UNITED STATES DEPARTMENT OF LABOR

NATIVE AMERICAN EMPLOYMENT AND TRAINING COUNCIL

MEETING

MONDAY
NOVEMBER 9, 2020

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
Call to Order
Darrell Waldron, NAETC Chairman. 4

Roll Call
Kim Carroll. 4

Approve Minutes and Follow-up of motions and resolutions. 9

February 11-12, 2020 Council Meeting
Review and Approval of Agenda

Review and Discussion/Update of
NAETC Strategic Plan 19

TAT Priorities and Contract/activities
Reauthorization of WIOA. 37

Competitive Language
Performance Indicators

DINAP Report Out 66

Excess carry-over and redistribution of funds
Listening session webinar April 6th and
guidance on COVID-19.

DINAP Staffing
NAETC Nomination Process/Timelines
Section 166 Strategic Four-Year Plans and
rollout of TEGL

Minette C. Galindo, Project Manager,
U.S. Department of Health and Human Services,
Indian Health Service Update on Community Health Aide Program 90

Potential Impact of COVID on Performance and Carryover, Kim Vitelli, Administrator and Robin Fernkas, Deputy Administrator, Office of Workforce Investment. 120

National Indian and Native American Employment and Training Conference Update, Darrell Waldron, Rhode Island Indian Council, Committee Planning Chair and Host 144

Adjourn. 168
P-R-O-C-E-E-D-I-N-G-S

(12:02 p.m.)

MS. BROWN: Yes. And, Darrell --

actually the meeting is facilitated by Darrell as

a chair --

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

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

blessing, I will.

CHAIR WALDRON: Please do.

MS. BROWN: Okay. Creator, open our

hearts to peace and healing across all nations.

We ask that you provide protection for all people

of the Earth. We give thanks for bringing us
together today, and that you give blessings to

all the people to help serve our Native American

communities.

We ask for blessings of all our

leaders across the nation. We ask that you

provide us with direction. Keep us humble.
Allow us understanding and forgiveness of ourselves and others. That you help us focus on our planned purpose as we seek to serve our communities and people.

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

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

Thank you, everyone. Welcome to our official electronic Advisory Board meeting. Hopefully everything goes well and everybody can
hear one another. I see most folks on the side
here on the bar, we can see the little things
that they're asking. So with that being said,
let's get started. I officially call the meeting
to order. I have 12:00 o'clock at my office, and
I'm going to ask Kim Carroll to do roll call so
we can see if we have a quorum. Kim, are you on
the line?

MS. BROWN: Darrell?

CHAIR WALDRON: Yes.

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

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

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

CHAIR WALDRON: Thank you. And I'm
Darrell Waldron, the Chair. And I was asking Kim
Carroll was available to do roll call. Kim is
not on the line yet? Is Jacob Bernal on the
line? Okay, I do not have the full list in front
of me. Athena, do you have the full list in
front of you?

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

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

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

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

MS. BROWN: Okay. I'm opening the
document now, it's just taking a while. Jacob
Bernal, Tucson, Arizona, Region 6? Jacob Bernal,
Region 6? Christine Campbell, Region 5?
Christine Campbell, Region 5? Kim Carroll, other
disciplines? Lora Ann Chaisson, Region 4? Thank
you, Lora. Tina Farrenkopf, Region 4? Thank
you, Tina. Patricia Hibbeler, Region 6?
MS. HIBBELER: Present.
MS. BROWN: Thank you. Dr. Joe Hobot,
Region 5? Dr. Joe Hobot, Region 5? Matthew
Lamont, other disciplines? Matthew Lamont, other
disciplines? Candace Lowry, Region 3? Candace
Lowry, Region 3? Ernie Pahmahmie, Region 4?
Thank you, Ernie.
Joseph Quintana, Region 6? Thank you,
Joe. Anne Richardson, Region 2? Anne
Richardson, Region 2? Gary Rickard, Region 6.
For the record, I see Jacob Bernal. Thank you,
Jacob. Kay Seven, other disciplines? Kay Seven,
other disciplines?
MS. SEVEN: Present.
MS. BROWN: Thank you, Kay. Michael
Tucker, Region 6 Alaska? Michael Tucker, Region
6 Alaska? Darrell Waldron, Region 1 and 2?
CHAIR WALDRON: Present.

MS. BROWN: Thank you, Darrell.

Winona Whitman, Region 6 Hawaii?

MS. WHITMAN: Present.

MS. BROWN: Thank you, Winona. Okay,

I believe we have a quorum, Darrell.

CHAIR WALDRON: Outstanding, great.

And I can see some people are coming on as we

were going down the list.

MS. BROWN: Yes, I noticed that

myself. So I noticed that Candace Lowry is here.

I didn't really get to voice --

CHAIR WALDRON: Yeah. Well, hopefully

as we move along, we get a little bit familiar,

things will clear up a little bit. So moving on
to the agenda item, hopefully everybody has the

agenda in front of them.

So we just did roll call, and so we're

at the point where we approve or disapprove the

minutes. I know that the minutes went out. I'm

sure everybody has taken a look at them, so the

chair will entertain a motion if you guys are
ready. Is everyone able to hear me?

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

CHAIR WALDRON: Okay.

(Simultaneous speaking.)

MS. HIBBELER: A motion from --

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

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

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

MS. HIBBELER: Yes.

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

(Chorus of aye.)

CHAIR WALDRON: Opposed? There being no opposed, passes unanimously. So the second
item is motions and resolutions from February meeting. I know that we had a motion and an assignment given out to me and Jacob that was voted on and passed unanimously to send out a letter to the assistant secretary. And we did get a response. Is everybody in receipt of that response? Looks like it came back August 12, 2020. I'm not sure if everyone's hearing me. I get some typing, but --

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

CHAIR WALDRON: So we have a question from Erwin? I can hear Jacob and Winona saying that they can hear. We have a please mute your speaker. Yes, I received and reviewed. So is it correct to say everyone did receive a copy of the letter and had an opportunity to review it? And are there any questions? A few more answering that they reviewed. Erwin, does not have a question.
MS. BROWN: Is there a way we can put the letter up? Patricia Hibbeler from Region 6 asked if we could either read the letter for people, or put it up on the screen, the response. There we go. So, Darrell, maybe you want to just quickly summarize what the concerns on behalf of the Council that you expressed to the department and their response.

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

And we felt that our data hadn't gone forward to properly measure our program because we actually did very well. We had outperformed the state in the service which generated this letter asking about the budget and asking about
their considerations in the letter. In response to that, they were going to go ahead with our budget, but that in the end, Congress decides. And there was reference in there to 477 in the public law. And that they would be continuing the work with the Indian and Native American programs.

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

MS. BROWN: Yes. I think what is needed is if any -- I guess for you to fill out whether the response is -- if the Council accepts their response without any additional information, or if you want further action. Or is this okay, I guess, if you accept the department's recommendations.
CHAIR WALDRON: Okay. So that being said, is everybody happy with the information provided to us by the assistant secretary's office? You guys want us to respond? Are we okay with what they're saying knowing now we have a new administration that's been elected, and moving forward from there? So what is everyone's pleasure? I'm seeing no questions, no questions.

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

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

MS. BROWN: No. I don't think so
because -- this is Athena Brown with the Division
of Indian and Native American programs, and also
the designated federal officer. The way that
this is handled in the Department is that those
official recommendations go on record to the
Library of Congress and are formally recorded
there as the response from the Department. And
it's also entered into the annual report for this
Advisory Council. So if there are no further
recommendations, Darrell, it's fine the way it
is.

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

MS. HIBBELER: This is Patricia
Hibbeler, I so approve the agenda as presented
for today's meeting.

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

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

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

(Chorus of aye.)


MS. BROWN: Darrell?

CHAIR WALDRON: So -- yes?

MS. BROWN: Or Chairman? This is Athena Brown again from DINAP and the DFO. There are some (audio interference) that were submitted through the chat that are making recommendations that we should engage the new administration about those same concerns, and that we should consider -- that the Council should consider a
response and actively pursue work with the new administration.

CHAIR WALDRON: I agree. Yes.

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

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

CHAIR WALDRON: Well, it looks like -- yeah, so I would prefer to get through our agenda here and then put it on near the end of today's agenda. But I think it's most important to do
that. I agree 100 percent. So let's just schedule it near the end. We'll know more as we get more into the middle of it. If we have time, if we have -- some of our guests are late, that would be a good opportunity for us to bring it up and then discuss it.

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

Ms. Brown: I'm monitoring the chat, so I will periodically, if I see things come from the council members, I will go ahead and read what I'm seeing on the screen in the chat.

Chair Waldron: Great, thank you.

Ms. Brown: B.C. or Suzie, I have a question about the chat. Are the Council members able to verbally state something, or do you prefer that they state it through the chat?

Ms. Echohawk: They can actually verbalize it if they'd like to use the raise hand
function up at the top, we can unmute them. We have a number of members that aren't merged with names. I think some of those, though, are just people listening in. But, yeah, if they're connected, they're more than welcome to raise their hand and we'll unmute them.

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

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

MS. BROWN: Okay.

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

MS. BROWN: Would it be possible to put that document up on the screen? This is Athena.
CHAIR WALDRON: I'm seeing it here.

Patty, are you available?

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

CHAIR WALDRON: I can.

MS. HIBBELER: Okay, thank you.

MS. BROWN: Yeah, fine.

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

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

I think at this point we're looking at
beginning to work with you, Darrell and Athena,
in organizing our next steps in putting this plan
together for the work of the Council over the
remainder of our terms and moving forward.
Certainly, one of the things we hadn't really
thought about that didn't come in here is
orienting and really beginning to look at work
with a possible new administration.

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

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

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

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

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

Thank you.

CHAIR WALDRON: Thank you, Patty. So,
you know, I'd like to have a little bit of
discussion about the report. As I grow older,
sometimes I think differently about time and my
thoughts around some of the wonderful concepts
and ideas and recommendations here, and in
viewing the amount of time it took for us to get
this meeting going and the amount of time we
actually have in this unknown world of COVID is I
think sometimes we need to move and move more
accomplished settings that we can move quickly
in.

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

MS. BROWN: Yes.

CHAIR WALDRON: Is that maybe we want
to take a look at this, and if we can do this
between today and tomorrow, and really pull some
bullets out of it, and really get them up on the
table. And something that we can move
aggressively and use for some of the training
stuff that we're going to be talking about later.

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

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

There has been a tremendous push on
developing small businesses in the Indian
communities. There's the stimulus dollars that
are floating around there. And there are going
to be, I would assume, some policy changes because of the COVID. So I would just push for shortening, looking at bullets, and really discussing what we think we can get accomplished in this short period that we have. So I'll stop there and open up the floor for some discussion on it.

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

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

MS. HIBBELER: Thank you, Darrell.
MS. BROWN: Darrell, this is Athena.

CHAIR WALDRON: Yes, hi, Athena.

MS. BROWN: May I speak?

CHAIR WALDRON: Yes, go right ahead.

Chair recognizes Athena, I'm sorry.

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

And so I think that your idea in taking out like some of the key points and putting them together in a sort of document that explains, you know, where some of these key areas can be short-term or long term, where we might identify some of those areas that are missing and
the next steps would be something that we should work on fairly quickly with the effective management work group, and not wait until the next Council meeting.

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

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

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

MS. BROWN: Yeah.

MS. HIBBELER: Yeah. That's what I think. So I appreciate the kind of as next steps
is getting the work group together and really
putting some nuts and bolts together with this
plan to be able to look at it and start to roll
some of these pieces together as we begin to prep
for our next meeting.

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

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

MS. HIBBELEN: This is Patty. I
certainly wholeheartedly agree with you, Darrell,
that there are pieces that we need to try to move forward quickly.

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

MS. HIBBELER: Yeah, absolutely.

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

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

CHAIR WALDRON: Yes.

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

And my response is that I think that the strategic plan in its current form is a very minimal draft because we had not received any feedback from the time that we met and the time
that this document was summarized and provided to
the Council.

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

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

MS. BROWN: Darrell, Kay Seven has her
hand raised. She's like to speak.

CHAIR WALDRON: Okay, go ahead, Kay.

Chair recognizes Kay Seven.

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

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

I see that there is some activity on the schedule here with the database, and as a non-166 grantee, I would have an interest to --
and as a member of the Council, have an interest
to listen in on the TA sessions there as a
Council member to better understand the
situations for 166 grantees. So I would
recommend that we bring the topic back up as we
listen to more presentations so that we can also
maybe suggest that we meet in the near future.

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

CHAIR WALDRON: Thank you, Kay. So in
light of that in the discussion a couple minutes
before, again, as I mentioned earlier, just
pressed with time and effectiveness. So we met
in February and we had a meeting in between
February and now which produced these strategic
recommendations.
So moving forward from today, is it permissible or do you think it's a good idea to digest the material here a little bit more. Set a date for a new discussion. Have that discussion, put forth short and long-term goals. We know that the next topic item coming is T&TA priorities and maybe some of that, have that rolled into it. But actually set a date for like a month from now or three weeks from now, so that we can really move this agenda.

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

MS. BROWN: Darrell?

CHAIR WALDRON: Yes.

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

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

CHAIR WALDRON: So it's the whole Advisory Council, Athena? This is Darrell Waldron.
MS. BROWN: Yes, the Advisory Council to participate in the effective management work group this last time.

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

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

MS. HIBBELE: Yeah. Thank you, Athena. So this is Patricia Hibbeler, I would agree. So I'd like to make a motion that I would organize the effective management work group to
move forward in a design to have goals and
objectives and next steps put in place by the end
of the year. By the end of 2020 ready to move
forward in 2021.

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

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

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

(Chorus of aye.)

CHAIR WALDRON: Opposed? Abstentions?
Passes unanimously. So, Athena, would this be
some -- because I think it's important that there
is some discussion or dialogue back and forth
between now and that date. Would that be
something that Tribal Tech would work with us on,
and Patty, and the rest of the members putting
together, you know, a format that we can respond
to so that when Patty does meet, she has a very
good effective meeting that could meet?

MS. BROWN: Yes.

CHAIR WALDRON: Okay. Great.

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

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

MS. BROWN: Darrell?

CHAIR WALDRON: Yes, Athena.

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

CHAIR WALDRON: Great. Thank you very much. That would be very helpful. I just need emphasize, you know, the short time, and we really need, you know, some solid work done so that Patty can put forth solid recommendations, and we can get them done and out and to the new administration. So, thank you, everyone. If
there aren't any other discussions around that
topic we can move into the T&TA priorities and
contract activities.

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

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

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

MS. BROWN: Okay. I'm going to go
ahead and turn this over to you to talk a little
bit about some of the items that we've been
pursuing, the training and technical assistance
items that we've been pursuing under the Tribal
Tech Contract.

MR. HALL: Sure. Yeah, hi, everyone.

This is Duane Hall with the Department of Labor
DINAP Office. So as many of you know, I think
it's been a little over a year now where we
transferred to a new contractor. Our previous
contractor was Lumbee Enterprise Development, and
we awarded the new contract to Tribal Tech, LLC.
And if you recall, they made a -- they stopped in
at the last Advisory Council meeting and
introduced themselves.

And we've been very pleased with the
contractor and some of the activities and tasks
that they've completed. One of the bigger ones
we had this year that Tribal Tech assisted us
with was the COVID-19 listening sessions. They
put together that training session on our behalf,
and we had I think two days of listening sessions
which I thought was really good information that
we could share with our grantees.
As you know, we always use a contractor to help our office in the reimbursement for Advisory Council travel and small grantee travel. And so they handled the reimbursements for the Advisory Council meeting back in February. And so we'd be happy to hear from any Council members on how that went.

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

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

As you all know, we're still under the -- we're still reporting on the WIOA measures, but we're going to release very soon the Grant's
Performance Management System, the GPMS system. And different and additional information that would be needed to be collected for the GPMS system to report on the WIO measures.

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

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

MS. BROWN: Well, one of the things
that we are also -- that we also use some of the
funds for is for the Census, meeting with the
Census and looking at whether or not we are going
to be able to get some data from them to compare
the run.

MR. HALL: Yes. Thank you, Athena.

Go ahead.

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

MR. HALL: Yes. Thank you, Athena.

The contractor is also entered into an agreement
with the Bureau of the Census to provide DINAP
with updated Census data for the funding formula.
That agreement was signed this past May I believe
it was. And so we've contracted with the Census
Bureau to provide us updated numbers, and I think
we're going to get some preliminary numbers here
before the end of the year. And we should have
some numbers that we can share with the Council
at the next Advisory Council meeting.

MS. BROWN: Thank you. So also a big
part of the training and technical assistance
contract, as Duane mentioned earlier, is a roll out of the Grants Performance Management System. And this will replace Bear Tracks. DINAP has been -- is actually one of the only OWI programs that has been able to roll that system out to the grantees.

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

As soon as we start the roll out for the Grants Perform Management System, before we go to the actual training, we will have I think at least 10 to 11 sessions that will be offered to the grantees nationwide and regionally so that we're on their time schedule that will -- so the west coast won't be getting up so early in the morning to take the training that will be offered
to the east coast. So we sort of laid --

Jennifer has been working on a schedule for
rolling that out.

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

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

And there are some nuances about the
way that we collect data through the -- using the
unemployment insurance data. And I know -- I
don't think that that's available to the 477
Tribes. So we're always looking at ways that we
can learn from 477 and that 477 can learn also us from what we're doing over here and help avoid problems or issues, and then glean from the best practices.

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

One of the things that Tribal Tech helped us with was conducting a Survey Monkey to find out what's going on with the operating status of our grantees nationwide. And we did
get the results of that survey right before this meeting, and we received a very good response. We received about a 60 percent response rate from our grantees asking them what the status is of their organization

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

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

And it really is very, very interesting in that we know that some of the tribes have been hit particularly hard in those small communities where they're closed down completely. Challenges with internet connection. They have challenges with broadband. And so how
has that affected their programs across the
board, those are some of the things we looked at.

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

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

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

I think one of the things we can also
learn from that survey is communication techniques, what types of communication are they using. I know that some of the grantees have been very progressive using virtual and phone, and other types of creative ways for keeping in touch with their work site and employers. You know, sometimes communicating via Zoom or Adobe Connect or MS Word.

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

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

Some of the grantees are doing online enrollment, developing different types of techniques through Facebook, through the
internet, through conference calls. Developing COVID plans. Developing periodic phone check-ins on customers. Virtual trainings and recorded trainings using WebEx. Many of those things that the Department of Labor now uses, and also are available through our Workforce GPS, so we don't want to forget that.

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

CHAIR WALDRON: Yep, I agree.

MS. BROWN: So, I guess moving forward, we want to make sure that we build into our training and technical assistance contract those things that we think that our grantees will need and will need to have prioritized during
this next funding year.

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

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

But we were able to identify an individual that is very good in financial
management, and we've got a number of challenges this year in DINAP with grantees that have been placed on a high-risk list because of fraud and potential abuse. Alleged fraud, excuse me, and abuse.

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

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

I'm not really certain if we still have the opportunity to address that, and again,
I guess, you know, my recommendation I guess to Darrell is to maybe revisit that language in one of the previous recommendations to see if that's still something that the Council is interested in, taking out some of that language that requires additional indicators.

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

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

Are there any questions? I feel like
I've been talking a lot. So I see a question just came up from Joe Quintana. "Would it be possible to review a summary of responses and data from the surveys? It would be beneficial to understand the successes and challenges across the country."

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

MS. SEVEN: Athena?

MS. BROWN: Yeah, Kay?

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

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

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

And, Athena, I don't know, I sent an
email where can we consider using the vendor
named Instructure to use a learning management
system? I think it's an LMS that I think it
could help build the capacity of Indian country, Indian employment and training programs whether we're 166 or 477 where we find the teacher expertise across -- into our grantee community and our clients are taking a class from great instructors from Oklahoma -- providing training to other grantees across Indian country as we see when we do in person. So I just wanted to bring that comment up and then talk about that, the TA monies. Thank you.

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

CHAIR WALDRON: So in reference to the contractor, I think that we are very happy to have them, and I think that they are going to become an extremely important role moving forward with the challenges that are in front of us. And I think that they've done a great job. We've received a lot of good information from them, and I think that they're going to continue to be -- as we move forward with what's going on with the country, COVID, business communities that hire
people, and all the things that are happening in
our states. And so --

MS. ECHOHAWK: Darrell?

CHAIR WALDRON: Yes. Yes.

MS. ECHOHAWK: Darrell, I apologize.

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

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

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

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

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

This is one of the reasons we
suggested calling in so you could be on your
phone as well, which you can do that right now.
If you'd like in your upper-right-hand corner.
There is a small I, if you open that, you'll see
a phone number, an 800 phone number to dial.

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

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

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

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

MS. HIBBELE: How do you mute your
computer speaker?
MS. ECHOHAWK: Across the top is -- there is an icon that looks like a speaker, next to it is an icon that looks like a phone. If you click the down arrow and the phone here and you click mute my speaker.

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

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

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

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

Okay, Verna, I see your message. You're going to hear anyone who is having an echoing problem, so we apologize for that. But it may not be you, it could be someone else. Who is 708-393-2122? Well, that's me talking right now so my apologies. But we were getting
multiple attendees' voices coming on. We can try
to tell whose phones are having feedback, and
that's what we're doing right now. So again, we
appreciate your patience. Please give us just a
moment.

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

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

CHAIR WALDRON: Are we good to go?
MS. BROWN: Yes, Darrell, let's go ahead and proceed and we'll see how it goes here. Again, thank you, folks for your patience.

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

And I don't mean this in a disrespectful way to anyone who has been training. I look forward to much more interaction with the DINAP staff working on our programs and strengthening our programs. It worries me some of the difficulties grantees are having out there. And I know that we're becoming a more and more competitive place, and I think it's important that we receive good, clear training from real experts in the field, not that we have not had experts in the past because we have. But just referencing Athena's comments.
And I actually wish that we could do more onsite monitoring. There was a time when we had a bigger budget and we did do that. They were yearly and some times more, some less depending on the grantee. But I look forward to that and I am appreciative of the fact that the technical assistance is available from grantees as well as DINAP.

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

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

The last time we met, the assistant secretary said that there were 50 jobs available and no one to fill them. We had more jobs than
we ever had had, and there was just not enough population to fill those jobs.

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

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

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

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

I'm pleased to see there's lots of people on. It shows to be 66 participants outside the presenters and I think our hosts. And that's a good number. I really feel good that we are interacting and we are engaging the communities we represent. With that being said,
I won't take up any more time. So, thank you.

MR. RICKARD: Am I being heard?

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

Go ahead.

MR. RICKARD: You can hear me now?

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

But I know I've looked at creating case management training virtually and have someone to work with for us to do that. But I think it would probably better -- almost be better to set it up as a classroom style training and be able to get feedback from the people rather than just create a tape that we send out to everyone. That way the students would have access to questions and answers.
And I would be happy to work with the Council and our training contractors to do that because I see that as one of the problems if you hire new staff and you can't get them all together to do individual or group training, how are you going to do that?

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

And so, you know, I'll offer my services on that with the training contractor if they -- and will talk here with the Council about the idea of that, that if any other programs are having trouble, you know, that if they hire a new person, how are they going to train them, you know? You can't get them in a room and meet face to face or whatever. Okay, that's all I have to say on that.
CHAIR WALDRON: Thank you, Gary. That was Gary Rickard.

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

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

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

CHAIR WALDRON: I'm not seeing any.

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

We never really know how long clearance takes. It usually takes a minimum of
three months for the federal government because they do an extensive background check and you have to get access -- before you get access to all of the DOL systems. But we did select somebody, and they will be out-stationed in Dallas, Texas.

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

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

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

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

So we will probably be starting on all of this as early as July 2021 and drafting a training employment notice that we send out to all the grantees letting them know of the
opportunity to apply for the Council. And once we get the nominations in, there's a certain time. We have to get everybody's bios, and a lot of background information goes on behind the scenes with vetting and everything else. And so we have to start working on all of that as well as the Federal Register Notice. So as I said, we'll probably be starting very early on to get that process going for Council nominations.

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

And it is a competitive process, and we work very closely with the Office of Grant Management. So we'll probably start that process
as early as the end of the year looking at what we need to do to put together the funding opportunity announcement and the language that we want to incorporate in the four-year plan as well as, you know, we want to think ahead to also training grantees on how to -- or the things that they should be looking at.

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

    I wanted to talk a little bit about what we did when we recaptured excess carry over. I had conversations with all of the Council members that DINAP was going to go through this process because at the time we had a number of grantees that were not sending their money in the way that they should. And we're talking about
money that sometimes people had on the book for
two years or maybe even longer.

So for the very first time in 2019 we
recaptured excess carryover money. And we
redistributed those funds to the grantees that
were appropriately spending their money. So I
wanted to talk a little bit about that and just
have Duane maybe give a report out on exactly how
much the percentage of that entails and how much
we recaptured and how much we redistributed.

Duane, are you on the line?

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

MS. BROWN: I can hear you.

MS. ECHOHAWK: We can.

CHAIR WALDRON: I can hear you.

MR. HALL: Oh, great. Okay. Yeah,

hi, this is Duane Hall. So I think it was maybe
four or five years ago, the Council had also
discussed the issue of carryover in depth, and I
think there was a recommendation by the Council
to enforce the carrying of monies.
It was never put into effect, and that's mostly on DOL side. We couldn't get through the attorneys and the grants office. And so this past year in PY '20, we brought it up again with the Grants Office, and they said, well, if you want to enforce a carryover, why didn't you identify how much carryover is after PY '19 and we will put that into effect into PY 2020. So that's basically what we did.

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

And so the way we did that is we used the funding formula, we looked at the amount in
excess of 40 percent, not 20 percent. The regulations say that anything in excess of 20 percent carry-in can be pulled back from the grantee. We looked at that and we thought that given some of the turnover with some grantees and some other issues that some of the grantees had, we thought that we would just focus on those grantees who we felt were egregious with carryover.

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

And so then after we pull it back, then how do we redistribute that, or what do we do with those funds. And so what we did is we used the funding formula, and we provided your
proportion just as if you were getting new funding. So we looked at the funding formula, and whatever your percentage of funding from the regular formula that you get, we applied this $3.9 million to the formula and redistributed the funds.

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

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

And so we have -- and then we did exclude some grantees from this because they had
very unique situations, United -- it was very few. But the -- some of the new grantees had just received a grant in PY '18, it would be very difficult for them to get up and running in one year.

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

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

Athena and I are interested in hearing from the Council on how you feel that went. We thought we've implemented it fairly, but we'd certainly like to hear from the Council on that. This is the first time that we've done this that
I'm aware of that we've enforced carryover.

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

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

And we want it to get the attention of some of our grantees. We feel that we've really belabored this point at conferences. And I know FPOs have talked to those grantees who have high carryover. Certainly, this isn't something that 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
for this program if somebody in the Department of
Labor goes in and analyzes our expenditures and
sees that we have like $3.9 million to $4 million
unspent. So, Athena, with that, I will stop and
if there is any questions, I'll stay on the line
with it unmuted.

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

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

   So thank you, Duane. It was well
said, very clear. So I'll open up the floor for
some discussion. Please, Council members, I'd love to hear your discussion on this.

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

    CHAIR WALDRON: I can hear you.

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

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

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

    MR. HALL: Yeah, Gary, we have no -- well, I shouldn't say we're not going to use the process going forward. Right now we don't have any plans to use it in the near future. In other words, at the end of this program year, June 30th, 2021, we're not going to look at excess funds and implement this at the end of this year. That doesn't mean that we won't Gary, maybe in the future. But we hope that this -- we hope that this gets those grantees who were not
spending their funds to spend their funds, and we
don't have to do it. But we don't have any plans
right now, but that does not mean that we
wouldn't do it in the future. But we don't
foresee it here in the near future meaning this
program year or next program year.

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

MR. HALL: Right.

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

MR. HALL: Yeah.

MR. RICKARD: So that we don't end up
with, you know, unspent money.
MS. BROWN: Yeah. Kay Seven has her hand raised.

MS. SEVEN: Can you hear me?

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

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

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

CHAIR WALDRON: Yes, I am.

MR. HALL: Tribal Tech, can you mute -- It appears that my speaker is off on my computer. There, I think you may have -- there, that fixed it. Thank you. Yeah, Kay, in trying to do this process with 477 grantees, we would
need their expenditures which we don't get.

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

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

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

CHAIR WALDRON: We're picking up an echo. Oh, it stopped. Is there more comments from the Council members? I know this was painful to some.
MR. HALL: Mr. Chairman?

CHAIR WALDRON: Yes, Duane.

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

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

MS. BROWN: It was a large grantee.

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

CHAIR WALDRON: Wow, that's painful to hear, but I still think it's a product of
training, communication. I think there's been some demographic changes in our community, you know, with some of our younger populations. We're seeing it in some of the really big, urban centers like New York. They're not identifying with their tribes as much as they were. But I also think it's fiscal training.

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

MS. BROWN: Darrell, this is Athena.

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

MS. BROWN: I hear that.

MS. ECHOHAWK: Sorry, Kay Seven has her hand raised, and whenever I unmute her,
that's when you get the feedback. So if you'd
like to call on her or if she can speak now, I
will unmute her.

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

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

CHAIR WALDRON: Excellent. Thank you.

Kay Seven.

MS. SEVEN: Okay. Yes. Yes, the
carryover issue is not a new one. I've been on
the Council before, and I think between 2005,
2008 a large carryover was an issue then. And as
a result, it is how we saw our appropriation drop from $60 million per year down to as low as $43 million, $45 million per year.

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

CHAIR WALDRON: Yeah, thank you, Kay. I remember those conversations as well with the Advisory Board, and I agree it's been going on way too long and I don't know why we haven't solved the problem yet. I also know that a great deal of energy went into asking for more money for our communities. And the original budget was $200 million, and it's dwindled down to where it is.
And so again, I think there's some wisdom there with the planning, financial management, technical assistance, I think it's something that DINAP has given us the kick start on with pulling back those funds. And I look forward to us being much more assertive and aggressive on it.

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

So I look forward to change, maybe we can incorporate that or recommendation to continue the practice of something within the strategic plan, and with Patty, we can maybe put it in that docket that we're going to work on it in the next 30 to 40 days. Are there any other comments coming in from the Council on this topic?
MS. ECHOHAWK: Erwin has his hand raised.

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

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

Historically with myself, just to kind of talk about carryover. My biggest carryover used to be under our youth funds because of the release dates and stuff. And I've always echoed this, too, about, you know, sometimes, you know, it'd look like I'd have a 60 percent carryover, but all of that was going to be spent in, you
know, the beginning of May and June. So, you
know, that was for to, of course, you know, to
employ our summer youth and our activities. So
I'd just like to reiterate that.

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

CHAIR WALDRON: Do we have any other
hands raised?

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

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

MS. BROWN: Thank you.

CHAIR WALDRON: Thank you, everybody.

See you at 2:15.

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

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

And so the floor is still open on that. And if not, if we -- or if we have no more, we'll move to the next session on the agenda. So are there any more comments or statements around the excess carryover, or on nomination process timelines? Assuming we're all set and it's okay to move on to the next section in the agenda. And it looks like we have a
couple guests. Are our speakers on the line? I think it's Minette, excuse me if I mispronounced your names. I'm from the east coast, we talk funny.

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

CHAIR WALDRON: I can hear you.

MS. BROWN: Yes.

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

CHAIR WALDRON: Yeah, right.

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

CHAIR WALDRON: Yes, right.

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

CHAIR WALDRON: Please do.

MS. GALINDO: All right. Well, good morning or good afternoon depending on where in the country you are. My name is Minette Galindo and I have the pleasure of serving as the public
health advisor with the Indian Health Service
which is an operating division of the U.S.
Department of Health and Human Services.

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

So I will start off with a brief
overview just to catch everyone up for those that
weren't present at the meeting, or are like what
exactly is CHAP, what does that mean? Why are we
hearing about it? I'll talk briefly about the
CHAP policy which is central to much of the work
we've been doing on the IHS side over the last
couple of years. And then I'll talk briefly
about how we got to this point through tribal
consultation and how tribal consultation and
continued tribal engagement sort of shaped how
we're implementing the program. And then leave
some time at the end in case there are questions.

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

So in 1968, seeing this and seeing
this TB outbreak, they created what are called
chemotherapy aides. And these aides were
extenders of the physician that lived in the
larger villages or the hubs of Alaska. And the
chemotherapy aides later transformed to be the
community health aides.
They are essentially extenders of a provider. These are not healthcare providers that work independently. They do work under the supervision of a licensed clinician. But the community health aide was an extension of primary and emergent care. And I'll talk a bit about what they kind of do in the context of tribal health.

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

So a simple way to look at CHAP is again these are extenders of providers and you have three different kinds. Your behavioral
health aide, they work on your mind. Your dental health aide works on your mouth, and your community health aide is working on your body. They are extenders of social workers if you're a behavioral aides or psychologists. The dental health aides, they are extenders of a dentist, and a community health aide is an extender of a physician or a physician assistant.

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

So the highest practicing level of a behavioral health aide is a behavioral aide practitioner. And much of their training -- as you move up, the more training or the more academic credits that you're seeking. So a behavioral health aide practitioner might have a
bachelor's degree and maybe like an additional
certificate.

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

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

The dental health aide is similar in
concept. It has a 6-tiered level system, and the
highest practicing level of the dental health
aide is a dental health aide therapist. And
dental health aide therapist, there's a few
things to note related to the law and how these work within the Indian Health System. But a dental health aide therapist can do basic tooth extractions.

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

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

And much of this sort of structure is sort of how we got engaged with the Department of Labor in figuring out how we can leverage the work that you all do through your Council and ensuring that the work that you all are doing and the work that we're doing on the IHS side we can sort of find a great way to intersect and
leverage many of the different authorities the tribes can use when building economic development.

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

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

And then also within the community health aide program recruitment and retention is a huge issue in the field of healthcare. A lot of allied health fields are ones that are hardest to recruit and keep folks in for a while. And
then when you think about it, in the public
service context, it's really hard to compete
with the private sector with pay.

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

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

One of the things that we're eyeing as
we're building the program is looking at what are
the training institutions that currently exist in
Indian country and how can we invest in those.

Tribal colleges and universities is a no-brainer,
right?

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

Certification is the second, and one
of the more important when you think of just
running a national program. So these health
aides are federally certified. That's
particularly important for a couple of different
reasons, so when you have providers that work
across any system, whether it's Indian Health
system or in the private sector, typically --
well, what should happen is often, you know, your
provider has to be licensed or had to sit before
like a state board to be licensed to practice in
the state.
These health aides have federal certification which means that they're exempt from state licensing requirements. So what we find or two of the benefits of this is if a tribe chooses to add CHAP into their annual funding agreement or their funding agreements, whether it's Title I or Title V, what happens is that they have the benefit of portability or reciprocity.

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

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

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

We talk a lot within our agency about relationship-based care ensuring that your patients know who you are and there's a bit of bedside manner in how you engage with your patients allowing folks to feel comfortable to talk about their health concerns. So incorporating that relationship-based care model and quality improvement for healthcare in how
we're growing this workforce of CHAP providers in
the lower 48.

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

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

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

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

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

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

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

And speaking to her, she actually talked about she was the only behavioral health provider in her small village and during berry picking season, she actually sees more patients so they literally will go out and she will walk with her patients and they'll pick berries together. She's able to get more from her patients. She can actually speak to them in a
manner that makes sense. And she also is pouring
into herself because she's engaging in a
traditional practice.

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

Education, again, because of the
training investment, we have to make investments
into education. And, finally it goes without
saying the healthcare aspect. So this on July
2nd, IHS announced the CHAP policy. We had been
working on the policy for the last couple of
years with our tribal advisory group, and this
policy essentially permits the use of community
health aide programs in IHS and tribally operated facilities.

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

We talk about the scope of work of these health aides, so if you're curious what a dental health aide therapist does. We talk about that. We spoke a lot about -- we have one session on the CHAP and the CHR workforce. And then we did one on tribal consultation with CHAP. So I won't go into all these slides into detail in the interest of time, but I welcome you to listen to those recordings at your leisure.
So this slide talks generally about certification and how it's structured. So we have a national certification board at headquarters that is responsible for updating policy. We are the liaison between our CHAP programs on the tribal and federal side to Congress, or to HHS, or to the White House. We have our area certification boards which is where folks would actually go to be certified and you get certified in the area in which you intend to practice. So Portland area and Navajo area, Tucson, Phoenix, Oklahoma City, Bemidji, Billings, California.

But the certification, because this is a federal function and this is not one that can be contracted or compacted to tribes, it is an inherent federal function, must always have the signature of a federal representative. So tribal consultation, and I think it's important to talk about this because it helps to set the stage for the decisions that we had to make when designing programs.
So the three key takeaway dates for tribal consultation for IHS with CHAP is in 2016 was when we initially asked the question to tribes, is this something that -- we have this authority, Congress gave it to us in 2010, do you want us to act on this authority and formally expand the program? Tribes, for the majority, said yes. But with these conditions.

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

So I talked a bit about 2016, I won't go through this, but it provides just a high-level details of what happens with tribal consultation and that information. So with the 2017, we wrapped up consultations in -- well, early 2017. It didn't necessarily mean we stopped listening because there was plenty of
opportunity to really get to the meat of what the comments were.

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

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

So we took all that information and basically turned it and did an analysis. It gave us over 400 comments. Taking those 400 comments,
we were able to put them in four key categories. And the reason we do this is because we want to be able to communicate to tribes, we heard what you were saying. And, of course, it's a lot of information to process so you have to kind of distill it down and make it make sense for the public.

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

We don't have a ton of funding for CHAP. We're kind of, as we say, building the plane as we're taking off. But what we do
recognize, and this gratitude I'm going to share
is large in part to our tribes, specifically
those in the northwest that have been on the
forefront of advocating for these programs.

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

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

So that is it in a nutshell, and these
implementation priorities are described on those
recordings that I talked about. But I'll stop
here to see if there are any questions, and I will type in the link for the recordings to the session in the chat box. Thank you.

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

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

But I would be remiss if I did not thank the folks on this screen for their incredible sacrifice and work. Many of them have been here since the beginning, and they've been instrumental in helping us move the needle forward on getting this program done. I'm not sure if any of them are on this call because I know some of them are fairly active on tribal advisory groups. But these are tribal advisory group members.
And then as I shared, we are consulting on the fiscal year 2020 funds that the IHS director set aside to support CHAP. We are incredibly grateful and fortunate that we have the support of, not only IHS leadership, but the folks at HHS in supporting this program.

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

MS. ECHOHAWK: Kay does have her hand up.

(Simultaneous speaking.)

MS. GALINDO: -- brought up a suggestion said, Minette, if you don't mind, remind the Council who can participate for the CHAP Tribe Advisory Group. It is a tribal
advisory group so you need to either be employed
by the tribe or be an elected official. And the
IHS area director from your particular region
would appoint you to serve. If you're
interested, you can reach out to me and I get you
in contact with who you need to be in contact
with. And I think I heard someone on the line.

MS. ECHOHAWK: Kay Seven has her hand
raised.

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

MS. GALINDO: That is a great
question. I have a bit of an echo. I hope that
clears up here. So what we did in our initial
engagement with DOL between not only Athena's
shop but a few of the other shops at DOL is figure out, well, what existing models can we leverage?

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

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

We haven't, and when I say we, IHS, we have not explicitly looked at what funding
coffers might exist in DOL to support CHAP, but our thought was, okay, why don't we start with at least bringing together our tribal groups so that they can talk because I'm sure you all with the knowledge that you bring to this group, you would be more privy to a lot of the inner workings of either job development or training opportunities or training funds that would exist specific to Indian country. So I help that kind of answers your question.

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

And is it from that point then that it's distributed to the tribal health facilities. And that as grantees in our region, how is it that we partner with our local regional group for
a set aside of our own training dollars for this
initiative?

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

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

CHAIR WALDRON: Is Athena muted?

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

(Simultaneous speaking.)
MS. ECHOHAWK: She is not. She is not muted.

MS. BROWN: Can you hear me?

MS. ECHOHAWK: There we go.

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

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

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

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

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

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

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

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

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

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

PARTICIPANT: Yes.

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

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

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

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

CHAIR WALDRON: Yes, I can.
MS. BROWN: Yes.

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

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

I'm here actually to share any information that you want to know. I know that the council asked -- I think that the Council specifically for some input and information on the impact of COVID on performance and carryover, so I'll definitely address that upfront, but then
also, you know, feel free to ask other questions, too. And, again, I'll be here tomorrow as well.

our big boss, Assistant Secretary John Pallasch.

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

There has been a lot of creativity, and I'm grateful that so many of you have also sort of been able to share best practices facilitated through the DINAP staff and the technical assistance contractor. Athena shared with me that through a little informal discussion and collection of information that we were able to sort of get a little bit of a bead on who's doing what during the pandemic, and the operating
status, and how people have been making do and moving forward.

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

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

Certainly in some parts of the country, there is a worrying trend and an increase of coronavirus cases. Well, there's also it sounds like, you know, news in the papers
about some advances and developments of vaccines. So we'll all sort of be watching all of the news as we figure out the right mix of in person and virtual services.

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

But I'll get back to the talking points that Athena prepared for me is that which is, you know, lots of you have been teleworking and continuing to maintain virtual communication, we've tried to -- we, the Department of Labor, have tried to provide some technical assistance and resources for people and grantees as they tackled those new logistical challenges with online training and considering virtual work.
experience. And certainly, you know, just
options on conference calls, how to -- what kind
of, you know, digital infrastructure is necessary
to be able to deliver those services.

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

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

So, you know, we are trying to make
sure that we're maintaining some flexibility. I
listened into your conversation earlier when
Athena was doing the DINAP report out on how we
would handle the carryover policy and, you know, just as an information point, you know, sort of a parallel world in the WIOA formula program, this statute requires -- or rather the statute sort of gives the authority to the Department of Labor to do a recapture if -- where states haven't obligated -- no, actually expended, 80 percent of their funds meaning, you know, there is sort of like a similar, right, 20 percent parallel between those two programs.

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

And in fact, we want to be clear in all of our TEGLs that -- and like how we -- when we put the allocations out in the allotments that
we do have that ability. And it's sort of premature now to say we'll definitely do that. I can tell you that we'll definitely look at it.

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

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

But, you know, so just like on the formula side, we'll give ourselves room to make that determination. But I share your concerns
that we want all of our grantees to be able to
use their funds because there's people out there
who need help, and we might be spending it
differently than we have in previous years when
we're delivering services in such different ways.

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

    So, you know, on performance, I wanted
to make sure that we also -- I know that was also
a concern, and this is a concern, too, for all of
our employment and training programs. You know,
when we do -- on the WIOA formula side, there's
actually the chance that a state can be
sanctioned for not hitting certain targets. That's not really how we operate the section 166 program or the 477 program.

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

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

And so generally what we do in those situations is that we, you know, sort of adjust the look-back period. We either, you know, look at several years' worth of performance data or we make sure that we look at a period where there
wasn't a disruption.

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

So luckily -- luckily, the silver lining if you want to use the word lucky to talk about 2020, is that we sort of know what we're dealing with now as we're writing FOA. Sometimes we write the FOA and we publish it, and like then we sort of realize that there's been a disruption or a disruption happens that then sort of interrupts our ability to run the competition the way that we want to. But we'll be able to take
all of that into consideration as we draft the
FOA to be published later for the later
competition.

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

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

Do you see the entrance of employment
percentages and all of that being lessened during
this period that we figure out coming up on the end of this funding cycle for performances?

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

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

MS. VITELLI: Yeah. No, I hear you. You know, honestly, we haven't drafted the FOA yet, so it's good time to hear how people think that we should -- what we should consider. Although, you know, particularly tomorrow when
we're in the public comment phase as well, and, you know, what would be -- I'm also looking at the chat, so sorry, I'll keep my focus on what you asked.

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

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

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

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

    But the concept is there that we
recognize, DOL recognizes, and the statute itself
recognizes, that you can't just look at a number
in isolation, but sort of in the context of
what's happening in the area and to whom you're
serving. So it's definitely on our minds that we would want to take those kinds of things into consideration as we're crafting the -- as we're crafting the FOA.

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

CHAIR WALDRON: We can hear you.

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

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

MS. VITELLI: Sure.

MS. BROWN: Darrell, I'm sorry.

CHAIR WALDRON: Yep, go ahead.

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

CHAIR WALDRON: Yes, I see it. Joe?

MR. QUINTANA: Hi, good afternoon,
everyone. I hope you and yours are all safe
during this important time. I think in regards
to my question, I was trying to understand over
these last eight months where we could identify
necessary data that would allow us to readjust
and adapt our efforts.

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

So we would be looking at some time in
2021 before things start to turn back to normal.
But how can we start projecting out as far as how
will we continue to address this across the
nation and regionally? And then also how can we
ensure that we're part of the recovery process
and we're making sure that of course, we're
utilizing this for the unique communities whom we serve. So just seeing if there has been additional resources that are available to us, or if there's additional guidance as we project out to 2021 and beyond?

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

But we're starting off with the very first speaker or one of the early speakers in that webinar will be from the Federal Reserve. And we've actually asked him specifically to speak about that, you know, sort of economic context and what kinds of economic indicators are the best ones to look at to be able to do a little bit of projections because, as you know,
right, there is places like the Bureau of Labor Statistics and published employment projection at the national level, and of course, states do that for state employment projections also.

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

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

And I take your point as well, right, that as we're thinking about the economic recovery, that has to be sort of leave no worker
behind, right, that we're thinking about the impact on multiple communities and I think this Council obviously has a big role to play in sort of giving us advice on what to look out for and what to make sure that we're doing and not forgetting to do as we move forward in the recovery to help everybody, you know, get back to work.

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

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

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

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

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

    But we hope that you are looking, you know, for these opportunities on Grants.gov. And as I said, we are, as Kim said, very aware of the challenges that you've been having as part of COVID, and that your grantees have been having.
And we're hoping, you know, that these types of funding efforts are helpful.

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

And I think I'll stop there. I know you're going to hear tomorrow, we did have one other funding opportunity that you're eligible for which is the H-1B1 workforce grant program, and you're going to hear a lot more I think tomorrow when you hear from our assistant secretary about this one workforce notion where we're trying to come together, you know, across our various funding streams to really provide, you know, a holistic, customer experience for the customers coming through the workforce system.
And so I'll pause there and give you back your meeting. And, you know, as Kim said, we'll be around the next couple days so please let us know what we can do to support all of you.

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

MS. CAMPBELL: Can you hear me?

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

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

CHAIR WALDRON: Did everybody go mute?

MS. BROWN: Darrell, I can hear everything.

CHAIR WALDRON: Okay.

MS. BROWN: In fact, we heard Chris.
Chris, we did hear you.

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

MS. BROWN: Oh.

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

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

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

MS. VITELLI: Yes, I'm good.

CHAIR WALDRON: Great. Thank you.

And it looks like Duane is assisting and emailing information. So we're coming up on 3:30 over
here. I'll move kind of quickly through this
because I know we wanted a little bit of
discussion on some additional things that we
promised to do at the end of day. So I'm just
going to go ahead and roll into it.

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

So that being said, we've had two
discussions on it. We did move the date from the
April conference that were planning on having.
We're moving it forward. We do not have a
forward date, but we canceled the contract with
the hotel because there's unknowns with
quarantine and the COVID and whether an
immunization plan would be in place.

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

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

So these are some of the training options.

So I'm just going to breeze through
it. I won't read it word for word. But I'll
pick up and stop where the points are made here.

So we talked about that it was impractical to try
to hold a conference in April, and that we would
move the date, right? So then these were the
options.

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

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

Option two, multi-regional events. So this we looked at for the six regions basically. So there would be maybe six or four, but they
would be multiple, small, regional sessions that would come together and they would train separately. They could break out into two or more groups depending on the number of attendees.

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

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

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

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

The number of session would be reduced
to a minimum needed to successfully train
grantees on changes in the program, eliminating
those workshops that could be accomplished
through a webinar. The options would still
afford grantees the ability to meet directly with DOL staff as well as attend sessions in person and interact with presenters. So this would be a combination of the two.

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

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

So those are your options. Total 100 percent virtual, multi-regionals, you know, a bunch of small ones together, maybe six, maybe one in each area. And people would get together for that. The other one was a variation of the
two, you could do it somewhat closed-circuit into
a hotel, and then decide if you want to get
together for a roundtable discussions.

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

But again, there are multiple methods
of testing that can be done in the privacy of
your office before you come in, or when you
arrive at the hotel, or wherever the conference
is if you're going to be meeting in person. But
I think that's coming. So it's like, you know,
people could be concerned sitting next to
somebody from an active state that, you know,
where the COVID could be spreading. So I kind of
think some of those things we're going to have to
consider and work through.
So I'll stop there. Just answer questions and field comments about it. This has not gone out to everyone at this time. I did share it with Athena, and Duane, and the executive board.

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

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

MS. BROWN: There we go.

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

MS. BROWN: Darrell, have you set a date?
CHAIR WALDRON: We have not.

MS. BROWN: Has the committee set a date?

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

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

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

MS. ECHOHAWK: Well, she -- no, she was unmuted but it looks like she's trying to call in on her phone. But Kay Seven actually has a question, "Will the options go to a vote?"
CHAIR WALDRON: Yeah, the idea is to send this out to the grantee community and get their feedback. And they would actually pick the one that they most like, and then we would begin to do the planning around that. I do emphasize that the conference is going to change regardless, right, we all kind of know and understand that.

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

So, Kay, has a comment up here about the sickness and travel, yeah. So from what I understand traveling is more safe than being at home, but it's where you land and what the
conditions are in that state.

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

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

MS. ECHOHAWK: Yeah.

CHAIR WALDRON: Yes.

MS. ECHOHAWK: Yes, we can hear you.

MS. CHAISSON: Okay, hello, everyone.

I was just going to give you all some of my experience with a conference that we just finished with AIANTA, the American Indian Alaska Native Tourism Association. We actually had 828 participants on this conference, and it was a four-day conference, and it went really well, and with minimum technical difficulties.

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

CHAIR WALDRON: Thank you. So, Lora,
it was 100 percent virtual, the 800 people?

  MS. CHAISSON: Yes, 100 percent.

  CHAIR WALDRON: Excellent.

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

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

  So it's still an unknown thing moving forward, but I do understand what Patty is saying. I have underlying health issues and, you know, I do the best that I can not to, but, you
know, I wear the mask, the sanitizer. We do what we have to do to make things happen. So I have Rachael.

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

(Simultaneous speaking.)

CHAIR WALDRON: Jacob?

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

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

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

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

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

MS. ECHOHAWK: He is not muted. Yes we can.
MR. BERNAL: Thank you. Thank you.

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

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

CHAIR WALDRON: That's a good idea.

I know the pow wow folks are still getting together on virtual pow wows and stuff. Do we have any more questions?

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

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

MS. BROWN: Patricia Hibbeler --

(Simultaneous speaking.)

MS. ECHOHAWK: Actually, Kay --

CHAIR WALDRON: I'm sorry?

MS. ECHOHAWK: Go ahead Patricia.

MS. BROWN: Patricia Hibbeler.

CHAIR WALDRON: Is that Patty?

MS. BROWN: Patricia Hibbeler.

MS. WALDRON: Okay, Patty Hibbeler?

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

CHAIR WALDRON: Right. Yeah, I addressed that.

MS. BROWN: Kay from other discipline
states "How soon will the vote go out to know which option is favorable by the grantee community?" I don't know if you're able to answer that, Darrell?

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

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

MS. ECHOHAWK: There is a comment or a question by Rachael Koepp. "Does anyone have an estimated month that we might know if the grant is extended for another four years? We wouldn't still have a conference in April if the grant gets cut, right?"
MS. BROWN: These grants are -- we are going into the next funding year, so our next competition won't be coming out until 2022.

MS. ECHOHAWK: Joe Quintana asks or mentions about option one, "It seems most likely by what we know to limit risk, we could have pre-recorded segments to limit technology issues."

Erwin Pahmahmie says, "What virtual platform was used? Zoom, Adobe Connect, or WebEx?" And I'm assuming that's to the person who had the very large conference earlier.

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

MS. ECHOHAWK: Tina Farrenkopf
comments, "I know that AISES has a virtual conference -- had a virtual conference I think that drew over 2,500 virtual attendees last month up from their live attendance from the year before. And it was held over three to four days."

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

MS. ECHOHAWK: Kay has her hand raised and we will unmute here. We get severe echo when she is unmuted so let me just address Winona's comment that Erwin had asked about a virtual platform. And that was to someone who had commented earlier, and I apologize, I've forgotten the name already. She mentioned an 800 person event. So maybe if she wants to type in the chat box what that platform was that was used. And I am going to unmute Kay right now, go ahead.
MS. SEVEN: So, Darrell, are you going
to ask Tribal Tech to help do the poll or the
survey on these options because at this point --

CHAIR WALDRON: More than likely.

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

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

MS. ECHOHAWK: They are. Tina
Farrenkopf has mentioned that the AISES
conference was full days with mini queries and
breakouts. And she has included a link to an agenda to that conference in the chat box.

CHAIR WALDRON: Awesome.

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

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

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

So we were talking about adding some comments to the end, so there's folks that wanted
to add a topic to the end of the agenda, now is
your opportunity. I know, Winona, you had one
around the Census, are you still on the call?
Yes, she's trying to get on the audio. Is that
Winona? Are you guys still on the call?

PARTICIPANT: I can hear you.

(Simultaneous speaking.)

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

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

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

CHAIR WALDRON: I'm sorry, Athena?

MS. BROWN: I said you could probably,
while we're waiting for Winona to get online, we could forward with the recognition.

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

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

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

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

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

MS. BROWN: Darrell?

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

MS. ECHOHAWK: Winona has asked to
move her comment to tomorrow as she is having
some connection difficulties. And I am back in
the room. This is B.C. EchoHawk. Thank you.

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

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

MS. BROWN: Kay?

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

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

CHAIR WALDRON: It would be a good
time.

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

MS. SEVEN: Yes. Thank you, Athena.
Yes, that would be a good time.

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

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

MS. BROWN: Jacob Bernal has made that motion.

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

MS. BROWN: I'm sorry, Patty Hibbeler
had also actually made it first, and followed by Jacob Bernal.

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

(Chorus of ayes.)

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

MS. BROWN: Thank you, Darrell.

(Whereupon, the above-entitled matter went off the record at 3:53 p.m.)
Engage 16:20 17:10 101:18 105:6
Engaged 96:17
Engagement 91:22 109:6 114:22
Engages 93:11
Engaging 63:10 105:2
Enjoyed 166:7
Enrolling 77:40
Enrollment 48:21 125:9
Ensure 11:12 102:14 136:21 166:10
Ensuring 96:20 101:16
Entails 71:9
Enter 15:13
Entered 15:8 42:11
Enterprise 39:9
Entertain 9:22 10:8 16:9
Entire 134:9 135:5
Entirely 146:2
Entrance 131:21
Entry 94:14
Envelope 33:16
Environment 102:22
103:15,17
Epidemic 92:12
Ernie 8:11,12
Erwin 1:17 11:15,21 14:10 16:4 63:2 87:1 87:3,4 58:12 89:14 160:8 161:15
Erwin's 163:5
Especially 21:14,22 139:22
Essentially 93:1 97:13 101:5 105:22 111:13
EST 1:10
Estimated 159:19
Et 12:13,13
ETA 68:10 129:10 131:7
Evening 148:4
Event 54:3,4 161:19
Events 54:10 146:20
Eventually 84:15
145:15
Everybody's 14:14 69:3 120:5 159:8 163:19 167:13 168:8
Everyone's 7:11 11:8 14:7
Exactly 71:8 91:15
Excellent 84:17 155:3
Exceptional 63:10
Excess 3:10 70:17 71:4 72:17 73:1,2,16 76:8 76:13 78:18 89:11,19
Excited 77:14
Exclude 74:22
Included 75:11 87:7
Excuse 7:14 34:13 50:16 51:4 90:2
Executive 67:17 151:5
Exempt 100:2
Exercise 103:9,12,19 126:12
Exist 98:20 115:15 116:1,8
Existing 115:2
Expand 108:7
Expect 30:3
Expectancy 103:5
Expended 126:7
Expenditures 77:6 81:1 125:14
Expensive 12:12
Experience 124:7 125:1 141:21 154:11
Experiences 137:12
Expertise 55:4
Experts 60:20,21
Expiration 67:11,12
Expire 68:12
Explained 96:12
Explains 26:20
Explicitly 115:22
Explore 117:17
Expressed 12:7
Extended 159:20
Extend 94:7
Extenders 92:19 93:1 93:21 94:4 96:7,9
Extension 93:5 98:11
Extensive 67:2
Extent 133:6
Extractions 96:4
Extremely 55:16 144:10
Eyegling 98:18

F
Face 65:20,21 162:10,10
Face-to-face 155:12
158:19
Facebook 48:22
Facilitate 37:7
Facilitated 4:4 122:17
Facilitating 4:9 20:15
Facilities 106:2 116:20
118:13
Facility 101:3
Facing 5:8
Fact 52:11 61:6 126:20
142:22
Factors 103:6
Faded 25:10
Fair 77:15 79:8 124:5
Fairly 27:2 75:20 112:11
112:20 134:1 153:13
Fall 86:13 150:9 152:10
Familiar 9:14
Far 65:8 75:15 111:9
136:8,18
Farrenkopf 1:14 8:4
14:11 160:22 162:21
Fast 24:9 33:12 159:14
Father 5:14
Favor 10:18 16:9 36:13
168:5
Favorable 159:2
February 3:4 11:1 19:9
32:20,21 40:6 54:4
68:7
Federal 1:9 2:11 15:3
47:4 67:1 69:7 100:1
101:3,4 107:6,15,17
107:18 137:17 138:11
Federally 99:14
Feed 30:13,14
Feedback 29:22 56:9
57:6,15,18 59:2 64:19
83:19 84:1 109:13
121:15 140:15 142:7
151:18 153:3 162:15
163:19
Feel 25:14 31:10,17
52:22 63:8,11,20
69:17 75:19 76:18
101:19 122:1 146:11
162:16
Feeling 33:11
Fellowship 144:13
Felt 12:18 26:11 73:8
76:22 140:13
Fernkas 2:13 3:18
120:19 121:9 139:18
139:19
Field 60:20 97:20 98:6,6
151:2
Fields 96:8 97:21
Figure 115:2 124:3
132:1
figuring 96:18
Fill 13:17 61:22 62:2
Final 30:9 134:11
Finally 102:3 105:17
133:19
Financial 50:22 51:8
179

moving 9:15 13:11 14:7
19:14 20:13,20 21:4
22:10 24:6 26:13
27:11 32:15 33:1
38:16 44:9 47:11,20
48:11 49:18 55:16
60:8 86:8 113:12
123:2 144:20 149:12
155:19
multi-regional 146:20
multi-regionals 149:19
multiple 59:1 139:2
147:1 150:12
mute 11:16 56:18,20
muted 57:19 59:7
117:19 118:2 152:18
154:3 156:18,21

N

NAETC 3:1,6,12 19:16
name 5:3 16:7 7:11,16
87:4 90:21 95:7 119:9
121:4 138:14 156:9
156:12 161:18
named 54:21
names 19:3 32:10
82:13 90:3
narrow 33:22
nation 4:21 136:20
national 3:19 21:17
41:17 45:8,10 48:13
48:18 49:13 50:3
53:21 54:10 91:6 97:9
99:13 102:9 107:3
115:17 138:6,16
144:7,9 145:6 146:19
149:6 157:2
nations 4:14 5:9
nationwide 43:19 45:22
115:9
native 1:3 2:17 3:19
4:18 13:6,12 15:2
77:19 97:14 133:21
144:12 154:3
natives 19:10
Navao 107:11
near 13:8 17:6,21 18:2
31:10 32:7 78:16 79:5
nearby 95:14 96:6
nearest 95:17
Nebraska 75:8
necessarily 44:12
97:15 108:21 126:16
127:15 166:9
necessary 22:5 40:18
69:17 95:16 125:3
136:5
need 13:13 23:9 24:5
29:1 31:11,17 32:13
37:17 19:47 19:22
49:22 51:7 54:15,17
57:10 62:6 64:11
65:13 70:2 77:1 79:10
81:1 85:8 111:6,7,11
111:16 114:1,6 128:3
149:7,8 115:7
161:11
needed 13:17 41:3
100:21 148:19
needle 112:17
needs 59:21 62:12
102:15 110:11 135:20
neighbor 103:15
neighborhood 103:17
nervous 132:6
never 66:21 72:1
new 14:6 16:20 17:1,9
17:14 21:8 24:12,13
29:7 31:6 32:12 33:4
34:14,15 35:9 36:8
37:21 39:8,10 40:19
64:9 65:4 74:8
75:2 76:7 83:5 84:20
90:11 93:11,11 97:8
104:2 112:11 124:21
132:8 144:11 149:8
165:16
news 123:22 124:2
Nex 10:10 36:10 53:14
53:19
Nice 5:16
no-brainer 98:22
nominate 68:17
nomination 3:12 23:16
67:7 89:20
nominations 68:16
69:2,9
non-166 31:22
noon 167:17
normal 136:17 146:16
147:11
normally 146:5
northwest 111:3
note 34:16 96:1 105:11
112:9
notes 40:10 59:20
112:7
notice 68:15,21 69:7
noticed 9:10,11 15:15
29:12
notion 141:18
November 1:7 113:9
137:8,10 141:7
nuances 44:18

number 19:2 51:1 57:4
57:4 63:20 66:15
70:20 76:4 120:10,12
120:14 134:20 147:4
147:5 148:18
numbers 42:16,17,19
44:6 82:4 132:4 134:3
nuts 28:2
nutshell 111:20

O

o'clock 6:5
obesity 103:10
objectives 34:9 36:2,7
obligated 113:11 126:7
obtain 68:8
obvious 105:5 146:12
obviously 62:3 138:9
139:3
occur 146:16 147:7
occurs 34:10
October 68:13 152:6
offer 29:14 65:14
offered 43:18,22
offering 43:13
offers 98:4
office 2:13,19 3:18 6:5
12:16 14:4 27:9 34:16
39:6 40:2 69:21 72:3
72:5 121:5 146:14
150:14
officer 15:3
officer's 38:9
offices 45:16,18 46:13
47:17 68:10
official 2:11 5:21 13:14
15:9 23:14 114:2
132:16
officially 6:4
offline 117:17
oftentimes 47:6
Oklahoma 55:6 107:12
old 12:12 27:6
older 23:2
onboard 51:11
once 27:18 29:16 47:16
66:17 69:1
one-pagers 29:16
ones 38:16 39:16 97:21
137:21 149:20
ongoing 118:9
online 48:20 124:12,22
131:20 165:1
onsite 50:11,15,17 61:2
148:12
open 4:13 25:6 46:9,10
57:3 62:22 77:22
89:15 123:6 131:9

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preparation 34:15
prepared 19:17 124:15 131:7
present 1:11 2:9 5:6 7:17 8:6 19:9 1:14
presentation 114:11,12 117:5 147:19 166:8
presentations 31:8 32:6
presented 15:22
presenters 63:19 146.6 147:18 149:3
president 156:14
presiding 1:10
pressed 32:19
pressing 122:8
pretty 159:11 167:9
prevented 127:12
preventing 116:13
previous 39:8 52:3
prior 72:17 118:15
priorities 72:17 133:6 147:9
prioritized 49:22
privacy 150:13
private 98:3 99:18
primary 93:9 95:9
priority 129:7 133:6 147:9
potential 115:13
potentially 115:13
83:12 136:12
120:3 141:10
117:10
pound 59:10,11
pouring 105:1
pow 157:19,20
105:3 107:11
practices 45:4 46:15
48:15,18 49:10,12
122:16
practicing 94:12,17
95:20
practitioner 94:19,22
95:6
practitioners 94:19,22
95:6
prayer 166:10
pre- 160:6
pre-COVID 91:4
pre-decide 127:6
precise 28:14
prefer 17:20 18:20
preferably 36:8
preliminary 42:17
premature 127:2
prematurely 14:11
preoccupation 114:11,12
preoccupations 47:6
previously 117:4
present 124:15
presented 124:15
scription 15:2
scription 5:6
pre-existing 55:2
prejudice 139:9 140:1
prejudices 139:9 140:1
prejudiced 139:9 140:1
prejudices 139:9 140:1
published 130:18
published 131:2 138:2
pull 7:12 23:20 73:19
146:11
pulled 73:3 16,17 74:10
82:5
pulldown 86:5
punch 83:12
punishing 76:12
purchase 41:14
purple 101:14
purpose 5:3 67:20
pursue 17:1
pursuing 39:1,2
push 24:14,19 25:2
150:7
put 12:1,4 17:21 19:21
20:16 30:6,16,18
32:13 33:5 35:18 36:2
36:7 37:20 39:19
40:17 66:12 70:2 72:1
72:8 75:14 86:18
87:10 110:11 117:17 118:6 126:22
128:14 133:7 134:6
137:9 141:3 148:4
153:11 157:13
putting 21:2 26:19 28:2
28:11 36:22 41:6
117:5
PY 72:4,8,12,14,15,19
75:3
quality 101:22 103:1,7
quarantine 145:1
147:11 153:17
queries 162:22
question 11:14,22
18:18 19:10 53:1
70:14 78:8 80:8 108:3
114:15,20 116:10,12
117:15 133:18 135:20
136:3 137:6 138:13
143:16 152:17,22
158:7 159:18 163:6
questions 11:20 14:8,8
14:11,12,12,13 36:13
52:22 64:22 77:9 92:2
112:1,5,7 119:14,18
122:1 131:6,11
135:12 142:9 146:7
147:22 148:4 151:2
153:17 157:21 159:15
162:17
quick 6:12 7:13 17:7
88:17 122:8
quickly 12:6 23:10
187
155:10
10th 68:5
11 43:18
11-12 3:4
11th 19:9
12 11:7
12,686.25 54:2
12,919.62 54:4
12:00 1:10 6:5
12:02 4:2
120 3:18
12th 140:7
144 3:21
15 88:21 89:10
166 3:13 32:4 55:3
80:10 88:11 129:3
168 3:22
16th 141:7
18 72:12,14 75:3
18th 137:9,10
19 3:6 72:8
1968 92:7,16
2
2 1:12 8:14,15,22
2,500 161:3
2:03 89:6
2:15 88:22 89:4
2:20 89:7
2:30 137:10
2:45 120:3
20 72:4 73:1,2,11 74:9
74:13,16 82:15,16
126:9
200 85:21
2000s 93:9
2005 84:21
2008 84:22
2010 108:5
2016 108:2,16
2017 108:20,21 109:3
2018 109:4,7
2019 71:3 108:9 109:8
202-693-9998 120:12
120:17
2020 1:7 3:4 11:8 36:3
54:1 72:9,15,20
108:15 113:2 130:16
2021 36:4 68:13,20
78:18 106:6 113:11
136:17 137:5 162:6
2022 69:13 160:3 162:8
21 74:10 82:4,14,20
23rd 68:13 113:10
25 46:9
25,605.87 54:5
27 46:9
2nd 105:19

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3
3 1:16 8:10,11
3.9 73:18 74:5 77:7 82:5
82:6
3:15 139:15
3:30 143:22
3:53 168:14
30 34:11 35:6,7 86:20
99:2
30th 78:18 113:11
34,394.13 54:6
3639 120:15
37 3:8

800 57:4 155:1 161:18
80s 104:8
828 154:13
9
9 1:7 3:4
90 3:16 24:7 155:17
90s 153:14
95 167:10
9999 120:14

4
4 1:14,14,17 3:1,2 8:3,4
8:11 14:11 16:5 63:3
77:7 87:6 88:13
40 34:11 73:1,11,12,15
74:13,17 82:15 86:20
40,000 155:17
400 109:22,22
40th 35:7
43 85:2
45 85:3
477 13:4 44:14,16,21
45:1,1 53:16 55:3
80:7,10,22 81:2,6,9
87:7,9 88:12 129:3
152:7
48 102:2,8,10
5
5 1:13,15 8:1,2,8,8
50 61:21
500 109:17
54 74:11
6
6 1:13,15,17,18 7:22 8:1
8:5,13,15,21,22 9:3
12:2 17:13 29:13 34:6
34:13 158:2,17
6-Hawaii 1:20
6-tiered 95:19
60 46:3 85:2 87:21
132:5
60,000 54:1,7
66 3:10 63:18
6th 3:11
7
708-393-2122 58:21
73 46:8
8
80 126:7

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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
my direction; further, that said transcript is a
true and accurate record of the proceedings.

[Signature]

Court Reporter
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 HIBBELE, 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
    Ms. Athena Brown . . . . . . . . . . . . . . . 4

John Pallasch, Assistant Secretary, Employment
and Training Administration . . . . . . . . . . 8

Update of Public Law 102-477, as amended
    Ms. Margaret Zientek, Co-Chair, P.L.
    102-477 Tribal Workgroup
    Mr. Anthony Riley, Acting Division Chief,
    Workforce Development, Bureau of Indian
    Affairs, Department of the Interior . . . . .47

Update on Labor Force Report
    Mr. Wayne S. Gordon, Director, DOL,
    Division of Research and Evaluation,
    Office of Policy, Evaluation and
    Research . . . . . . . . . . . . . . . . . . . . . 66

Performance Results for Section 166 Program
    Ms. Athena Brown, DFO and Chief,
    Division of Indian and Native American
    Programs . . . . . . . . . . . . . . . . . . . . . 81

Demonstration of GPMS
Status of GPMS Rollout and Training
    Ms. Jennifer Whitmore
    Mr. Duane Hall . . . . . . . . . . . . . . . 103

DOL's Response to NAETC's Recommendations
    Mr. Darrell Waldron . . . . . . . . . . . . 134

Recognitions by the Council
    Mr. Darrell Waldron . . . . . . . . . . . 141

Public Comment . . . . . . . . . . . . . . . . . . 147
New Business . . . . . . . . . . . . . . . . . . . 173
Adjournment . . . . . . . . . . . . . . . . . . . 189
(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
5. Christine Campbell, Region 5.

CHAIR WALDRON: Athena?

MS. BROWN: Yes.

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

MS. BROWN: Thank you.

Kim Carroll? Not present.


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

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

MS. BROWN: Okay, thank you.

Tina Farrenkopf, Region 4?

MS. FARRENKOPF: Present.

MS. BROWN: Thank you, Tina.

Patricia Hibbeler, Region 6?

MS. HIBBELER: Present.

MS. BROWN: Thank you, Patty.
Dr. Joe Hobot, Region 5? Dr. Joe Hobot, Region 5? Not present.

Matthew Lamont, Other Disciplines?

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

MS. BROWN: Thank you.

Candace Lowry, Region 3?

MS. LOWRY: Present.

MS. BROWN: Thank you.

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

MR. PAHMAHMIE: Present. This is Erwin.

MS. BROWN: Thank you.

Joseph Quintana, Region 6?

MR. QUINTANA: Good morning. Present.

MS. BROWN: Thank you.

Anne Richardson, Region 2? Anne Richardson, Region 2? Not present.

Gary Rickard, Region 6? Thank you.

Kay Seven, Other Disciplines? Kay Seven, Other Disciplines?
Michael Tucker, Region 6, Alaska?

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

CHAIR WALDRON: Present.

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

MS. WHITMAN: Present.

MS. BROWN: Chairman, we have a quorum.

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

MS. HIBBELE: Yes, yes.

CHAIR WALDRON: Good, thank you.

So we have a first speaker. As you all know, he sent us a letter. We had reached out to him after our last meeting, and he sent us back a letter answering our question, John
Pallasch -- I want to make sure I say his name correctly -- Assistant Secretary, Employment and Training Administration. Is he available?

MR. PALLASCH: I am, Mr. Chairman.

CHAIR WALDRON: Thank you very much.

The floor is all yours, sir.

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

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

And now we fast forward to November of this year, and we're dealing with a pandemic that we've all become far too familiar with, and more so than the virus itself, the challenges that it's presenting to the workforce communities, the
challenges that it's presenting to the Native American community and the tribes, and how we continue to pull out of this is really going to define what happens in the country for the next couple of years.

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

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

I do want to commend Congress and the President for the action that they've taken for
the CARES Act, for the funding that that's provided, not just to the federal government but to the states, to the Native American community, to really try to kick-start and blunt some of the effects of the virus.

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

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

So, a lot of challenges and a lot of opportunities face the workforce community. But
as I mentioned when I talked to you last year, I think that there is great promise in the 477 model. We talked a little bit about that.

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

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

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

We're working with our partners at
HHS, at Agriculture and Education to really try to, at least at the federal level, remove some of the issues, remove some of the bureaucracy, help facilitate what folks need at the state and local level, to really move forward and be more innovative with workforce.

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

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

We know how many federal agencies there are who have workforce dollars. We know how siloed they can become. We know how programs
within a given department oftentimes don't talk
to each other, much less across federal
departments.

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

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

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

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

Not every state and local community or
tribe is below 7 percent, but nationally, we are.
And that's something that CBO didn't think we
would be able to do until well into 2021. So,
everybody is having to reframe their expectations
for this recovery, which is a positive. It is a
stronger than expected recovery. But it does not
mean that that recovery is treating everybody the
same, and that everybody is feeling the benefits of that in the positive economic news.

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

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

And what the hope there is, is not only to live up to the expectation of the law to serve those most in need, but also force conversations at the state and local level so that we've got folks from SNAP E&T, and we've got folks from TANF, and we have folks from other
programs, raising their hand and saying hey, we have a population here that we could use some assistance serving, and allowing the workforce partners to share those customers, and provide multiple layers of service to those customers, to help those customers get back to work.

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

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

And hopefully, from the lessons that you've learned, we can help other state and local areas take advantage of this system. And that's
hugely important, as we look forward. Like I said, you know, we've got 20 -- a little over 20 million people claiming some form of unemployment insurance.

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

And like I said, our role at the federal level is to come to agreement with myself and my counterparts at the other federal agencies, so that folks at the state and local level can do what they need to do without the burden of the federal government hammering them on every single requirement, and every single I and every single T that needs to be crossed and dotted, that we can work with you to come up with innovative solutions that can help your specific population return to work.
And that's the excitement of the One Workforce model. That's the excitement of 477, is allowing us to leverage all of those resources. Obviously, with the CARES Act there was significant funding for NDWGs. And we know that the Native American community is taking advantage of those resources as well.

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

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

So, I don't want to talk at you for 20
minutes. I would rather kind of hear some of your thoughts. I won't be able to stay for the entire meeting today. So, but I would like to hear directly from the Council, in terms of your perspective.

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

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

So, I'd like to stop talking and kind of hear from you, hear your reactions, hear what it is you're seeing.
CHAIR WALDRON: Great. Thank you, Assistant Secretary. At this point, the floor is open for questions from the Advisory Council members.

MS. SEVEN: Hello, this is Kay.

MS. ECHOHAWK: Go ahead.

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

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

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

And so, listening to you today was very exciting. To know that we have a administrative -- an administration leader in the
building that can help, I think paves the road that Public Law 102-477 tribes are looking for to carry us out to sustain what we've been doing since 1992.

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

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

MR. PALLASCH: Yes, absolutely. And hey, thank you for your kind words and for your
belief in me. The name of the initiative is One Workforce, and the key there is yes, you have a champion in me, but you also have champions in the other federal agencies across DC.

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

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

So we will work to get you a contact at Energy, and then we will share with them, kind of, our -- and by our, I mean the broader workforce team's vision of where we want to go with this. And if -- like you said, if there's a
need for green energy, or solar power or
whatever, then that's what we want to deliver,
because that's what you're telling us is needed
locally.

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

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

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

MR. PALLASCH: So, I mean obviously it
is, because of the Bureau of Indian Affairs and
477, and those are conversations that we have had
kind of leveraging off of that model. But outside of the 477, I would be lying if I said yes, we've been talking to them about workforce dollars not associated with 477.

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

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

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

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

CHAIR WALDRON: Thank you.

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

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

MR. QUINTANA: Good morning. My name is Joseph Quintana, Region 6. Good morning, Assistant Secretary. We appreciate you taking this time. I hope that you and your family are all well.
I wanted to follow up in regards to some important things that you are saying, in order for us to provide expanding our resources and access to services, important linkages to other workforce boards, other resources that we would be unable to provide, and I'm thinking, especially if we service a large area within our district.

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

But still, even at a time of great development, American Indians still face 2 percent higher rates of unemployment than all other race or ethnic groups. And although we're at a time of pandemic, eight months in, we also had -- we also face racial injustice. We also face issues of equity across the country.
And we understand that the workforce hasn't been equitable to American Indians. Still we face large gaps of education achievement. American Indians here in my area, 80 percent either receive a high school diploma, GED or they don't graduate at all. So that limits their access to career development and long-term achievement.

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

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

So, looking towards the future, post-
pandemic, American Indians being part of the recovery process for this country, how also do we ensure that we're uplifting our clients to where they can also achieve the same dreams to access to middle class market or access to career development as well?

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

We've spent a good deal of time here talking with the folks at the Department of Education and the K-12 -- the elementary and secondary portion of the Department -- to make sure that we are coordinated with them, because one of the other challenges that we face in workforce is that our elementary and secondary schools aren't turning out the same quality of student across the board.
As you can imagine, there are good school and there are bad schools. And how do we help raise up the bad schools? And how do we ensure that individuals who are graduating from high school or who are at least in high school are getting classes and skills that will help them in the workforce, not necessarily just the traditional, standard curriculum.

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

Because we very much want to think about workforce as a skills problem, and how do we make sure that individuals have the right skill, the right set of skills to do a specific job. Because we know that a four-year degree is not an option and is not available to all people.

There are multiple pathways for individuals to
transition from elementary and secondary school into the workforce.

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

And that's the idea behind One Workforce, is realizing that every customer is a little bit different, and his or her challenges are a little bit different. And the more partners I have at the table, whether that's vocational rehab, or whether that's the vets' program, or whether that's, you know, Goodwill or whatever other local partners I have, I can tap into those resources and I can use those resources to help that individual overcome their barrier.
Because we know that it's not just a pure training issue. We can't just retrain everybody or train everybody, and everybody's going to have a job. You mentioned housing and homelessness. I have the distinct pleasure of serving as the Chair of the U.S. Interagency Council on Homelessness.

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

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

And at their core, they boil down to
identifying those barriers. What does that assessment look like? How do we know what this particular individual needs either to move into a job and a career, or maybe move into some type of unsubsidized housing?

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

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

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

MS. ECHOHAWK: Candace Lowry has her hand raised.
CHAIR WALDRON: Go ahead, Candace.

Please state your full name and region.

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

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

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

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

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

And I feel like that is one reason
that our employment rate here in North Carolina
has increased so much, because people are having
to make that decision. But with the One
Workforce, is the -- with the employers -- or is
that any discussion that's going on with the
retention rates and how now the retention rates
have increased after COVID, post-COVID?

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

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

And that's a challenge. And we're
seeing that employers are trying to figure this
COVID thing out the same way we on the workforce
side of things are. How can I as an employer remain open? How can I, as an employer, allow individuals to work from home?

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

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

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

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

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

Erwin?

MR. PAHMAMIE: Erwin Pahmahmie, Region 4. Actually, John had already kind of -- and thank you again, Assistant Secretary for
being with us today. But he's answered some of
my questions actually, just now. So my
question's already been answered. So, I
appreciate you for being here.

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

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

Like you said, you know, it needs to
be driven by employers, and yes, we need to get
them to the table so we can all sit down, devise
a plan, and then come up with what's going to
best meet our needs within our specific
communities.
So, thank you very much. Erwin Pahmahmie, Region 4, thank you.

MR. PALLASCH: Yes, thanks, Erwin.

And, you know, Kim Vitelli at our team has been working closely with the states, and what's called the Eligible Training Provider List to try to encourage and increase the number of training providers who are providing either online or virtual training. Because we know, even pre-COVID, that that was an issue that we were having in the training space.

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

CHAIR WALDRON: All right, so I just would want to mention something in response to this all. I'm very excited and happy to hear of your support with the 477 and the 166 Program, which was the origins of our 477.
And we've been enjoying working with our community for many, many years as this program has changed and gone forward. But I would be remiss in my duties if I didn't mention that, in the letter you sent back, that the budget that went forward was to minimize the Native American programs, not to continue to enforce the law that funds them.

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

And so, it was concerning that the budget put forth was to minimize our programs. And I hope that your involvement with the 477 as well as the 166, maybe you could help defend our program if it needs to be defended.
MR. PALLASCH: Yes, absolutely. And I just want to touch on that real quick. I don't think -- and then I understand your perspective, but the budget was not meant to minimize. What we're trying to do, again under this idea of One Workforce, is create set-asides within the WIOA programs so that, you know, we have any number of populations that we are trying to serve in workforce, not just the Native American population, the veterans' community, persons with disabilities, you know, any number of different groups.

And we're trying to make sure that the workforce system as a whole recognizes and acknowledges, and appreciates that those are workforce customers as well. So, when we talk about One Workforce, we're trying to get everybody under one umbrella.

We're trying to make the workforce system realize that any individual that comes to the system is a customer, rather than thinking of them as a SCSEP customer, or an INA customer, or
a VR customer. They're a workforce customer.

So, I appreciate your apprehension and your concern, but the intent with the budget is to create that set-aside to bring that population into the WIOA umbrella.

If we can -- if we, as a workforce system, can serve all customers through one program, that's really what we're after, and that's where we're going to see the efficiency and the effectiveness really increase, because then we're going to be able to leverage all of the WIOA partners and all of the local partners to serve every customer.

You have my continued commitment to work with you on this.

CHAIR WALDRON: Great, thank you. So just, you know, the 166 is now a set-aside by law for Native Americans. And so, what little interactions that I've had -- and some of them have been very good with the states. I might want to add that we've been sharing, you know, some of our customers and having a great deal of
success.

But in some of the other states, it doesn't exist. And they really seem -- sometimes when I meet with them, Secretary, is they're after our funding. So I just want to alert you to that, that we are a set-aside within the WIOA programs specifically for Native Americans residing off-reservation. And the 477 is enforcing tribal law and sovereignty to benefit their constituents.

So we are a set-aside, I'm sure you know. We'd like to maintain that, and work in partnership with them, because there are tremendous benefits that we can receive from those state-run WIOA programs.

I don't know if you have time for Joe's question. I'm sorry we've taken up a lot of your time, but Joe has --

MR. PALLASCH: No, no, that's fine. I've got time for one more. Go ahead.

CHAIR WALDRON: I just wanted to say that to you. Thank you.
MR. PALLASCH: Yes, absolutely.

CHAIR WALDRON: Joe?

MR. QUINTANA: Good afternoon, Chairman. This is Joseph Quintana, Region 6. I didn't have a follow-up question, only a statement in that I was -- I have thought that we should also start to include capital investment and of course investing in small business ownership so we can hire from within.

But as the Chairman had also presented the idea, I was thinking about -- I understand our opportunities to expand our reach through co-enrollment or through expansion of other resources as you described previously. But the one concerning part of it is that we do serve a unique community that is often underserved and/or marginalized by other groups.

And as I was discussing before, that in order for us to uplift and work towards an equitable future, there has to be a lot more investment, I think, within the American community, whether it's in a large metropolitan
city or in an off -- in a reservation community.

There still is considerable amount of investment that needs to take place. And I don't think that, I'll say for instance, investing a certain amount into a particular client or customer that's in -- from another minority group, or from a non-Hispanic male group, who may have certain advantages over the American Indian client, I think that has to be looked at again and readjusted.

MR. PALLASCH: Thank you.

CHAIR WALDRON: Assistant Secretary, do you have time for one more? There is one of our long-term standing council members has a question, Gary Rickard.

MR. PALLASCH: Absolutely. Go ahead, Gary.

CHAIR WALDRON: Is Gary unmuted?

MS. ECHOHAWK: Yes, Gary is unmuted and should be able to speak.

CHAIR WALDRON: Gary, are you able to hear us? I see his phone blinking. I think we're
having a technical difficulty. Are there any other questions?

So, Candace. I can't tell if there are other questions on my end. There's some blinking going on. I'm starting --

MS. ECHOHAWK: I'm sorry, Darrell.

This is BC.

CHAIR WALDRON: Go ahead.

MS. ECHOHAWK: There are no other hands raised. Gary is unmuted. If he is not hearing this, he might be having problems on his end.

CHAIR WALDRON: Well -- can we - can you hear me?

MS. ECHOHAWK: Yes, we can.

CHAIR WALDRON: Hello? Okay, yes. We appreciate the time you spent with us today in listening to our concerns, and we hope to have continued success for our programs, and we move forward with our agenda for the day. And I'm sure it will not be the last you've heard from us.
We do appreciate the time that you spend. We know how busy things are with this COVID, and there have been some great rollouts with the stimulus monies in relationship to labor in some of the local communities. So if there aren't any other statements you want to make to us as an ending statement, we want to thank you for the time you gave us today.

MR. PALLASCH: Thank you very much, Mr. Chairman, and thank you to the rest of the Council, and I look forward to the continued partnership and working together. So thank you.

CHAIR WALDRON: All right. So going -- moving on with our agenda, I know we moved a little bit into the next timeline. So without further ado, we have an update on the 102-477 by Margaret Zientek, co-chair of the 477, also my co-chair with the planning.

Margaret?

MS. ZIENTEK: Good afternoon, this is Margaret -- or morning, depending on what part of the country. Can you all hear me?
CHAIR WALDRON: I can hear you.

MS. ZIENTEK: Excellent.

MS. HIBBELER: Yes.

MS. ZIENTEK: Well thank you all. To update on Public Law 102-477, we had our National Federal Partners meeting here in September. There are some deliverables that we are working on, both from the federal side and the tribal side.

Expansion efforts are continuing. We do have a couple of agencies that are moving forward with grants that they are agreeable to putting in 477. And John Pallasch, Assistant Secretary, I want to thank you. I did catch a part of your speech. And yes, 477 is very eager to work with DOL for how we can embrace workforce as we move forward into the future.

As far as deliverables go on the 477 side, we normally have quarterly meetings. Aside from pandemic, these would have been at the regional DOL meetings, and then our national, of course, would be at the national DOL/477 meeting.
So working with Darrell on the national meeting and what that will look like in the future. From the quarterly perspective on the 477, we have our next meeting scheduled. Please mark your calendars.

There is a save-the-date that has been issued. The date we have selected is December 3rd. It will be virtual, and we will convene with the tribes first for an hour, and then we will be joined with our federal partners following that. The federal partners at 3 p.m. to 4 p.m. Central Time, would join us for reporting and discussion on where we stand.

So tribes, tribes only will be from 2 to 3. I'm using Eastern Standard Time. If you need me to adjust that, I do have that in front of me. That will be our quarterly meeting. We'll talk about updates. There has been a Federal Register notice pending. I'm sure Jeanette will talk to you about that, or Anthony, one.

The Federal Register notice does
require comments. I believe the intent of the notice is to extend the current reporting form until we can actually have more virtual meetings with the federal partners to what they need to be shaped as in the future. It's hard to change a reporting format when you're not real sure what's going to be included, so it does take time for this to go forward.

I do have a very short presentation, so I'm going to open this up if there's any questions.

CHAIR WALDRON: I'm unable to see any raised hands. My screen went a little funky. I got part of it back. Are you able to see any raised hands on your end?

MS. ECHOHAWK: There are no raised hands, sir.

MS. ZIENTEK: It looks like BC is working with Jeanette and Anthony. They're trying to get dialed in to have voice.

Federal partners are meeting. They have started a partner meeting regularly to talk
about the expansion of 477 and work with it.
There has been a learning curve for federal
partners. The law changed the time frame to be a
solid 90 days from receipt of a plan for the plan
approval.
And that has been tested a few times.
I believe our tribe was the first one that the
federal -- a couple of federal partners failed to
approve in 90 days, but it's my understanding
that following that, there is one or two that
have pushed up against that deadline.
There's been a request for the tribe
to agree to an extension to allow the federal
partners to review. It's been a definite
learning curve, and who knows where we will be
with the change of administration.

MR. RILEY: Good morning. This is
Anthony.
CHAIR WALDRON: Good morning, Anthony.
Can you --
MS. ZIENTEK: Good morning, Anthony.
MR. RILEY: I decided to call in.
CHAIR WALDRON: Anthony, can you state your full name for the record, please?

MR. RILEY: Yes. This is Anthony Riley, the current Chief -- the Acting Chief of Division of Workforce Development. I will be reporting on behalf of Ms. Jeanette Hanna, who is on but having difficulty with her audio right now, so good morning, everybody.

MS. ZIENTEK: Good morning.

CHAIR WALDRON: So is he working with you, Margaret, or is he --

MS. ZIENTEK: Yes.

CHAIR WALDRON: Okay.

MS. ZIENTEK: Anthony is the Acting Division Chief for Workforce Development within the Bureau, and he reports to Jeanette Hanna.

So, Anthony, I think we move to your reporting time, if you're ready to step in there.

MR. RILEY: Yes, I am. And good morning, Chairman and Assistant Secretary, and tribes and Tribal Workgroup. I've been asked by Ms. Hanna to go ahead and provide the report and
update on 477.

As I heard part of Assistant Secretary's report and others that our tribes are significantly being impacted by COVID. We have approximately 12 to 17 tribes, 477 tribes that have reported severe impacts to their situations on their respected service areas and locations, where tribal offices have been shut down, programs have been shut down completely.

We heard that just recently there has been a spike in COVID cases, anywhere from 50 to 80 percent. And where I'm located here on the Laguna Reservation, temporarily, it's, those numbers are spiking, so we did extend the, you know, the prayers and others to make sure that the tribes out there are okay.

And, but we are pushing forward with activities, and I'll go through those activities. As Ms. Margaret Zientek reported, that we sent out a Federal Register notice for the updates to our annual report. The intent -- because there, our new law included, or added additional federal
partners, the intent is to extend the expiration date, February 2021, to allow more time for the new federal partners and Tribal Workgroup to meet and obtain comments for the reporting documents.

Internally, we've hosted a couple of trainings with our federal partners, and we'll be extending out to the tribes on the annual report. So, we're open to comments. Please contact me or Ms. Jeanette Hanna if you do have comments, and that's open to our federal partners as well as the tribes. That's an update.

Since the annual meeting between federal partners and tribes, we have established an annual, or monthly federal partner meeting. We didn't have one last month, but we're in the process of setting up another monthly meeting to assess things like, as Ms. Margaret Zientek reported, the 90-day approval process, the annual report, and any other systematic situations that we're coming across with the onset of the COVID.

There are some tribes that have requested extensions to submit their annual
plans, so that's something that we're working internally to afford our tribes that are having difficulties submitting their plans. The review process is, we're still holding to the 90-day, and that has presented some challenges as well.

Yes, we do agree there are some updates to the process. We're working with our federal partners and the tribes to ensure that we meet those 90 days. And there are situations where, you know, tribes and the federal partner are working up to the last week, so any support we can have on your end, I think, would be most appreciated.

We did update our website. We did a recording of the annual meeting. It is now posted on our website, and --

CHAIR WALDRON: Hello?

MS. ZIENETEK: Hello?

MS. BROWN: Hello?

MS. ECHOHAWK: Yes, one moment.

Sorry. We've had someone who called back in and didn't pick up their phone in time, so we're
getting that taken care of. Thank you.

MR. RILEY: All right. So we did, as I said, we posted the recording of our annual meeting. It is on the DOI website. I'll send the address for that. I know some of the federal partners requested, as well as the tribes, so that's available for view.

To date we have 71,477 tribes. Of those 71, we approximately have 60 to 59 programs that have DOL programs in them. Most recently, Karuk Tribe requested the integration of both its use and adopt programs, and they were approved for FY 21 and beyond. So congratulations. Appreciate the Department of Labor and their review of that plan, and now they're, they got their own WIOA program.

We have one program that has Dislocated Workgroup Program and the Opioid Prevention Program, so these are new programs to the 477 and we're open to any other Department of Labor programs that meet the employment and training scope of work, and we're willing to work
with the tribes and Department of Labor on these new programs.

So, moving along, the Indian annual meeting, we had a presentation on the Labor Force Report, so we're looking forward to working with the individuals to continue the conversations regarding the Labor Force Report. So if there's any status on anything going forward, 477 or Workforce Development would like to engage in the conversation.

I know the request for the recording was asked, and that is available. So reviewing those actions regarding the Labor Force Report is something we'll assess on the monthly federal partner meeting.

With the 477, as I mentioned at the very beginning, with the impacts of tribal programs being shut down, we do have some tribes that did conduct, and switched up alternative activities. We have, just real briefly, the Winnebago Tribe did a ten-week virtual training, covering multiple areas from substance abuse,
abstinence, cooking, STEM classes, sewing classes, resume building.

We had the Stockbridge Munsee Tribe conducting summer youth programs and work experience trainings at home locations using a mentor-protégé agreements. And all of this was home-based learning activities. We had the Blackfeet Tribe adults, their work experience help with the food distribution.

Osage Nation, you know, there was really no changes but they went ahead and provided services in their area, Red Lake. They're working on the work experience, with the COVID sanitation details. They had no summer youth programs due to the COVID.

Reno Sparks, distance learning with the summer youth, increased assistance and their benefits, plus waged some job searches. So they changed up their internal processes to accommodate the situation.

Sisseton Wahpeton, their entire youth program was switched over to an online program,
so. Barrett Lake summer youth and general assistance workers assisted dissemination of greener foods and various sanitation details. And the Standing Rock, you know, did some, implemented some virtual training programs.

So tribes were -- the spirit of 477 allows tribes to address and accommodate the situations, either it's the environmental impacts or even this situation, COVID situation. Tribes were allowed to think outside the box, like anybody else would do.

And it's unique some of the unique activities that are coming out that have been reported are keeping folks busy despite the situations in their specific locations. And also, we haven't had all the tribes report on such activities, but I know there are some tribes out there that are doing things despite the situation they're experiencing.

So, I stop for any questions. Sorry it's a brief report, but we're here to continue the support of the initiatives set forth by your
CHAIR WALDRON: Are there any questions of the Council -- from the Council?

MS. ECHOHAWK: Margaret has her hand raised.

CHAIR WALDRON: Margaret?

MS. ZIENTEK: Thank you. Margaret Zientek, Citizen Potawatami Nation, co-chair for Public Law 102-477, co-chair for the National Conference and, you know, having many, you know, jobs.

Anthony, one thing that wasn't mentioned and I think we probably should mention here, the Department from the Bureau and Division of Workforce Development has been very supportive over tribes that are looking to explore 477, and has offered in the past, and I believe there was plans to continue that in the future.

Can you tell me if those planning grants, or if there be some type of announcement regarding planning grants forthcoming?

MR. RILEY: Ms. Zientek, this is
Anthony Riley. We are planning to have that same program. I know Ms. Hanna has taken that program, and we will be reporting back to the 477 Tribal Workgroup on how we're going to move forward on the grant assist program.

It is a very positive program. We have currently five that are receiving a 25,000 grant assist. And moving forward, we will be providing some status on the FY 21. So, I trust we will have the report, full report at your December meeting on the status of the grant assist program.

MS. ZIENTEK: Thank you. We will be sure to share that with the, all of the WIOA grantees, for those that may be looking at that in the future.

Anthony, I'm not sure if you heard something that Darrell Waldron said while you were trying to get connected to audio. He was talking about how the 477 was a model, but not all of the grantees may be -- of 166 grantees could take advantage because not all a tribal
grantee. Some of those are consortium, some of those are nonprofits.

I did want to address that the law does, 477 law allows us to help under the premise that, you know, that this is tribes and tribally allocated. So, I did want to try to answer Darrell on that.

Darrell, a consortium of tribes can take on 477. A tribe can serve a broad area and also be 477. But in terms for a nonprofit, unless the governing board is a board of tribes, in which every tribe would have to have a resolution to go 477, then we really don't have the basis of doing it. The law allows us to do what we do under the premise of 638, if that makes any sense.

Anthony, did I say that about right?

MR. RILEY: Yes, you said that right, Ms. Zientek. And I would offer anyone interested to contact our office, and we'll provide the appropriate technical assistance. We're open for any questions that we may have from a, you know,
nonprofit or any consortium.

We recently just had approved the South Puget Intertribal Indian Agency Consortium up in the Washington State area, and very happy to bring them on as a 477 program. Their plan was, had three programs in it, and they were all Department of Health and Human Services.

So, you got to think outside the box. You're looking at not only four programs anymore. You have eight additional federal programs that have been added, or federal agencies that have been added to the broader scope.

So it's interesting that now that we're getting, you know, plans with new federal programs that be in the service area of each tribe. So, of course we'll certain any inquiries from tribes and tribal organizations, nonprofits, so.

CHAIR WALDRON: So, this is Darrell Waldron, Region 1. You know, my question was about the benefits of 477. And in some cases, you know, the 166 doesn't operate in that. But
my also comments were of concern because, of
course the money goes into the 166, and then from
166 it's sent over to the Interior.

But in the meeting we had last year,
and the reason we sent the letter, was even
though he is in favor of the concept and that,
you know, the administration seems to be
supporting what tribes are doing there, in them
recommending a zero budget for the Indian program
would wipe us all out. 166 would hurt 477. 477
would be hurting with us.

And in part of his words in his letter
he wants to take the existing -- it sounded like
the existing programs and maximize their usage
for Indian people. So, he was very complimentary
on it, and understands the benefit of it, but I
was concerned the funding stream had been under
attack, because their budget put forth was, you
know, zero sum allowed.

And in the letter, he ventured that
ultimately Congress, you know, makes that
decision but -- so I was kind of just saying
that, you know, you can't have one without the other. Allow us to be more flexible and have more independence, you know, with our Indian programs, nationally. Treat us all like, you know, who we are, and let our tribal leadership help with the benefit to communities.

So, that's what I was saying. 477, you know, we did look into it, and got, you know, some of the same information that you presented today. But I am concerned with the compliments on one side, but on the other side, it may be out of his control. They recommended a zero budget for 166, which would have wiped us all out.

Thank you very much. Are there any other questions? Do you see any hands raised?

MS. ECHOHAWK: There are no other hands raised at this time, sir.

CHAIR WALDRON: Great. So thank you very much, guys. You did a great job. We're back on schedule with our budget. We appreciate all the time and energy you put forth, and it was good to hear the positive comments coming out of
the Assistant Secretary today about Indian
programs, and you guys are a credit to that. The
more they talk about us, the better it will be
for all of us, so thank you very much.

We have another guest that's coming up
next. Let's see here. Excuse me. Wayne S.
Gordon, Director of DOL Division of Research and
Evaluation. Is he with us?

MR. GORDON: Yes, I am, and I hope
everyone can hear the audio well.

CHAIR WALDRON: I can.

MR. GORDON: Okay, excellent. I'll
take it from here. Thank you to the chairman.
Thank you, Mr. Chairman, and the Council for
inviting me today to provide an update on ETA's

For those of you who don't know me, as
the chairman said, my name is Wayne Gordon. I'm
Director of the Division of Research and
Evaluation within the Office of Policy
Development and Research, and that's within ETA.

For those of you that don't remember
me, I was asked by Athena to participate in this meeting last February, and she has kindly invited me back for a return engagement. And I hope to make a more lasting impression this time.

Also listening in today are members of my staff, Neil Ridley and Sandy Schiffer (phonetic), as well as staff from our contractor in support of this effort, Social Policy Research. And they're all taking notes for us today.

SPR is also providing us with critical support for our work on the data collection and data analysis aspect of our work. And given their long experience working with DINAP specifically, and in data analysis on the tribal population generally, we are glad to have them onboard with us.

Just to recap from what I noted back in February, when our division was just beginning to wrap our heads around this requirement, the assignment to develop the report came to ETA in 2019, even though the Department of Labor was
given this responsibility in law in late 2017.

Previous to that time, the report was
the responsibility of the Bureau of Indian
Affairs, whose representatives are with us today.
And I should add that they have been very
supportive of our work, and have been very
helpful in offering staff time to meet with us
and discuss the questions we've had, and to
understand the challenges and also the successes
that they have had with past reports.

For those who may not have all this,
have all the details handy, the report has to
include, but it is not limited to information at
the national, state and tribal levels, as well as
by BIA service area for the following slices of
data, let's say.

The total service population, the
service population under age 16, and over 64, the
population available for work, including those
not considered to be actively seeking work, the
employed population, including those employed
with annual earnings before the poverty line, and
Lastly the number employed in private sector and public sector positions.

As I mentioned previously, former Deputy Assistant Secretary Thomas Dowd had approached my office in 2019 to take on developing this report, and we were glad to do so, as Tom was a past administrator of our office, the Office of Policy Development and Research.

I worked with him very closely then and I have known him for 15 years. Overall, though, within ETA the national place for this task is in fact the Division of Research and Evaluation, rather than the Division of Indian and Native American Programs, which has its hands full, just in administering the INA program.

However, Athena Brown and Duane Hall have been very generous with their time, and sharing knowledge of the history of the report and its challenges, as well as connecting us with experts outside of labor, to consult with.

Since I last spoke with you, we've
undertaken a number of information gathering and
outreach efforts, and these have included a
discussion this past May with recognized subject
matter experts identified by DINAP.

    We've taken an opportunity to listen
and participate in, to a discussion of the Data
Subcommittee, at the Tribal Budget Committee
meeting, in August, and an opportunity to speak
briefly more recently at the annual meeting of
477 tribes in late September. My thanks to
Margaret for having us on that agenda.

    We've undertaken a review of ideas for
approaching this task as expressed in a letter to
the Secretary of Labor, that was sent by NCIA on
behalf of a number of tribal leaders. It was
cosigned by those folks as well.

    Through all of this, we've been
listening and learning about the requirements of
the law, as well about a long and difficult past
history, and a number of quandaries in regard to
the data that's available and used.

    And now we are in the midst of
planning how we will conduct meaningful consultations with the tribal community, and to share findings from those consultations in a transparent and accessible way, which is required by law. And of course DOL's own Tribal Consultation Policy will govern our actions.

In line with the Tribal Consultation Policy, we plan to consult with tribes both in meetings and in writing. Our current thinking is that we will have one or two large virtual meetings with the tribal community, and also solicit written comments. We will of course make sure that there is a summary of the comments as well as transcripts of these meetings.

If we can get approval to do so, we intend to use or issue a Federal Register notice in regard to those opportunities soon, perhaps in the next month or so.

We are hoping for a meeting sometime in late January, but I can't make any promises on the timing right now due to a variety of uncertainties, but that is our intent.
I should add too, we have a similar mandate under the law to consult with other agencies in the federal government, which we've been doing. And those, and they've included the Bureau of Indian Labor Affairs, the Census Bureau, and the Bureau of Labor Statistics here at DOL.

We've undertaken some conversations with staff from those agencies but have not completed this part of the process yet.

Some of the questions in which we are conceivably interested include the following. How were data collected in the past by BIA? What changed in the last report, compared to others preceding it? What were the critical problems, from the tribes' perspective?

What does more recent data from Census, BLS and the ACA show at the national state and tribal levels, and how does that compare with data found in past reports? How does the Census collect data on tribal areas? How does it address undercounts? What are the
sampling methods used? What are the response
rates, and how do they address low response rates
or missing data, and how are data updated?

And related to that, we want to
understand, what are the sampling methods, the
response rates and estimation methods that are
used in the American Community Survey, which is a
monthly collection?

How is data collected for BLS' current
population survey? And what questions are asked
there that are not included in the ACS survey?

I should mention that we intend to go
beyond the usual suspects in preparing this
report, and that is because we, as I mentioned
before, are approaching this task as researches.
That's how we in this division roll.

We start out by thinking of the
desired outcome for this report, which as per the
legislation is to provide, in a consistent and
reliable manner, information on the service
population, and the employment situation among
Native American people on tribal lands.
As you can imagine, we are looking far and wide to try to get a handle on the key issues and problems, and possible solutions in producing this report. And that means we're looking at all the past population and labor force reports that have been produced, poring over research studies revealed on our scan of completed research concerning the reports, and generally the economic condition of Native Americans.

And some of this research includes a number that were produced by the National Congress of American Indians. We're documenting past critiques of the labor force report in our conversations, and we're trying to understand the complicated issues about geographic boundaries and service populations.

We're identifying key sources of data for the report, both those used in the past and other possible alternative sources that have perhaps not been considered.

Determining the importance and value of the report is extremely important. It's been
shown in the past and certainly in the future for such things as future grant applications or funding allocations, whether for programs under the Department of Labor, BIA, Education, HHS or others, as well as for economic and labor force planning. We get the importance of this report.

We are thinking about how to address the various challenges, most of which have to do with collecting, validating and summarizing the data. To that end, we are looking at case studies of how different tribes have accomplished this, including studies done by researchers at and in association with NCAI.

We're also exploring how some of the same issues have been handled in the National Agricultural Workers Survey, which is administered by my division, and which may stimulate some ideas about how to collect data on similarly dispersed populations.

We are also exploring how economic data is collected and shared in regard to the labor market by BLS and state agencies that help
in that process. We are familiar with some of that already since my office also coordinates with BLS and the states in annually determining the estimates for areas of substantial unemployment, which is used by ETA in the allocation of funds for the public, two states for the public workforce system.

We are also exploring how technological changes in techniques may change the data landscape, and how we may contribute to building up the data collection capacity of the tribes. Our end goal is to have a report available that will address as many of these questions as we can.

We will lay out the key issues in what we hope will be a clear and transparent way, both for non-technical folks and for specialists in this area. We will present only quantitative data that we feel we can stand behind in terms of accuracy and reliability, and further we hope to offer options and ideas to address some of the issues that appear to us to be difficult and
confounding to solve.

We recognize that reliable data has not been fully realized in the past, and we recognize that this information was needed yesterday. However, our goal is to get this right and produce a labor force report that all stakeholders will have confidence in.

Overall, I'm hoping that we can bring some fresh perspectives and ideas to this endeavor, building on what we hear from the consultations with the tribal community we have planned, from our agency partners, and from research and data analytics experts in the field.

I'll stop here on that note of hope, and I'll thank you all for allowing me this time to give you this brief update, and thank many of you for your individual contributions of advice and support along our journey already.

A special thanks to Athena for the invitation, and for her and her staff's support and information on numerous issues that have arisen as we move forward in fulfilling this
Now if there's time, perhaps we can open up the floor for any questions you may have, and I'll yield the floor to those questions.

CHAIR WALDRON: Thank you very much. I'm sure there are a couple of questions.

I have a difficult time seeing hands raised here, but are there any questions from the advisory board of guest?

MS. ECHOHAWK: Margaret has her hand raised.

CHAIR WALDRON: Okay, Margaret. Go ahead. Margaret, please state your name and your region.

MS. ZIENTEK: Margaret Zientek, Citizen Potawatomi Nation, co-chair for Public Law 102-477, et cetera. Can you hear me?

MR. GORDON: Yes, I can. Hi Margaret.

MS. ZIENTEK: Okay. I'm just reiterating a question that I saw sent via email, that your report, is this something that you can present a writing version of it for those that
may have had intermittent sound? There was a request by one of the membership to see this handout on this presentation.

MR. GORDON: Yes. I can provide these notes that I spoke from, to be included in the notes that are summarized for the commission meeting.

MS. ZIENSTEK: Thank you. I look forward to working with you on this lane. I'm looking -- I think we're going to have a positive working experience on getting this labor force data usable for future.

MR. GORDON: Thank you, Margaret. I look forward as well.

CHAIR WALDRON: Any other questions from the Council?

MS. ECHOHAWK: There are no hands raised at this time.

CHAIR WALDRON: Okay. I do remember you, Mr. Gordon. You came up with us when we broke for lunch.

MR. GORDON: Yes, I enjoyed that.
Thanks.

CHAIR WALDRON: Yes.

MR. GORDON: Thank you.

CHAIR WALDRON: Thank you very much.

We appreciate it.

Looks like we're a little bit ahead of our schedule. Are you sure there's no other questions from the Advisory Council?

MS. ECHOHAWK: No raised hands at this time.

CHAIR WALDRON: Okay, great. Well thank you very much. I appreciate it.

MR. GORDON: I've been doing -- sure. I've been doing this long enough to know that there are few places more dangerous to encounter participants in break time on the agenda. So I'll finish up with a thank you, and thanks to all, and I promise to provide these notes for the council notes. Thank you.

CHAIR WALDRON: Great. Awesome.

Thank you very much.

So, Athena, therefore we are a little
ahead of schedule. I don't know if we want to
talk about the performance piece we didn't get to
finish yesterday or we want to take a little
longer break?

MS. BROWN: Yes, Darrell. I could
probably go over the performance information and
then take the break, and then go into the
demonstration that Jennifer and Duane are
conducting.

CHAIR WALDRON: Great.

MS. BROWN: My information will
probably only take about ten minutes, if that, so
we can take the break early.

CHAIR WALDRON: Awesome. Thank you,
Athena.

MS. BROWN: Okay. So I'm waiting for
the information to be pulled up. Yesterday
during my DINAP report I meant to go over our
performance results for the Section 166 program
specifically.

I always like to give the Council a
report out on how we're performing. We do
collect data, and I know that sometimes we don't appreciate the efforts that go into collecting data and, but it is important and the Department does look at the information that's submitted by the tribes.

And I also like to share this with the Council and also with the grantees so that they can report it to their respective tribal leaders and show the results from our program. It is very important.

Also, before I move into my report, I'd really like to recognize Jennifer and Duane, and all of the central process officers, because they do a really good job in following up on getting reports in.

We are, you know, we're on a really, a list of all grantees across the nation including formula funded programs and other discretionary programs to get those reports in. So sometimes when we have delinquent reports, the federal project officers are on the phone, working very hard to get this data in because we
know how important it is.

So with that, I'd like to go over the program year 2019 report, so next slide. Or should I move these slides myself?

So if you look at our performance outcomes for -- we looked at 2018 and program year 2019. There was a very slight, 15 percent decrease of total adults served, and that could be for a whole number of reasons.

Sometimes it's based on what's going on locally. Sometimes it's based on missing reports and other types of things, but it's not a significant decrease. So, we went from 10,000 participants served to approximately 9,000.

I also want to point out that before, the data we reported on were total participants served including those that were self-service. So, for those of you who have a history with this program and remember at one time the total participants served was actually more in the 20,000 range, but we did break it out by also letting people know how many self-service
individuals we served, and that our results would
be decreased in that amount.

Next slide.

So, this is the enrolled comprehensive
service program participants and the self-service
participants over the trend from 2015 to 2019.
And earlier I mentioned the 20,000 range was what
we used to report, and now we're reporting on
those that are actually in, receiving a service.
So it's gone down a bit.

Next. Next slide.

Some of the other measures that we
report on for 2019 is the entered employment
rate. The national goal that we've established
for DINAP program was 66.5, and we exceeded that
by 67.2.

The employment retention rate, the
national goal was 78.3, and we are very close to
achieving that. The six-months average earnings
was 10,638, and we actually exceeded that by
13,258.

Next slide.
So, what difference does each data source make? It makes a significant difference. For those of you who have been with our program for a long time, you know that we have BearTracks where we collect grantee data that you report to us. But we also have a contract to collect UI data, and we do a matching across the board with those participants that, by Social Security number that you have in your system and that you're reporting, that are also captured through UI.

And it's really made a significant difference, because what the data you're reporting, we still use it, in addition to the UI data that we're collecting. So, as a combined total of the UI for entered employment rate was 67.2.

So you see that, you know, if we were only using the grantee data it would be quite a bit lower, but that UI data captures all of that information for us, in a seamless way, and so it's 67.2. The retention grantee data only is 70
percent. The UI data shows it's 74.6 percent, for a total of 78 percent. And then the average earnings is the same as I indicated before.

And many of you do know that we're still collecting information on the Workforce Investment Act performance indicators. And once we get the system in place, the new system that Jennifer and Duane will be demonstrating after our break, the Grantee Performance Management System, we will be then collecting data on the new indicators specified in the Workforce Innovation and Opportunity Act.

So this shows the trend over time from 2015 to current, to 2019 of the entered employment rate. You can see the differences in the data. And it hasn't been significant over the years. There's, you know, just a slight change.

And these slides will be provided. We will post them on our website so you can send them out, or use them. You will have access to them.
Next slide.

We also looked at the participants enrolled and receiving training. There was approximately 56 that were enrolled and received career services, and 44 percent that were enrolled and received training services.

Next slide.

For the supplemental youth services, the performance 2019 performance outcome, we served approximately -- well, actually we served 3,289, because these are actual amounts. The number of participants exiting the program was 2,029, and 90 percent completed -- successfully completed their goals, which means that they attained two or more goals. That's how they measure this program. They have, grantees have the option to select two out of a menu of different goals.

Next slide.

I wanted to share the information on the carry-in analysis, because as we mentioned earlier, this very much impacts our program, how
much money grantees are sending and carrying
forward. And we use this analysis to determine
the recapture of funds.

And even though, as Duane explained,
that we really look at carryover of 20 percent or
higher, but when we decided to recapture funds,
we only recaptured those funds from grantees that
were egregiously underspent. So we determined
that we would use the 40 percent level.

There were 18 grantees that had 16
percent carryover, which was allowable, and --
excuse me, 18 grantees or 16 percent of our total
grantees that had excess carryover. Thirty-four
grantees had 29 percent carryover, and 64
grantees were at 55 percent.

Next slide. Is that the last slide?

Yes, I guess it is.

So with that, I'll stop there, and
turn it back over to Darrell, if anybody has any
questions or comments.

CHAIR WALDRON: Thank you, Athena.

Very informative.
Do we have any questions from the Advisory Council members?

MS. ECHOHAWK: There are no raised hands at this time.

CHAIR WALDRON: Well I know, hearing it yesterday, and seeing it in the chart really makes all the difference in the world. And I just think we all got to work at that problem as we move forward, maybe something we can come up by the end of today.

Any other questions or comments from the advisory board members?

MS. ECHOHAWK: There are no raised hands, but it does look as though Ms. Hibbler is typing a comment at this time.

CHAIR WALDRON: I can't see that. Does she want her comment read?

MS. ECHOHAWK: She has not completed it yet. Ms. Whitman does have her hand raised.

CHAIR WALDRON: Okay. Winona, please state your name and region.

MS. WHITMAN: Thank you, Chairman
Waldron. This is Winona Whitman, Region 6, Native Hawaiian grantee.

I just wanted to, if we have time today to, I wanted to address the February 11th Council meeting, and it's regarding the Census update.

CHAIR WALDRON: Yes. We have a couple of minutes before our break if you want to make a comment there.

MS. WHITMAN: Yes, okay. Thank you. Do we have time, just a few minutes?

CHAIR WALDRON: I would go right ahead. We just have exciting comments, but go ahead, Winona.

MS. WHITMAN: All right. Okay. On Page 27 of the minutes -- and I, you know, I reread this and I saw it. Was I in another -- I mean, another state or something? But anyways, the part that I want to address regards the amendment.

It had indicated Council Member Tucker amended the motion to include the words Alaska,
Alaska Natives and Native Hawaiians in addition
to Native American, which the amendment was
accepted by Council Member Hobot.

Council Member Whitman amended the
motion to remove the words, Native Hawaiian,
because Hawaiian census includes Native Hawaiian
and other, to account for non-Native Hawaiian
populations. And I don't recall saying to remove
Native Hawaiians.

So, I'd like some clarification about
that. Or we can review it, going back to the
minutes, because I don't know whether everyone
has the minutes in front of them anyway.

CHAIR WALDRON: Yes. So would you be
looking for a correction to the minutes?

MS. WHITMAN: Yes. Yes. I look at,
that the motion is not to remove the words,
Native Hawaiian.

CHAIR WALDRON: So, we've -- Athena,
correct me if I'm wrong. So we would have to go
back to yesterday's motion and amend that motion,
re-amend the motion to call for the correction
and then re-motion for acceptance. Is that correct?

MS. BROWN: Yes. Yes.

I would be helpful, Winona, if you could maybe send your suggestion in writing to either me or Darrell, and easier to --

MS. WHITMAN: All right.

CHAIR WALDRON: Great. Thank you very much. And we will address that before the day's end. I would just be first and second motion that was just given yesterday to be available for the amendment.

So, yesterday our motion was brought forward and seconded and then voted, so the same two that brought forth the motion would agree to amend it. So they would just have to be available this afternoon when we ask for the correction in the minutes.

MS. WHITMAN: Okay. And do we have that information as to who made the amendment? Because I'm going back to the February 11th Council meeting minutes.
CHAIR WALDRON: Yes. So it would be the, yes it would be the folks that made the motions yesterday. Yesterday we --

MS. WHITMAN: Okay.

CHAIR WALDRON: -- reviewed and we approved the minutes. So it would be just the two that did it yesterday, and they are available. So we can do this. Yes.

MS. WHITMAN: Okay. Thank you for the opportunity to address this.

CHAIR WALDRON: Yes, thank you, Winona, for bringing it to our attention.

And did Patty have a question or she wanted her statement read?

MS. ECHOHAWK: She does have a question. It is, "Athena, what do you think is an area illuminated by this data that the Council should focus on?"

CHAIR WALDRON: She was asking that question of Athena, correct?

MS. ECHOHAWK: Yes. She seems to be having some trouble taking her phone off of mute.
But she is unmuted on our side, so we'll let her work on that. But that was her question. I can repeat it if you'd like. "What do you think is an area illuminated by this data that the Council should focus on?"

MR. HALL: Mr. Chairman, if you'd like me to chime in, until Athena gets online.

CHAIR WALDRON: That's fine, Duane.

Thank you.

MR. HALL: Sure. I'll defer to Athena.

Athena, please let me know when you get on the line and I'll stop, but Jennifer Whitmore put together those charts and I want to thank her, because they are very clear and, you know, easy to understand.

And first, I think, on the performance, I think our performance looks very good. And the performance is on the national level. We don't have -- if you all recall, we used to have these regression models where every individual grantee had their own performance for
their area. And that took into effect their socioeconomic conditions.

And so, these are national level data, national level goals, that were set by the Department. And you can see from, if you back up on the chart, you can see, most years we -- at least for the entered employment rate, you can see that we exceed the national level for a lot of the program year. So I think that's very encouraging.

On the grantee carry-in analysis, the pie chart, you can see there, 55 percent of our grantees had carry-in of 20 percent or less. And so, but the down side of that, that means 45 percent of our grantees had in excess of 20 percent.

We had 18 grantees that had 15 -- we had 18 grantees that had 50 percent of more of their funds remaining at the end of the program year, and 34 grantees had 21 to 49 percent.

So, I think that's the, one of the issues that we should perhaps discuss in
strategic planning. And being, working at the
grantee level myself, for the Intertribal Center,
our participants, a lot of them, you know, that
we take a holistic approach and try to help them.
They may have healthcare issues, may have a
number of issues.

And so I think we spend more time per
client than maybe the greater workforce system,
because there's a bigger need that our clients
require. And if there's somehow maybe where we
can increase our client numbers, and expend more
money by doing some type of outreach where we can
serve more clients, but still provide quality
services, but yet serve more clients.

And I think there are some strategies
there that we could talk about. And it is -- I
think, in our personal lives we'd all agree, it's
easy to spend money, right. We get to the end of
the week, or the end of a pay period and all our
money's spent.

But when it comes to branch
management, and I know, it's work in overseeing
the contract, it's hard to budget down to get
under the 20 percent. You get to March or April,
and you look and you go, oh my goodness, I got a
lot of money left and I got, you know, I got to
serve more participants.

It is a challenge. I think we should
all recognize that that's, it's not an easy thing
to do. But, and I think training on that, but I
think it's, how do we serve more people with the
limited time we have in a 40-hour week? How do
we serve more people, and get more financial
assistance out to our participants in a 40-hour
week?

And I think that would be something
worth discussing about strategies on how to do
that. And I'll stop there. Maybe Athena's on
the line now.

MS. ECHOHAWK: She still is in the
process of connecting, but Erwin has raised his
hand.

CHAIR WALDRON: Erwin? Go ahead,
Erwin.
MR. PAHMAHMIE: Yeah, Erwin Pahmahmie, Region 4.

Yes, I appreciate the data collection that we, you know, we always usually have to do, you know, for Division of the American Programs, to ensure our grants are performing correctly, as well as, you know, like you said about the carryover and stuff.

Due to the COVID-19 pandemic and stuff, and I'm sure, if this has already been mentioned or anything, please do excuse my ignorance. But I'm certain that we'll need to be devising, you know, carryover budgets as well as some sort of means that they issue a TEGL regarding, you know, performance forgiveness, or some sort of waiver or something that we need to be preparing for.

I know that the reauthorization, it was indicated that it won't be till 2022, for our next four-year plan, but it was to kind of be thinking ahead. You know, I wanted to get Ms. Brown and of course Mr. Hall's opinion from those
thoughts.

I mean, I know that they work closely whenever they issue the TEGLs, and those do take time. And so I think now would be a good idea or at least a good time to be kind get prepped for those. Thank you. Erwin Pahmahmie, Region 4.

MR. HALL: Yes. Duane Hall at the DINAP Office. We expect that there might be some carryover at the end of this program year. And there's -- we won't -- there's no need to submit in a waiver or revised budget. We're not going to enforce the excess carryover this year.

That doesn't mean we may do it in future years, but I don't -- there's no plans to enforce the excess carryover. And we can see, given COVID-19, that some grantees closed down for a while. But we wouldn't enforce that.

But interestingly, we had the listening session back in April with COVID-19, and we tried to provide guidance on, you know, how staff could continue working and serving participants. And the Department put out
guidance that, you know, staff of the WIOA programs could continue to work, whether it's telework, or in some other way.

But I think what we tried to emphasize there is we didn't want WIOA staff contributing to the unemployment rate. We wanted to make sure WIOA staff were able to continue to work, and also that participants who are on work experience continue to be on work experience in some way, even if they couldn't be at the job site.

And interestingly, we found, speaking with some grantees, that people were -- WIOA staff were laid off, and work experience participants were laid off, even after that listening session.

So, I think part of it's on the Department of Labor. Nobody wants to violate the regulations and lose funding. And I think we need to have a discussion about, you know, how do we think outside the box to -- folks -- we even mentioned, you know, purchasing laptops for WIOA staff so they can telework from home.
And, I mean, there's times where I have to like write a letter to the tribe's accounting department, saying yes, this is allowable because, you know, there's -- folks are a little hesitant to spend WIOA funds, understandably because they don't want to get slapped on the hand.

But I think we need to think about new ways of how we can serve our clients and expend funds.

MS. BROWN: Hi, this is Athena. I'm back on. Can you hear me?

CHAIR WALDRON: Yes. I can hear you, Athena.

MS. BROWN: Great. Thank you, Duane, for covering for me while I got back on the line.

Duane is exactly right. I think that there are some critical areas, Patty, that we probably should look at the analysis that DINAP produces and incorporate that into our recommendations for TAT.

And when we have our first -- I guess
within 30 to 45 days we're going to pull together a response from the Effective Management Workgroup to fine-tune the strategic plan. I think that we can probably use a lot of this information, so I'll make sure that during that working meeting we have these charts and graphs available for the Council's reference.

And I -- Duane mentioned, as Kim mentioned yesterday, Erwin, I don't think that they're going to penalize a program in this time, during the time that we've had this pandemic. We know that our numbers are probably affected both in spending and in the services provided.

Although we know that many of our programs have remained partially opened, and in some cases a few have remained fully opened, we know that there are some tribes that have closed down completely during the early stages of the pandemic, and probably are still closed. So we're going to take all of that into consideration.

CHAIR WALDRON: Awesome.
MS. BROWN: Thank you.

CHAIR WALDRON: Thank you, Athena.

We are at the top of the hour, and it is time for the break. And then we afterwards would be demonstrations of the GPMS by Jennifer and Duane. So if there aren't any other pressing questions or issues, we have a 15-minute break -- a little bit better. It looks like 18 minutes on my clock.

So we are recessing for 18 minutes. Thank you. I'm going to go into mute stage and just stay connected.

(Whereupon, the above-entitled matter went off the record at 1:58 p.m. and resumed at 2:20 p.m.)

CHAIR WALDRON: Well it's a little bit longer break than we intended, so is everyone back? We can get started from our break. And we have Jennifer Whitmore and Duane Hall, is up to give us a demonstration of GPMS and the status of the GPMS rollout and training.

MS. WHITMORE: Hi, can you hear me?
CHAIR WALDRON: I can hear you.

MS. WHITMORE: Wonderful. Okay, so Tribal Tech, I need -- okay. Hold on, I'm -- so across the top, on the main screen -- I'm going to try to share my screen right now.

Okay, can you see my screen, Council? Darrell?

MS. ECHOHAWK: Yes.

MS. WHITMORE: Wonderful. Okay. So, my name is Jennifer Whitmore. I work for the Division of Indian and Native American Programs. I'm a federal project officer, and I have been coordinating the efforts of a new case management system being developed for the Indian and Native American Programs, Section 166, Comprehensive Services Program.

So today, it's my pleasure to provide the Council an update on where we're at, and the transition from WIA to the WIOA, the Workforce Innovation and Opportunity Act.

And then Duane is also online, so if there's any questions, he can also assist with
that.

I do want to say I'm sad that we're all meeting virtually. I was at the February Council meeting, and it's nice when we're able to gather together, especially with something as major as this going on with our program, you know, we're transitioning to this new system.

So, I do miss our in-person trainings that we usually have, our regional and national trainings, and not being able to come together as a council.

So today, during my time, I'll be going over what the Grantee Performance Management System is. We'll go over kind of like where that started, where we're at today, and why we need to implement it.

Then I'll also kind of go over a timeline on what that implementation will look like for the Section 166 grantees. I will give a brief demo, and then go over some questions, any questions the Council has, and also go over some of the questions that I've been getting from
grantees.

So, to begin, so this new system is a web-based system. It will replace the Bear Track Microsoft Access System. So, for those of you familiar with what the grantees currently use for reporting, we use a Microsoft Access System. And it's a standalone system. It is not web-based.

And that's been a problem for the grantees, especially under the COVID-19 if you're working from home, and you can't go into the office to get to your computer or desktop to access the system. So I know that's been a problem. Also -- so it's nice that we're moving to this web-based system.

Primarily the system is being developed in order to meet the Workforce Innovation and Opportunity Act reporting requirement. So for those of you that have been on the Council, and I know I have new members, but for I think about what, 15 years we were under the Workforce Innovation -- Workforce Investment Act.
And so, in 2014, we signed into a law a new law, which is the Workforce Innovation and Opportunity Act. In 2016, we released first the regulations for those state-certed reporting under those new reporting requirements.

For Section 166 of WIOA, we have not yet started reporting those new reporting requirements. So this system will allow the grantees to do that. And then we'll be using this new web-based system, which will definitely be a benefit for our grantees, because now Department of Labor will be assuming that responsibility, right, to protect the information, to store the information.

And I can tell you, within the past, like two years, being a federal project officer, we have encountered grantees losing their information. Like their computer system was like hacked, and they weren't able to access it, so they had to start, like from zero, and re-enter all their information.

So, this will benefit the grantees to
where we'll be able to store the information. So if for some reason they get hacked, or their system gets corrupted, Department of Labor -- anywhere they have liked web-based access from, or internet access, they'll be able to access the system.

And then, cool feature with this is you can also access it through like a mobile device. Like maybe you have an iPad, you can also access it from your phone. So it's pretty cool.

So, I think I also wanted to mention that this endeavor started, this initiative started back in 2017. And this was done with the Advisory Council Information Technology Workgroup members. So I'm very appreciative of their input.

And many of the members now, like I think I have four of them that have been providing me feedback on the system, which has helped us build a better system, right, for the grantee community. So I definitely wanted to
mention the Council.

Darrell, did my computer stop sharing?

CHAIR WALDRON: Yes, it did.

MS. WHITMORE: Okay, let me -- I'm going to try again. Can you see it now?

CHAIR WALDRON: Yes, it's back up.

MS. WHITMORE: Okay. Sorry about that.

Okay, what is this going to look like, for program year 2020? So this endeavor, this modernization project, with Department -- is a Department of Labor initiative. So not only was the Division Indian and Native American Programs involved in this, they're also looking at building it for, like YouthBuild, the Reentry for Ex-Offender Program, REO, and also the Senior Community Service Employment Program. So this is like a larger scale project from Department of Labor.

We were able to implement our program and it went live actually at the end of July. So we were the first program to have its launch.
And at that time in August, we allowed six grantees to start piloting the program. And during that time, we were still working with the developers to make a better system. And what we --

Darrell, can you still hear me?

CHAIR WALDRON: I can.

MS. WHITMORE: Darrell?

CHAIR WALDRON: Yes, I can hear you.

MS. WHITMORE: Okay, because I heard some kind of weird numbers, so I don't, really wasn't sure if I got disconnected.

CHAIR WALDRON: Yeah, no. Somebody was calling in.

MS. WHITMORE: Okay. Sorry about that. Okay, so this is a larger scale effort with lots of ETA programs, but we actually launched in July. We were the first program. We deployed to like six grantees, and they're actually using the live system. And they're entering real live data.

So, we've been using like the feedback
from them to improve the system before launching it to all, like 100, I think we have like 111 grantees.

So, looking at this timeline, so we started. The little red diamonds are like when we launched. And we launched the, we call it MVP, and that stands for minimum viable product. So it was just a real basic system that met the reporting requirements for WIOA. It didn't have a lot of case management reports or alerts.

So, we've been working on that, and we've been -- we piloted it with like six grantees, and many of those grantees are part of the Advisory Council, like the Tucson Indian Center, United American Indian Invention, Phoenix Indian Center. So thank you for letting your team pilot and provide feedback.

We've also had like the Santo Domingo Tribe, Tonkawa Tribe of Nebraska, so some of our small grantees also making sure that the system works as designed. And we have received positive feedback, and they have recommendations. And I
will tell you, 90 percent of their recommendations will be implemented before it goes live with all of the grantees.

We also, Tribal Tech, through their support, did like a Survey Monkey. We tried to find out -- and here we go again. It looks like I got kicked out.

Right? You can't see my screen?

CHAIR WALDRON: No, I can't. It's thinking about coming back up now. I see it working.

MS. WHITMORE: Weird. Okay. Sorry. I'm refreshing it. So, where was I?

So, we want -- so I'm hoping to launch this program. Oh, I was talking about Tribal Tech. So Tribal Tech did the Survey Monkey, to see what reports that the grantees are using out of BearTracks. And I'm appreciative to those grantees that respond.

And I will tell you, we have implemented or did most the reports. And the other reports we couldn't get to is on the
backlog and we're hoping to have those fully developed and deployed in December.

So, I'm hoping to launch this to all grantees, make it available next week, by the end of next week. And we give grantees a few weeks to try to access the system. And in December, we do like more -- we'll do training for the grantees.

So, I envision doing like a introductory launch type of training for the grantees, breaking out into like maybe the West and East Coast, and then also in December, once all the grantees are able to get access to the system, then break out to a smaller group setting.

And we're looking at maybe ten grantees. Like for example, like the state of Arizona, like we'd do all the Arizona grantees, one session.

So that's kind of what we're looking at doing for the GPMS training. In January, we are looking at doing more advanced training,
where we'd go over more of the reporting and how
to submit your reports to Department of Labor.

Laura Oren, from the Social Policy
Research, completed a performance training. And
that was part of our implement plan, is we wanted
to make sure the grantees were familiar with kind
of those key terms under WIOA, and like some of
the timing, so they had better understand the
system, which the system is very similar to
BearTracks.

Also what we're doing is we're working
with the Tribal Tech. And with Tribal Tech, they
will be our support, will provide a help desk.
We're looking at recording all of our trainings,
posting them to GPS. We're also looking at other
little features where we can like little, short
little tutorials and post that, like if you have
problems logging in, or how to create an account
for another user, little short videos on that.

So how will this transition work, from
using BearTracks and now using GPMS? So, with
the 930 reports that were due out of BearTracks,
we're hoping to do a final report out of BearTracks that will be due at the end of this week.

And in that report, that's submitted to Department of Labor is remember we do like the program report a quarterly program report for the quarter ending 9/30/2020. And then you also submit a SPEIR report, that standardize purchase event individual record, that you submit.

We will use that SPEIR report, that has all the records in it to run the calculations to see what the performance will be, out of BearTracks. So we envision that the grantees, once we start using this new system, GPMS, you will not have to maintain two systems.

You will just submit your final report out of BearTracks for period ending 9/30/2020, and then go into using GPMS. So, in GPMS, we'll begin using that effective July 1st, 2020, that's program year 2020. So we will expect grantees to enter any participants served in program year 2020. And the first report for that, we're
looking at having due in February, 2021.

So that's kind of just a timeline. We've broken it out into four phases. We're currently in Phase 2. And were hoping to launch at the end of next week. And I know the -- I don't know, this is a really good thing, I think, for us.

So now, what I'm going to do is -- and hopefully we don't get kicked out, or I don't get kicked out of the Adobe Connect, but I'm going to do a short demo, just to show you kind of, show you the system.

So some of you may have attended -- so BC, you're going to have to help me here, because how do I stop sharing this, and the go into --

MS. ECHOHAWK: You actually should be able to minimize that, if you're sharing your computer screen. If you were just sharing the program, you may have to just stop sharing, and then go into your GPMS tab, and share again.

MS. WHITMORE: Okay. So I'm ending the slide show. And let me go back to Adobe.
Are you still able to see the --

MS. ECHOHAWK: Yes, we can see what you're doing, so just go to your --

MS. WHITMORE: Share my screen, right?

MS. ECHOHAWK: Yes.

MS. WHITMORE: Okay.

MS. ECHOHAWK: And I would like to note, for anyone who might want to see it in a larger size, there are four arrows across the top of your screen. If you click that, that will fill your frame, so it will fill your screen.

MS. WHITMORE: Okay. BC, can you confirm, can you see my, this, the log-on --

MS. ECHOHAWK: Yes, we can.


CHAIR WALDRON: I can see it. It says log-on.

MS. WHITMORE: Oh, thank you, Darrell. Okay, so for those of you that have attended my past trainings, like in February when we met up in Las Vegas, I didn't even do a demo
on this Grantee Performance Management System,
which some of you might know as the Case
Management System, because I really didn't think
we were going to go live.

We were having so many problems. And
the reason that we were having so many problems
is because it wasn't integrated, like effort.
Not only were they trying to launch the Indian
and Native American Program, they were trying to
do YouthBuild, the Senior Community Service
Employment Program, and then also work on some of
the, like reentry programs.

And so what they found is, because of
the -- they had to separate the code. They
noted, they acknowledged that it wasn't working.
There was no way -- like none of -- our programs
are not the same.

So, they have separated the code, and
now that's made the difference, for our program.
Now that they separated the code, we can make
progress without having to worry about one of the
other programs, like overwriting our system.
So, what I'm going to do is I'm going to just go through the system. And I see I've been talking too much because we're almost out of time. So I'm just going to log in.

MS. ECHOHAWK: Jennifer, excuse me.

MS. WHITMORE: Yes.

MS. ECHOHAWK: You may need to share your screen again. It's dropped off.

CHAIR WALDRON: I'd just be, share my screen. It solves that.

MS. WHITMORE: Okay, let me go back to -- you can't see it? Oh, bummer.

CHAIR WALDRON: No. But it's thinking now.

MS. ECHOHAWK: It's coming up right now.

CHAIR WALDRON: There you go.

MS. WHITMORE: You can see it? Okay.

So I have logged in to the system. So what I had shown the grantees in the past, this is different. This is what we will actually be launching.
So, basically it's the same. When you first log in to the system, you'll see like, like for example Darrell, it will say your organization name, and it will say like the Rhode Island Indian Council here.

Of course when you guys first log in, it will be all blank down below because you won't have any participant in here. But we've been, you know, using the system. And I -- just to know, I am in a staged environment. This is not the live environment.

For my testers out there, are the ones that are actually piloting the system, this is not even the version they're using. These have alerts and reports that we've built in.

So, just quickly to go over the system, once you first log in, you'll see all your participant cases. Of course when we first deploy it, the grantees won't be able to see anything. It will be blank. And they would click here to add cases.

All of their cases will show up here.
They can do sorting. If they want to sort by status, they can select here. They can also sort by date of enrollment. We see down below, we're looking at 1 of 20 records.

Up above, they can also search, if they wanted to drill down and see like, just see active, they can do that. Uncheck that. They can also search by like case manager. They can also search by like their participant name. And then we'll have, also have these advanced filters, where you can search by enrollment from/to, or exit from/to, by a specific field office, tribal affiliation.

Quickly, I am hoping -- if you guys will tell me if it disconnects. I'm going to go into a record, just to show you quickly the intake, because this is pretty cool with our system. So I'm go ahead into Edit Case, and go directly into the Intake.

So, you see we're in the intake here. So what's unique with our program, it's a little bit different from BearTracks. We now have, are
they Native Hawaiian? Yes or no. Our tribe list has been updated, so we have all the federally recognized tribes, also have the state recognized tribes in here.

We also updated the county reservation lookup, so all of that has been updated. We got that information from the U.S. Census Bureau. And our precious Norm DeWeaver helped obtain that information. And for Hawaii, we have all the Hawaii homelands also in the system, which is pretty cool. And I don't think -- I am not aware of any other system that has that capability.

Then from there, you go into characteristics. So some of this has been updated to go along with the WIOA reporting requirements. So some of like, our barrier have been updated, and the educational, their educational status has also been changed to accommodate WIOA reporting requirements.

So again, just like the BearTracks system, we do public assistance barriers. We have eligibility, where they would just indicate,
what did they use to ensure they were eligible for our program. Of course this meets our regulations in 684.300.

And then they would go on to services. And so that also, if they want to add a service, we have our services by career, social supportive and training. So we have all of the services that are allowable through WIOA listed here, and then we also have our training.

I'll go over -- I'm going to return to the services. Some new features that we built out, which is similar to BearTracks, and some of the pilot grantees have requested, are like note. Like if they wanted to use our note, they have that option. It would view note. And then also the capability of looking if any funds were spent. And if grantees decide to enter that information into the system, it will track it, and they'll be able to report it.

So from here I'm going to go ahead and go back into DINAP cases. And again, DINAP cases takes you back to the main screen. So here we
are, return to the list. We have at DINAP, admin
console, so what is that? This is where you
could enter, like your employers.

And so when you're entering employment
information, it's going to be pulling from this
list, or you can add your employers in that
specific case. Like these are tied to the WIOA
performance indicators, so you can also maintain
your education and training institutions.

Also, if you're working, you know,
with your work experience work sites, or other
training providers, you would maintain that list
here. Credential awarding bodies, manage users,
this is important. I'll be going -- focusing on
this when I do our launch with our grantees,
because each grantee will one grant
administrator.

And that grant administrator will be
responsible for creating the other accounts. And
so to do that, they would just go in here, and
then like would be able to add users. And then
they could assign the roles.
So, the grant administrator will have access to reporting to Department of Labor, the grant supervisor has access to all records. A case manager will be limited and will be only able to view their assigned cases.

So, and we're kind of running out of time, but alerts, this is pretty cool. This aligns to our WIOA performance indicators. So just like BearTracks, we could be able to see who is approaching exit.

So, we could drill down and see okay, in the next 30 days, who's going to be, who's approaching exit? Should they be? Do I need to provide another qualifying service to extend participation? And then you can go directly into the record and add another service.

We also have training completion alerts. So if someone's going into training, and that training end date has passed, the system will flag you, to let you know you need to go in and say, did they complete successfully or not? That's important.
We also have measurable skill gain.

So if somebody's going into a training activity, and this will track it for the program year, and there's no attainment recorded for them, this will alert the user.

And my system is kind of having -- it's going slow right now. The blue line across.

So we have the measurable skill gains alert. We also have missing credential. So for those trainings that are completed, if the user forgets to enter a credential, the system will flag them and let them know you're missing a credential.

We also have a secondary diploma credential alert. So what is that? So those of you that attended Social Policy Research Associates Performance Indicator training, for credential purposes, it's when a participant achieves like a GED or high school diploma. That would only be recorded as a credential attainment, if that person went into like higher education, or went into employment.

So this will let you know if somebody
gets a secondary diploma and if they're missing that employment or education.

And then lastly, we have the missing employment actor exit alert. So that one is, will show us like if you're missing any kind of employment or follow up. So they can break that out by quarter 1, quarter 2, quarter 3 and quarter 4.

And it seems like my system has frozen, because I'm -- for whatever reason. So I'm going to try to go into the reports because I really wanted to show you, the reports are really cool. So right now, right now on BearTracks, we have a list of like custom reports. Well this new system --

Darrell, did my computer just stop sharing?

CHAIR WALDRON: Yes, it did. Sorry.

It just has the share my screen.

MS. WHITMORE: Okay.

CHAIR WALDRON: There it is, thinking.

MS. WHITMORE: So I just, I'm trying
to share again. Can you see?

    CHAIR WALDRON: Yes, I can see it now.

    MS. WHITMORE: Okay, thank you.

    So I'm going to try to go into the
reports. Okay. So the reports, so in BearTracks
right now, we can run like PDFs and I think we
can also export to Excel. So, in this, for
starters, this is what we have.

    We have participants. So right, we
need to know how many participants are enrolled.
So you'll be able to run a participant report.
And if I scroll down, we can see we're grabbing
all 20. If we want to filter down, we can filter
and just, we only want to see who was enrolled in
the past month. Well you can put in those
filters.

    If you only want to see participants
serviced in a particular field office, you will
have that option. You could also filter by
state, county, tribe, status. Maybe you only
want to see like who's in follow up or something
like that.
Then the cool thing is, and hopefully I don't lose the Council in this, we can export this to Excel. So, I'm going to open it up. And you'll have this list of participants, case managers -- can you see the screen -- field offices, tribal affiliation and other information.

So, each grantee, like if maybe you don't want to see all this information, of course you could like delete certain columns, make it meet your needs. The filters will be up on top, and of course if you don't want that, you can delete these rows. But it will let you know the day you ran this report and if there's any filters.

Okay. So I'm going to back now. We also have the exit report. So, same concept. You can run reports for your exiters, run it from a date range, break it out by auto, or did they auto-exit, or maybe it's a manual exit, like for one of those global exclusion reasons. You can filter down to that.
We have training reports. And we can filter down by the training start date, the training end date, by field office. And cool, we can also do like by training service sites. So maybe I only want to see like the GED. So this will filter down to GED. Maybe I want to see GED and my adult basic education, you can select multiple. So, pretty cool, and then you can, you know, we can export that to Excel.

We also have career services. And again, you can select and drill down, and see which career services. We have -- now this is important. So, with our performance, it's a little hard, if like you're looking at your Department of Labor reports.

For those of you that are familiar with our current reporting system, when you're looking at the performance section in your reports that you submit to Department of Labor, there's a lag in our reporting who has a job. So like right now, like what you're reporting to us, we're looking at like what
happened a year ago with your program. So to help the grantees, we have this real-time employment report.

So grantees could actually see, like okay, I want to see everybody that got a job. Like of the people that are enrolled this past year, did anyone get a job? So you can filter down at that level, and have that real-time employment report available, which hopefully that will help the grantees report right to their council, to the tribal council or their board.

So, we are building some additional reports that the team is working on right now. And some of those reports consist of, are they employed in the second quarter, fourth quarter, and what's their earnings? We're working on that one.

And then they're also working on a credential report and measurable skill gain report, that we hope to have available to all grantees in December. But this is the system that we will be using.
And then, really quickly, I'm just

going to show you some --

CHAIR WALDRON: You're running short

on time.

MS. WHITMORE: Are we, Darrell? Okay.

So I'm going to -- one minute.

CHAIR WALDRON: Yes, that's fine.

MS. WHITMORE: I did go over.

So, and I'll just tell you. I don't
even have to show you. But here, see this

Workforce Integrated Performance System? Like

when the grantees submit reports, they just do it

automatically, and it'll be transmitted to

Department of Labor. So they won't have to log

into a separate system. They'll be able to

transmit from their system.

So some of the questions -- and I'm
going to just go back, because these might be

questions that the Council has.

Which, BC, it says network

connectivity was lost. Are you not able to see

my screen?
MS. ECHOHAWK: We can see your screen.

So if you're trying to look in a different tab, you can just minimize this and pull up your document. You don't have to reshare your screen.

MS. WHITMORE: Okay. You can see my screen? Can you see -- so --

MS. ECHOHAWK: We're seeing --

MS. WHITMORE: Okay.

MS. ECHOHAWK: -- Workforce GPMS -- I mean we're seeing GPMS right now.

MS. WHITMORE: So, just to like -- so some of the questions I got from some of the grantees, they want to know --

CHAIR WALDRON: It just dropped. The screen just dropped. Lost your screen.

MS. WHITMORE: Okay. Well, I guess I'll just finish there, but -- because my computer's now frozen. But so yes, I was going to go over some of the questions by some of the grantees.

Or should I just end, Darrell?

CHAIR WALDRON: Yes, you should,
because we're getting ready to move into public comment, and that was registered, so we got to be on time.

MS. WHITMORE: Okay.

CHAIR WALDRON: Sorry, Jen.

MS. WHITMORE: Oh no, it's fine.

Sorry about that.

CHAIR WALDRON: That's okay. So, thank you very much.

It's ten minutes to the hour for public comment. So we have the DOL's response to the NAETC recommendations, letter in folder.

Are you handling that, Athena?

MS. BROWN: Sorry about that, Darrell.

CHAIR WALDRON: That's okay.

MS. BROWN: The DOL -- no, we didn't have any response.

CHAIR WALDRON: All right.

MS. BROWN: As I recall from yesterday the Council did not have any questions, and did not suggest a response.

CHAIR WALDRON: So let me just
reinforce that the Council members. The letter
that you have in your folder, that sent, we did a
little brief overview of it yesterday morning.
And here we was expecting some dialogue back and
forth and see if you wanted to put forth an
official response to his comments in the letter.

There is a section just below the
second paragraph where they talk about merging
this program in to maximize federal funds to some
of the other programs.

So, just quickly, do you guys want to
make a comment on it, do you want to send a
response, or you're fine, with that, just to
reiterate.

I know we were a little rough getting
going yesterday morning with everybody. So
there's the letter up. The way he was speaking
this morning, he was sort of coking half of the
program.

Any questions? I can't see anything.

MS. ECHOHAWK: There are no hands
raised at this time.
CHAIR WALDRON: Okay. So no official response other than thank you.

So we had, we got five minutes, if we want to handle the motion really quickly. Are you guys ready for that? I would need Patty and Kay, and Winona. Are they available?

Winona, can you hear me?

MS. WHITMAN: Yes, I can.

CHAIR WALDRON: Yes, so I have our comments. Do you want to walk us through them? So it seems like we had a incorrection in the way it was labeled. Could you just walk us through that very quickly, please?

MS. WHITMAN: Yes. On February 11th at our Council meeting, the motion -- it was on the section about the Census. And --

CHAIR WALDRON: Do you have -- so the motion --

MS. WHITMAN: No, I'm --

CHAIR WALDRON: You wanted to remove Native Hawaiians?

MS. WHITMAN: Okay. The minutes
showed that, I'm quoting, "Council Member Whitman amended the motion to remove the words Native Hawaiians because Hawaiian Census includes Native Hawaiian and other to account for non-Native Hawaiian populations." I have no idea where this phrase came from.

So I am requesting to amend the motion to remove the statement that I just read, and to state that the term, Native Hawaiians be retained in the Census.

CHAIR WALDRON: Okay. So we're looking to retain Native Hawaiians?

MS. WHITMAN: Yes.

CHAIR WALDRON: With the S. Does everybody understand that? And if so, the two Council members that made the motion, are you willing to amend your motion? Because you made the motion and approved the motion to accept the minutes as it, we would need an amendment to add this correction.

And you, Patty made the motion, so you would have to accept the amendment and then be
seconded also by Kay.

    MS. HIBBELER: So this is Patty. I so
move to accept the change in the minutes as
discussed, and amend my motion.

    CHAIR WALDRON: Thank you.
And do you second it, Kay?

    MS. SEVEN: Second by Kay Seven.

    CHAIR WALDRON: So the motion's been
made and seconded. All those in favor signify by
saying aye.

    (Chorus of aye.)

    CHAIR WALDRON: Opposed? Abstentions?
And so now we want to make the motion. We make
the motion adding the correction.

    So Patty, you would make the motion
adding the correction to Native Hawaiians would
be retained in the motion. A-N-S at the end,
Hawaiians. That would be the correction. And
would you be seconding the question? So you
would first and second that correction?

    MS. HIBBELER: So this is Patricia
Hibbeler, and I motion the correction to Native
Hawaiians.

CHAIR WALDRON: With an S.

MS. SEVEN: Second by Kay Seven.

CHAIR WALDRON: Motion made and second. All those in favor signify by saying aye.

(Chorus of aye.)

CHAIR WALDRON: Opposed? Abstentions?

The corrections are made and passed unanimous with the minutes. Thank you everybody.

And that brings us right to the top of the hour. So, I don't have a list here, who signed up for public comments, but this is public comment. People need to state their full name and area that they're from. We are not allowed to respond and answer their questions. This is in listening stage only.

Normally I would have a sign-up sheet if we were in person and then we would invite them up. So I'm assuming, BC, you -- do you have that on your end?

MS. ECHOHAWK: Mr. Chairman, what we
would like to do is have our folks who have called in and who want to make comment hit star pound on their phones. This will place them in queue, that we'll be able to forward on to you. But if they would like to make a comment, they will hit star pound.

CHAIR WALDRON: Okay. Sounds good. So at this point we are in public comment mode at 3 o'clock. In the event that no one comes forward to make comment, we can continue our discussions. It sounded like somebody is coming forward.

MS. ECHOHAWK: No. That was actually someone's mail coming through, but there are no comments yet in our queue at this time.

CHAIR WALDRON: Okay. So just to go over the last motion we corrected, everybody understands the correction that we did? I know it was a little choppy.

I'm assuming it's understood. So --

MS. ECHOHAWK: Mr. Chairman, Athena Brown is asking if you would like to read the
recognitions at this time?

CHAIR WALDRON: Yes. I'd be more than

happy to do that.

So, these are not in any particular

order, just because, I just don't want because,
you know, one is about someone who has left us
and the other two are folks who are still with
us. So, I will go with Dr. Gipp.

So Dr. Gipp served on this Council for

many years, and provided tremendous support to

our program. And so we're going to be dedicating

this statement to him officially for the record.

So today the members of the Native
American Employment and Training Council would

like to humbly recognize the passing of Dr. David
Gipp, and the contributions that he has made to
Indian Country through his work.

Dr. Gipp served as an esteemed and
respected member of this advisory council for
many years, and was a vocal supporter of all
issues related to Indian education and training.

He was a strong advocate for the educational and
employment opportunities across the nation and Indian Country.

Dr. Gipp served as president of United Tribes Technical College in Bismarck, North Dakota for more than 37 years. He was a Hunkpapa Lakota and was one of the nation's longest serving college presidents.

In his remarkable career, Dr. Gipp is recognized for his contribution to countless students across the nation, and to helping underserved communities recognize their potential.

He had an all-encompassing understanding of the issues, and those of us that worked with him on the Council and throughout our grantee community will always remember him for his calm demeanor, often in the midst of storm, his empathetic and caring nature, and his valuable input to employment training issues over the years and through the life of this Council.

We will miss his advocacy, but know that his legacy in foundations that helped
establish us. Oh, I'm sorry, I think I skipped a sentence. Know that his legacy and lifelong efforts in advancing Native communities are in the infinite part of the foundations that he helped establish.

So with that, we would like to say that we are grateful that we all had the opportunity to work with Dr. Gipp, and honored that we were blessed with his friendship. And we want to thank you and his family for sharing him.

If anybody would like to make a personal comment, now would be that time.

I would just say, David was a personal friend. We spent many hours discussing Indian Country. And he gave me inspiration to speak up and continue my efforts. So he will surely be missed. I considered him a friend.

So the next person we want to recognize, for a lot of you who have been around for a while, has been a tremendous input to Indian community.

Today the Native American Employment
and Training would like to recognize Lorenda Sanchez, Executive Director of the California Indian Manpower, Incorporation, CIMC, for her recent most honorable accomplishment as the recipient of an honorary degree, doctorate's degree from the California State University, Sacramento, California.

Her honorary doctorate of human letters, LHD degree was recently confirmed during Sacramento State's College of Social Scientists and Interdisciplinary Studies commemorate ceremony. Sorry, I did read it earlier. I get hung up on that word.

The California State University awards honorary degrees to individuals who have demonstrated excellence in areas that benefit humanity, CSU campus, the state, nation and/or world. Tremendous.

Lorenda was recognized and honored for her exemplary contributions during her 45 plus years of service to Indian and Native American communities. Lorenda served as member of the
Advisory Council for many years, and can be credited with the concept and need for the Council that addressed employment and training issues for all Natives.

In addition, her legacy will always be part of the efforts that created legislation to secure our support for the program in the Department of Labor, specifically to serve Indian and Native Americans.

Over the years, she has served in many roles, but none so important as the credit she deserves for the grantee employment and training opportunities of Native Americans. Not only is she a strong leader for all the California tribes, but for all tribes and Indian organizations across the nations.

Lorenda is a friend to many. Too many, she is a trusted colleague and continues to work hard to identify opportunities for all Native people. Her energy and stamina is inspiration to many. We the members of the Council are appreciative of her efforts and
commitment to employment and training issues, and extend our sincere gratitude and congratulation.

Lorenda is a very special person, and I consider her my sister, and I call her sis when we talk. Beautiful woman, inside and out.

Also, another individual whom has worked to benefit the lives of Native people is Mr. Norm DeWeaver. So today I would like to make part of the Council's record our sincere gratitude for the lifelong service and contributions of Norm DeWeaver to Indian Country.

Norm has always been one of the strongest advocates on employment and training issues in Indian Country. Norm has served as a subject matter expert to the Native American Employment and Training Council since its initial establishment, and over the years, in his capacity, has staunchly defended all issues related to employment and training, including funding, the use of census data and related data.

He is a historian, so to speak, of all things related to employment and training in
Indian Country. I know we have recognized Norm over the years for his many accomplishments and service to Native programs, and he has been given many deserved accolades. But today, I am asking for the blessing of our creator, and those across Indian Country for their well wishes and good thoughts for a special and gifted individual who has given his time and energy throughout the history of this program, generously and willingly.

Norm is truly an incredible individual. All three of these individuals are. Norm is still with us, David is not. Of Lorenda is. We will send up smoke for his speedy recovery with his health.

That will go permanently in the record, so thank everybody for their time and patience in allowing us to do that.

Do we have any public comments?

MS. ECHOHAWK: There is one person in the queue.

CHAIR WALDRON: So the person waiting
on -- I can't see their name, so I can't introduce them, so they just need to step up and introduce themselves. Thank you.

    MS. ECHOHAWK: Go ahead.

    MS. ZIENTEK: Good afternoon. This is Margaret Zientek, co-chair for Public Law 102-477, co-chair for NAETC.

    I wanted to commend the Council and DOL for a very organized and well-packed agenda. A couple of things I wanted to make sure to note, public comment.

    I wanted to note that the DOL addressing the carryover and reallocation of FY 19, thank you. That needed to be done. Also the recognize that FY 20, due to COVID, services delivery issues, disruptions, to recognize that that needs to be considered differently for FY 20 potential carryover.

    Next subject, NAETC, the nomination process, that it went over and was addressed, and there is plans to keep those positions fully filled, avoid the lengthy vacancies that we have
had in the past. I commend DOL, and I strongly encourage the Council to make sure that those stay transparent and open and timely.

Other concerns, we know DOL has been funded. The funding allocation has been based on Census. We have been in a holding pattern for some time with lack of the data, concerns over the most recent Census and how we in tribal communities will suffer losses in terms of how many -- whether our people responded to the Census or not.

Very concerned with how that may transpire in the future, and how the funding formula may or may not be applied. I would hope that the Council will convene their Effective Management Workgroup, their Census Workgroup, all of the workgroups where they bring in other in order to watch and make sure that this is handled appropriately.

Probably had other comments, but they're not coming to mind at the moment, so I want, again want to thank you for my time to
speak.

CHAIR WALDRON: Thank you, Margaret.

Your comments will be entered into the record.

Does anyone else have a comment?

MS. ECHOHAWK: There is no one in the
queue at this time for comments. There were some
comments made in relation to the series of
recognition that were just read. They are in
the chat box, for the record.

CHAIR WALDRON: Thank you. So we've
got some time here on the agenda. I just would
like to comment that if we are going to put forth
some resolutions for some of the things we
learned about and discussed in these last two
days, we need to be thinking about that before
the close of our meeting, to put the motions on
the floor for things that we may want to see go
forward.

I think it's important, every time we
meet, to have motions and action items moving
forward to benefit our program, and to honor this
esteemed position that we all have. So I just
want to place that thought in your minds before
we close the business, that we put forth motions
that we may be thinking about.

And I think that Tribal Tech did a
good job. This is very difficult to navigate.
But I think we all got through it fairly well,
and I hope everyone had an opportunity to speak
their mind. So, kudos to Tribal Tech, good job.

Athena, are you there?

MS. BROWN:  Yes.

CHAIR WALDRON:  So just as a
discussion while we're filling in time, so we're
looking to get instructions and our rollout
information after January for our next
application? You brought it up yesterday in the
beginning of the meeting. I just wanted to get
clear --

MS. BROWN: For the application for
funds?

CHAIR WALDRON: Yes.

MS. BROWN: Yes. Well we still have
time, because our competition isn't until FY 22.
So, we'll start working on the language that will go into the funding opportunity announcement in 2021.

And, you know, probably, we will probably be looking at a lot of different things. You know, we've been challenged with some grantees across the nation who have had issues where we've put their funding on hold. Those same grantees will probably be facing challenges with putting together their applications for new funds, for any new funds, until they, you know, move forward to resolve those problems.

With some of them, we are working with providing extensive training and technical assistance, and trying to work with them on some other options for applying for receiving any further funds, but knowing that Department of Labor is still responsible for insuring accountability of federal funds.

So, I anticipate that there may be a few areas that might be opened up for competition in the upcoming periods, and something that, you
know, everyone will have the opportunity to look at once we've put out that announcement.

CHAIR WALDRON: So these will be still primarily for Indian-controlled agencies. That's some of the statements in the letter we got from the Assistant Secretary, looking at maximizing Native American output in working --

MS. BROWN: Oh no. These funds are, by regulation, restricted -- by law and regulation restricted to American Indian organizations, tribes, nonprofit organizations, consortia serving tribes.

CHAIR WALDRON: Awesome. So, you've been working very hard in DINAP with a short staff. And I heard that you and Duane, I think you mentioned it yesterday, were going out and doing more monitoring with grantees, and you are expecting somebody soon to be hired.

Is there something the Advisory Board can do to help push that agenda along, to get you more staff? I do remember a time when we had annual visits. I know that we had put a motion
forward, I think a couple of years ago. I don't believe we got an answer back on it. But is there something that we can do to help with that, to expedite that process before we close business?

MS. BROWN: Well we are on target to hire another person. Of course they have to go through all the respective clearance processes within the Department of Labor, and that's a time-consuming process, not only for DINAP but for all programs.

We are still allowed to exercise hiring under the Schedule A Indian preference. And so that really has helped the program to be able to have that option and to work with our Office of Human Resources. And Kim Vitelli has also been very supportive in working with our program to try to make sure that, you know, that it's on the list of DINAP's priorities and it's moving forward.

It is a very slow process for anybody who is, who has ever applied for a position in
federal government. There's a number of steps and processes you have to go through. But we are -- you know, even though it's been a long process, we are on board to get another staff. We're scheduled to get another staff on board shortly, and they will be outstationed in the Region 4 Dallas office with Duane.

And the reason why, the rationale behind outstation is as everybody knows, we've been allowed to fill -- use the outstation process that was started under Tom Dowd when he was division chief is to allow the federal project officers, even though they are required to report to the national office, that they are out there in the field, working more closely in those areas where they have easy access and are on the same time zones as the grantees.

So, Region 6 and Region 4 are some of our largest areas. And then of course we still have two of the FPOs that are stationed in the national office working with the East and Midwest, and that's Carl -- we were able to bring
Carl Duncan on, through the technical assistance to program administration funding stream.

And we have Maria Mendoza, that also works out of the national office. So, I appreciate the Council's support. It has been very helpful to have the support of the Council and to get those positions approved, because OWI looks across all the programs to see whether or not we can actually get another full-time employee on board. And they look at the available slots across all programs.

CHAIR WALDRON: Yes, because you once had over four in the national office, right? I mean you're still short, even with this new hiree coming in?

MS. BROWN: Well, at one time DINAP had about 15 employees, and --

CHAIR WALDRON: Wow.

MS. BROWN: -- you know, we've slowly dwindled down to five and six, and hopefully we can get it back up to seven. But the federal project officers do have a very large grant
workload.

And I understand that, across the board, with a lot of different programs where there's a lot of, you know, there's a lot of differences in the different -- in the programs that, and the grants that we administer.

One of the things that I can say for DINAP and give our FPOs a lot of credit for, is that not only do they have the comprehensive service programs to administer the grants, they also have the supplemental youth services programs that they work with. And so they have an additional load.

So if you looked at the real number of grants that they administer, sometimes it's well over 40. And the recommended level by the Office of Grants Management is actually 30, no more than 30 grants per FPO. So, it is a, it's a very large workload for our program.

CHAIR WALDRON: So when you have six or seven staff, and it dwindles down to like four, those salaries are just diverted to
somewhere else in the national program, or -- so
what happens to that? And then --

MS. BROWN: Well, each -- they don't
look at -- Kim Vitelli, who is the administrator
for Office of Workforce Investment and Robin
Fernkas, the deputy administrator, each year when
we put together the planning for, you know, all
organizations under ETA, they look at the number
of full-time employees that are allocated, not to
each individual program, but across the board.

And then they decide the priorities
for various programs, and who can hire. Of
course, when somebody retires, or if somebody
leaves, oftentimes they will make a decision to
backfill those full-time slots, but not
necessarily.

If we are over our limit, or under our
limit, across all programs, they look at where
those positions are needed most.

CHAIR WALDRON: Oh, so that's
basically an administrative decision on how that
works. So they monitor your workload, your case
load, and make decisions based on that?

MS. BROWN: Yes, yes. They also look at the, they look at the resources that are available to each as well, and look at the funding levels, because some of these grants that are considered very large grants are sometimes prioritized as being more challenging and more difficult, because of the investment that the Department makes in these programs.

But I can tell you from experience that one of the points that we always make is that it doesn't matter whether it's a large grant or small grant, the work that goes into it is probably all the same, along the same level. We sometimes put in 80 percent of our time on a small grant that has lots of challenges, and lots of problems, as opposed to those grantees that are, you know, very large grants and are able to fully function with a lot of resources.

CHAIR WALDRON: Yes, so it kind of has me thinking. I remember the days -- and I'm old enough now, from the program, before Tom Dowd,
where we were always a little apprehensive about calling and asking for help with our programs. We had an imaginary dark cloud about that.

And when we really started working as a partnership, and I think Tom emphasized that, you know, we developed a better relationship with our federal project officers and the Department, and really began to have dialogue.

And I just kind of wonder, since you guys have such a heavy workload, and your staffing has shrunk, if that's a reflection in some of the loss of some of the grantees that we had that are having difficulties running their program. Just that there's just not a lot of project officers to offer the T&TA that a grantee may need.

Where was some of my questioning coming from is that, you know, I know we've lost about 12 over the last few competitive grant applications. And also I noticed in some of the data today that we went from 20,000 clients in 2015 down to 10,000 if you back out the self-
serve.

And so I'm wondering if that is all a reflection of that. We haven't seen, in the New York City area, which is a largely populated area -- a lot of young Native people are unaware of the benefits of our program in which we spend a great deal of program trying to get that education out.

But I'm wondering, has all of that kind of shrunk the services to our Indian community? That was a little -- if I understood it correctly, that was a little bit of a shock to me, to see that number.

MS. ECHOHAWK: Mr. Chairman?

CHAIR WALDRON: Yes.

MS. ECHOHAWK: I'm sorry to interrupt, but we do have a raised hand from Gary Rickard.

CHAIR WALDRON: Awesome, thank you. Gary Rickard, you're up. Is Gary unmuted?

MS. ECHOHAWK: He's unmuted on our end. He may have to unmute himself.
CHAIR WALDRON: Is it possible for him to type in what he wants to say and someone read it, or that's not allowed under FACA?

MS. ECHOHAWK: If he would like to type it in, we're happy to read it, but I think he's probably just, his own phone is probably muted. Again, he looks connected and unmuted on our side.

MS. BROWN: Gary, is there a way you can unmute your phone?

MR. RICKARD: Now can you hear me?

CHAIR WALDRON: Yes.

MS. BROWN: Yes.

MR. RICKARD: Okay.

CHAIR WALDRON: Go ahead, state your name.

MR. RICKARD: Gary Rickard, Region 6. My comment is, with the new administration coming in, will the Council be preparing a white paper for the new administration?

CHAIR WALDRON: You know, we're allowed -- not allowed to answer that.
MR. RICKARD: Yes, I know. But anyway that's the comment that I want to make.

CHAIR WALDRON: Thank you. Good comment.

Is there anyone else that wants to make public comment?

MS. ECHOHAWK: There are no other comments at this time, no other raised hands.

CHAIR WALDRON: Thank you.

So anyway, Athena, those are just some of my thoughts. I know how hard you guys work, and I just see our population has increased in size, but it looks like some things are shrinking, so.

MS. BROWN: Well thank you, Darrell. I think that one of the things that very much influences, you know, our lack of resources in DINAP is the performance of grantees. If we have grantees that are sharing best practices, that have -- where we have a lot of peer providers that have really good skills in assisting other grantees, that we could make use of our peer-to-
peer monies that are available to our technical assistance contract.

If we can address all of those things in our strategic plan, I think that it will -- it alleviates many of the issues that DINAP faces with a lack of resources.

CHAIR WALDRON: Yes, I agree. I think we can work on stimulating some of the best practices. I think sometimes some people are so busy doing a good job they're not realizing that they're doing a good job, and that some of the things they are doing should be highlighted and could be shared.

Another point that I was thinking as I grow older, because I'm over 37 years in this job, is succession plans officially out there and -- because all of us are getting a little long in the tooth, as they say. And folks are, you know, contemplating retirement.

Is there some type of a process, or a recommendation that we can come up with for succession plans. We had a very large
organization that I was on the board with here. The director suddenly passed away, just unforeseen. And the organization almost failed.

So I know, just something for us to think about maybe in the strategic plan, some recommendations to boards and/or organizations on retirement, so that you guys are comfortable, and that the organization continues. Just a thought.

I know that we spoke about it years ago, and shadowing, I think Carol Sample (phonetic) was a big advocate for having some of our young leaders shadow with our old leaders that were near retirement.

MS. BROWN: Yes. We're always looking for people to step forward to serve as peer providers. So, we do need to strengthen that part of our program. And I have people step forward and identify themselves who are willing to serve as peer providers.

CHAIR WALDRON: So we're 30 minutes into public comment. Is there anyone else who would like to make public comment? Council
members can make public comment for the record.

    MS. ECHOHAWK: We have no one in our
queue at this time.

    CHAIR WALDRON: I'm just filling in
the space with some questions, so I'm getting
educated. The minutes, I know the huge packet is
massive, like a 3-inch chunk of paper from the
minutes, but the condensed version that we
approved, does that go out to the, all the
grantees, or it has to be requested or just
remains in the record?

    MS. BROWN: Now what document is that?

    CHAIR WALDRON: Our minutes, so you
know, the packet of minutes that we have.

    MS. BROWN: We post the minutes on our
website. But it does go out to all the Council,
in -- through email.

    CHAIR WALDRON: So it's posted for all
of the grantees to view, or to, if they want to
print it down, but the Council members themselves
get a hard copy sent to them?

    MS. BROWN: Yes.
CHAIR WALDRON: Yes, okay. Because sometimes I ask grantees, did you read the minutes, and they say no.

MS. BROWN: Well they are pretty lengthy.

CHAIR WALDRON: Yes, I guess.

MS. BROWN: Yes. But Darrell, can I ask, is Duane still on the line? I think Duane earlier wanted to make a point about GPMS?

MR. HALL: Yes, I'm on the call. Can you hear me?

MS. BROWN: Yes.

MR. HALL: Yes. Duane Hall, Division of Native American Programs, Department of Labor.

Yes, thanks Athena. I just really want to let the Council know how hard Jennifer Whitmore has worked on this GPMS system. And she has, she is leading the whole Employment and Training Administration on this initiative.

Their vision is to use this system for all non-state programs. And that is, they want to use this system for the Older Worker Program,
the Migrant and Seasonal Farm Worker Program,
YouthBuild, Ex-Offender, every program that ETA
has that's not a state-funded program, and she's
the lead on that.

And so DINAP is the first program to
roll this out. And in my opinion, there is no
way the Department could have got this system
this far, and able to put it out, if it wasn't
for one person in the Indian program, Jennifer
Whitmore.

And I can tell you that she sends
emails at 10:00 at night. And she, that she is
bombarded by programmers, asking her questions,
because she is the only one in ETA that knows
performance, knows how to provide specifications
to the programmers.

And I've sat in meetings with experts
in D.C., on performance, and Jennifer Whitmore
has corrected them. And they acknowledge that
they're wrong. So I just want -- we have a
valuable employee here in the DINAP office.

And I also want to recognize the
Council's efforts. Sometimes I don't know if we recognize the -- you know, really truly recognize the accomplishments of the Council because it takes so long to get to an achievement. But I don't think the Division, we would be a division of Indian and Native American Programs if it wasn't for the Council.

They pushed hard on that when they tried to reduce the program, take it down from a division to a unit. But on this system, the GPMS system, we did get the attention of ETA. And I think it was because of the Council, when you have people like the OWI director come to the meetings, and some higher level folks come to our Advisory Council meeting.

And when you mention things like, you know, we need a new case management system, they heard the Council, they've heard from DINAP. And so we're the first ones -- we received priority in developing the system. And it's going to be used by other programs, but I just wanted to just let the Council know the efforts of Jennifer
Whitmore.

I don't know why I'm on there to back her up, because she certainly doesn't need me, but happy to help in any way I can. But she's really the true brains behind this. And thank you for your time.

CHAIR WALDRON: Wonderful comments, Duane.

MS. WHITMORE: Can I respond to that? Is that okay?

CHAIR WALDRON: Yes.

MS. WHITMORE: So, thanks Duane, for those kind words, but I will have to say, I hope we all appreciate and are proud of this moment. Because not only was it me, but there's like 50 people involved in that, and that includes Council and their staff, making this happen.

It also involves OASAM, and OASAM, the Office of Chief Information Officers, Business Applications Services. They made major changes in their IT department to support our efforts. And I will tell you they are very proud that the
first system that's launched with this initiative is for the first Americans.

And they fully support this program, and are committed to continuing that success. So I hope the Council and any grant people sitting on the phone realize that -- yeah, we're here to support this endeavor, and I think it's going to be a true success.

Also, I could tell you, it would not be possible without the input I have gotten from Duane, and Social Policy Research. They are truly performance experts, and of course Tribal Tech. So thank you, and I hope the Council realizes the significance of this new system.

CHAIR WALDRON: Awesome. Yes. We've been receiving some positive comments just, you know, on some of the social media. I know that my staff like it, and are looking forward to using it.

And, you know, I got to say, from the Council's perspective, and I don't mean to disrespect anybody else who's been on the Board,
but I got to tell you, Lorenda Sanchez is, and --
well still is, but was such a determined force on
fighting for what was right when she was chairing
and that.

You know, I think a lot of the success
that Duane was talking about was she kept the
Council's feet to the fire on some of those
issues back in the days when we were really
struggling.

For some of you that were around, you
know the time I'm talking. And it's just a
wonderful thing when Indian people come together
for one another, the support and love that they
give, because we all share a common existence,
growing up as children.

And it's too bad that America kind of
forgets that the foundation of America was built
on our graves of our ancestors, and that, you
know, we're still here. And, you know, in this
area, it's 400 years of European contact this
month. And, you know, we're still here.

Some of these documents you read, it
kind of reads really weird on what they was
expecting to do to Native people. But anyway,

thank you, Jennifer and Duane, and the other
Council members.

Do we have anybody for public comment?

MS. ECHOHAWK: We do not.

CHAIR WALDRON: So we kind of quickly
went through new business. We didn't really put
it up on the table, so at this time we can
recognize, if there's any new business Council
members want to bring to the floor, while we have
a little time waiting for our public comment
period.

MS. ECHOHAWK: Erwin has his hand
raised.

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

MR. PAHMAHMIE: Erwin Pahmahmie,
Region 4. As for public comment and stuff, I
would just like to also kind of resonate
something that Gary said earlier about, you know,
we need to educate our administration.
As well as I encourage, you know, the virtual meeting, and again, I want to echo what Darrell said today too, you know, the daunting task of, you know, presenting this type of meeting, you know, is pretty big, and I appreciate that.

You know, the technical assistance we have right now has been very good for the most part. I understand that certain things just can't be avoided. Human error, you know, it's usually between desk and chair, right.

But anyways, another thing I was really concerned about too, like really was inspirational, you know, thinking about, you know, Dr. Gipp and, you know, Ms. Sanchez, and of course Mr. DeWeaver. You know, like you said, they are powerhouses in their day of, you know, inspiring and moving people forward and motivating them, you know, in the right direction and stuff.

And, you know, and with this administration, like any administration, you
know, we need to be sure that we are noticed, and we are still very -- a part of the community.
And we're not -- that verbiage that was out there, I don't know if anybody's seen them on social media, but there was something about like, you know, it listed the different races. And when it came to us, it was something else.
Something else.

So, you know, there again, you know, we need to be sure that we are educating, you know, our leaders that represent us, you know, whether in the House or the Senate or even in the Executive Office.

To that, you know, like you said earlier, Darrell, you know, we are very, very much still here and you know, very much a part of the community. We share that symbiotic relationship with them as much as they share it with us.

Thank you. Erwin Pahmahmie, Region 4.

CHAIR WALDRON: Thank you, Erwin.

MS. ECHOHAWK: Kay Seven has her hand
raised.

CHAIR WALDRON: Chair recognizes Kay.

Please state your full name and region for the record.

MS. SEVEN: Yes. This is Kay Seven, Nez Perce Tribe. I am located in Region 6 and represent the Other Disciplines, 477.

So, I have really enjoyed our meetings this year, with the Council in February and today. And I think the most significant presenter that has really struck a chord with me is John Pallasch, our Assistant Secretary for the Employment and Training Administration.

And so, he has a real intriguing perspective and thoughts about how he sees the workforce system working, and definitely embraces the intended purposes under 477. So, I look forward to working with the administration, and hope that John is a part of that transition and is one of our champions, working and bringing about champions with other federal agencies to build this One Workforce concept or system, to
change the culture and the mindset.

It's about time, under the Workforce Innovation and Opportunity Act, that this is happening. It is something that was stated by Tom Perez, when WIOA was introduced. I'll never forget that day, when I participated in that webinar.

So, I also look forward to our meeting times, meeting notices when we have our next Effective Management Workshop, as it stands as our Council, and about to bring in members from our grantee community, and that we have an opportunity to structure our strategic plan that will carry us out through this next administration, to be proud of an MIS system intended for First Nations, led by a Native, or Native people, and that we address sustainability of our Native workforce system.

But to see these partnerships also extend to other leaders in Indian Country, who stand behind the building blocks that are being formed here for our future generations, our
economy.

So, saying that, I wanted to just share that I hope to see in our future, at our regional and national events, that we focus on industry, look at industry clusters, and where they're, I guess where they're a driving force on or near tribal reservation areas.

I know for our reservation in Idaho, manufacturing is huge. And so when I attend our events, I would like to hear more about industry sectors as a part of our training.

As I sit here in Idaho, I am participating in two interesting initiatives for Idaho. One is our Idaho STEM, our science, technology, engineering and math ecosystem building. We've gone through one year of strategic planning since last January.

And as I participate in our breakout groups, I'm under Career Pathways, I've learned that Idaho is a testing center for an international STEM portal that is being worked on right now, they're working out the kinks.
But anyone from the world will be able
to go to this website and find information on
STEM. In that STEM system, I can type in
traditional ecological knowledge and find
research documents, industry, employers, centered
around the Native environment, our Native
environmental science category.

So, that's what I'm talking about in
terms of when we go to our events, that we hear
more about these industry sectors and how they're
sharing information with us, and how we share
information to it.

Another initiative that Idaho is
working on is the Talent Pipeline Academy, that
is hosted by the U.S. Chamber of Commerce. I've
been with this group now since May. I am one of
30 Idahoans attending this academy that is, we're
built by regional teams.

And as a team here, we're -- it's so
interesting, we're learning how, as educators and
people, as training providers, how we talk to
business, the industry, so that we can find
common language, common concepts, so that we both
understand each other.

So, that's a real interesting also
initiative. And these are things I wonder if we
should look at here in our Tribal Workforce
Development Groups, just look at other
initiatives that are occurring across the
country, and how we embrace those and fold them
into our own.

So for me, that is my comment for the
day.

CHAIR WALDRON: Thank you, Kay.

MS. ECHOHAWK: Gary Rickard has his
hand raised.

CHAIR WALDRON: Yes. Go ahead, Gary.

MR. RICKARD: Can you hear me?

CHAIR WALDRON: Yes.

MR. RICKARD: Okay. I just wanted to
make a comment on the -- Sacramento State
University made a video of Lorenda receiving her
doctorate. It's a very moving video, and quite
impressive. We might want to get a hold of that
and share it online, if we can.

And the second thing I wanted to make a comment on, at our annual meeting, which happened last Friday and Saturday, we gave people the choice to either attend in person or go online. And it was about 50/50, somewhere in there.

Our meeting did go off, you know, without a hitch. It was excellent. People responded with making sure that they wore their mask at all times. They stayed their distance. We only seated three people per table, and it worked quite well.

The last thing that I want to make comment on is that at our meeting we had members of a couple of progressive tribes, one in California, one from Louisiana, that have in plans, and they've had it in the plan, that they will bring back two million jobs from China in manufacturing and other industry, that most of it will go to Native American tribes.

But that's two million jobs they will
be bringing back.

CHAIR WALDRON: Outstanding.

MR. RICKARD: Thank you.

CHAIR WALDRON: Thank you, Gary.

MS. ECHOHAWK: Wayne has his hand raised.

CHAIR WALDRON: Who, Duane? Oh, I'm sorry.

MS. ECHOHAWK: No, sorry, Wayne.

Wayne.

CHAIR WALDRON: Wayne, you have the floor.

MR. HALL: I'm sorry, if I raised my hand, it was an accident.

CHAIR WALDRON: Is there any other public comments? We've got about eight minutes to the hour.

MS. ECHOHAWK: It was Wayne Miller.

CHAIR WALDRON: Oh, Wayne.

MS. ECHOHAWK: Yes.

CHAIR WALDRON: Wayne, are you still there?
MS. BROWN: He said he was sorry, he accidentally raised his hand.

MR. HALL: No, that was me, Athena, Duane Hall. I didn't raise my hand, but there is a Wayne Miller from Warm Springs that's typing or wanting to speak.

CHAIR WALDRON: Is he unmuted?

MS. ECHOHAWK: He may not be connected. But if he is, he can speak right now. I don't see any kind of mute on him, but I don't think he's connected either. But he is typing a comment. But Athena also has her hand raised.

CHAIR WALDRON: So the Chair recognizes Athena.

MS. BROWN: Thank you, Darrell. I just wanted to mention that we initially invited Kevin Allis, who is the executive director of National Congress of American Indians, and Ian Record, but they were having their conference this week at the same time.

And I just recently heard that Kevin Allis resigned as the executive director from
NCAI. I just wanted to make that announcement.

CHAIR WALDRON: Thank you. Big news.

So it's five minutes to the hour. I just want to say I kind of think our training methodologies are going to be challenged, and we may want to consider change. We see the way things are going with electronic and virtual. I just see a lot of changes coming forward that could be benefits.

I think it was Tom Dowd who used to drill change as opportunity, even if it's bad. But I think we need to keep that in mind when we have these kinds of things that happen, like this pandemic. It does create opportunities. And I do see a time for, Native people need to come together more in unity.

A lot of times, you know, what time I have when I go online and listen, and I just see a lot of, you know, individual thought around things that they're doing, and like the comments that Gary just made about a couple million jobs is tremendous.
So I just wanted to say that I think we've got some challenging times in front of us, that may be very beneficial. But I do see change happening, that's for sure. It is sad --

MS. ECHOHAWK: Mr. Chairman?

CHAIR WALDRON: Yes? We have a comment?

MS. ECHOHAWK: Yes. I am sorry to interrupt. Wayne Miller, from Warm Springs, Oregon has completed his questions. He noted initially that we are seeing waiving sovereignty rights in MOU agreements or contracts when folks are going to apply for state grants.

And he's wondering, are there any other states getting asked to waive any sovereignty rights?

CHAIR WALDRON: We're not allowed to answer that now.

MS. ECHOHAWK: He thanks you for your response.

CHAIR WALDRON: So, anyway, change is coming, and hopefully it will be positive for us
all, once we're out, to see this rear view mirror of this pandemic.

I had mentioned coming up on the hour for adjournment, that if we was going to put forth any resolutions for folks to think about that. I don't know if there any, but I don't want to be remiss in not having a resolution put forth if there's one to be there.

So, I'm asking Council members, are there resolutions we want to put forward? No one's raising their hand?

MS. ECHOHAWK: There are no raised hands at this time.

CHAIR WALDRON: So just a suggestion, on the people whom we made mention of today, Norm, Dr. Gipp and Lorenda, is there something the Advisory Board can do in the form of a, you know, a citation or a gift that we could send to Dr. Gipp's family, so that maybe they could post it in the college, and something to send to Lorenda and Norm? Just some thoughts to think about.
I don't know if we have to -- I don't think we have to officially respond, but it would be nice to do that, unless the DFO thinks we do need to officially respond. So that can be an informal process.

Is that correct, Athena?

MS. BROWN: Yes, if you desire. I'd like to quickly mention and thank Gary Rickard for mentioning the link. Lorenda did send me some information, and I meant to post it on our Workforce GPS website.

CHAIR WALDRON: So maybe when we have our Effective Management meeting we can think of something we could send. I think something would be nice to -- particularly at Dr. Gipp's college, from this Advisory Board and our DINAP program.

Are there any other public comments? We're about two minutes to the hour.

MS. ECHOHAWK: There are no comments and no raised hands.

CHAIR WALDRON: I want to thank everyone. I so appreciate you tuning in. We had
a quorum, we were able to conduct business at our first virtual -- it was almost like being there. I think we had a good communication, so I do appreciate folks giving eight hours. It's a lot of time, four hours in a -- at a time.

I think that that block, any more than that would have been difficult. But I do want to thank everybody for taking the time to attend. It's much appreciated.

And I want to give a special thanks to Athena for keeping us all straight, and going correctly through our programs. She's done a tremendous job, and I appreciate her as the DFO.

And of course, Tribal Tech, Ms. EchoHawk has done an awesome job. So I want to put out a heartfelt thank you to them. And I will truly miss Dr. Gipp.

So we are at the top of the hour, and if there isn't any more official business to be mentioned, the Chair will entertain a motion to adjourn.

MS. HIBBELE: This is Patricia
Hibbeler, I so motion to adjourn.

CHAIR WALDRON: So we have a motion to adjourn. There's a second?

(Simultaneous speaking.)

CHAIR WALDRON: I believe Lora Ann beat you, Erwin. Lora Ann seconds the motion, but you can lead the charge on the vote. All those in favor, signify by saying aye.

(Chorus of aye.)

CHAIR WALDRON: Abstentions, discussions? It passes unanimously. Thank you, everybody, and we'll see you at the next meeting. This meeting is now adjourned at 4:00.

(Whereupon, the above-entitled matter went off the record at 4:00 p.m.)
obviously 8:10 9:8
obtain 54:4 122:8
obtained 82:13,21
old 159:21 165:12
older 33:20 164:15

off-board 70:2 96:17
outside 12:14 21:6 63:8
outbreak 30:21
oversee 13:6 96:22
oversaw 13:8
overview 135:3
overwriting 118:22
OWI 156:7 169:13
ownership 44:9

opinion 98:22 168:6
opiod 56:18
opportunities 10:22
opportunity 35:18 70:5
opportunity 70:8 86:12 93:10
order 3:2 4:6 12:15 26:3
44:19 106:16 141:5
organized 148:2
origins 39:22
Osage 58:10
outcome 73:18 87:9
outcomes 83:6
output 153:7
outreach 70:2 96:12
oscar 170:18,18
outstanding 182:2
outstationed 155:6
overall 69:11 77:8
overcome 30:21
overseeing 13:6 96:22
oversees 13:8
oversaw 13:9
paradigm 135:3
overwriting 118:22
OWI 156:7 169:13
ownership 44:9

P

P-R-O-C-E-E-D-I-N-G-S 4:1
P.L 2:20 3:7
P.M 1:10 4:2 49:11,12
103:14,15 189:15
packet 166:6,14
Page 90:16
Pahmahmie 1:16 6:10
6:11,12 37:20,20 39:2
98:1,19 99:6 173:18,18
175:20
pains 16:17
Pallasch 2:11 3:5 8:1,4
8:7 21:21 23:20 28:7
33:6 35:3 39:3 41:1
43:19 44:1 45:11,16
47:9 48:13 176:12
pandemic 8:19 26:10
26:20 28:1 48:20 98:9
102:11,19 184:14
186:2
paper 162:19 166:7
paragraph 135:8
parallel 31:9
parents 35:16
part 10:6 18:20 28:1
44:15 47:21 48:15
50:14 53:2 64:12
72:10 90:19 100:16
111:13 114:5 143:4
145:6 146:9 165:17
174:9 175:2,16
176:19 178:11
partially 102:15
participant 120:8,18
121:9 126:17 128:11
participants 80:16
83:14,16,20 84:5,6
85:8 87:2 12 96:3
97:5,12 99:22 100:8
100:14 115:21 128:9
128:10,17 129:4
participate 67:1 70:6
178:18
participated 177:6
participating 178:13
participation 125:15
particular 32:3 45:5
128:18 141:4
particularly 178:15
partner 50:22 54:14
55:10 57:15
partners 11:10 22:15:8
16:4 25:12 29:10 30:8
30:16,19 32:7,16
38:14 42:12 42:12 48:6
49:10,11 50:4,21 51:53
51:8,14 54:1,3,6,10
54:13 55:8 56:6 77:12
partnership 43:13
47:12 160:5
partnerships 177:19
parts 26:12
party 25:6
passed 125:19 139:9
165:2
passes 189:11
passing 141:15
path 9:19
pathways 29:22 178:19
patience 147:18
Patricia 1:14 5:20
138:21 188:22
pattern 149:6
Patty 5:22 93:13 101:18
136:5 137:21 138:2
138:15
paves 21:1
pay 96:19
paying 33:20
PDFs 128:6
peer 163:20 164:1
165:15,19
peer-to-peer 163:22
penalize 102:10
pending 49:19
people 9:14 17:3,5,6
29:21 34:19 64:15
73:22 83:22 97:9,11
100:12 131:6 139:14
145:20 146:7 149:10
161:5 164:9 165:15
165:17 169:13 170:16
171:5 172:12 173:2
174:18 177:17 179:21
181:4,9,12 184:15
186:15
Perce 20:10 176:6
percent 14:12,16 15:12
15:16 26:18 27:4
40:11 53:12 83:7 86:1
86:1,2 87:5,13 88:5,9
88:11,12,14,15 95:12
95:13,15,16,18,20
97:2 112:1 159:15
Perez 177:5
perfect 117:16
perform 36:22 37:2
performance 3:13 7:12
81:2,6,19 83:5 86:6,9
87:9,9 94:18,19,22
98:15 105:13 114:4
115:2 118:1 124:8
125:8 126:16 130:13
130:18 132:11 163:18
168:15,18 171:12
performing 81:22 98:6
period 96:19 115:17
173:13
periods 152:22
permanently 147:16
person 23:15 126:20
139:19 143:18 146:3
147:20,22 154:7
168:9 181:5
personal 98:17 143:12

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In the matter of: Native American Employment
and Training Council

Before: USDOL

Date: 11-10-20

Place: teleconference

was duly recorded and accurately transcribed under
my direction; further, that said transcript is a
true and accurate record of the proceedings.

[Signature]
Court Reporter