

# American Indian Labor Force Report

## Tribal Consultation Meetings

March 8<sup>th</sup> and 9<sup>th</sup>, 2021

U.S. Department of Labor (USDOL)  
Employment and Training Administration (ETA)

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Office of Policy Development and Research  
Division of Research And Evaluation

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## WELCOME

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- **Wayne Gordon**  
Director, Division of Research and Evaluation/Office of Policy Development and Research/ETA/DOL
- **Walter Celestine**  
Director, E&T Program, Alabama-Coushatta Indian Tribal Council, Livingston, Texas
- **Tyler Fish**  
Advisor to the Director, Bureau of Indian Affairs, Department of the Interior
- **Athena Brown**  
Chief, Division of Indian and Native American Programs/Office of Workforce Investment/ETA/DOL

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## DOL/ETA APPROACH

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- Starting point: Approach as researchers, examine past reports, critiques, research, data elements, data sources, listening sessions (5), contractor assistance (SPRA)
- Partnership/collaboration: DINAP, BIA
- Intent today: Hear from you – concerns, hopes, ideas.
- Get input from broad range of tribes and tribal representatives
- Short-term goal: Understand key issues, identify ideal/solutions
- Long-term goal: A report with data of use to tribes and stakeholders

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## TOPICS FOR TODAY

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Background on the AILF Report  
How to Provide Input  
Topic 1 – Uses of the Report  
Topic 2 – Scope and Frequency of Reports  
BREAK  
Topic 3 – Data Sources and Quality  
Topic 4 – Tribal Data Collection Capacity  
Topic 5 – Data Privacy and Protection  
Topic 6 – Technical Issues  
Summary and Next Steps

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## BACKGROUND ON THE LABOR FORCE REPORT

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- Originally required under the Indian Employment, Training and Related Services Act of 1992; Department of the Interior (DOI) was responsible.
- Responsibility transferred to DOL in 2017 (P.L. 115-93)
- Requirements in the law:
  - Consultation with tribes, Census, and DOI.
  - Report to be produced biennially.
  - Data to cover the population eligible for BIA services, at the **national, state, BIA service area, and tribal level.**

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## REQUIRED DATA ELEMENTS

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- The law requires that the report include (but not be limited to) data on 5 elements:
  1. Total service population
  2. Total service population under age 16 and over age 64
  3. Population available for work, including those not actively seeking work
  4. The employed population, including those employed and below poverty line
  5. The numbers employed in private and public sector positions

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## PRIOR REPORTS

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- DOI produced reports 13 reports between 1992 and 2013
  - Prior to 2013, the reports relied on data from tribes which was reported to BIA using BIA forms and instructions.
  - The data was certified by the tribes and BIA generally accepted the data as presented.
- Last report produced by DOI in 2013:
  - Used data from the American Community Survey (summary of five years) and other sources.
  - Used geographic approximations for tribal areas and adjacent counties
  - Provided percentage ranges for labor force data.

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## CONCERNS ABOUT PAST REPORTS

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- Possible undercounts overall and at the tribal level
- Inadequate terms/definitions to identify those in labor force not actively seeking work (“discouraged worker” measure in CPS)
- Definitional and geographic issues
- Concerns about the accuracy of the underlying data – whatever the source.

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## DISCUSSION LEADERS

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Andrew Wiegand

- President, Social Policy Research Associates

Neil Ridley

- Evaluation Team Leader, Division of Research and Evaluation/OPDR/ETA

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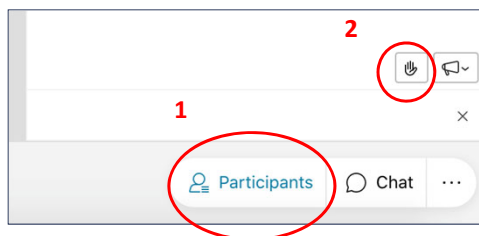
## HOW TO PROVIDE INPUT

**Mute:** Everyone has been muted.



If you would like to speak, we will unmute you. To let us know to unmute you, please **raise your hand**.

To **raise your hand**, click on the **participants icon** and then the **hand icon**. We will call on you and let you know when you are unmuted.



**Chat:** the chat is open. Feel free to chat questions to the host or everyone throughout the presentation.

We will answer questions at the end of each module.



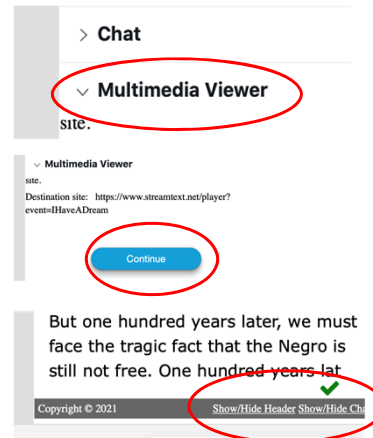
**Technical issues:** Please let us know if you are having technical issues!

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## CLOSED CAPTIONING

Captions are streaming in our Multimedia Viewer panel. To see them:

- Open the Multimedia Viewer
- Accept shared content by scrolling down and hitting "continue"
- Click on the options to Show/Hide Header and Show/Hide Chat



You can also stream the captions live from the link provided in the chat. If you choose this option, you can customize the caption size, font and contrast.

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## USES FOR THE REPORT

TOPIC AREA ONE

ANDREW WIEGAND – DISCUSSION LEADER

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## POLL

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1. How have you used the information from past AI Labor Force Reports? Choose all that apply.

- For grant applications
- Internal/external reporting
- For service planning
- Economic development
- Other: [Please describe]
- Not used data from any report.

- 5 required elements:

1. Total service population;
2. Service population under age 16 and over 64;
3. Population available for work, including those not considered to be actively seeking work;
4. Employed population, including those employed with annual earnings below the poverty line; and
5. Numbers employed in private sector positions and in public sector positions

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## QUESTIONS

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1. What were the important uses of the report for your tribe? Did those relate more to the population or the labor force data?
2. For future reports, what do you anticipate will be the most important uses of the report – for your tribe?

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# SCOPE and FREQUENCY OF REPORTS

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TOPIC AREA TWO

ANDREW WIEGAND – DISCUSSION LEADER

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## SCOPE OF DATA

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- The law requires information in the report to include, but not be limited to:
  - Prime age service populations, labor force (available for work, including discouraged workers)
  - Employment, both by annual poverty-level earnings, and by private and public sector employment.

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## FREQUENCY OF REPORTS

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- The law also requires the report to be produced every two years.
- To generate such data would require ongoing data collection with samples of sufficient size and representativeness to assure accurate results.

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## QUESTIONS

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1. What other labor market or workforce data, beyond the required information, would be helpful to have in the reports?
2. How frequently should the population and labor force data --and the reports -- be updated?

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# BREAK

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WE WILL RESUME IN 15 MINS

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# DATA SOURCES and QUALITY

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TOPIC AREA THREE

NEIL RIDLEY- DISCUSSION LEADER

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## DATA SOURCES and QUALITY

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- Data sources for past reports: tribal enrollment data, other tribally collected data, American Community Survey, decennial census
- Questions about accuracy/quality of data in past reports:
  - Possible undercounts, small sample sizes and low response rates
  - Difficulties determining service populations, geographic boundaries.
  - Data not readily **available** for some elements in the law (for example, discouraged workers)
  - Estimates based on national level trends (for labor force data) - may not capture some tribes' experiences
- Alternative sources: census/surveys by several tribes; administrative data on participants in different programs

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## QUESTIONS

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1. Can you share your thoughts on what are the best sources of a) population data, b) labor force data, and c) why, for your tribe?
  - U.S. Decennial Census
  - American Community Survey (ACS)
  - Current Population Survey (CPS)
  - Tribal enrollment and membership records
  - Other

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## QUESTIONS

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2. What other data sources or data collection methods do you think would produce more accurate population or labor force estimates?

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## TRIBAL DATA COLLECTION CAPACITY

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TOPIC AREA FOUR

DISCUSSION LEADER – NEIL RIDLEY

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## TRIBAL DATA COLLECTION CAPACITY

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- Improving data quality and accuracy may depend on development of tribes' ability to collect their own data.
- Relatively little is known about:
  - Current capacity of tribes to collect data
  - Variation among tribes in ability to collect and report data
- We would like to understand more about tribes' current capacity for data collection, analysis and reporting.

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## QUESTIONS

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1. What, if any, information does your tribe currently collect:
  - Population data?
  - Labor force data?
2. What methods are used to collect data?
  - Does your tribe partner with external organizations for such activities?
3. How frequently do you update the information?

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## QUESTIONS

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4. What are the challenges for your tribe in collecting population or labor force data?
  - Lack of sufficient staff to carry out this work?
  - Need for more training/information?
  - Technological or information systems capacity?
  - Geographic dispersion?
5. How might your tribe's size and location affect data collection?

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## DATA PRIVACY and PROTECTION

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TOPIC AREA FIVE

ANDREW WIEGAND – DISCUSSION LEADER

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## DATA PRIVACY and PROTECTION

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- Protecting sensitive information of individuals and their families is important to tribes and the Department of Labor.
- Privacy was an important topic in the consultations conducted with tribes by the Census Bureau in 2019.
  - Census has developed new approaches to protect privacy – including with special methods for small populations.

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## QUESTIONS

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1. What are key issues of concern related to data privacy and protection regarding...
  - Summaries of the data in the Labor Force Report (in regard to population or labor force data)?
  - Data collection procedures (whether by ACS, Census, tribal administrators or others)?

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# TECHNICAL ISSUES<sup>t</sup>

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SECTION SIX

ANDREW WIEGAND - DISCUSSION LEADER

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## TECHNICAL ISSUES

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- Several technical issues may need to be resolved in order to develop data and a report on the population and labor force data (at the various levels required in the law).
  - Some of these issues may need BIA to develop solutions, such as identifying the boundaries of the service areas.
  - Other issues may concern how to count part-year residents or members of other tribes.
  - There may be issues regarding consistency among tribes if they collect and report their own data.

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## QUESTIONS ON TECHNICAL ISSUES

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1. What in your view are the key issues and possible solutions concerning:
  - a. Consistency across tribes for population and labor force counts?
  - b. Who should be counted in the “service population”?
  - c. What should be the boundaries for in or near to tribal “service areas”?

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## SUMMARY

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- Key information/comments of the day
- Is there anything else that hasn't been discussed that you feel is important for us to know regarding the development of the data and the American Indian Labor Force Report?
- Any options and ideas “outside the box”?

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## THANK YOU!

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- Next steps (transcript, summary in the report)
- For more information, questions, comments, contact:

**Wayne Gordon**

Director

Division of Research and Evaluation, Office of Policy Development and Research  
Employment and Training Administration

US Department of Labor

Email: [ILFR@dol.gov](mailto:ILFR@dol.gov)