reopened physically,
17 some have reopened virtually, but what does that
18 service delivery model look like?

19 So I think that the entire country is
20 trying to figure out how we work through this,
21 and what does that look like. How am I able to
22 continue to perform my job? How is my employer

1 able to continue to employ me and allow me to
2 perform my job?

3 And obviously employers need to be at
4 the table with all of the workforce conversations
5 we're having. It very much must be a employer-
6 driven system. So yes, we're having those
7 conversations not only with the business service
8 teams but other organizations like the Chamber of
9 Commerce and the Business Roundtable in terms of
10 what is it employers are needing, what are the
11 challenges they're facing so that we can again
12 try to holistically address, kind of, the
13 workforce challenges across the board.

14 CHAIR WALDRON: So I know we're
15 running short on time, and we have two more
16 questions. So if we could just move through our
17 questions kind of quickly. I know that Erwin had
18 his hand up as well.

19 Erwin?

20 MR. PAHMAHMIE: Erwin Pahmahmie,
21 Region 4. Actually, John had already kind of --
22 and thank you again, Assistant Secretary for

1 being with us today. But he's answered some of
2 my questions actually, just now. So my
3 question's already been answered. So, I
4 appreciate you for being here.

5 The one thing I would just want to
6 chime in on, though, is some of our clients, you
7 know, they're aging adults at times. And
8 sometimes, yeah, they still need some basic
9 requirements for them to be successful.

10 So that proves to be challenging as
11 well, like you said, with the different types of
12 delivery models that we're trying to work with,
13 virtual, limited contact, and then, also to some
14 of our training partners are -- they're not fully
15 operational as well, or offering things that, you
16 know, we're feeling that, you know, the impacts.

17 Like you said, you know, it needs to
18 be driven by employers, and yes, we need to get
19 them to the table so we can all sit down, devise
20 a plan, and then come up with what's going to
21 best meet our needs within our specific
22 communities.

1 So, thank you very much. Erwin
2 Pahmahmie, Region 4, thank you.

3 MR. PALLASCH: Yes, thanks, Erwin.
4 And, you know, Kim Vitelli at our team has been
5 working closely with the states, and what's
6 called the Eligible Training Provider List to try
7 to encourage and increase the number of training
8 providers who are providing either online or
9 virtual training. Because we know, even pre-
10 COVID, that that was an issue that we were having
11 in the training space.

12 So, you know, with the addition of
13 adult education and CTE, more online, more
14 virtual training, hopefully that will allow
15 individuals to fill those skills deficiencies
16 that you're mentioning and have a broader menu of
17 trainings to choose from.

18 CHAIR WALDRON: All right, so I just
19 would want to mention something in response to
20 this all. I'm very excited and happy to hear of
21 your support with the 477 and the 166 Program,
22 which was the origins of our 477.

1 And we've been enjoying working with
2 our community for many, many years as this
3 program has changed and gone forward. But I
4 would be remiss in my duties if I didn't mention
5 that, in the letter you sent back, that the
6 budget that went forward was to minimize the
7 Native American programs, not to continue to
8 enforce the law that funds them.

9 And the states historically have not
10 been friendly to working with Indian communities,
11 in where 70 percent of Indian communities reside
12 off reservation. 477 is a model that we would
13 all like to benefit from. They are working
14 diligently to make it work for their community,
15 wherever they go, but not always enjoying the
16 benefits of what their sovereign nations apply to
17 them.

18 And so, it was concerning that the
19 budget put forth was to minimize our programs.
20 And I hope that your involvement with the 477 as
21 well as the 166, maybe you could help defend our
22 program if it needs to be defended.

1 MR. PALLASCH: Yes, absolutely. And
2 I just want to touch on that real quick. I don't
3 think -- and then I understand your perspective,
4 but the budget was not meant to minimize. What
5 we're trying to do, again under this idea of One
6 Workforce, is create set-asides within the WIOA
7 programs so that, you know, we have any number of
8 populations that we are trying to serve in
9 workforce, not just the Native American
10 population, the veterans' community, persons with
11 disabilities, you know, any number of different
12 groups.

13 And we're trying to make sure that the
14 workforce system as a whole recognizes and
15 acknowledges, and appreciates that those are
16 workforce customers as well. So, when we talk
17 about One Workforce, we're trying to get
18 everybody under one umbrella.

19 We're trying to make the workforce
20 system realize that any individual that comes to
21 the system is a customer, rather than thinking of
22 them as a SCSEP customer, or an INA customer, or

1 a VR customer. They're a workforce customer.
2 So, I appreciate your apprehension and your
3 concern, but the intent with the budget is to
4 create that set-aside to bring that population
5 into the WIOA umbrella.

6 If we can -- if we, as a workforce
7 system, can serve all customers through one
8 program, that's really what we're after, and
9 that's where we're going to see the efficiency
10 and the effectiveness really increase, because
11 then we're going to be able to leverage all of
12 the WIOA partners and all of the local partners
13 to serve every customer.

14 You have my continued commitment to
15 work with you on this.

16 CHAIR WALDRON: Great, thank you. So
17 just, you know, the 166 is now a set-aside by law
18 for Native Americans. And so, what little
19 interactions that I've had -- and some of them
20 have been very good with the states. I might
21 want to add that we've been sharing, you know,
22 some of our customers and having a great deal of

1 success.

2 But in some of the other states, it
3 doesn't exist. And they really seem -- sometimes
4 when I meet with them, Secretary, is they're
5 after our funding. So I just want to alert you
6 to that, that we are a set-aside within the WIOA
7 programs specifically for Native Americans
8 residing off-reservation. And the 477 is
9 enforcing tribal law and sovereignty to benefit
10 their constituents.

11 So we are a set-aside, I'm sure you
12 know. We'd like to maintain that, and work in
13 partnership with them, because there are
14 tremendous benefits that we can receive from
15 those state-run WIOA programs.

16 I don't know if you have time for
17 Joe's question. I'm sorry we've taken up a lot
18 of your time, but Joe has --

19 MR. PALLASCH: No, no, that's fine.
20 I've got time for one more. Go ahead.

21 CHAIR WALDRON: I just wanted to say
22 that to you. Thank you.

1 MR. PALLASCH: Yes, absolutely.

2 CHAIR WALDRON: Joe?

3 MR. QUINTANA: Good afternoon,
4 Chairman. This is Joseph Quintana, Region 6. I
5 didn't have a follow-up question, only a
6 statement in that I was -- I have thought that we
7 should also start to include capital investment
8 and of course investing in small business
9 ownership so we can hire from within.

10 But as the Chairman had also presented
11 the idea, I was thinking about -- I understand
12 our opportunities to expand our reach through co-
13 enrollment or through expansion of other
14 resources as you described previously. But the
15 one concerning part of it is that we do serve a
16 unique community that is often underserved and/or
17 marginalized by other groups.

18 And as I was discussing before, that
19 in order for us to uplift and work towards an
20 equitable future, there has to be a lot more
21 investment, I think, within the American
22 community, whether it's in a large metropolitan

1 city or in an off -- in a reservation community.

2 There still is considerable amount of
3 investment that needs to take place. And I don't
4 think that, I'll say for instance, investing a
5 certain amount into a particular client or
6 customer that's in -- from another minority
7 group, or from a non-Hispanic male group, who may
8 have certain advantages over the American Indian
9 client, I think that has to be looked at again
10 and readjusted.

11 MR. PALLASCH: Thank you.

12 CHAIR WALDRON: Assistant Secretary,
13 do you have time for one more? There is one of
14 our long-term standing council members has a
15 question, Gary Rickard.

16 MR. PALLASCH: Absolutely. Go ahead,
17 Gary.

18 CHAIR WALDRON: Is Gary unmuted?

19 MS. ECHOHAWK: Yes, Gary is unmuted
20 and should be able to speak.

21 CHAIR WALDRON: Gary, are you able to
22 hear us? I see his phone blinking. I think we're

1 having a technical difficulty. Are there any
2 other questions?

3 So, Candace. I can't tell if there
4 are other questions on my end. There's some
5 blinking going on. I'm starting --

6 MS. ECHOHAWK: I'm sorry, Darrell.
7 This is BC.

8 CHAIR WALDRON: Go ahead.

9 MS. ECHOHAWK: There are no other
10 hands raised. Gary is unmuted. If he is not
11 hearing this, he might be having problems on his
12 end.

13 CHAIR WALDRON: Well -- can we - can
14 you hear me?

15 MS. ECHOHAWK: Yes, we can.

16 CHAIR WALDRON: Hello? Okay, yes.

17 We appreciate the time you spent with
18 us today in listening to our concerns, and we
19 hope to have continued success for our programs,
20 and we move forward with our agenda for the day.
21 And I'm sure it will not be the last you've heard
22 from us.

1 We do appreciate the time that you
2 spend. We know how busy things are with this
3 COVID, and there have been some great rollouts
4 with the stimulus monies in relationship to labor
5 in some of the local communities. So if there
6 aren't any other statements you want to make to
7 us as an ending statement, we want to thank you
8 for the time you gave us today.

9 MR. PALLASCH: Thank you very much,
10 Mr. Chairman, and thank you to the rest of the
11 Council, and I look forward to the continued
12 partnership and working together. So thank you.

13 CHAIR WALDRON: All right. So going
14 -- moving on with our agenda, I know we moved a
15 little bit into the next timeline. So without
16 further ado, we have an update on the 102-477 by
17 Margaret Zientek, co-chair of the 477, also my
18 co-chair with the planning.

19 Margaret?

20 MS. ZIENTEK: Good afternoon, this is
21 Margaret -- or morning, depending on what part of
22 the country. Can you all hear me?

1 CHAIR WALDRON: I can hear you.

2 MS. ZIENTEK: Excellent.

3 MS. HIBBELER: Yes.

4 MS. ZIENTEK: Well thank you all. To
5 update on Public Law 102-477, we had our National
6 Federal Partners meeting here in September.
7 There are some deliverables that we are working
8 on, both from the federal side and the tribal
9 side.

10 Expansion efforts are continuing. We
11 do have a couple of agencies that are moving
12 forward with grants that they are agreeable to
13 putting in 477. And John Pallasch, Assistant
14 Secretary, I want to thank you. I did catch a
15 part of your speech. And yes, 477 is very eager
16 to work with DOL for how we can embrace workforce
17 as we move forward into the future.

18 As far as deliverables go on the 477
19 side, we normally have quarterly meetings. Aside
20 from pandemic, these would have been at the
21 regional DOL meetings, and then our national, of
22 course, would be at the national DOL/477 meeting.

1 So working with Darrell on the
2 national meeting and what that will look like in
3 the future. From the quarterly perspective on
4 the 477, we have our next meeting scheduled.
5 Please mark your calendars.

6 There is a save-the-date that has been
7 issued. The date we have selected is December
8 3rd. It will be virtual, and we will convene
9 with the tribes first for an hour, and then we
10 will be joined with our federal partners
11 following that. The federal partners at 3 p.m.
12 to 4 p.m. Central Time, would join us for
13 reporting and discussion on where we stand.

14 So tribes, tribes only will be from 2
15 to 3. I'm using Eastern Standard Time. If you
16 need me to adjust that, I do have that in front
17 of me. That will be our quarterly meeting.
18 We'll talk about updates. There has been a
19 Federal Register notice pending. I'm sure
20 Jeanette will talk to you about that, or Anthony,
21 one.

22 The Federal Register notice does

1 require comments. I believe the intent of the
2 notice is to extend the current reporting form
3 until we can actually have more virtual meetings
4 with the federal partners to what they need to be
5 shaped as in the future. It's hard to change a
6 reporting format when you're not real sure what's
7 going to be included, so it does take time for
8 this to go forward.

9 I do have a very short presentation,
10 so I'm going to open this up if there's any
11 questions.

12 CHAIR WALDRON: I'm unable to see any
13 raised hands. My screen went a little funky. I
14 got part of it back. Are you able to see any
15 raised hands on your end?

16 MS. ECHOHAWK: There are no raised
17 hands, sir.

18 MS. ZIENTEK: It looks like BC is
19 working with Jeanette and Anthony. They're
20 trying to get dialed in to have voice.

21 Federal partners are meeting. They
22 have started a partner meeting regularly to talk

1 about the expansion of 477 and work with it.
2 There has been a learning curve for federal
3 partners. The law changed the time frame to be a
4 solid 90 days from receipt of a plan for the plan
5 approval.

6 And that has been tested a few times.
7 I believe our tribe was the first one that the
8 federal -- a couple of federal partners failed to
9 approve in 90 days, but it's my understanding
10 that following that, there is one or two that
11 have pushed up against that deadline.

12 There's been a request for the tribe
13 to agree to an extension to allow the federal
14 partners to review. It's been a definite
15 learning curve, and who knows where we will be
16 with the change of administration.

17 MR. RILEY: Good morning. This is
18 Anthony.

19 CHAIR WALDRON: Good morning, Anthony.
20 Can you --

21 MS. ZIENTEK: Good morning, Anthony.

22 MR. RILEY: I decided to call in.

1 CHAIR WALDRON: Anthony, can you state
2 your full name for the record, please?

3 MR. RILEY: Yes. This is Anthony
4 Riley, the current Chief -- the Acting Chief of
5 Division of Workforce Development. I will be
6 reporting on behalf of Ms. Jeanette Hanna, who is
7 on but having difficulty with her audio right
8 now, so good morning, everybody.

9 MS. ZIENTEK: Good morning.

10 CHAIR WALDRON: So is he working with
11 you, Margaret, or is he --

12 MS. ZIENTEK: Yes.

13 CHAIR WALDRON: Okay.

14 MS. ZIENTEK: Anthony is the Acting
15 Division Chief for Workforce Development within
16 the Bureau, and he reports to Jeanette Hanna.

17 So, Anthony, I think we move to your
18 reporting time, if you're ready to step in there.

19 MR. RILEY: Yes, I am. And good
20 morning, Chairman and Assistant Secretary, and
21 tribes and Tribal Workgroup. I've been asked by
22 Ms. Hanna to go ahead and provide the report and

1 update on 477.

2 As I heard part of Assistant
3 Secretary's report and others that our tribes are
4 significantly being impacted by COVID. We have
5 approximately 12 to 17 tribes, 477 tribes that
6 have reported severe impacts to their situations
7 on their respected service areas and locations,
8 where tribal offices have been shut down,
9 programs have been shut down completely.

10 We heard that just recently there has
11 been a spike in COVID cases, anywhere from 50 to
12 80 percent. And where I'm located here on the
13 Laguna Reservation, temporarily, it's, those
14 numbers are spiking, so we did extend the, you
15 know, the prayers and others to make sure that
16 the tribes out there are okay.

17 And, but we are pushing forward with
18 activities, and I'll go through those activities.
19 As Ms. Margaret Zientek reported, that we sent
20 out a Federal Register notice for the updates to
21 our annual report. The intent -- because there,
22 our new law included, or added additional federal

1 partners, the intent is to extend the expiration
2 date, February 2021, to allow more time for the
3 new federal partners and Tribal Workgroup to meet
4 and obtain comments for the reporting documents.

5 Internally, we've hosted a couple of
6 trainings with our federal partners, and we'll be
7 extending out to the tribes on the annual report.
8 So, we're open to comments. Please contact me or
9 Ms. Jeanette Hanna if you do have comments, and
10 that's open to our federal partners as well as
11 the tribes. That's an update.

12 Since the annual meeting between
13 federal partners and tribes, we have established
14 an annual, or monthly federal partner meeting.
15 We didn't have one last month, but we're in the
16 process of setting up another monthly meeting to
17 assess things like, as Ms. Margaret Zientek
18 reported, the 90-day approval process, the annual
19 report, and any other systematic situations that
20 we're coming across with the onset of the COVID.

21 There are some tribes that have
22 requested extensions to submit their annual

1 plans, so that's something that we're working
2 internally to afford our tribes that are having
3 difficulties submitting their plans. The review
4 process is, we're still holding to the 90-day,
5 and that has presented some challenges as well.

6 Yes, we do agree there are some
7 updates to the process. We're working with our
8 federal partners and the tribes to ensure that we
9 meet those 90 days. And there are situations
10 where, you know, tribes and the federal partner
11 are working up to the last week, so any support
12 we can have on your end, I think, would be most
13 appreciated.

14 We did update our website. We did a
15 recording of the annual meeting. It is now
16 posted on our website, and --

17 CHAIR WALDRON: Hello?

18 MS. ZIENTEK: Hello?

19 MS. BROWN: Hello?

20 MS. ECHOHAWK: Yes, one moment.

21 Sorry. We've had someone who called back in and
22 didn't pick up their phone in time, so we're

1 getting that taken care of. Thank you.

2 MR. RILEY: All right. So we did, as
3 I said, we posted the recording of our annual
4 meeting. It is on the DOI website. I'll send
5 the address for that. I know some of the federal
6 partners requested, as well as the tribes, so
7 that's available for view.

8 To date we have 71 477 tribes. Of
9 those 71, we approximately have 60 to 59 programs
10 that have DOL programs in them. Most recently,
11 Karuk Tribe requested the integration of both its
12 use and adopt programs, and they were approved
13 for FY 21 and beyond. So congratulations.
14 Appreciate the Department of Labor and their
15 review of that plan, and now they're, they got
16 their own WIOA program.

17 We have one program that has
18 Dislocated Workgroup Program and the Opioid
19 Prevention Program, so these are new programs to
20 the 477 and we're open to any other Department of
21 Labor programs that meet the employment and
22 training scope of work, and we're willing to work

1 with the tribes and Department of Labor on these
2 new programs.

3 So, moving along, the Indian annual
4 meeting, we had a presentation on the Labor Force
5 Report, so we're looking forward to working with
6 the individuals to continue the conversations
7 regarding the Labor Force Report. So if there's
8 any status on anything going forward, 477 or
9 Workforce Development would like to engage in the
10 conversation.

11 I know the request for the recording
12 was asked, and that is available. So reviewing
13 those actions regarding the Labor Force Report is
14 something we'll assess on the monthly federal
15 partner meeting.

16 With the 477, as I mentioned at the
17 very beginning, with the impacts of tribal
18 programs being shut down, we do have some tribes
19 that did conduct, and switched up alternative
20 activities. We have, just real briefly, the
21 Winnebago Tribe did a ten-week virtual training,
22 covering multiple areas from substance abuse,

1 abstinence, cooking, STEM classes, sewing
2 classes, resume building.

3 We had the Stockbridge Munsee Tribe
4 conducting summer youth programs and work
5 experience trainings at home locations using a
6 mentor-protégé agreements. And all of this was
7 home-based learning activities. We had the
8 Blackfeet Tribe adults, their work experience
9 help with the food distribution.

10 Osage Nation, you know, there was
11 really no changes but they went ahead and
12 provided services in their area, Red Lake.
13 They're working on the work experience, with the
14 COVID sanitation details. They had no summer
15 youth programs due to the COVID.

16 Reno Sparks, distance learning with
17 the summer youth, increased assistance and their
18 benefits, plus waged some job searches. So they
19 changed up their internal processes to
20 accommodate the situation.

21 Sisseton Wahpeton, their entire youth
22 program was switched over to an online program,

1 so. Barrett Lake summer youth and general
2 assistance workers assisted dissemination of
3 greener foods and various sanitation details.
4 And the Standing Rock, you know, did some,
5 implemented some virtual training programs.

6 So tribes were -- the spirit of 477
7 allows tribes to address and accommodate the
8 situations, either it's the environmental impacts
9 or even this situation, COVID situation. Tribes
10 were allowed to think outside the box, like
11 anybody else would do.

12 And it's unique some of the unique
13 activities that are coming out that have been
14 reported are keeping folks busy despite the
15 situations in their specific locations. And
16 also, we haven't had all the tribes report on
17 such activities, but I know there are some tribes
18 out there that are doing things despite the
19 situation they're experiencing.

20 So, I stop for any questions. Sorry
21 it's a brief report, but we're here to continue
22 the support of the initiatives set forth by your

1 committee.

2 CHAIR WALDRON: Are there any
3 questions of the Council -- from the Council?

4 MS. ECHOHAWK: Margaret has her hand
5 raised.

6 CHAIR WALDRON: Margaret?

7 MS. ZIENTEK: Thank you. Margaret
8 Zientek, Citizen Potawatami Nation, co-chair for
9 Public Law 102-477, co-chair for the National
10 Conference and, you know, having many, you know,
11 jobs.

12 Anthony, one thing that wasn't
13 mentioned and I think we probably should mention
14 here, the Department from the Bureau and Division
15 of Workforce Development has been very supportive
16 over tribes that are looking to explore 477, and
17 has offered in the past, and I believe there was
18 plans to continue that in the future.

19 Can you tell me if those planning
20 grants, or if there be some type of announcement
21 regarding planning grants forthcoming?

22 MR. RILEY: Ms. Zientek, this is

1 Anthony Riley. We are planning to have that same
2 program. I know Ms. Hanna has taken that
3 program, and we will be reporting back to the 477
4 Tribal Workgroup on how we're going to move
5 forward on the grant assist program.

6 It is a very positive program. We
7 have currently five that are receiving a 25,000
8 grant assist. And moving forward, we will be
9 providing some status on the FY 21. So, I trust
10 we will have the report, full report at your
11 December meeting on the status of the grant
12 assist program.

13 MS. ZIENTEK: Thank you. We will be
14 sure to share that with the, all of the WIOA
15 grantees, for those that may be looking at that
16 in the future.

17 Anthony, I'm not sure if you heard
18 something that Darrell Waldron said while you
19 were trying to get connected to audio. He was
20 talking about how the 477 was a model, but not
21 all of the grantees may be -- of 166 grantees
22 could take advantage because not all a tribal

1 grantee. Some of those are consortium, some of
2 those are nonprofits.

3 I did want to address that the law
4 does, 477 law allows us to help under the premise
5 that, you know, that this is tribes and tribally
6 allocated. So, I did want to try to answer
7 Darrell on that.

8 Darrell, a consortium of tribes can
9 take on 477. A tribe can serve a broad area and
10 also be 477. But in terms for a nonprofit,
11 unless the governing board is a board of tribes,
12 in which every tribe would have to have a
13 resolution to go 477, then we really don't have
14 the basis of doing it. The law allows us to do
15 what we do under the premise of 638, if that
16 makes any sense.

17 Anthony, did I say that about right?

18 MR. RILEY: Yes, you said that right,
19 Ms. Zientek. And I would offer anyone interested
20 to contact our office, and we'll provide the
21 appropriate technical assistance. We're open for
22 any questions that we may have from a, you know,

1 nonprofit or any consortium.

2 We recently just had approved the
3 South Puget Intertribal Indian Agency Consortium
4 up in the Washington State area, and very happy
5 to bring them on as a 477 program. Their plan
6 was, had three programs in it, and they were all
7 Department of Health and Human Services.

8 So, you got to think outside the box.
9 You're looking at not only four programs anymore.
10 You have eight additional federal programs that
11 have been added, or federal agencies that have
12 been added to the broader scope.

13 So it's interesting that now that
14 we're getting, you know, plans with new federal
15 programs that be in the service area of each
16 tribe. So, of course we'll certain any inquiries
17 from tribes and tribal organizations, nonprofits,
18 so.

19 CHAIR WALDRON: So, this is Darrell
20 Waldron, Region 1. You know, my question was
21 about the benefits of 477. And in some cases,
22 you know, the 166 doesn't operate in that. But

1 my also comments were of concern because, of
2 course the money goes into the 166, and then from
3 166 it's sent over to the Interior.

4 But in the meeting we had last year,
5 and the reason we sent the letter, was even
6 though he is in favor of the concept and that,
7 you know, the administration seems to be
8 supporting what tribes are doing there, in them
9 recommending a zero budget for the Indian program
10 would wipe us all out. 166 would hurt 477. 477
11 would be hurting with us.

12 And in part of his words in his letter
13 he wants to take the existing -- it sounded like
14 the existing programs and maximize their usage
15 for Indian people. So, he was very complimentary
16 on it, and understands the benefit of it, but I
17 was concerned the funding stream had been under
18 attack, because their budget put forth was, you
19 know, zero sum allowed.

20 And in the letter, he ventured that
21 ultimately Congress, you know, makes that
22 decision but -- so I was kind of just saying

1 that, you know, you can't have one without the
2 other. Allow us to be more flexible and have
3 more independence, you know, with our Indian
4 programs, nationally. Treat us all like, you
5 know, who we are, and let our tribal leadership
6 help with the benefit to communities.

7 So, that's what I was saying. 477,
8 you know, we did look into it, and got, you know,
9 some of the same information that you presented
10 today. But I am concerned with the compliments
11 on one side, but on the other side, it may be out
12 of his control. They recommended a zero budget
13 for 166, which would have wiped us all out.

14 Thank you very much. Are there any
15 other questions? Do you see any hands raised?

16 MS. ECHOHAWK: There are no other
17 hands raised at this time, sir.

18 CHAIR WALDRON: Great. So thank you
19 very much, guys. You did a great job. We're
20 back on schedule with our budget. We appreciate
21 all the time and energy you put forth, and it was
22 good to hear the positive comments coming out of

1 the Assistant Secretary today about Indian
2 programs, and you guys are a credit to that. The
3 more they talk about us, the better it will be
4 for all of us, so thank you very much.

5 We have another guest that's coming up
6 next. Let's see here. Excuse me. Wayne S.
7 Gordon, Director of DOL Division of Research and
8 Evaluation. Is he with us?

9 MR. GORDON: Yes, I am, and I hope
10 everyone can hear the audio well.

11 CHAIR WALDRON: I can.

12 MR. GORDON: Okay, excellent. I'll
13 take it from here. Thank you to the chairman.
14 Thank you, Mr. Chairman, and the Council for
15 inviting me today to provide an update on ETA's
16 work on the Population and Labor Force Report.

17 For those of you who don't know me, as
18 the chairman said, my name is Wayne Gordon. I'm
19 Director of the Division of Research and
20 Evaluation within the Office of Policy
21 Development and Research, and that's within ETA.

22 For those of you that don't remember

1 me, I was asked by Athena to participate in this
2 meeting last February, and she has kindly invited
3 me back for a return engagement. And I hope to
4 make a more lasting impression this time.

5 Also listening in today are members of
6 my staff, Neil Ridley and Sandy Schiffers
7 (phonetic), as well as staff from our contractor
8 in support of this effort, Social Policy
9 Research. And they're all taking notes for us
10 today.

11 SPR is also providing us with critical
12 support for our work on the data collection and
13 data analysis aspect of our work. And given
14 their long experience working with DINAP
15 specifically, and in data analysis on the tribal
16 population generally, we are glad to have them
17 onboard with us.

18 Just to recap from what I noted back
19 in February, when our division was just beginning
20 to wrap our heads around this requirement, the
21 assignment to develop the report came to ETA in
22 2019, even though the Department of Labor was

1 given this responsibility in law in late 2017.

2 Previous to that time, the report was
3 the responsibility of the Bureau of Indian
4 Affairs, whose representatives are with us today.
5 And I should add that they have been very
6 supportive of our work, and have been very
7 helpful in offering staff time to meet with us
8 and discuss the questions we've had, and to
9 understand the challenges and also the successes
10 that they have had with past reports.

11 For those who may not have all this,
12 have all the details handy, the report has to
13 include, but it is not limited to information at
14 the national, state and tribal levels, as well as
15 by BIA service area for the following slices of
16 data, let's say.

17 The total service population, the
18 service population under age 16, and over 64, the
19 population available for work, including those
20 not considered to be actively seeking work, the
21 employed population, including those employed
22 with annual earnings before the poverty line, and

1 lastly the number employed in private sector and
2 public sector positions.

3 As I mentioned previously, former
4 Deputy Assistant Secretary Thomas Dowd had
5 approached my office in 2019 to take on
6 developing this report, and we were glad to do
7 so, as Tom was a past administrator of our
8 office, the Office of Policy Development and
9 Research.

10 I worked with him very closely then
11 and I have known him for 15 years. Overall,
12 though, within ETA the national place for this
13 task is in fact the Division of Research and
14 Evaluation, rather than the Division of Indian
15 and Native American Programs, which has its hands
16 full, just in administrating the INA program.

17 However, Athena Brown and Duane Hall
18 have been very generous with their time, and
19 sharing knowledge of the history of the report
20 and its challenges, as well as connecting us with
21 experts outside of labor, to consult with.

22 Since I last spoke with you, we've

1 undertaken a number of information gathering and
2 outreach efforts, and these have included a
3 discussion this past May with recognized subject
4 matter experts identified by DINAP.

5 We've taken an opportunity to listen
6 and participate in, to a discussion of the Data
7 Subcommittee, at the Tribal Budget Committee
8 meeting, in August, and an opportunity to speak
9 briefly more recently at the annual meeting of
10 477 tribes in late September. My thanks to
11 Margaret for having us on that agenda.

12 We've undertaken a review of ideas for
13 approaching this task as expressed in a letter to
14 the Secretary of Labor, that was sent by NCIA on
15 behalf of a number of tribal leaders. It was
16 cosigned by those folks as well.

17 Through all of this, we've been
18 listening and learning about the requirements of
19 the law, as well about a long and difficult past
20 history, and a number of quandaries in regard to
21 the data that's available and used.

22 And now we are in the midst of

1 planning how we will conduct meaningful
2 consultations with the tribal community, and to
3 share findings from those consultations in a
4 transparent and accessible way, which is required
5 by law. And of course DOL's own Tribal
6 Consultation Policy will govern our actions.

7 In line with the Tribal Consultation
8 Policy, we plan to consult with tribes both in
9 meetings and in writing. Our current thinking is
10 that we will have one or two large virtual
11 meetings with the tribal community, and also
12 solicit written comments. We will of course make
13 sure that there is a summary of the comments as
14 well as transcripts of these meetings.

15 If we can get approval to do so, we
16 intend to use or issue a Federal Register notice
17 in regard to those opportunities soon, perhaps in
18 the next month or so.

19 We are hoping for a meeting sometime
20 in late January, but I can't make any promises on
21 the timing right now due to a variety of
22 uncertainties, but that is our intent.

1 I should add too, we have a similar
2 mandate under the law to consult with other
3 agencies in the federal government, which we've
4 been doing. And those, and they've included the
5 Bureau of Indian Labor Affairs, the Census
6 Bureau, and the Bureau of Labor Statistics here
7 at DOL.

8 We've undertaken some conversations
9 with staff from those agencies but have not
10 completed this part of the process yet.

11 Some of the questions in which we are
12 conceivably interested include the following.
13 How were data collected in the past by BIA? What
14 changed in the last report, compared to others
15 preceding it? What were the critical problems,
16 from the tribes' perspective?

17 What does more recent data from
18 Census, BLS and the ACA show at the national
19 state and tribal levels, and how does that
20 compare with data found in past reports? How
21 does the Census collect data on tribal areas?
22 How does it address undercounts? What are the

1 sampling methods used? What are the response
2 rates, and how do they address low response rates
3 or missing data, and how are data updated?

4 And related to that, we want to
5 understand, what are the sampling methods, the
6 response rates and estimation methods that are
7 used in the American Community Survey, which is a
8 monthly collection?

9 How is data collected for BLS' current
10 population survey? And what questions are asked
11 there that are not included in the ACS survey?

12 I should mention that we intend to go
13 beyond the usual suspects in preparing this
14 report, and that is because we, as I mentioned
15 before, are approaching this task as researches.
16 That's how we in this division roll.

17 We start out by thinking of the
18 desired outcome for this report, which as per the
19 legislation is to provide, in a consistent and
20 reliable manner, information on the service
21 population, and the employment situation among
22 Native American people on tribal lands.

1 As you can imagine, we are looking far
2 and wide to try to get a handle on the key issues
3 and problems, and possible solutions in producing
4 this report. And that means we're looking at all
5 the past population and labor force reports that
6 have been produced, poring over research studies
7 revealed on our scan of completed research
8 concerning the reports, and generally the
9 economic condition of Native Americans.

10 And some of this research includes a
11 number that were produced by the National
12 Congress of American Indians. We're documenting
13 past critiques of the labor force report in our
14 conversations, and we're trying to understand the
15 complicated issues about geographic boundaries
16 and service populations.

17 We're identifying key sources of data
18 for the report, both those used in the past and
19 other possible alternative sources that have
20 perhaps not been considered.

21 Determining the importance and value
22 of the report is extremely important. It's been

1 shown in the past and certainly in the future for
2 such things as future grant applications or
3 funding allocations, whether for programs under
4 the Department of Labor, BIA, Education, HHS or
5 others, as well as for economic and labor force
6 planning. We get the importance of this report.

7 We are thinking about how to address
8 the various challenges, most of which have to do
9 with collecting, validating and summarizing the
10 data. To that end, we are looking at case
11 studies of how different tribes have accomplished
12 this, including studies done by researchers at
13 and in association with NCAI.

14 We're also exploring how some of the
15 same issues have been handled in the National
16 Agricultural Workers Survey, which is
17 administered by my division, and which may
18 stimulate some ideas about how to collect data on
19 similarly dispersed populations.

20 We are also exploring how economic
21 data is collected and shared in regard to the
22 labor market by BLS and state agencies that help

1 in that process. We are familiar with some of
2 that already since my office also coordinates
3 with BLS and the states in annually determining
4 the estimates for areas of substantial
5 unemployment, which is used by ETA in the
6 allocation of funds for the public, two states
7 for the public workforce system.

8 We are also exploring how
9 technological changes in techniques may change
10 the data landscape, and how we may contribute to
11 building up the data collection capacity of the
12 tribes. Our end goal is to have a report
13 available that will address as many of these
14 questions as we can.

15 We will lay out the key issues in what
16 we hope will be a clear and transparent way, both
17 for non-technical folks and for specialists in
18 this area. We will present only quantitative
19 data that we feel we can stand behind in terms of
20 accuracy and reliability, and further we hope to
21 offer options and ideas to address some of the
22 issues that appear to us to be difficult and

1 confounding to solve.

2 We recognize that reliable data has
3 not been fully realized in the past, and we
4 recognize that this information was needed
5 yesterday. However, our goal is to get this
6 right and produce a labor force report that all
7 stakeholders will have confidence in.

8 Overall, I'm hoping that we can bring
9 some fresh perspectives and ideas to this
10 endeavor, building on what we hear from the
11 consultations with the tribal community we have
12 planned, from our agency partners, and from
13 research and data analytics experts in the field.

14 I'll stop here on that note of hope,
15 and I'll thank you all for allowing me this time
16 to give you this brief update, and thank many of
17 you for your individual contributions of advice
18 and support along our journey already.

19 A special thanks to Athena for the
20 invitation, and for her and her staff's support
21 and information on numerous issues that have
22 arisen as we move forward in fulfilling this

1 task.

2 Now if there's time, perhaps we can
3 open up the floor for any questions you may have,
4 and I'll yield the floor to those questions.

5 CHAIR WALDRON: Thank you very much.
6 I'm sure there are a couple of questions.

7 I have a difficult time seeing hands
8 raised here, but are there any questions from the
9 advisory board of guest?

10 MS. ECHOHAWK: Margaret has her hand
11 raised.

12 CHAIR WALDRON: Okay, Margaret. Go
13 ahead. Margaret, please state your name and your
14 region.

15 MS. ZIENTEK: Margaret Zientek,
16 Citizen Potawatomi Nation, co-chair for Public
17 Law 102-477, et cetera. Can you hear me?

18 MR. GORDON: Yes, I can. Hi Margaret.

19 MS. ZIENTEK: Okay. I'm just
20 reiterating a question that I saw sent via email,
21 that your report, is this something that you can
22 present a writing version of it for those that

1 may have had intermittent sound? There was a
2 request by one of the membership to see this
3 handout on this presentation.

4 MR. GORDON: Yes. I can provide these
5 notes that I spoke from, to be included in the
6 notes that are summarized for the commission
7 meeting.

8 MS. ZIENTEK: Thank you. I look
9 forward to working with you on this lane. I'm
10 looking -- I think we're going to have a positive
11 working experience on getting this labor force
12 data usable for future.

13 MR. GORDON: Thank you, Margaret. I
14 look forward as well.

15 CHAIR WALDRON: Any other questions
16 from the Council?

17 MS. ECHOHAWK: There are no hands
18 raised at this time.

19 CHAIR WALDRON: Okay. I do remember
20 you, Mr. Gordon. You came up with us when we
21 broke for lunch.

22 MR. GORDON: Yes, I enjoyed that.

1 Thanks.

2 CHAIR WALDRON: Yes.

3 MR. GORDON: Thank you.

4 CHAIR WALDRON: Thank you very much.

5 We appreciate it.

6 Looks like we're a little bit ahead of
7 our schedule. Are you sure there's no other
8 questions from the Advisory Council?

9 MS. ECHOHAWK: No raised hands at this
10 time.

11 CHAIR WALDRON: Okay, great. Well
12 thank you very much. I appreciate it.

13 MR. GORDON: I've been doing -- sure.
14 I've been doing this long enough to know that
15 there are few places more dangerous to encounter
16 participants in break time on the agenda. So
17 I'll finish up with a thank you, and thanks to
18 all, and I promise to provide these notes for the
19 council notes. Thank you.

20 CHAIR WALDRON: Great. Awesome.
21 Thank you very much.

22 So, Athena, therefore we are a little

1 ahead of schedule. I don't know if we want to
2 talk about the performance piece we didn't get to
3 finish yesterday or we want to take a little
4 longer break?

5 MS. BROWN: Yes, Darrell. I could
6 probably go over the performance information and
7 then take the break, and then go into the
8 demonstration that Jennifer and Duane are
9 conducting.

10 CHAIR WALDRON: Great.

11 MS. BROWN: My information will
12 probably only take about ten minutes, if that, so
13 we can take the break early.

14 CHAIR WALDRON: Awesome. Thank you,
15 Athena.

16 MS. BROWN: Okay. So I'm waiting for
17 the information to be pulled up. Yesterday
18 during my DINAP report I meant to go over our
19 performance results for the Section 166 program
20 specifically.

21 I always like to give the Council a
22 report out on how we're performing. We do

1 collect data, and I know that sometimes we don't
2 appreciate the efforts that go into collecting
3 data and, but it is important and the Department
4 does look at the information that's submitted by
5 the tribes.

6 And I also like to share this with the
7 Council and also with the grantees so that they
8 can report it to their respective tribal leaders
9 and show the results from our program. It is
10 very important.

11 Also, before I move into my report,
12 I'd really like to recognize Jennifer and Duane,
13 and all of the central process officers, because
14 they do a really good job in following up on
15 getting reports in.

16 We are, you know, we're on a really,
17 a list of all grantees across the nation
18 including formula funded programs and other
19 discretionary programs to get those reports in.
20 So sometimes when we have delinquent reports, the
21 federal project officers are on the phone,
22 working very hard to get this data in because we

1 know how important it is.

2 So with that, I'd like to go over the
3 program year 2019 report, so next slide. Or
4 should I move these slides myself?

5 So if you look at our performance
6 outcomes for -- we looked at 2018 and program
7 year 2019. There was a very slight, 15 percent
8 decrease of total adults served, and that could
9 be for a whole number of reasons.

10 Sometimes it's based on what's going
11 on locally. Sometimes it's based on missing
12 reports and other types of things, but it's not a
13 significant decrease. So, we went from 10,000
14 participants served to approximately 9,000.

15 I also want to point out that before,
16 the data we reported on were total participants
17 served including those that were self-service.
18 So, for those of you who have a history with this
19 program and remember at one time the total
20 participants served was actually more in the
21 20,000 range, but we did break it out by also
22 letting people know how many self-service

1 individuals we served, and that our results would
2 be decreased in that amount.

3 Next slide.

4 So, this is the enrolled comprehensive
5 service program participants and the self-service
6 participants over the trend from 2015 to 2019.

7 And earlier I mentioned the 20,000 range was what
8 we used to report, and now we're reporting on
9 those that are actually in, receiving a service.

10 So it's gone down a bit.

11 Next. Next slide.

12 Some of the other measures that we
13 report on for 2019 is the entered employment
14 rate. The national goal that we've established
15 for DINAP program was 66.5, and we exceeded that
16 by 67.2.

17 The employment retention rate, the
18 national goal was 78.3, and we are very close to
19 achieving that. The six-months average earnings
20 was 10,638, and we actually exceeded that by
21 13,258.

22 Next slide.

1 So, what difference does each data
2 source make? It makes a significant difference.
3 For those of you who have been with our program
4 for a long time, you know that we have BearTracks
5 where we collect grantee data that you report to
6 us. But we also have a contract to collect UI
7 data, and we do a matching across the board with
8 those participants that, by Social Security
9 number that you have in your system and that
10 you're reporting, that are also captured through
11 UI.

12 And it's really made a significant
13 difference, because what the data you're
14 reporting, we still use it, in addition to the UI
15 data that we're collecting. So, as a combined
16 total of the UI for entered employment rate was
17 67.2.

18 So you see that, you know, if we were
19 only using the grantee data it would be quite a
20 bit lower, but that UI data captures all of that
21 information for us, in a seamless way, and so
22 it's 67.2. The retention grantee data only is 70

1 percent. The UI data shows it's 74.6 percent,
2 for a total of 78 percent. And then the average
3 earnings is the same as I indicated before.

4 And many of you do know that we're
5 still collecting information on the Workforce
6 Investment Act performance indicators. And once
7 we get the system in place, the new system that
8 Jennifer and Duane will be demonstrating after
9 our break, the Grantee Performance Management
10 System, we will be then collecting data on the
11 new indicators specified in the Workforce
12 Innovation and Opportunity Act.

13 So this shows the trend over time from
14 2015 to current, to 2019 of the entered
15 employment rate. You can see the differences in
16 the data. And it hasn't been significant over
17 the years. There's, you know, just a slight
18 change.

19 And these slides will be provided. We
20 will post them on our website so you can send
21 them out, or use them. You will have access to
22 them.

1 Next slide.

2 We also looked at the participants
3 enrolled and receiving training. There was
4 approximately 56 that were enrolled and received
5 career services, and 44 percent that were
6 enrolled and received training services.

7 Next slide.

8 For the supplemental youth services,
9 the performance 2019 performance outcome, we
10 served approximately -- well, actually we served
11 3,289, because these are actual amounts. The
12 number of participants exiting the program was
13 2,029, and 90 percent completed -- successfully
14 completed their goals, which means that they
15 attained two or more goals. That's how they
16 measure this program. They have, grantees have
17 the option to select two out of a menu of
18 different goals.

19 Next slide.

20 I wanted to share the information on
21 the carry-in analysis, because as we mentioned
22 earlier, this very much impacts our program, how

1 much money grantees are sending and carrying
2 forward. And we use this analysis to determine
3 the recapture of funds.

4 And even though, as Duane explained,
5 that we really look at carryover of 20 percent or
6 higher, but when we decided to recapture funds,
7 we only recaptured those funds from grantees that
8 were egregiously underspent. So we determined
9 that we would use the 40 percent level.

10 There were 18 grantees that had 16
11 percent carryover, which was allowable, and --
12 excuse me, 18 grantees or 16 percent of our total
13 grantees that had excess carryover. Thirty-four
14 grantees had 29 percent carryover, and 64
15 grantees were at 55 percent.

16 Next slide. Is that the last slide?
17 Yes, I guess it is.

18 So with that, I'll stop there, and
19 turn it back over to Darrell, if anybody has any
20 questions or comments.

21 CHAIR WALDRON: Thank you, Athena.
22 Very informative.

1 Do we have any questions from the
2 Advisory Council members?

3 MS. ECHOHAWK: There are no raised
4 hands at this time.

5 CHAIR WALDRON: Well I know, hearing
6 it yesterday, and seeing it in the chart really
7 makes all the difference in the world. And I
8 just think we all got to work at that problem as
9 we move forward, maybe something we can come up
10 by the end of today.

11 Any other questions or comments from
12 the advisory board members?

13 MS. ECHOHAWK: There are no raised
14 hands, but it does look as though Ms. Hibbler is
15 typing a comment at this time.

16 CHAIR WALDRON: I can't see that.
17 Does she want her comment read?

18 MS. ECHOHAWK: She has not completed
19 it yet. Ms. Whitman does have her hand raised.

20 CHAIR WALDRON: Okay. Winona, please
21 state your name and region.

22 MS. WHITMAN: Thank you, Chairman

1 Waldron. This is Winona Whitman, Region 6,
2 Native Hawaiian grantee.

3 I just wanted to, if we have time
4 today to, I wanted to address the February 11th
5 Council meeting, and it's regarding the Census
6 update.

7 CHAIR WALDRON: Yes. We have a couple
8 of minutes before our break if you want to make a
9 comment there.

10 MS. WHITMAN: Yes, okay. Thank you.
11 Do we have time, just a few minutes?

12 CHAIR WALDRON: I would go right
13 ahead. We just have exciting comments, but go
14 ahead, Winona.

15 MS. WHITMAN: All right. Okay. On
16 Page 27 of the minutes -- and I, you know, I
17 reread this and I saw it. Was I in another -- I
18 mean, another state or something? But anyways,
19 the part that I want to address regards the
20 amendment.

21 It had indicated Council Member Tucker
22 amended the motion to include the words Alaska,

1 Alaska Natives and Native Hawaiians in addition
2 to Native American, which the amendment was
3 accepted by Council Member Hobot.

4 Council Member Whitman amended the
5 motion to remove the words, Native Hawaiian,
6 because Hawaiian census includes Native Hawaiian
7 and other, to account for non-Native Hawaiian
8 populations. And I don't recall saying to remove
9 Native Hawaiians.

10 So, I'd like some clarification about
11 that. Or we can review it, going back to the
12 minutes, because I don't know whether everyone
13 has the minutes in front of them anyway.

14 CHAIR WALDRON: Yes. So would you be
15 looking for a correction to the minutes?

16 MS. WHITMAN: Yes. Yes. I look at,
17 that the motion is not to remove the words,
18 Native Hawaiian.

19 CHAIR WALDRON: So, we've -- Athena,
20 correct me if I'm wrong. So we would have to go
21 back to yesterday's motion and amend that motion,
22 re-amend the motion to call for the correction

1 and then re-motion for acceptance. Is that
2 correct?

3 MS. BROWN: Yes. Yes.

4 I would be helpful, Winona, if you
5 could maybe send your suggestion in writing to
6 either me or Darrell, and easier to --

7 MS. WHITMAN: All right.

8 CHAIR WALDRON: Great. Thank you very
9 much. And we will address that before the day's
10 end. I would just be first and second motion
11 that was just given yesterday to be available for
12 the amendment.

13 So, yesterday our motion was brought
14 forward and seconded and then voted, so the same
15 two that brought forth the motion would agree to
16 amend it. So they would just have to be
17 available this afternoon when we ask for the
18 correction in the minutes.

19 MS. WHITMAN: Okay. And do we have
20 that information as to who made the amendment?
21 Because I'm going back to the February 11th
22 Council meeting minutes.

1 CHAIR WALDRON: Yes. So it would be
2 the, yes it would be the folks that made the
3 motions yesterday. Yesterday we --

4 MS. WHITMAN: Okay.

5 CHAIR WALDRON: -- reviewed and we
6 approved the minutes. So it would be just the
7 two that did it yesterday, and they are
8 available. So we can do this. Yes.

9 MS. WHITMAN: Okay. Thank you for the
10 opportunity to address this.

11 CHAIR WALDRON: Yes, thank you,
12 Winona, for bringing it to our attention.

13 And did Patty have a question or she
14 wanted her statement read?

15 MS. ECHOHAWK: She does have a
16 question. It is, "Athena, what do you think is
17 an area illuminated by this data that the Council
18 should focus on?"

19 CHAIR WALDRON: She was asking that
20 question of Athena, correct?

21 MS. ECHOHAWK: Yes. She seems to be
22 having some trouble taking her phone off of mute.

1 But she is unmuted on our side, so we'll let her
2 work on that. But that was her question. I can
3 repeat it if you'd like. "What do you think is
4 an area illuminated by this data that the Council
5 should focus on?"

6 MR. HALL: Mr. Chairman, if you'd like
7 me to chime in, until Athena gets online.

8 CHAIR WALDRON: That's fine, Duane.
9 Thank you.

10 MR. HALL: Sure. I'll defer to
11 Athena.

12 Athena, please let me know when you
13 get on the line and I'll stop, but Jennifer
14 Whitmore put together those charts and I want to
15 thank her, because they are very clear and, you
16 know, easy to understand.

17 And first, I think, on the
18 performance, I think our performance looks very
19 good. And the performance is on the national
20 level. We don't have -- if you all recall, we
21 used to have these regression models where every
22 individual grantee had their own performance for

1 their area. And that took into effect their
2 socioeconomic conditions.

3 And so, these are national level data,
4 national level goals, that were set by the
5 Department. And you can see from, if you back up
6 on the chart, you can see, most years we -- at
7 least for the entered employment rate, you can
8 see that we exceed the national level for a lot
9 of the program year. So I think that's very
10 encouraging.

11 On the grantee carry-in analysis, the
12 pie chart, you can see there, 55 percent of our
13 grantees had carry-in of 20 percent or less. And
14 so, but the down side of that, that means 45
15 percent of our grantees had in excess of 20
16 percent.

17 We had 18 grantees that had 15 -- we
18 had 18 grantees that had 50 percent or more of
19 their funds remaining at the end of the program
20 year, and 34 grantees had 21 to 49 percent.

21 So, I think that's the, one of the
22 issues that we should perhaps discuss in

1 strategic planning. And being, working at the
2 grantee level myself, for the Intertribal Center,
3 our participants, a lot of them, you know, that
4 we take a holistic approach and try to help them.
5 They may have healthcare issues, may have a
6 number of issues.

7 And so I think we spend more time per
8 client than maybe the greater workforce system,
9 because there's a bigger need that our clients
10 require. And if there's somehow maybe where we
11 can increase our client numbers, and expend more
12 money by doing some type of outreach where we can
13 serve more clients, but still provide quality
14 services, but yet serve more clients.

15 And I think there are some strategies
16 there that we could talk about. And it is -- I
17 think, in our personal lives we'd all agree, it's
18 easy to spend money, right. We get to the end of
19 the week, or the end of a pay period and all our
20 money's spent.

21 But when it comes to branch
22 management, and I know, it's work in overseeing

1 the contract, it's hard to budget down to get
2 under the 20 percent. You get to March or April,
3 and you look and you go, oh my goodness, I got a
4 lot of money left and I got, you know, I got to
5 serve more participants.

6 It is a challenge. I think we should
7 all recognize that that's, it's not an easy thing
8 to do. But, and I think training on that, but I
9 think it's, how do we serve more people with the
10 limited time we have in a 40-hour week? How do
11 we serve more people, and get more financial
12 assistance out to our participants in a 40-hour
13 week?

14 And I think that would be something
15 worth discussing about strategies on how to do
16 that. And I'll stop there. Maybe Athena's on
17 the line now.

18 MS. ECHOHAWK: She still is in the
19 process of connecting, but Erwin has raised his
20 hand.

21 CHAIR WALDRON: Erwin? Go ahead,
22 Erwin.

1 MR. PAHMAHMIE: Yeah, Erwin Pahmahmie,
2 Region 4.

3 Yes, I appreciate the data collection
4 that we, you know, we always usually have to do,
5 you know, for Division of the American Programs,
6 to ensure our grants are performing correctly, as
7 well as, you know, like you said about the
8 carryover and stuff.

9 Due to the COVID-19 pandemic and
10 stuff, and I'm sure, if this has already been
11 mentioned or anything, please do excuse my
12 ignorance. But I'm certain that we'll need to be
13 devising, you know, carryover budgets as well as
14 some sort of means that they issue a TEGL
15 regarding, you know, performance forgiveness, or
16 some sort of waiver or something that we need to
17 be preparing for.

18 I know that the reauthorization, it
19 was indicated that it won't be till 2022, for our
20 next four-year plan, but it was to kind of be
21 thinking ahead. You know, I wanted to get Ms.
22 Brown and of course Mr. Hall's opinion from those

1 thoughts.

2 I mean, I know that they work closely
3 whenever they issue the TEGs, and those do take
4 time. And so I think now would be a good idea or
5 at least a good time to be kind get prepped for
6 those. Thank you. Erwin Pahmahmie, Region 4.

7 MR. HALL: Yes. Duane Hall at the
8 DINAP Office. We expect that there might be some
9 carryover at the end of this program year. And
10 there's -- we won't -- there's no need to submit
11 in a waiver or revised budget. We're not going
12 to enforce the excess carryover this year.

13 That doesn't mean we may do it in
14 future years, but I don't -- there's no plans to
15 enforce the excess carryover. And we can see,
16 given COVID-19, that some grantees closed down
17 for a while. But we wouldn't enforce that.

18 But interestingly, we had the
19 listening session back in April with COVID-19,
20 and we tried to provide guidance on, you know,
21 how staff could continue working and serving
22 participants. And the Department put out

1 guidance that, you know, staff of the WIOA
2 programs could continue to work, whether it's
3 telework, or in some other way.

4 But I think what we tried to emphasize
5 there is we didn't want WIOA staff contributing
6 to the unemployment rate. We wanted to make sure
7 WIOA staff were able to continue to work, and
8 also that participants who are on work experience
9 continue to be on work experience in some way,
10 even if they couldn't be at the job site.

11 And interestingly, we found, speaking
12 with some grantees, that people were -- WIOA
13 staff were laid off, and work experience
14 participants were laid off, even after that
15 listening session.

16 So, I think part of it's on the
17 Department of Labor. Nobody wants to violate the
18 regulations and lose funding. And I think we
19 need to have a discussion about, you know, how do
20 we think outside the box to -- folks -- we even
21 mentioned, you know, purchasing laptops for WIOA
22 staff so they can telework from home.

1 And, I mean, there's times where I
2 have to like write a letter to the tribe's
3 accounting department, saying yes, this is
4 allowable because, you know, there's -- folks are
5 a little hesitant to spend WIOA funds,
6 understandably because they don't want to get
7 slapped on the hand.

8 But I think we need to think about new
9 ways of how we can serve our clients and expend
10 funds.

11 MS. BROWN: Hi, this is Athena. I'm
12 back on. Can you hear me?

13 CHAIR WALDRON: Yes. I can hear you,
14 Athena.

15 MS. BROWN: Great. Thank you, Duane,
16 for covering for me while I got back on the line.

17 Duane is exactly right. I think that
18 there are some critical areas, Patty, that we
19 probably should look at the analysis that DINAP
20 produces and incorporate that into our
21 recommendations for TAT.

22 And when we have our first -- I guess

1 within 30 to 45 days we're going to pull together
2 a response from the Effective Management
3 Workgroup to fine-tune the strategic plan. I
4 think that we can probably use a lot of this
5 information, so I'll make sure that during that
6 working meeting we have these charts and graphs
7 available for the Council's reference.

8 And I -- Duane mentioned, as Kim
9 mentioned yesterday, Erwin, I don't think that
10 they're going to penalize a program in this time,
11 during the time that we've had this pandemic. We
12 know that our numbers are probably affected both
13 in spending and in the services provided.

14 Although we know that many of our
15 programs have remained partially opened, and in
16 some cases a few have remained fully opened, we
17 know that there are some tribes that have closed
18 down completely during the early stages of the
19 pandemic, and probably are still closed. So
20 we're going to take all of that into
21 consideration.

22 CHAIR WALDRON: Awesome.

1 MS. BROWN: Thank you.

2 CHAIR WALDRON: Thank you, Athena.

3 We are at the top of the hour, and it
4 is time for the break. And then we afterwards
5 would be demonstrations of the GPMS by Jennifer
6 and Duane. So if there aren't any other pressing
7 questions or issues, we have a 15-minute break --
8 a little bit better. It looks like 18 minutes on
9 my clock.

10 So we are recessing for 18 minutes.
11 Thank you. I'm going to go into mute stage and
12 just stay connected.

13 (Whereupon, the above-entitled matter
14 went off the record at 1:58 p.m. and resumed at
15 2:20 p.m.)

16 CHAIR WALDRON: Well it's a little bit
17 longer break than we intended, so is everyone
18 back? We can get started from our break. And we
19 have Jennifer Whitmore and Duane Hall, is up to
20 give us a demonstration of GPMS and the status of
21 the GPMS rollout and training.

22 MS. WHITMORE: Hi, can you hear me?

1 CHAIR WALDRON: I can hear you.

2 MS. WHITMORE: Wonderful. Okay, so
3 Tribal Tech, I need -- okay. Hold on, I'm -- so
4 across the top, on the main screen -- I'm going
5 to try to share my screen right now.

6 Okay, can you see my screen, Council?
7 Darrell?

8 MS. ECHOHAWK: Yes.

9 MS. WHITMORE: Wonderful. Okay. So,
10 my name is Jennifer Whitmore. I work for the
11 Division of Indian and Native American Programs.
12 I'm a federal project officer, and I have been
13 coordinating the efforts of a new case management
14 system being developed for the Indian and Native
15 American Programs, Section 166, Comprehensive
16 Services Program.

17 So today, it's my pleasure to provide
18 the Council an update on where we're at, and the
19 transition from WIA to the WIOA, the Workforce
20 Innovation and Opportunity Act.

21 And then Duane is also online, so if
22 there's any questions, he can also assist with

1 that.

2 I do want to say I'm sad that we're
3 all meeting virtually. I was at the February
4 Council meeting, and it's nice when we're able to
5 gather together, especially with something as
6 major as this going on with our program, you
7 know, we're transitioning to this new system.

8 So, I do miss our in-person trainings
9 that we usually have, our regional and national
10 trainings, and not being able to come together as
11 a council.

12 So today, during my time, I'll be
13 going over what the Grantee Performance
14 Management System is. We'll go over kind of like
15 where that started, where we're at today, and why
16 we need to implement it.

17 Then I'll also kind of go over a
18 timeline on what that implementation will look
19 like for the Section 166 grantees. I will give a
20 brief demo, and then go over some questions, any
21 questions the Council has, and also go over some
22 of the questions that I've been getting from

1 grantees.

2 So, to begin, so this new system is a
3 web-based system. It will replace the Bear Track
4 Microsoft Access System. So, for those of you
5 familiar with what the grantees currently use for
6 reporting, we use a Microsoft Access System. And
7 it's a standalone system. It is not web-based.

8 And that's been a problem for the
9 grantees, especially under the COVID-19 if you're
10 working from home, and you can't go into the
11 office to get to your computer or desktop to
12 access the system. So I know that's been a
13 problem. Also -- so it's nice that we're moving
14 to this web-based system.

15 Primarily the system is being
16 developed in order to meet the Workforce
17 Innovation and Opportunity Act reporting
18 requirement. So for those of you that have been
19 on the Council, and I know I have new members,
20 but for I think about what, 15 years we were
21 under the Workforce Innovation -- Workforce
22 Investment Act.

1 And so, in 2014, we signed into a law
2 a new law, which is the Workforce Innovation and
3 Opportunity Act. In 2016, we released first the
4 regulations for those state-certed reporting
5 under those new reporting requirements.

6 For Section 166 of WIOA, we have not
7 yet started reporting those new reporting
8 requirements. So this system will allow the
9 grantees to do that. And then we'll be using
10 this new web-based system, which will definitely
11 be a benefit for our grantees, because now
12 Department of Labor will be assuming that
13 responsibility, right, to protect the
14 information, to store the information.

15 And I can tell you, within the past,
16 like two years, being a federal project officer,
17 we have encountered grantees losing their
18 information. Like their computer system was like
19 hacked, and they weren't able to access it, so
20 they had to start, like from zero, and re-enter
21 all their information.

22 So, this will benefit the grantees to

1 where we'll be able to store the information. So
2 if for some reason they get hacked, or their
3 system gets corrupted, Department of Labor --
4 anywhere they have liked web-based access from,
5 or internet access, they'll be able to access the
6 system.

7 And then, cool feature with this is
8 you can also access it through like a mobile
9 device. Like maybe you have an iPad, you can
10 also access it from your phone. So it's pretty
11 cool.

12 So, I think I also wanted to mention
13 that this endeavor started, this initiative
14 started back in 2017. And this was done with the
15 Advisory Council Information Technology Workgroup
16 members. So I'm very appreciative of their
17 input.

18 And many of the members now, like I
19 think I have four of them that have been
20 providing me feedback on the system, which has
21 helped us build a better system, right, for the
22 grantee community. So I definitely wanted to

1 mention the Council.

2 Darrell, did my computer stop sharing?

3 CHAIR WALDRON: Yes, it did.

4 MS. WHITMORE: Okay, let me -- I'm
5 going to try again. Can you see it now?

6 CHAIR WALDRON: Yes, it's back up.

7 MS. WHITMORE: Okay. Sorry about
8 that.

9 Okay, what is this going to look like,
10 for program year 2020? So this endeavor, this
11 modernization project, with Department -- is a
12 Department of Labor initiative. So not only was
13 the Division Indian and Native American Programs
14 involved in this, they're also looking at
15 building it for, like YouthBuild, the Reentry for
16 Ex-Offender Program, REO, and also the Senior
17 Community Service Employment Program. So this is
18 like a larger scale project from Department of
19 Labor.

20 We were able to implement our program
21 and it went live actually at the end of July. So
22 we were the first program to have its launch.

1 And at that time in August, we allowed six
2 grantees to start piloting the program.

3 And during that time, we were still
4 working with the developers to make a better
5 system. And what we --

6 Darrell, can you still hear me?

7 CHAIR WALDRON: I can.

8 MS. WHITMORE: Darrell?

9 CHAIR WALDRON: Yes, I can hear you.

10 MS. WHITMORE: Okay, because I heard
11 some kind of weird numbers, so I don't, really
12 wasn't sure if I got disconnected.

13 CHAIR WALDRON: Yeah, no. Somebody
14 was calling in.

15 MS. WHITMORE: Okay. Sorry about
16 that. Okay, so this is a larger scale effort
17 with lots of ETA programs, but we actually
18 launched in July. We were the first program. We
19 deployed to like six grantees, and they're
20 actually using the live system. And they're
21 entering real live date.

22 So, we've been using like the feedback

1 from them to improve the system before launching
2 it to all, like 100, I think we have like 111
3 grantees.

4 So, looking at this timeline, so we
5 started. The little red diamonds are like when
6 we launched. And we launched the, we call it
7 MVP, and that stands for minimum viable product.
8 So it was just a real basic system that met the
9 reporting requirements for WIOA. It didn't have
10 a lot of case management reports or alerts.

11 So, we've been working on that, and
12 we've been -- we piloted it with like six
13 grantees, and many of those grantees are part of
14 the Advisory Council, like the Tucson Indian
15 Center, United American Indian Invention, Phoenix
16 Indian Center. So thank you for letting your
17 team pilot and provide feedback.

18 We've also had like the Santo Domingo
19 Tribe, Tonkawa Tribe of Nebraska, so some of our
20 small grantees also making sure that the system
21 works as designed. And we have received positive
22 feedback, and they have recommendations. And I

1 will tell you, 90 percent of their
2 recommendations will be implemented before it
3 goes live with all of the grantees.

4 We also, Tribal Tech, through their
5 support, did like a Survey Monkey. We tried to
6 find out -- and here we go again. It looks like
7 I got kicked out.

8 Right? You can't see my screen?

9 CHAIR WALDRON: No, I can't. It's
10 thinking about coming back up now. I see it
11 working.

12 MS. WHITMORE: Weird. Okay. Sorry.
13 I'm refreshing it. So, where was I?

14 So, we want -- so I'm hoping to launch
15 this program. Oh, I was talking about Tribal
16 Tech. So Tribal Tech did the Survey Monkey, to
17 see what reports that the grantees are using out
18 of BearTracks. And I'm appreciative to those
19 grantees that respond.

20 And I will tell you, we have
21 implemented or did most the reports. And the
22 other reports we couldn't get to is on the

1 backlog and we're hoping to have those fully
2 developed and deployed in December.

3 So, I'm hoping to launch this to all
4 grantees, make it available next week, by the end
5 of next week. And we give grantees a few weeks
6 to try to access the system. And in December, we
7 do like more -- we'll do training for the
8 grantees.

9 So, I envision doing like a
10 introductory launch type of training for the
11 grantees, breaking out into like maybe the West
12 and East Coast, and then also in December, once
13 all the grantees are able to get access to the
14 system, then break out to a smaller group
15 setting.

16 And we're looking at maybe ten
17 grantees. Like for example, like the state of
18 Arizona, like we'd do all the Arizona grantees,
19 one session.

20 So that's kind of what we're looking
21 at doing for the GPMS training. In January, we
22 are looking at doing more advanced training,

1 where we'd go over more of the reporting and how
2 to submit your reports to Department of Labor.

3 Laura Oren, from the Social Policy
4 Research, completed a performance training. And
5 that was part of our implement plan, is we wanted
6 to make sure the grantees were familiar with kind
7 of those key terms under WIOA, and like some of
8 the timing, so they had better understand the
9 system, which the system is very similar to
10 BearTracks.

11 Also what we're doing is we're working
12 with the Tribal Tech. And with Tribal Tech, they
13 will be our support, will provide a help desk.
14 We're looking at recording all of our trainings,
15 posting them to GPS. We're also looking at other
16 little features where we can like little, short
17 little tutorials and post that, like if you have
18 problems logging in, or how to create an account
19 for another user, little short videos on that.

20 So how will this transition work, from
21 using BearTracks and now using GPMS? So, with
22 the 930 reports that were due out of BearTracks,

1 we're hoping to do a final report out of
2 BearTracks that will be due at the end of this
3 week.

4 And in that report, that's submitted
5 to Department of Labor is remember we do like the
6 program report a quarterly program report for the
7 quarter ending 9/30/2020. And then you also
8 submit a SPEIR report, that standardize purchase
9 event individual record, that you submit.

10 We will use that SPEIR report, that
11 has all the records in it to run the calculations
12 to see what the performance will be, out of
13 BearTracks. So we envision that the grantees,
14 once we start using this new system, GPMS, you
15 will not have to maintain two systems.

16 You will just submit your final report
17 out of BearTracks for period ending 9/30/2020,
18 and then go into using GPMS. So, in GPMS, we'll
19 begin using that effective July 1st, 2020, that's
20 program year 2020. So we will expect grantees to
21 enter any participants served in program year
22 2020. And the first report for that, we're

1 looking at having due in February, 2021.

2 So that's kind of just a timeline.
3 We've broken it out into four phases. We're
4 currently in Phase 2. And were hoping to launch
5 at the end of next week. And I know the -- I
6 don't know, this is a really good thing, I think,
7 for us.

8 So now, what I'm going to do is -- and
9 hopefully we don't get kicked out, or I don't get
10 kicked out of the Adobe Connect, but I'm going to
11 do a short demo, just to show you kind of, show
12 you the system.

13 So some of you may have attended -- so
14 BC, you're going to have to help me here, because
15 how do I stop sharing this, and the go into --

16 MS. ECHOHAWK: You actually should be
17 able to minimize that, if you're sharing your
18 computer screen. If you were just sharing the
19 program, you may have to just stop sharing, and
20 then go into your GPMS tab, and share again.

21 MS. WHITMORE: Okay. So I'm ending
22 the slide show. And let me go back to Adobe.

1 Are you still able to see the --

2 MS. ECHOHAWK: Yes, we can see what
3 you're doing, so just go to your --

4 MS. WHITMORE: Share my screen, right?

5 MS. ECHOHAWK: Yes.

6 MS. WHITMORE: Okay.

7 MS. ECHOHAWK: And I would like to
8 note, for anyone who might want to see it in a
9 larger size, there are four arrows across the top
10 of your screen. If you click that, that will
11 fill your frame, so it will fill your screen.

12 MS. WHITMORE: Okay. BC, can you
13 confirm, can you see my, this, the log-on --

14 MS. ECHOHAWK: Yes, we can.

15 MS. WHITMORE: -- for GPMS? Okay,
16 perfect.

17 CHAIR WALDRON: I can see it. It says
18 log-on.

19 MS. WHITMORE: Oh, thank you, Darrell.

20 Okay, so for those of you that have
21 attended my past trainings, like in February when
22 we met up in Las Vegas, I didn't even do a demo

1 on this Grantee Performance Management System,
2 which some of you might know as the Case
3 Management System, because I really didn't think
4 we were going to go live.

5 We were having so many problems. And
6 the reason that we were having so many problems
7 is because it wasn't integrated, like effort.
8 Not only were they trying to launch the Indian
9 and Native American Program, they were trying to
10 do YouthBuild, the Senior Community Service
11 Employment Program, and then also work on some of
12 the, like reentry programs.

13 And so what they found is, because of
14 the -- they had to separate the code. They
15 noted, they acknowledged that it wasn't working.
16 There was no way -- like none of -- our programs
17 are not the same.

18 So, they have separated the code, and
19 now that's made the difference, for our program.
20 Now that they separated the code, we can make
21 progress without having to worry about one of the
22 other programs, like overwriting our system.

1 So, what I'm going to do is I'm going
2 to just go through the system. And I see I've
3 been talking too much because we're almost out of
4 time. So I'm just going to log in.

5 MS. ECHOHAWK: Jennifer, excuse me.

6 MS. WHITMORE: Yes.

7 MS. ECHOHAWK: You may need to share
8 your screen again. It's dropped off.

9 CHAIR WALDRON: I'd just be, share my
10 screen. It solves that.

11 MS. WHITMORE: Okay, let me go back to
12 -- you can't see it? Oh, bummer.

13 CHAIR WALDRON: No. But it's thinking
14 now.

15 MS. ECHOHAWK: It's coming up right
16 now.

17 CHAIR WALDRON: There you go.

18 MS. WHITMORE: You can see it? Okay.
19 So I have logged in to the system. So what I had
20 shown the grantees in the past, this is
21 different. This is what we will actually be
22 launching.

1 So, basically it's the same. When you
2 first log in to the system, you'll see like, like
3 for example Darrell, it will say your
4 organization name, and it will say like the Rhode
5 Island Indian Council here.

6 Of course when you guys first log in,
7 it will be all blank down below because you won't
8 have any participant in here. But we've been,
9 you know, using the system. And I -- just to
10 know, I am in a staged environment. This is not
11 the live environment.

12 For my testers out there, are the ones
13 that are actually piloting the system, this is
14 not even the version they're using. These have
15 alerts and reports that we've built in.

16 So, just quickly to go over the
17 system, once you first log in, you'll see all
18 your participant cases. Of course when we first
19 deploy it, the grantees won't be able to see
20 anything. It will be blank. And they would
21 click here to add cases.

22 All of their cases will show up here.

1 They can do sorting. If they want to sort by
2 status, they can select here. They can also sort
3 by date of enrollment. We see down below, we're
4 looking at 1 of 20 records.

5 Up above, they can also search, if
6 they wanted to drill down and see like, just see
7 active, they can do that. Uncheck that. They
8 can also search by like case manager. They can
9 also search by like their participant name. And
10 then we'll have, also have these advanced
11 filters, where you can search by enrollment
12 from/to, or exit from/to, by a specific field
13 office, tribal affiliation.

14 Quickly, I am hoping -- if you guys
15 will tell me if it disconnects. I'm going to go
16 into a record, just to show you quickly the
17 intake, because this is pretty cool with our
18 system. So I'm go ahead into Edit Case, and go
19 directly into the Intake.

20 So, you see we're in the intake here.
21 So what's unique with our program, it's a little
22 bit different from BearTracks. We now have, are

1 they Native Hawaiian? Yes or no. Our tribe list
2 has been updated, so we have all the federally
3 recognized tribes, also have the state recognized
4 tribes in here.

5 We also updated the county reservation
6 lookup, so all of that has been updated. We got
7 that information from the U.S. Census Bureau.
8 And our precious Norm DeWeaver helped obtain that
9 information. And for Hawaii, we have all the
10 Hawaii homelands also in the system, which is
11 pretty cool. And I don't think -- I am not aware
12 of any other system that has that capability.

13 Then from there, you go into
14 characteristics. So some of this has been
15 updated to go along with the WIOA reporting
16 requirements. So some of like, our barrier have
17 been updated, and the educational, their
18 educational status has also been changed to
19 accommodate WIOA reporting requirements.

20 So again, just like the BearTracks
21 system, we do public assistance barriers. We
22 have eligibility, where they would just indicate,

1 what did they use to ensure they were eligible
2 for our program. Of course this meets our
3 regulations in 684.300.

4 And then they would go on to services.
5 And so that also, if they want to add a service,
6 we have our services by career, social supportive
7 and training. So we have all of the services
8 that are allowable through WIOA listed here, and
9 then we also have our training.

10 I'll go over -- I'm going to return to
11 the services. Some new features that we built
12 out, which is similar to BearTracks, and some of
13 the pilot grantees have requested, are like note.
14 Like if they wanted to use our note, they have
15 that option. It would view note. And then also
16 the capability of looking if any funds were
17 spent. And if grantees decide to enter that
18 information into the system, it will track it,
19 and they'll be able to report it.

20 So from here I'm going to go ahead and
21 go back into DINAP cases. And again, DINAP cases
22 takes you back to the main screen. So here we

1 are, return to the list. We have at DINAP, admin
2 console, so what is that? This is where you
3 could enter, like your employers.

4 And so when you're entering employment
5 information, it's going to be pulling from this
6 list, or you can add your employers in that
7 specific case. Like these are tied to the WIOA
8 performance indicators, so you can also maintain
9 your education and training institutions.

10 Also, if you're working, you know,
11 with your work experience work sites, or other
12 training providers, you would maintain that list
13 here. Credential awarding bodies, manage users,
14 this is important. I'll be going -- focusing on
15 this when I do our launch with our grantees,
16 because each grantee will one grant
17 administrator.

18 And that grant administrator will be
19 responsible for creating the other accounts. And
20 so to do that, they would just go in here, and
21 then like would be able to add users. And then
22 they could assign the roles.

1 So, the grant administrator will have
2 access to reporting to Department of Labor, the
3 grant supervisor has access to all records. A
4 case manager will be limited and will be only
5 able to view their assigned cases.

6 So, and we're kind of running out of
7 time, but alerts, this is pretty cool. This
8 aligns to our WIOA performance indicators. So
9 just like BearTracks, we could be able to see who
10 is approaching exit.

11 So, we could drill down and see okay,
12 in the next 30 days, who's going to be, who's
13 approaching exit? Should they be? Do I need to
14 provide another qualifying service to extend
15 participation? And then you can go directly into
16 the record and add another service.

17 We also have training completion
18 alerts. So if someone's going into training, and
19 that training end date has passed, the system
20 will flag you, to let you know you need to go in
21 and say, did they complete successfully or not?
22 That's important.

1 We also have measurable skill gain.
2 So if somebody's going into a training activity,
3 and this will track it for the program year, and
4 there's no attainment recorded for them, this
5 will alert the user.

6 And my system is kind of having --
7 it's going slow right now. The blue line across.
8 So we have the measurable skill gains alert. We
9 also have missing credential. So for those
10 trainings that are completed, if the user forgets
11 to enter a credential, the system will flag them
12 and let them know you're missing a credential.

13 We also have a secondary diploma
14 credential alert. So what is that? So those of
15 you that attended Social Policy Research
16 Associates Performance Indicator training, for
17 credential purposes, it's when a participant
18 achieves like a GED or high school diploma. That
19 would only be recorded as a credential
20 attainment, if that person went into like higher
21 education, or went into employment.

22 So this will let you know if somebody

1 gets a secondary diploma and if they're missing
2 that employment or education.

3 And then lastly, we have the missing
4 employment actor exit alert. So that one is,
5 will show us like if you're missing any kind of
6 employment or follow up. So they can break that
7 out by quarter 1, quarter 2, quarter 3 and
8 quarter 4.

9 And it seems like my system has
10 frozen, because I'm -- for whatever reason. So
11 I'm going to try to go into the reports because I
12 really wanted to show you, the reports are really
13 cool. So right now, right now on BearTracks, we
14 have a list of like custom reports. Well this
15 new system --

16 Darrell, did my computer just stop
17 sharing?

18 CHAIR WALDRON: Yes, it did. Sorry.
19 It just has the share my screen.

20 MS. WHITMORE: Okay.

21 CHAIR WALDRON: There it is, thinking.

22 MS. WHITMORE: So I just, I'm trying

1 to share again. Can you see?

2 CHAIR WALDRON: Yes, I can see it now.

3 MS. WHITMORE: Okay, thank you.

4 So I'm going to try to go into the
5 reports. Okay. So the reports, so in BearTracks
6 right now, we can run like PDFs and I think we
7 can also export to Excel. So, in this, for
8 starters, this is what we have.

9 We have participants. So right, we
10 need to know how many participants are enrolled.
11 So you'll be able to run a participant report.
12 And if I scroll down, we can see we're grabbing
13 all 20. If we want to filter down, we can filter
14 and just, we only want to see who was enrolled in
15 the past month. Well you can put in those
16 filters.

17 If you only want to see participants
18 serviced in a particular field office, you will
19 have that option. You could also filter by
20 state, county, tribe, status. Maybe you only
21 want to see like who's in follow up or something
22 like that.

1 Then the cool thing is, and hopefully
2 I don't lose the Council in this, we can export
3 this to Excel. So, I'm going to open it up. And
4 you'll have this list of participants, case
5 managers -- can you see the screen -- field
6 offices, tribal affiliation and other
7 information.

8 So, each grantee, like if maybe you
9 don't want to see all this information, of course
10 you could like delete certain columns, make it
11 meet your needs. The filters will be up on top,
12 and of course if you don't want that, you can
13 delete these rows. But it will let you know the
14 day you ran this report and if there's any
15 filters.

16 Okay. So I'm going to back now. We
17 also have the exit report. So, same concept.
18 You can run reports for your exiters, run it from
19 a date range, break it out by auto, or did they
20 auto-exit, or maybe it's a manual exit, like for
21 one of those global exclusion reasons. You can
22 filter down to that.

1 We have training reports. And we can
2 filter down by the training start date, the
3 training end date, by field office. And cool, we
4 can also do like by training service sites. So
5 maybe I only want to see like the GED. So this
6 will filter down to GED. Maybe I want to see GED
7 and my adult basic education, you can select
8 multiple. So, pretty cool, and then you can, you
9 know, we can export that to Excel.

10 We also have career services. And
11 again, you can select and drill down, and see
12 which career services. We have -- now this is
13 important. So, with our performance, it's a
14 little hard, if like you're looking at your
15 Department of Labor reports.

16 For those of you that are familiar
17 with our current reporting system, when you're
18 looking at the performance section in your
19 reports that you submit to Department of Labor,
20 there's a lag in our reporting who has a job.

21 So like right now, like what you're
22 reporting to us, we're looking at like what

1 happened a year ago with your program. So to
2 help the grantees, we have this real-time
3 employment report.

4 So grantees could actually see, like
5 okay, I want to see everybody that got a job.
6 Like of the people that are enrolled this past
7 year, did anyone get a job? So you can filter
8 down at that level, and have that real-time
9 employment report available, which hopefully that
10 will help the grantees report right to their
11 council, to the tribal council or their board.

12 So, we are building some additional
13 reports that the team is working on right now.
14 And some of those reports consist of, are they
15 employed in the second quarter, fourth quarter,
16 and what's their earnings? We're working on that
17 one.

18 And then they're also working on a
19 credential report and measurable skill gain
20 report, that we hope to have available to all
21 grantees in December. But this is the system
22 that we will be using.

1 And then, really quickly, I'm just
2 going to show you some --

3 CHAIR WALDRON: You're running short
4 on time.

5 MS. WHITMORE: Are we, Darrell? Okay.
6 So I'm going to -- one minute.

7 CHAIR WALDRON: Yes, that's fine.

8 MS. WHITMORE: I did go over.

9 So, and I'll just tell you. I don't
10 even have to show you. But here, see this
11 Workforce Integrated Performance System? Like
12 when the grantees submit reports, they just do it
13 automatically, and it'll be transmitted to
14 Department of Labor. So they won't have to log
15 into a separate system. They'll be able to
16 transmit from their system.

17 So some of the questions -- and I'm
18 going to just go back, because these might be
19 questions that the Council has.

20 Which, BC, it says network
21 connectivity was lost. Are you not able to see
22 my screen?

1 MS. ECHOHAWK: We can see your screen.
2 So if you're trying to look in a different tab,
3 you can just minimize this and pull up your
4 document. You don't have to reshare your screen.

5 MS. WHITMORE: Okay. You can see my
6 screen? Can you see -- so --

7 MS. ECHOHAWK: We're seeing --

8 MS. WHITMORE: Okay.

9 MS. ECHOHAWK: -- Workforce GPMS -- I
10 mean we're seeing GPMS right now.

11 MS. WHITMORE: So, just to like -- so
12 some of the questions I got from some of the
13 grantees, they want to know --

14 CHAIR WALDRON: It just dropped. The
15 screen just dropped. Lost your screen.

16 MS. WHITMORE: Okay. Well, I guess
17 I'll just finish there, but -- because my
18 computer's now frozen. But so yes, I was going
19 to go over some of the questions by some of the
20 grantees.

21 Or should I just end, Darrell?

22 CHAIR WALDRON: Yes, you should,

1 because we're getting ready to move into public
2 comment, and that was registered, so we got to be
3 on time.

4 MS. WHITMORE: Okay.

5 CHAIR WALDRON: Sorry, Jen.

6 MS. WHITMORE: Oh no, it's fine.

7 Sorry about that.

8 CHAIR WALDRON: That's okay. So,
9 thank you very much.

10 It's ten minutes to the hour for
11 public comment. So we have the DOL's response to
12 the NAETC recommendations, letter in folder.

13 Are you handling that, Athena?

14 MS. BROWN: Sorry about that, Darrell.

15 CHAIR WALDRON: That's okay.

16 MS. BROWN: The DOL -- no, we didn't
17 have any response.

18 CHAIR WALDRON: All right.

19 MS. BROWN: As I recall from yesterday
20 the Council did not have any questions, and did
21 not suggest a response.

22 CHAIR WALDRON: So let me just

1 reinforce that the Council members. The letter
2 that you have in your folder, that sent, we did a
3 little brief overview of it yesterday morning.
4 And here we was expecting some dialogue back and
5 forth and see if you wanted to put forth an
6 official response to his comments in the letter.

7 There is a section just below the
8 second paragraph where they talk about merging
9 this program in to maximize federal funds to some
10 of the other programs.

11 So, just quickly, do you guys want to
12 make a comment on it, do you want to send a
13 response, or you're fine, with that, just to
14 reiterate.

15 I know we were a little rough getting
16 going yesterday morning with everybody. So
17 there's the letter up. The way he was speaking
18 this morning, he was sort of coking half of the
19 program.

20 Any questions? I can't see anything.

21 MS. ECHOHAWK: There are no hands
22 raised at this time.

1 CHAIR WALDRON: Okay. So no official
2 response other than thank you.

3 So we had, we got five minutes, if we
4 want to handle the motion really quickly. Are
5 you guys ready for that? I would need Patty and
6 Kay, and Winona. Are they available?

7 Winona, can you hear me?

8 MS. WHITMAN: Yes, I can.

9 CHAIR WALDRON: Yes, so I have our
10 comments. Do you want to walk us through them?
11 So it seems like we had a incorrection in the way
12 it was labeled. Could you just walk us through
13 that very quickly, please?

14 MS. WHITMAN: Yes. On February 11th
15 at our Council meeting, the motion -- it was on
16 the section about the Census. And --

17 CHAIR WALDRON: Do you have -- so the
18 motion --

19 MS. WHITMAN: No, I'm --

20 CHAIR WALDRON: You wanted to remove
21 Native Hawaiians?

22 MS. WHITMAN: Okay. The minutes

1 showed that, I'm quoting, "Council Member Whitman
2 amended the motion to remove the words Native
3 Hawaiians because Hawaiian Census includes Native
4 Hawaiian and other to account for non-Native
5 Hawaiian populations." I have no idea where this
6 phrase came from.

7 So I am requesting to amend the motion
8 to remove the statement that I just read, and to
9 state that the term, Native Hawaiians be retained
10 in the Census.

11 CHAIR WALDRON: Okay. So we're
12 looking to retain Native Hawaiians?

13 MS. WHITMAN: Yes.

14 CHAIR WALDRON: With the S. Does
15 everybody understand that? And if so, the two
16 Council members that made the motion, are you
17 willing to amend your motion? Because you made
18 the motion and approved the motion to accept the
19 minutes as it, we would need an amendment to add
20 this correction.

21 And you, Patty made the motion, so you
22 would have to accept the amendment and then be

1 seconded also by Kay.

2 MS. HIBBELER: So this is Patty. I so
3 move to accept the change in the minutes as
4 discussed, and amend my motion.

5 CHAIR WALDRON: Thank you.

6 And do you second it, Kay?

7 MS. SEVEN: Second by Kay Seven.

8 CHAIR WALDRON: So the motion's been
9 made and seconded. All those in favor signify by
10 saying aye.

11 (Chorus of aye.)

12 CHAIR WALDRON: Opposed? Abstentions?
13 And so now we want to make the motion. We make
14 the motion adding the correction.

15 So Patty, you would make the motion
16 adding the correction to Native Hawaiians would
17 be retained in the motion. A-N-S at the end,
18 Hawaiians. That would be the correction. And
19 would you be seconding the question? So you
20 would first and second that correction?

21 MS. HIBBELER: So this is Patricia
22 Hibbeler, and I motion the correction to Native

1 Hawaiians.

2 CHAIR WALDRON: With an S.

3 MS. SEVEN: Second by Kay Seven.

4 CHAIR WALDRON: Motion made and
5 second. All those in favor signify by saying
6 aye.

7 (Chorus of aye.)

8 CHAIR WALDRON: Opposed? Abstentions?
9 The corrections are made and passed unanimous
10 with the minutes. Thank you everybody.

11 And that brings us right to the top of
12 the hour. So, I don't have a list here, who
13 signed up for public comments, but this is public
14 comment. People need to state their full name
15 and area that they're from. We are not allowed
16 to respond and answer their questions. This is
17 in listening stage only.

18 Normally I would have a sign-up sheet
19 if we were in person and then we would invite
20 them up. So I'm assuming, BC, you -- do you have
21 that on your end?

22 MS. ECHOHAWK: Mr. Chairman, what we

1 would like to do is have our folks who have
2 called in and who want to make comment hit star
3 pound on their phones. This will place them in
4 queue, that we'll be able to forward on to you.
5 But if they would like to make a comment, they
6 will hit star pound.

7 CHAIR WALDRON: Okay. Sounds good.
8 So at this point we are in public comment mode at
9 3 o'clock. In the event that no one comes
10 forward to make comment, we can continue our
11 discussions. It sounded like somebody is coming
12 forward.

13 MS. ECHOHAWK: No. That was actually
14 someone's mail coming through, but there are no
15 comments yet in our queue at this time.

16 CHAIR WALDRON: Okay. So just to go
17 over the last motion we corrected, everybody
18 understands the correction that we did? I know
19 it was a little choppy.

20 I'm assuming it's understood. So --

21 MS. ECHOHAWK: Mr. Chairman, Athena
22 Brown is asking if you would like to read the

1 recognitions at this time?

2 CHAIR WALDRON: Yes. I'd be more than
3 happy to do that.

4 So, these are not in any particular
5 order, just because, I just don't want because,
6 you know, one is about someone who has left us
7 and the other two are folks who are still with
8 us. So, I will go with Dr. Gipp.

9 So Dr. Gipp served on this Council for
10 many years, and provided tremendous support to
11 our program. And so we're going to be dedicating
12 this statement to him officially for the record.

13 So today the members of the Native
14 American Employment and Training Council would
15 like to humbly recognize the passing of Dr. David
16 Gipp, and the contributions that he has made to
17 Indian Country through his work.

18 Dr. Gipp served as an esteemed and
19 respected member of this advisory council for
20 many years, and was a vocal supporter of all
21 issues related to Indian education and training.
22 He was a strong advocate for the educational and

1 employment opportunities across the nation and
2 Indian Country.

3 Dr. Gipp served as president of United
4 Tribes Technical College in Bismarck, North
5 Dakota for more than 37 years. He was a Hunkpapa
6 Lakota and was one of the nation's longest
7 serving college presidents.

8 In his remarkable career, Dr. Gipp is
9 recognized for his contribution to countless
10 students across the nation, and to helping
11 underserved communities recognize their
12 potential.

13 He had an all-encompassing
14 understanding of the issues, and those of us that
15 worked with him on the Council and throughout our
16 grantee community will always remember him for
17 his calm demeanor, often in the midst of storm,
18 his empathetic and caring nature, and his
19 valuable input to employment training issues over
20 the years and through the life of this Council.

21 We will miss his advocacy, but know
22 that his legacy in foundations that helped

1 establish us. Oh, I'm sorry, I think I skipped a
2 sentence. Know that his legacy and lifelong
3 efforts in advancing Native communities are in
4 the infinite part of the foundations that he
5 helped establish.

6 So with that, we would like to say
7 that we are grateful that we all had the
8 opportunity to work with Dr. Gipp, and honored
9 that we were blessed with his friendship. And we
10 want to thank you and his family for sharing him.

11 If anybody would like to make a
12 personal comment, now would be that time.

13 I would just say, David was a personal
14 friend. We spent many hours discussing Indian
15 Country. And he gave me inspiration to speak up
16 and continue my efforts. So he will surely be
17 missed. I considered him a friend.

18 So the next person we want to
19 recognize, for a lot of you who have been around
20 for a while, has been a tremendous input to
21 Indian community.

22 Today the Native American Employment

1 and Training would like to recognize Lorenda
2 Sanchez, Executive Director of the California
3 Indian Manpower, Incorporation, CIMC, for her
4 recent most honorable accomplishment as the
5 recipient of an honorary degree, doctorate's
6 degree from the California State University,
7 Sacramento, California.

8 Her honorary doctorate of human
9 letters, LHD degree was recently confirmed during
10 Sacramento State's College of Social Scientists
11 and Interdisciplinary Studies commemorate
12 ceremony. Sorry, I did read it earlier. I get
13 hung up on that word.

14 The California State University awards
15 honorary degrees to individuals who have
16 demonstrated excellence in areas that benefit
17 humanity, CSU campus, the state, nation and/or
18 world. Tremendous.

19 Lorenda was recognized and honored for
20 her exemplary contributions during her 45 plus
21 years of service to Indian and Native American
22 communities. Lorenda served as member of the

1 Advisory Council for many year, and can be
2 credited with the concept and need for the
3 Council that addressed employment and training
4 issues for all Natives.

5 In addition, her legacy will always be
6 part of the efforts that created legislation to
7 secure our support for the program in the
8 Department of Labor, specifically to serve Indian
9 and Native Americans.

10 Over the years, she has served in many
11 roles, but none so important as the credit she
12 deserves for the grantee employment and training
13 opportunities of Native Americans. Not only is
14 she a strong leader for all the California
15 tribes, but for all tribes and Indian
16 organizations across the nations.

17 Lorenda is a friend to many. Too
18 many, she is a trusted colleague and continues to
19 work hard to identify opportunities for all
20 Native people. Her energy and stamina is
21 inspiration to many. We the members of the
22 Council are appreciate of her efforts and

1 commitment to employment and training issues, and
2 extend our sincere gratitude and congratulation.

3 Lorenda is a very special person, and
4 I consider her my sister, and I call her sis when
5 we talk. Beautiful woman, inside and out.

6 Also, another individual whom has
7 worked to benefit the lives of Native people is
8 Mr. Norm DeWeaver. So today I would like to make
9 part of the Council's record our sincere
10 gratitude for the lifelong service and
11 contributions of Norm DeWeaver to Indian Country.

12 Norm has always been one of the
13 strongest advocates on employment and training
14 issues in Indian Country. Norm has served as a
15 subject matter expert to the Native American
16 Employment and Training Council since its initial
17 establishment, and over the years, in his
18 capacity, has staunchly defended all issues
19 related to employment and training, including
20 funding, the use of census data and related data.

21 He is a historian, so to speak, of all
22 things related to employment and training in

1 Indian Country. I know we have recognized Norm
2 over the years for his many accomplishments and
3 service to Native programs, and he has been given
4 many deserved accolades. But today, I am asking
5 for the blessing of our creator, and those across
6 Indian Country for their well wishes and good
7 thoughts for a special and gifted individual who
8 has given his time and energy throughout the
9 history of this program, generously and
10 willingly.

11 Norm is truly and incredible
12 individual. All three of these individuals are.
13 Norm is still with us, David is not. Of Lorenda
14 is. We will send up smoke for his speedy
15 recovery with his health.

16 That will go permanently in the
17 record, so thank everybody for their time and
18 patience in allowing us to do that.

19 Do we have any public comments?

20 MS. ECHOHAWK: There is one person in
21 the queue.

22 CHAIR WALDRON: So the person waiting

1 on -- I can't see their name, so I can't
2 introduce them, so they just need to step up and
3 introduce themselves. Thank you.

4 MS. ECHOHAWK: Go ahead.

5 MS. ZIENTEK: Good afternoon. This is
6 Margaret Zientek, co-chair for Public Law 102-
7 477, co-chair for NAETC.

8 I wanted to commend the Council and
9 DOL for a very organized and well-packed agenda.
10 A couple of things I wanted to make sure to note,
11 public comment.

12 I wanted to note that the DOL
13 addressing the carryover and reallocation of FY
14 19, thank you. That needed to be done. Also the
15 recognize that FY 20, due to COVID, services
16 delivery issues, disruptions, to recognize that
17 that needs to be considered differently for FY 20
18 potential carryover.

19 Next subject, NAETC, the nomination
20 process, that it went over and was addressed, and
21 there is plans to keep those positions fully
22 filled, avoid the lengthy vacancies that we have

1 had in the past. I commend DOL, and I strongly
2 encourage the Council to make sure that those
3 stay transparent and open and timely.

4 Other concerns, we know DOL has been
5 funded. The funding allocation has been based on
6 Census. We have been in a holding pattern for
7 some time with lack of the data, concerns over
8 the most recent Census and how we in tribal
9 communities will suffer losses in terms of how
10 many -- whether our people responded to the
11 Census or not.

12 Very concerned with how that may
13 transpire in the future, and how the funding
14 formula may or may not be applied. I would hope
15 that the Council will convene their Effective
16 Management Workgroup, their Census Workgroup, all
17 of the workgroups where they bring in other in
18 order to watch and make sure that this is handled
19 appropriately.

20 Probably had other comments, but
21 they're not coming to mind at the moment, so I
22 want, again want to thank you for my time to

1 speak.

2 CHAIR WALDRON: Thank you, Margaret.

3 Your comments will be entered into the record.

4 Does anyone else have a comment?

5 MS. ECHOHAWK: There is no one in the
6 queue at this time for comments. There were some
7 comments made in relation to the series of
8 recognitions that were just read. They are in
9 the chat box, for the record.

10 CHAIR WALDRON: Thank you. So we've
11 got some time here on the agenda. I just would
12 like to comment that if we are going to put forth
13 some resolutions for some of the things we
14 learned about and discussed in these last two
15 days, we need to be thinking about that before
16 the close of our meeting, to put the motions on
17 the floor for things that we may want to see go
18 forward.

19 I think it's important, every time we
20 meet, to have motions and action items moving
21 forward to benefit our program, and to honor this
22 esteemed position that we all have. So I just

1 want to place that thought in your minds before
2 we close the business, that we put forth motions
3 that we may be thinking about.

4 And I think that Tribal Tech did a
5 good job. This is very difficult to navigate.
6 But I think we all got through it fairly well,
7 and I hope everyone had an opportunity to speak
8 their mind. So, kudos to Tribal Tech, good job.

9 Athena, are you there?

10 MS. BROWN: Yes.

11 CHAIR WALDRON: So just as a
12 discussion while we're filling in time, so we're
13 looking to get instructions and our rollout
14 information after January for our next
15 application? You brought it up yesterday in the
16 beginning of the meeting. I just wanted to get
17 clear --

18 MS. BROWN: For the application for
19 funds?

20 CHAIR WALDRON: Yes.

21 MS. BROWN: Yes. Well we still have
22 time, because our competition isn't until FY 22.

1 So, we'll start working on the language that will
2 go into the funding opportunity announcement in
3 2021.

4 And, you know, probably, we will
5 probably be looking at a lot of different things.
6 You know, we've been challenged with some
7 grantees across the nation who have had issues
8 where we've put their funding on hold. Those
9 same grantees will probably be facing challenges
10 with putting together their applications for new
11 funds, for any new funds, until they, you know,
12 move forward to resolve those problems.

13 With some of them, we are working with
14 providing extensive training and technical
15 assistance, and trying to work with them on some
16 other options for applying for receiving any
17 further funds, but knowing that Department of
18 Labor is still responsible for insuring
19 accountability of federal funds.

20 So, I anticipate that there may be a
21 few areas that might be opened up for competition
22 in the upcoming periods, and something that, you

1 know, everyone will have the opportunity to look
2 at once we've put out that announcement.

3 CHAIR WALDRON: So these will be still
4 primarily for Indian-controlled agencies. That's
5 some of the statements in the letter we got from
6 the Assistant Secretary, looking at maximizing
7 Native American output in working --

8 MS. BROWN: Oh no. These funds are,
9 by regulation, restricted -- by law and
10 regulation restricted to American Indian
11 organizations, tribes, nonprofit organizations,
12 consortiums serving tribes.

13 CHAIR WALDRON: Awesome. So, you've
14 been working very hard in DINAP with a short
15 staff. And I heard that you and Duane, I think
16 you mentioned it yesterday, were going out and
17 doing more monitoring with grantees, and you are
18 expecting somebody soon to be hired.

19 Is there something the Advisory Board
20 can do to help push that agenda along, to get you
21 more staff? I do remember a time when we had
22 annual visits. I know that we had put a motion

1 forward, I think a couple of years ago. I don't
2 believe we got an answer back on it. But is
3 there something that we can do to help with that,
4 to expedite that process before we close
5 business?

6 MS. BROWN: Well we are on target to
7 hire another person. Of course they have to go
8 through all the respective clearance processes
9 within the Department of Labor, and that's a
10 time-consuming process, not only for DINAP but
11 for all programs.

12 We are still allowed to exercise
13 hiring under the Schedule A Indian preference.
14 And so that really has helped the program to be
15 able to have that option and to work with our
16 Office of Human Resources. And Kim Vitelli has
17 also been very supportive in working with our
18 program to try to make sure that, you know, that
19 it's on the list of DINAP's priorities and it's
20 moving forward.

21 It is a very slow process for anybody
22 who is, who has ever applied for a position in

1 federal government. There's a number of steps
2 and processes you have to go through. But we are
3 -- you know, even though it's been a long
4 process, we are on board to get another staff.
5 We're scheduled to get another staff on board
6 shortly, and they will be outstationed in the
7 Region 4 Dallas office with Duane.

8 And the reason why, the rationale
9 behind outstation is as everybody knows, we've
10 been allowed to fill -- use the outstation
11 process that was started under Tom Dowd when he
12 was division chief is to allow the federal
13 project officers, even though they are required
14 to report to the national office, that they are
15 out there in the field, working more closely in
16 those areas where they have easy access and are
17 on the same time zones as the grantees.

18 So, Region 6 and Region 4 are some of
19 our largest areas. And then of course we still
20 have two of the FPOs that are stationed in the
21 national office working with the East and
22 Midwest, and that's Carl -- we were able to bring

1 Carl Duncan on, through the technical assistance
2 to program administration funding stream.

3 And we have Maria Mendoza, that also
4 works out of the national office. So, I
5 appreciate the Council's support. It has been
6 very helpful to have the support of the Council
7 and to get those positions approved, because OWI
8 looks across all the programs to see whether or
9 not we can actually get another full-time
10 employee on board. And they look at the
11 available slots across all programs.

12 CHAIR WALDRON: Yes, because you once
13 had over four in the national office, right? I
14 mean you're still short, even with this new hiree
15 coming in?

16 MS. BROWN: Well, at one time DINAP
17 had about 15 employees, and --

18 CHAIR WALDRON: Wow.

19 MS. BROWN: -- you know, we've slowly
20 dwindled down to five and six, and hopefully we
21 can get it back up to seven. But the federal
22 project officers do have a very large grant

1 workload.

2 And I understand that, across the
3 board, with a lot of different programs where
4 there's a lot of, you know, there's a lot of
5 differences in the different -- in the programs
6 that, and the grants that we administer.

7 One of the things that I can say for
8 DINAP and give our FPOs a lot of credit for, is
9 that not only do they have the comprehensive
10 service programs to administer the grants, they
11 also have the supplemental youth services
12 programs that they work with. And so they have
13 an additional load.

14 So if you looked at the real number of
15 grants that they administer, sometimes it's well
16 over 40. And the recommended level by the Office
17 of Grants Management is actually 30, no more than
18 30 grants per FPO. So, it is a, it's a very
19 large workload for our program.

20 CHAIR WALDRON: So when you have six
21 or seven staff, and it dwindles down to like
22 four, those salaries are just diverted to

1 somewhere else in the national program, or -- so
2 what happens to that? And then --

3 MS. BROWN: Well, each -- they don't
4 look at -- Kim Vitelli, who is the administrator
5 for Office of Workforce Investment and Robin
6 Fernkas, the deputy administrator, each year when
7 we put together the planning for, you know, all
8 organizations under ETA, they look at the number
9 of full-time employees that are allocated, not to
10 each individual program, but across the board.

11 And then they decide the priorities
12 for various programs, and who can hire. Of
13 course, when somebody retires, or if somebody
14 leaves, oftentimes they will make a decision to
15 backfill those full-time slots, but not
16 necessarily.

17 If we are over our limit, or under our
18 limit, across all programs, they look at where
19 those positions are needed most.

20 CHAIR WALDRON: Oh, so that's
21 basically an administrative decision on how that
22 works. So they monitor your workload, your case

1 load, and make decisions based on that?

2 MS. BROWN: Yes, yes. They also look
3 at the, they look at the resources that are
4 available to each as well, and look at the
5 funding levels, because some of these grants that
6 are considered very large grants are sometimes
7 prioritized as being more challenging and more
8 difficult, because of the investment that the
9 Department makes in these programs.

10 But I can tell you from experience
11 that one of the points that we always make is
12 that it doesn't matter whether it's a large grant
13 or small grant, the work that goes into it is
14 probably all the same, along the same level. We
15 sometimes put in 80 percent of our time on a
16 small grant that has lots of challenges, and lots
17 of problems, as opposed to those grantees that
18 are, you know, very large grants and are able to
19 fully function with a lot of resources.

20 CHAIR WALDRON: Yes, so it kind of has
21 me thinking. I remember the days -- and I'm old
22 enough now, from the program, before Tom Dowd,

1 where we were always a little apprehensive about
2 calling and asking for help with our programs.
3 We had an imaginary dark cloud about that.

4 And when we really started working as
5 a partnership, and I think Tom emphasized that,
6 you know, we developed a better relationship with
7 our federal project officers and the Department,
8 and really began to have dialogue.

9 And I just kind of wonder, since you
10 guys have such a heavy workload, and your
11 staffing has shrunk, if that's a reflection in
12 some of the loss of some of the grantees that we
13 had that are having difficulties running their
14 program. Just that there's just not a lot of
15 project officers to offer the T&TA that a grantee
16 may need.

17 Where was some of my questioning
18 coming from is that, you know, I know we've lost
19 about 12 over the last few competitive grant
20 applications. And also I noticed in some of the
21 data today that we went from 20,000 clients in
22 2015 down to 10,000 if you back out the self-

1 serve.

2 And so I'm wondering if that is all a
3 reflection of that. We haven't seen, in the New
4 York City area, which is a largely populated area
5 -- a lot of young Native people are unaware of
6 the benefits of our program in which we spend a
7 great deal of program trying to get that
8 education out.

9 But I'm wondering, has all of that
10 kind of shrunk the services to our Indian
11 community? That was a little -- if I understood
12 it correctly, that was a little bit of a shock to
13 me, to see that number.

14 MS. ECHOHAWK: Mr. Chairman?

15 CHAIR WALDRON: Yes.

16 MS. ECHOHAWK: I'm sorry to interrupt,
17 but we do have a raised hand from Gary Rickard.

18 CHAIR WALDRON: Awesome, thank you.

19 Gary Rickard, you're up. Is Gary
20 unmuted?

21 MS. ECHOHAWK: He's unmuted on our
22 end. He may have to unmute himself.

1 CHAIR WALDRON: Is it possible for him
2 to type in what he wants to say and someone read
3 it, or that's not allowed under FACA?

4 MS. ECHOHAWK: If he would like to
5 type it in, we're happy to read it, but I think
6 he's probably just, his own phone is probably
7 muted. Again, he looks connected and unmuted on
8 our side.

9 MS. BROWN: Gary, is there a way you
10 can unmute your phone?

11 MR. RICKARD: Now can you hear me?

12 CHAIR WALDRON: Yes.

13 MS. BROWN: Yes.

14 MR. RICKARD: Okay.

15 CHAIR WALDRON: Go ahead, state your
16 name.

17 MR. RICKARD: Gary Rickard, Region 6.
18 My comment is, with the new administration coming
19 in, will the Council be preparing a white paper
20 for the new administration?

21 CHAIR WALDRON: You know, we're
22 allowed -- not allowed to answer that.

1 MR. RICKARD: Yes, I know. But anyway
2 that's the comment that I want to make.

3 CHAIR WALDRON: Thank you. Good
4 comment.

5 Is there anyone else that wants to
6 make public comment?

7 MS. ECHOHAWK: There are no other
8 comments at this time, no other raised hands.

9 CHAIR WALDRON: Thank you.

10 So anyway, Athena, those are just some
11 of my thoughts. I know how hard you guys work,
12 and I just see our population has increased in
13 size, but it looks like some things are
14 shrinking, so.

15 MS. BROWN: Well thank you, Darrell.
16 I think that one of the things that very much
17 influences, you know, our lack of resources in
18 DINAP is the performance of grantees. If we have
19 grantees that are sharing best practices, that
20 have -- where we have a lot of peer providers
21 that have really good skills in assisting other
22 grantees, that we could make use of our peer-to-

1 peer monies that are available to our technical
2 assistance contract.

3 If we can address all of those things
4 in our strategic plan, I think that it will -- it
5 alleviates many of the issues that DINAP faces
6 with a lack of resources.

7 CHAIR WALDRON: Yes, I agree. I think
8 we can work on stimulating some of the best
9 practices. I think sometimes some people are so
10 busy doing a good job they're not realizing that
11 they're doing a good job, and that some of the
12 things they are doing should be highlighted and
13 could be shared.

14 Another point that I was thinking as
15 I grow older, because I'm over 37 years in this
16 job, is succession plans officially out there and
17 -- because all of us are getting a little long in
18 the tooth, as they say. And folks are, you know,
19 contemplating retirement.

20 Is there some type of a process, or a
21 recommendation that we can come up with for
22 succession plans. We had a very large

1 organization that I was on the board with here.
2 The director suddenly passed away, just
3 unforeseen. And the organization almost failed.

4 So I know, just something for us to
5 think about maybe in the strategic plan, some
6 recommendations to boards and/or organizations on
7 retirement, so that you guys are comfortable, and
8 that the organization continues. Just a thought.

9 I know that we spoke about it years
10 ago, and shadowing, I think Carol Sample
11 (phonetic) was a big advocate for having some of
12 our young leaders shadow with our old leaders
13 that were near retirement.

14 MS. BROWN: Yes. We're always looking
15 for people to step forward to serve as peer
16 providers. So, we do need to strengthen that
17 part of our program. And I have people step
18 forward and identify themselves who are willing
19 to serve as peer providers.

20 CHAIR WALDRON: So we're 30 minutes
21 into public comment. Is there anyone else who
22 would like to make public comment? Council

1 members can make public comment for the record.

2 MS. ECHOHAWK: We have no one in our
3 queue at this time.

4 CHAIR WALDRON: I'm just filling in
5 the space with some questions, so I'm getting
6 educated. The minutes, I know the huge packet is
7 massive, like a 3-inch chunk of paper from the
8 minutes, but the condensed version that we
9 approved, does that go out to the, all the
10 grantees, or it has to be requested or just
11 remains in the record?

12 MS. BROWN: Now what document is that?

13 CHAIR WALDRON: Our minutes, so you
14 know, the packet of minutes that we have.

15 MS. BROWN: We post the minutes on our
16 website. But it does go out to all the Council,
17 in -- through email.

18 CHAIR WALDRON: So it's posted for all
19 of the grantees to view, or to, if they want to
20 print it down, but the Council members themselves
21 get a hard copy sent to them?

22 MS. BROWN: Yes.

1 CHAIR WALDRON: Yes, okay. Because
2 sometimes I ask grantees, did you read the
3 minutes, and they say no.

4 MS. BROWN: Well they are pretty
5 lengthy.

6 CHAIR WALDRON: Yes, I guess.

7 MS. BROWN: Yes. But Darrell, can I
8 ask, is Duane still on the line? I think Duane
9 earlier wanted to make a point about GPMS?

10 MR. HALL: Yes, I'm on the call. Can
11 you hear me?

12 MS. BROWN: Yes.

13 MR. HALL: Yes. Duane Hall, Division
14 of Native American Programs, Department of Labor.

15 Yes, thanks Athena. I just really
16 want to let the Council know how hard Jennifer
17 Whitmore has worked on this GPMS system. And she
18 has, she is leading the whole Employment and
19 Training Administration on this initiative.

20 Their vision is to use this system for
21 all non-state programs. And that is, they want
22 to use this system for the Older Worker Program,

1 the Migrant and Seasonal Farm Worker Program,
2 YouthBuild, Ex-Offender, every program that ETA
3 has that's not a state-funded program, and she's
4 the lead on that.

5 And so DINAP is the first program to
6 roll this out. And in my opinion, there is no
7 way the Department could have got this system
8 this far, and able to put it out, if it wasn't
9 for one person in the Indian program, Jennifer
10 Whitmore.

11 And I can tell you that she sends
12 emails at 10:00 at night. And she, that she is
13 bombarded by programmers, asking her questions,
14 because she is the only one in ETA that knows
15 performance, knows how to provide specifications
16 to the programmers.

17 And I've sat in meetings with experts
18 in D.C., on performance, and Jennifer Whitmore
19 has corrected them. And they acknowledge that
20 they're wrong. So I just want -- we have a
21 valuable employee here in the DINAP office.

22 And I also want to recognize the

1 Council's efforts. Sometimes I don't know if we
2 recognize the -- you know, really truly recognize
3 the accomplishments of the Council because it
4 takes so long to get to an achievement. But I
5 don't think the Division, we would be a division
6 of Indian and Native American Programs if it
7 wasn't for the Council.

8 They pushed hard on that when they
9 tried to reduce the program, take it down from a
10 division to a unit. But on this system, the GPMS
11 system, we did get the attention of ETA. And I
12 think it was because of the Council, when you
13 have people like the OWI director come to the
14 meetings, and some higher level folks come to our
15 Advisory Council meeting.

16 And when you mention things like, you
17 know, we need a new case management system, they
18 heard the Council, they've heard from DINAP. And
19 so we're the first ones -- we received priority
20 in developing the system. And it's going to be
21 used by other programs, but I just wanted to just
22 let the Council know the efforts of Jennifer

1 Whitmore.

2 I don't know why I'm on there to back
3 her up, because she certainly doesn't need me,
4 but happy to help in any way I can. But she's
5 really the true brains behind this. And thank
6 you for your time.

7 CHAIR WALDRON: Wonderful comments,
8 Duane.

9 MS. WHITMORE: Can I respond to that?
10 Is that okay?

11 CHAIR WALDRON: Yes.

12 MS. WHITMORE: So, thanks Duane, for
13 those kind words, but I will have to say, I hope
14 we all appreciate and are proud of this moment.
15 Because not only was it me, but there's like 50
16 people involved in that, and that includes
17 Council and their staff, making this happen.

18 It also involves OASAM, and OASAM, the
19 Office of Chief Information Officers, Business
20 Applications Services. They made major changes
21 in their IT department to support our efforts.
22 And I will tell you they are very proud that the

1 first system that's launched with this initiative
2 is for the first Americans.

3 And they fully support this program,
4 and are committed to continuing that success. So
5 I hope the Council and any grant people sitting
6 on the phone realize that -- yeah, we're here to
7 support this endeavor, and I think it's going to
8 be a true success.

9 Also, I could tell you, it would not
10 be possible without the input I have gotten from
11 Duane, and Social Policy Research. They are
12 truly performance experts, and of course Tribal
13 Tech. So thank you, and I hope the Council
14 realizes the significance of this new system.

15 CHAIR WALDRON: Awesome. Yes. We've
16 been receiving some positive comments just, you
17 know, on some of the social media. I know that
18 my staff like it, and are looking forward to
19 using it.

20 And, you know, I got to say, from the
21 Council's perspective, and I don't mean to
22 disrespect anybody else who's been on the Board,

1 but I got to tell you, Lorenda Sanchez is, and --
2 well still is, but was such a determined force on
3 fighting for what was right when she was chairing
4 and that.

5 You know, I think a lot of the success
6 that Duane was talking about was she kept the
7 Council's feet to the fire on some of those
8 issues back in the days when we were really
9 struggling.

10 For some of you that were around, you
11 know the time I'm talking. And it's just a
12 wonderful thing when Indian people come together
13 for one another, the support and love that they
14 give, because we all share a common existence,
15 growing up as children.

16 And it's too bad that America kind of
17 forgets that the foundation of America was built
18 on our graves of our ancestors, and that, you
19 know, we're still here. And, you know, in this
20 area, it's 400 years of European contact this
21 month. And, you know, we're still here.

22 Some of these documents you read, it

1 kind of reads really weird on what they was
2 expecting to do to Native people. But anyway,
3 thank you, Jennifer and Duane, and the other
4 Council members.

5 Do we have anybody for public comment?

6 MS. ECHOHAWK: We do not.

7 CHAIR WALDRON: So we kind of quickly
8 went through new business. We didn't really put
9 it up on the table, so at this time we can
10 recognize, if there's any new business Council
11 members want to bring to the floor, while we have
12 a little time waiting for our public comment
13 period.

14 MS. ECHOHAWK: Erwin has his hand
15 raised.

16 CHAIR WALDRON: Chair recognizes
17 Erwin. Please state your name.

18 MR. PAHMAHMIE: Erwin Pahmahmie,
19 Region 4. As for public comment and stuff, I
20 would just like to also kind of resonate
21 something that Gary said earlier about, you know,
22 we need to educate our administration.

1 As well as I encourage, you know, the
2 virtual meeting, and again, I want to echo what
3 Darrell said today too, you know, the daunting
4 task of, you know, presenting this type of
5 meeting, you know, is pretty big, and I
6 appreciate that.

7 You know, the technical assistance we
8 have right now has been very good for the most
9 part. I understand that certain things just
10 can't be avoided. Human error, you know, it's
11 usually between desk and chair, right.

12 But anyways, another thing I was
13 really concerned about too, like really was
14 inspirational, you know, thinking about, you
15 know, Dr. Gipp and, you know, Ms. Sanchez, and of
16 course Mr. DeWeaver. You know, like you said,
17 they are powerhouses in their day of, you know,
18 inspiring and moving people forward and
19 motivating them, you know, in the right direction
20 and stuff.

21 And, you know, and with this
22 administration, like any administration, you

1 know, we need to be sure that we are noticed, and
2 we are still very -- a part of the community.
3 And we're not -- that verbiage that was out
4 there, I don't know if anybody's seen them on
5 social media, but there was something about like,
6 you know, it listed the different races. And
7 when it came to us, it was something else.
8 Something else.

9 So, you know, there again, you know,
10 we need to be sure that we are educating, you
11 know, our leaders that represent us, you know,
12 whether in the House or the Senate or even in the
13 Executive Office.

14 To that, you know, like you said
15 earlier, Darrell, you know, we are very, very
16 much still here and you know, very much a part of
17 the community. We share that symbiotic
18 relationship with them as much as they share it
19 with us.

20 Thank you. Erwin Pahmahmie, Region 4.

21 CHAIR WALDRON: Thank you, Erwin.

22 MS. ECHOHAWK: Kay Seven has her hand

1 raised.

2 CHAIR WALDRON: Chair recognizes Kay.
3 Please state your full name and region for the
4 record.

5 MS. SEVEN: Yes. This is Kay Seven,
6 Nez Perce Tribe. I am located in Region 6 and
7 represent the Other Disciplines, 477.

8 So, I have really enjoyed our meetings
9 this year, with the Council in February and
10 today. And I think the most significant
11 presenter that has really struck a chord with me
12 is John Pallasch, our Assistant Secretary for the
13 Employment and Training Administration.

14 And so, he has a real intriguing
15 perspective and thoughts about how he sees the
16 workforce system working, and definitely embraces
17 the intended purposes under 477. So, I look
18 forward to working with the administration, and
19 hope that John is a part of that transition and
20 is one of our champions, working and bringing
21 about champions with other federal agencies to
22 build this One Workforce concept or system, to

1 change the culture and the mindset.

2 It's about time, under the Workforce
3 Innovation and Opportunity Act, that this is
4 happening. It is something that was stated by
5 Tom Perez, when WIOA was introduced. I'll never
6 forget that day, when I participated in that
7 webinar.

8 So, I also look forward to our meeting
9 times, meeting notices when we have our next
10 Effective Management Workshop, as it stands as
11 our Council, and about to bring in members from
12 our grantee community, and that we have an
13 opportunity to structure our strategic plan that
14 will carry us out through this next
15 administration, to be proud of an MIS system
16 intended for First Nations, led by a Native, or
17 Native people, and that we address sustainability
18 of our Native workforce system.

19 But to see these partnerships also
20 extend to other leaders in Indian Country, who
21 stand behind the building blocks that are being
22 formed here for our future generations, our

1 economy.

2 So, saying that, I wanted to just
3 share that I hope to see in our future, at our
4 regional and national events, that we focus on
5 industry, look at industry clusters, and where
6 they're, I guess where they're a driving force on
7 or near tribal reservation areas.

8 I know for our reservation in Idaho,
9 manufacturing is huge. And so when I attend our
10 events, I would like to hear more about industry
11 sectors as a part of our training.

12 As I sit here in Idaho, I am
13 participating in two interesting initiatives for
14 Idaho. One is our Idaho STEM, our science,
15 technology, engineering and math ecosystem
16 building. We've gone through one year of
17 strategic planning since last January.

18 And as I participate in our breakout
19 groups, I'm under Career Pathways, I've learned
20 that Idaho is a testing center for an
21 international STEM portal that is being worked on
22 right now, they're working out the kinks.

1 But anyone from the world will be able
2 to go to this website and find information on
3 STEM. In that STEM system, I can type in
4 traditional ecological knowledge and find
5 research documents, industry, employers, centered
6 around the Native environment, our Native
7 environmental science category.

8 So, that's what I'm talking about in
9 terms of when we go to our events, that we hear
10 more about these industry sectors and how they're
11 sharing information with us, and how we share
12 information to it.

13 Another initiative that Idaho is
14 working on is the Talent Pipeline Academy, that
15 is hosted by the U.S. Chamber of Commerce. I've
16 been with this group now since May. I am one of
17 30 Idahoans attending this academy that is, we're
18 built by regional teams.

19 And as a team here, we're -- it's so
20 interesting, we're learning how, as educators and
21 people, as training providers, how we talk to
22 business, the industry, so that we can find

1 common language, common concepts, so that we both
2 understand each other.

3 So, that's a real interesting also
4 initiative. And these are things I wonder if we
5 should look at here in our Tribal Workforce
6 Development Groups, just look at other
7 initiatives that are occurring across the
8 country, and how we embrace those and fold them
9 into our own.

10 So for me, that is my comment for the
11 day.

12 CHAIR WALDRON: Thank you, Kay.

13 MS. ECHOHAWK: Gary Rickard has his
14 hand raised.

15 CHAIR WALDRON: Yes. Go ahead, Gary.

16 MR. RICKARD: Can you hear me?

17 CHAIR WALDRON: Yes.

18 MR. RICKARD: Okay. I just wanted to
19 make a comment on the -- Sacramento State
20 University made a video of Lorenda receiving her
21 doctorate. It's a very moving video, and quite
22 impressive. We might want to get a hold of that

1 and share it online, if we can.

2 And the second thing I wanted to make
3 a comment on, at our annual meeting, which
4 happened last Friday and Saturday, we gave people
5 the choice to either attend in person or go
6 online. And it was about 50/50, somewhere in
7 there.

8 Our meeting did go off, you know,
9 without a hitch. It was excellent. People
10 responded with making sure that they wore their
11 mask at all times. They stayed their distance.
12 We only seated three people per table, and it
13 worked quite well.

14 The last thing that I want to make
15 comment on is that at our meeting we had members
16 of a couple of progressive tribes, one in
17 California, one from Louisiana, that have in
18 plans, and they've had it in the plan, that they
19 will bring back two million jobs from China in
20 manufacturing and other industry, that most of it
21 will go to Native American tribes.

22 But that's two million jobs they will

1 be bringing back.

2 CHAIR WALDRON: Outstanding.

3 MR. RICKARD: Thank you.

4 CHAIR WALDRON: Thank you, Gary.

5 MS. ECHOHAWK: Wayne has his hand
6 raised.

7 CHAIR WALDRON: Who, Duane? Oh, I'm
8 sorry.

9 MS. ECHOHAWK: No, sorry, Wayne.
10 Wayne.

11 CHAIR WALDRON: Wayne, you have the
12 floor.

13 MR. HALL: I'm sorry, if I raised my
14 hand, it was an accident.

15 CHAIR WALDRON: Is there any other
16 public comments? We've got about eight minutes
17 to the hour.

18 MS. ECHOHAWK: It was Wayne Miller.

19 CHAIR WALDRON: Oh, Wayne.

20 MS. ECHOHAWK: Yes.

21 CHAIR WALDRON: Wayne, are you still
22 there?

1 MS. BROWN: He said he was sorry, he
2 accidentally raised his hand.

3 MR. HALL: No, that was me, Athena,
4 Duane Hall. I didn't raise my hand, but there is
5 a Wayne Miller from Warm Springs that's typing or
6 wanting to speak.

7 CHAIR WALDRON: Is he unmuted?

8 MS. ECHOHAWK: He may not be
9 connected. But if he is, he can speak right now.
10 I don't see any kind of mute on him, but I don't
11 think he's connected either. But he is typing a
12 comment. But Athena also has her hand raised.

13 CHAIR WALDRON: So the Chair
14 recognizes Athena.

15 MS. BROWN: Thank you, Darrell. I
16 just wanted to mention that we initially invited
17 Kevin Allis, who is the executive director of
18 National Congress of American Indians, and Ian
19 Record, but they were having their conference
20 this week at the same time.

21 And I just recently heard that Kevin
22 Allis resigned as the executive director from

1 NCAI. I just wanted to make that announcement.

2 CHAIR WALDRON: Thank you. Big news.

3 So it's five minutes to the hour. I
4 just want to say I kind of think our training
5 methodologies are going to be challenged, and we
6 may want to consider change. We see the way
7 things are going with electronic and virtual. I
8 just see a lot of changes coming forward that
9 could be benefits.

10 I think it was Tom Dowd who used to
11 drill change as opportunity, even if it's bad.
12 But I think we need to keep that in mind when we
13 have these kinds of things that happen, like this
14 pandemic. It does create opportunities. And I
15 do see a time for, Native people need to come
16 together more in unity.

17 A lot of times, you know, what time I
18 have when I go online and listen, and I just see
19 a lot of, you know, individual thought around
20 things that they're doing, and like the comments
21 that Gary just made about a couple million jobs
22 is tremendous.

1 So I just wanted to say that I think
2 we've got some challenging times in front of us,
3 that may be very beneficial. But I do see change
4 happening, that's for sure. It is sad --

5 MS. ECHOHAWK: Mr. Chairman?

6 CHAIR WALDRON: Yes? We have a
7 comment?

8 MS. ECHOHAWK: Yes. I am sorry to
9 interrupt. Wayne Miller, from Warm Springs,
10 Oregon has completed his questions. He noted
11 initially that we are seeing waiving sovereignty
12 rights in MOU agreements or contracts when folks
13 are going to apply for state grants.

14 And he's wondering, are there any
15 other states getting asked to waive any
16 sovereignty rights?

17 CHAIR WALDRON: We're not allowed to
18 answer that now.

19 MS. ECHOHAWK: He thanks you for your
20 response.

21 CHAIR WALDRON: So, anyway, change is
22 coming, and hopefully it will be positive for us

1 all, once we're out, to see this rear view mirror
2 of this pandemic.

3 I had mentioned coming up on the hour
4 for adjournment, that if we was going to put
5 forth any resolutions for folks to think about
6 that. I don't know if there any, but I don't
7 want to be remiss in not having a resolution put
8 forth if there's one to be there.

9 So, I'm asking Council members, are
10 there resolutions we want to put forward? No
11 one's raising their hand?

12 MS. ECHOHAWK: There are no raised
13 hands at this time.

14 CHAIR WALDRON: So just a suggestion,
15 on the people whom we made mention of today,
16 Norm, Dr. Gipp and Lorenda, is there something
17 the Advisory Board can do in the form of a, you
18 know, a citation or a gift that we could send to
19 Dr. Gipp's family, so that maybe they could post
20 it in the college, and something to send to
21 Lorenda and Norm? Just some thoughts to think
22 about.

1 I don't know if we have to -- I don't
2 think we have to officially respond, but it would
3 be nice to do that, unless the DFO thinks we do
4 need to officially respond. So that can be an
5 informal process.

6 Is that correct, Athena?

7 MS. BROWN: Yes, if you desire. I'd
8 like to quickly mention and thank Gary Rickard
9 for mentioning the link. Lorenda did send me
10 some information, and I meant to post it on our
11 Workforce GPS website.

12 CHAIR WALDRON: So maybe when we have
13 our Effective Management meeting we can think of
14 something we could send. I think something would
15 be nice to -- particularly at Dr. Gipp's college,
16 from this Advisory Board and our DINAP program.

17 Are there any other public comments?
18 We're about two minutes to the hour.

19 MS. ECHOHAWK: There are no comments
20 and no raised hands.

21 CHAIR WALDRON: I want to thank
22 everyone. I so appreciate you tuning in. We had

1 a quorum, we were able to conduct business at our
2 first virtual -- it was almost like being there.
3 I think we had a good communication, so I do
4 appreciate folks giving eight hours. It's a lot
5 of time, four hours in a -- at a time.

6 I think that that block, any more than
7 that would have been difficult. But I do want to
8 thank everybody for taking the time to attend.
9 It's much appreciated.

10 And I want to give a special thanks to
11 Athena for keeping us all straight, and going
12 correctly through our programs. She's done a
13 tremendous job, and I appreciate her as the DFO.

14 And of course, Tribal Tech, Ms.
15 EchoHawk has done an awesome job. So I want to
16 put out a heartfelt thank you to them. And I
17 will truly miss Dr. Gipp.

18 So we are at the top of the hour, and
19 if there isn't any more official business to be
20 mentioned, the Chair will entertain a motion to
21 adjourn.

22 MS. HIBBELER: This is Patricia

1 Hibbeler, I so motion to adjourn.

2 CHAIR WALDRON: So we have a motion to
3 adjourn. There's a second?

4 (Simultaneous speaking.)

5 CHAIR WALDRON: I believe Lora Ann
6 beat you, Erwin. Lora Ann seconds the motion,
7 but you can lead the charge on the vote. All
8 those in favor, signify by saying aye.

9 (Chorus of aye.)

10 CHAIR WALDRON: Abstentions,
11 discussions? It passes unanimously. Thank you,
12 everybody, and we'll see you at the next meeting.
13 This meeting is now adjourned at 4:00.

14 (Whereupon, the above-entitled matter
15 went off the record at 4:00 p.m.)

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This is to certify that the foregoing transcript

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and Training Council

Before: USDOL

Date: 11-10-20

Place: teleconference

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