



**WEATHER OBSERVER TRAINEES**—Thirteen Indian, Aleut, and Eskimo trainees are being instructed to become weather observers by the Region Headquarters of the Environmental Science Services Administration in Anchorage. All high school graduates, they will graduate in February of next year. They are being trained under a cooperative agreement between the Bureau of Indian Affairs and the ESSA. The BIA furnish support for the students during the training period while the weather bureau provides instructors, classroom, supplies and equipment. The school is preparing the students for employment in remote locations like

Bettles and Aniak. After gaining experience, they will be employed as weather observers anywhere in the ESSA system. Kneeling, from left, are Orlin Baoshu of Gambell; Noel Owens, Tuluksak; Evan Larson, Kwethluk; and James Landlord, Mountain Village. Center row are Joseph Alexie, Tuluksak; Wilson Manutoli, Tuntutuliak; Franklin Paniptchuk, Jr., Shaktoolik; Danny Tcheripanoff, Akutan; William Tcheripanoff, Akutan; In the rear are Charles Baker, course instructor; Floyd Jackson, Noorvik; Ernest Sheishnikoff, Unalaska; Tom Roberts, Tanana; and Henry Landlord, Mountain Village.

## Second Part and Conclusion of 'Staff Study'—

# BIA Role, Affirmative Action, Recommendations

*(Editor's Note: The Staff Study, ALASKAN NATIVES & FEDERAL HIRE, authored by Robert D. Arnold and Esther C. Wunnicke, requests government agencies in Alaska to hire more native people. The contents of the study prominently mentioned the Bureau of Indian Affairs and what that agency might do to facilitate native hire.)*

"The employment assistance program of the Bureau of Indian Affairs is the key within the Bureau to making a success of the effort to increase federal employment opportunities for Alaska Natives," the staff study stated.

"The employment assistance program is designed to help American Indians and Alaska Natives (1) obtain jobs or (2) obtain vocational training that will lead to jobs. Initiative for participation in either aspect of the program must come from the applicant, not the Bureau."

The employment assistance program, formerly known as the Relocation Program, is the provision by the BIA to train native people for jobs. In the past, the emphasis of this program was to send native people to training centers, or locations, in the Lower 48.

This procedure has met with disapproval by native leaders and native organizations because it had uprooted whole families from villages to places like Chicago and St. Louis. Having this in mind, the staff study suggested:

"It is suggested that the Bureau of Indian Affairs inform natives going to other states for education and training that transportation will be provided back to Alaska if they desire to return and jobs can be found for them. Such policy would assure that able persons are not lost to the state."

**BIA ROLE IN TRAINING**  
The study suggests that the BIA in Alaska give greater attention in its employment assistance program to job training opportunities open to native people in the federal service in Alaska.

"This would require wider knowledge," the study said, "by agencies of the Bureau's program, broader knowledge by the Bureau of existing job and training opportunities, greater knowledge about the jobless—their education, skills, and willingness to migrate to where the jobs are. Specifically, the Bureau should:

"Prepare brief circulars—describing the employment assistance programs for employers, explaining how the program can help them in finding trainees or employees, transport them, and otherwise assist in the building of a stable work force;

"Prepare, in cooperation with the Coordinated Area Manpower Planning System, question-and-answer circulars describing all training and job placement opportunities that are open to Alaska Natives;

"Distribute circulars aimed at applicants to Native

associations, anti-poverty workers, social workers, hospital and others; and distribute circulars aimed at employers to all federal personnel officers and hiring officials, Employment Service offices, and others;

"Call upon hiring officials within Bureau districts, explaining interest in increasing the numbers of Natives employed by the federal government, offer assistance in helping them meet their employee needs, and explain the possibility of supplemental allowances to new, low-income employees;

"Assist Native persons to complete and file the forms necessary for federal employment;

"Make known to Native persons who are veterans their rights to veterans' preference provisions and the availability of jobs (such as certain guard and custodial positions) that are open to veterans on a preferential basis;

"Undertake to obtain from applicants information adequate to complete Form 511 of the Alaska State Employment Service so that the broader facilities of the Employment Service can be made available to applicants who are not served by the Bureau's program;

"Devise a plan so that all employment assistance and training representatives from all federal and state agencies can make referrals to programs of others;

"Maintain a continuing file by subject of training and dates of completion for all

current enrollees in vocational training programs;

"And establish, where possible, additional on-the-job training programs with federal agencies."

The study went on to say "that the Bureau of Indian Affairs in Alaska seek to expand its staff and funding for the employment assistance program to better serve the increasing numbers of Alaska Natives who seek jobs or training."

**BIA READY TO ASSIST**

The BIA is ready to assist as stated by its Area Director Owen D. Morken when he told the audience last March at the Equal Employment Opportunity Seminar:

"We should utilize our own people much more fully," said he. "And if employers, in both the public sector and private sector were to submit firm requisitions to the Bureau of Indian Affairs for trained Alaska Natives at competitive wages and working conditions, we can meet your needs with employees who will stay in Alaska and will not leave when the prospects outside are equal to those here."

**AFFIRMATIVE ACTION**

"Success in raising the levels of Native employment in the federal service will be, in part, dependent upon the zeal shown by federal agencies in implementing the affirmative action programs they have established under regulations issued by the Civil Service Commission to provide equal employment opportunity," said the study.

Based upon Executive

Order 11246, these regulations gave the Commission the responsibility of requiring agencies to devise programs that would go beyond the mere avoidance of discrimination.

President Lyndon B. Johnson said it in the following manner:

"These plans must tax the limits of our imagination and our creativity. They must go beyond the limited objectives of eliminating discrimination. If we are going to have equal employment opportunity in the federal government, we must attack the problem on many fronts."

According to the staff study, affirmative action means "that the contractor must make certain that his employment practices are not only nondiscriminatory but are reflected by the composition of his work force."

**RECOMMENDATIONS**

The study said that some native people (particularly Eskimos) decline to identify themselves as American Indians, the only suitable category now contained on the Civil Service Commission minority form. The result is agencies' reports to the Commission often understate the number of native people on their rolls.

On this, the study recommended:

"The Civil Service Commission should add the category, 'Alaska Native,' to its reporting forms for minority employment."

On sub-entrance level positions:

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