



California Indian Manpower Consortium, Inc.
The CIMC Movement: Creating Positive Change for Native Communities

Program Year 2005
Annual Report



***A**s first Americans, we walk in the present, with our eyes on the future and the past in our hearts.*

We advocate pride in our cultural integrity. We honor the spirit that ensures continuity of the sacred circle.

Our team of caring professionals:

- ◆ *Empowers Native Americans to achieve excellence*
- ◆ *Revitalizes our communities*
- ◆ *Embraces the challenges of the 21st century*



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The *California Indian Manpower Consortium, Incorporated Program Year 2005 Annual Report* is a publication printed in Sacramento, California in accordance with the By-Laws of the California Indian Manpower Consortium, Inc. This *Annual Report*, published in response to Article XV, Section 5, Annual Report to Members, of the By-Laws, is available upon request.

This publication is a fulfillment of the requirement for a means of the Corporation's own existence. This document in no way promulgates politics nor demeans any issue or person or persons; this publication is a tool of and for information only. Any additional information of the Corporation may be obtained by calling (916) 920-0285 or mail correspondence to: California Indian Manpower Consortium, Inc., 738 North Market Boulevard, Sacramento, California 95834.



Consortium Membership

- Ahmium Education, Inc.
- American Indian Center, Inc.
- Berry Creek Rancheria
- Big Pine Paiute Tribe of the Owens Valley
- Bishop Paiute Tribe/Bishop Indian Tribal Council
- Bo-Cah-Ama Council
- Bridgeport Indian Colony
- Cahuilla Band of Indians
- Calaveras County Mountain Miwuk
- Chemehuevi Indian Tribe
- Cline Howard All Indian Veterans of Foreign Wars Post 4330
- Coalition of the Chicago American Indian Community
- Coastanoan Rumsen Carmel Tribe
- Cold Springs Rancheria
- Coyote Valley Tribal Council
- Cupa Cultural Center
- Dry Creek Rancheria
- Dunlap Band of Mono Indians
- Elk Valley Rancheria
- Enterprise Rancheria
- Feather River Tribal Health, Inc.
- Federated Indians of Graton Rancheria
- Fort Bidwell Indian Community
- Fort Mojave Indian Tribe
- Greenville Rancheria
- Guidiville Indian Rancheria
- Hopland Band of Pomo Indians
- Indian Alcoholism Commission of California, Inc.
- Indian Child & Family Services
- Indian Health Council, Inc.
- Indian Housing Authority of Central California
- Inter-Tribal Council of California, Inc.
- Inter-Tribal Sinkyone Wilderness Council
- La Posta Band of Mission Indians
- Lassen Indian Health Center
- Local Indians for Education
- Lone Pine Paiute-Shoshone Reservation
- Manchester Point Arena Band of Pomo Indians
- Manzanita Band of the Kumeyaay Nation
- Mesa Grande Band of Mission Indians
- Metropolitan Tenants Organization
- Modoc Lassen Indian Housing Authority
- Morongo Band of Mission Indians
- Native American Environmental Protection Coalition
- Native American House
- Native American Promotions, Inc.
- Native American Support Program University of Illinois at Chicago
- Native Foundations, Inc.
- North Fork Rancheria
- Northern Circle Indian Housing Authority
- Owens Valley Board of Trustees
- Pala Band of Mission Indians
- Pala Boys & Girls Club
- Pala Fire Department
- Pauma Band of Mission Indians
- Picayune Rancheria of the Chukchansie Indians
- Pinoleville Pomo Nation
- Pit River Tribe
- Pomo Heritage Institute
- Ramona Band of Cahuilla
- Redwood Valley Rancheria
- Redwood Valley Reservation - JOM
- Reservation Transportation Authority
- Rincon Luiseno Band of Indians
- Riverside-San Bernardino County Indian Health, Inc.
- Round Valley Indian Tribes
- Roundhouse Council, Inc.
- San Pasqual Band of Mission Indians
- Santa Rosa Band of Cahuilla Mission Indians
- Santa Ysabel Reservation
- Scotts Valley Band of Pomo Indians
- Selnek-is Tem-AI Corporation
- Sherwood Valley Rancheria
- Sierra Mono Museum
- Sierra Tribal Consortium, Inc.
- Soboba Band of Luiseno Indians
- Southern California Tribal Chairmen's Association
- Southern Indian Health Council
- Susanville Indian Rancheria
- "The BRIDGE" Indian Trust Fund
- The Mechoopda Indian Tribe of Chico Rancheria
- Toiyabe Indian Health Project, Inc.
- Torres-Martinez Desert Cahuilla Indians
- Tuolumne Me-Wuk Tribal Council
- United Native Housing Development Corporation
- Washoe Tribe of Nevada and California
- Wintu Tribe & Toyon Wintu Center



Board of Directors

PROGRAM YEAR 2005

OFFICERS


<u>Chairman</u> <i>Robert H. Smith</i> Pala, California	<u>Vice-Chair</u> <i>Peggy Vega</i> Bishop, California	<u>Secretary</u> <i>Linda Wenzel</i> Lone Pine, California	<u>Treasurer</u> <i>Benjamin Charley, Jr.</i> Bishop, California
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GEOGRAPHIC SERVICE AREA REPRESENTATIVES

<u>Chicago</u> <i>Joseph Podlasek</i> Chicago, Illinois	<u>Escondido</u> <i>James Hill</i> Boulevard, California	<u>San Jacinto</u> <i>Thomas Lyons</i> Banning, California	<u>Ukiah</u> <i>Elizabeth Hansen</i> Redwood Valley, California
<u>Eastern Sierra</u> <i>Wanda Summers</i> Bishop, California	<u>Redding</u> <i>Gary Rickard</i> Anderson, California	<u>Sacramento</u> <i>Wesley Sawyer</i> Sacramento, California	<u>NAWIC (ex-officio)</u> <i>Erna Smith</i> Vallejo, California
<i>Sandra Warlie</i> Bishop, California			



Native American Workforce Investment Council

Members of CIMC's Native American Workforce Investment Council represent private and Native American employers, community based organizations and educational institutions who are committed to the advancement of Native Americans and their future generations. The Council's mission is to advise, assist and guide CIMC in the development and implementation of training programs for Native Americans. The Council is also responsible for identifying and opening doors to employment opportunities for trained and qualified Native American job seekers. 

Richard Anderson, Actor
Entertainment Industry, Beverly Hills, California

Ben W. Bendel, Retired
Pacific Gas & Electric Co., Granite Bay, California

Jack Jones, Writer/Producer
Corporate Productions, Toluca Lake, California

Barbara Karshmer, Attorney at Law
Law Office of Barbara Karshmer, Berkeley, California

Marilyn Majel, Family Services
Child Welfare/Social Services, Oceanside, California

Kathy Martinez, Personnel Manager
California State Personnel Board, Sacramento, California

Joseph Podlasek, Executive Director
American Indian Center, Chicago, Illinois

Margie M. Scerato, Accountant
Tribal Business Representative, Valley Center, California

Erna Smith, Human Resources
USDA Forest Service Pacific Southwest Region,
Vallejo, California

B. Rocky Solas, Retired
USDA Forest Service, North Highlands, California

Robert H. Smith, CIMC Chairman
California Indian Manpower Consortium, Inc.,
Pala, California





Executive Director's Report

During this past year, the California Indian Manpower Consortium (CIMC) remained committed to working together to create positive change for the people and communities we serve, to contribute to the economic vitality of our vast service area, and to position the organization to deal with the future. The CIMC staff continue to strive to provide quality services to meet a varied range of needs with a commitment to achieving profound impacts for our Native families and communities. During Program Year 2005, we embraced the challenges of a downsize in operations and reduced resources through an essential and necessary transformation of our organizational design. We have had to build a responsive infrastructure and streamline systems and processes to position ourselves to optimally deal with the demands of the emerging implementation of the federally-imposed common measures and performance reporting system in Program Year 2006. We have had to be innovative in building our workforce by expanding our team through volunteer and community service support. We also continue to expand our resources and focus by pursuing new program initiatives and funding opportunities. Through the guidance of the Board of Directors, we worked together to create positive outcomes for Native people, Native communities and the CIMC Membership. We will continue in a shared effort to meet the challenges and embrace the opportunities we face in Program Year 2006.

I am pleased to report that our programs met and/or exceeded program outcomes and objectives at the local, state and national levels.

Our accomplishments of Program Year 2005 are reflected throughout this Report. Serving children through our Child Care and Development Block Grant Program, expanding services to the Elders in our participating Tribes, meeting the essential emergency services to eligible American Indian individuals and families, developing trade education and opportunities for Native entrepreneurs and business in the global marketplace through the USDA Rural Business Enterprise initiative, continuing the opportunity for career, education, and training paths for youth and adults enrolled in our Workforce Development Programs throughout our vast geographic service area truly reflect the untiring work of CIMC's caring team of professionals. Our VISTA volunteers and Elders Program Coordinator have contributed tremendously to expansion of services for our Elders through The California Wellness Foundation grant. The logistical support and work conducted through the U.S. Department of Labor Technical Assistance and Training contract continues to strengthen the Native American job training programs across the country. Census 2000 information data and products generated through our Census Information Center provide a look at trends and helps to better plan the maximizing of our resources. At the end of our Administration for Native Americans "Mutual Support Initiative to Strengthen Tribal TANF Programs" project, we saw the emergence of National Tribal TANF Alliance. We launched the Native American Community Development Financial Institutions (CDFI) Fund technical assistance project to explore the creation of a CDFI to serve rural Native entrepreneurs in

California and look forward to the implementation of a State VISTA Program through the Corporation for National and Community Service expanding the support for the Elders Program. We truly demonstrated that our team is resilient to change and committed to achieving our aspirations.

In order to complement our initiatives, we will build upon what works and define our priorities and focus accordingly. Our intention is to contribute to the economic and social well-being of those we serve and to provide the highest quality of service. As we continue our efforts to further develop our programs, we will maintain a strong voice and play a significant role in Indian and Native American employment and training issues and stand firmly to further policies and provisions which are consistent with the law, with federal Indian policy (including tribal sovereignty), and protect our ability as Indian tribes and organizations to meet the needs of Indian people.

We are pleased to share our accomplishments of this past year throughout this Program Year 2005 Annual Report. As we begin our journey into Program Year 2006, we remain committed to ***"The CIMC Movement: Creating Positive Change for Native Communities."***

Thank you to the CIMC Membership, CIMC Board of Directors, CIMC Native American Workforce Investment Council, and CIMC Staff; it is a privilege and honor to work for and with you.

Lorenda T. Sanchez
Executive Director



Fiscal Department Report - July 1, 2005 to June 30, 2006

Workforce Investment Act (WIA) Program

U.S. Department of Labor	Training Services Expenditures	\$326,963
Employment and Training Administration	Employment Services Expenditures	\$302,563
Division of Indian and Native American Programs	Other Program Services Expenditures	\$1,494,760
	Administration Expenditures	\$613,411
	Supplemental Youth Services Expenditures	\$76,357

Indian and Native American Technical Assistance and Training (TAT) Grant

U.S. Department of Labor	TAT Program Expenditures	\$801,866
Employment and Training Administration		
Division of Indian and Native American Programs		

Native Employment Works (NEW) Program

U.S. Department of Health and Human Services	NEW Program Expenditures	\$394,095
Administration for Children and Families		

Child Care and Development Block Grant (CCDBG) Program

U.S. Department of Health and Human Services	CCDBG -FY03 Program Expenditures	\$14,261
Administration for Children and Families	CCDBG -FY04 Program Expenditures	\$123,603
	CCDBG -FY05 Program Expenditures	\$288,067
	CCDBG -FY06 Program Expenditures	\$68,286

Tribal TANF Support Initiative

U.S. Department of Health and Human Services	ANA Program Expenditures	\$113,660
Administration for Native Americans (ANA)		

Community Development Financial Institutions (CDFI) Program

U.S. Department of the Treasury	CDFI Program Expenditures	\$15,955
Community Development Financial Institutions Fund		
Technical Assistance Grant		

Technical Support Grant

Public Health Institute	CCP Project Expenditures	\$517
Center for Civic Partnership (CCP)		



Elders Program

U.S. Department of Health and Human Services Administration on Aging (AOA)	AOA-1 Program Expenditures	\$81,957
	AOA-2 Program Expenditures	\$60,432
	AOA-3 Program Expenditures	\$80,374

Native American Caregiver Support Program

U.S. Department of Health and Human Services Administration on Aging	Caregiver 1 Program Expenditures	\$14,245
	Caregiver 2 Program Expenditures	\$12,455
	Caregiver 3 Program Expenditures	\$11,805

Nutrition Supplement Program

U.S. Department of Health and Human Services Administration on Aging	Nutrition Supplement Program 1 Expenditures	\$7,099
	Nutrition Supplement Program 2 Expenditures	\$5,859
	Nutrition Supplement Program 3 Expenditures	\$10,145

Healthy Lifestyles, Prevention, and Wellness Promotion for Native American Elders Program

The California Wellness Foundation (TCWF)	TCWF Program Expenditures	\$26,060
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Community Services Block Grant (CSBG) Program

State of California Department of Economic Opportunity Northern California Indian Development Council, Inc.	CSBG 2005 Subcontract Program Expenditures	\$297,235
	CSBG 2006 Subcontract Program Expenditures	\$19,244

Emergency Food and Shelter National Board Program

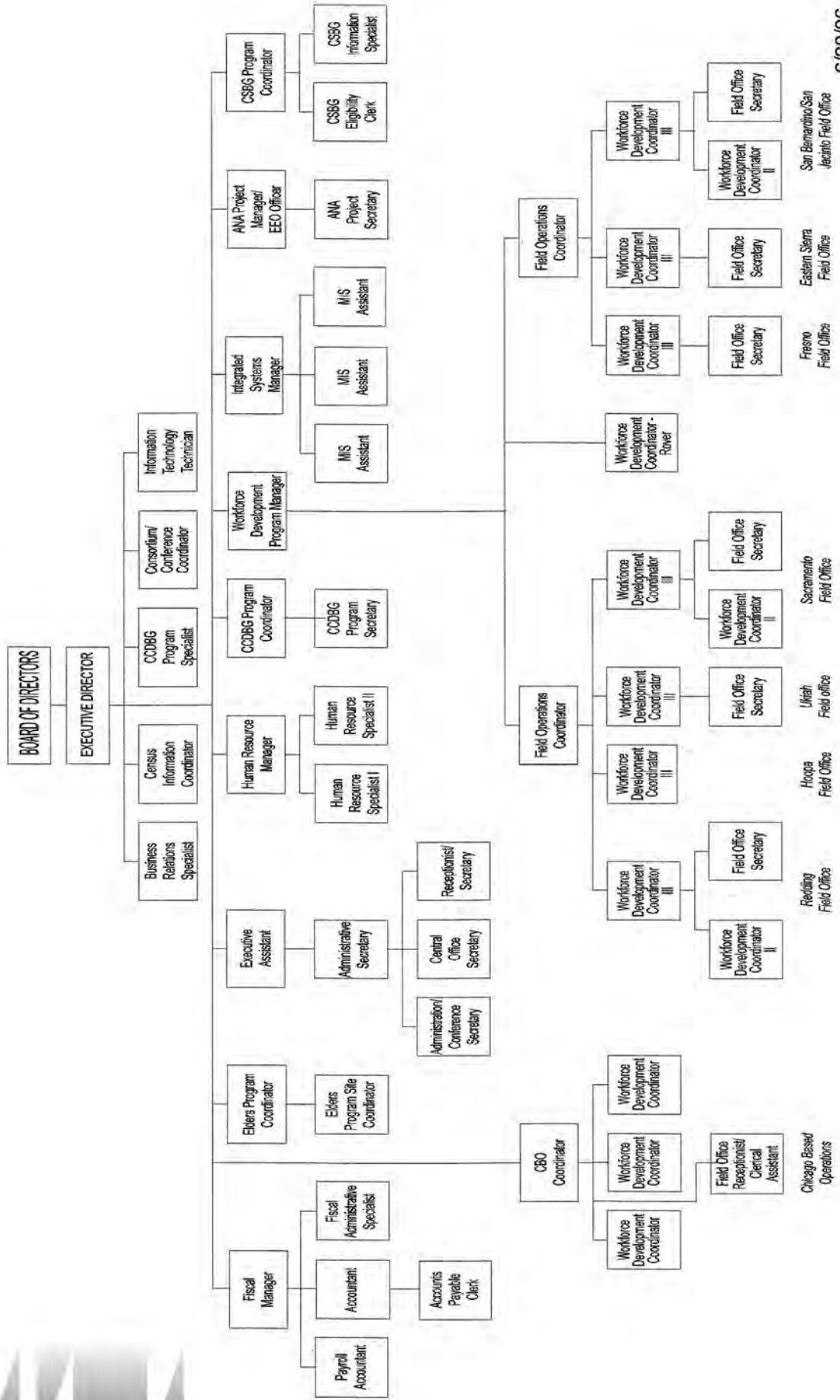
US Department of Homeland Security Federal Emergency Management Agency (FEMA)	FEMA Program Expenditures	\$8,039
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Rural Business Enterprise Grants (RBEG) Program

U.S. Department of Agriculture Rural Development	RBEG/Inyo & Lassen Counties Expenditures	\$36,678
	RBEG/Mendocino County Expenditures	\$39,505

California Indian Manpower Consortium, Inc.

ORGANIZATIONAL CHART





*Workforce Development Program
Program Year 2005 Geographic Service Area*

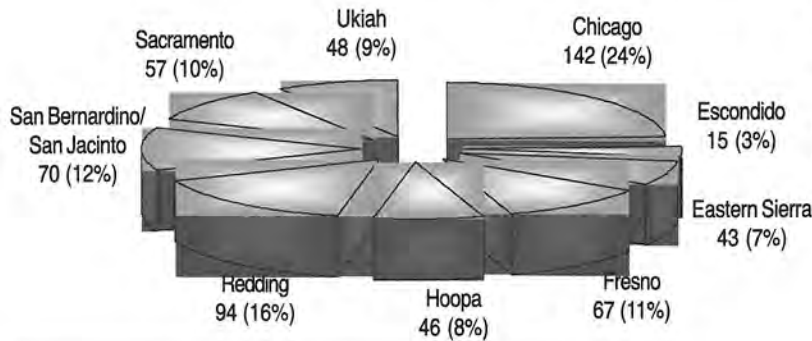




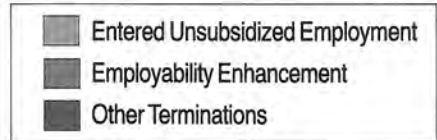
Workforce Development Program MIS Report

Workforce Investment Act Title I

Program Year 2005 Enrollments by Field Office



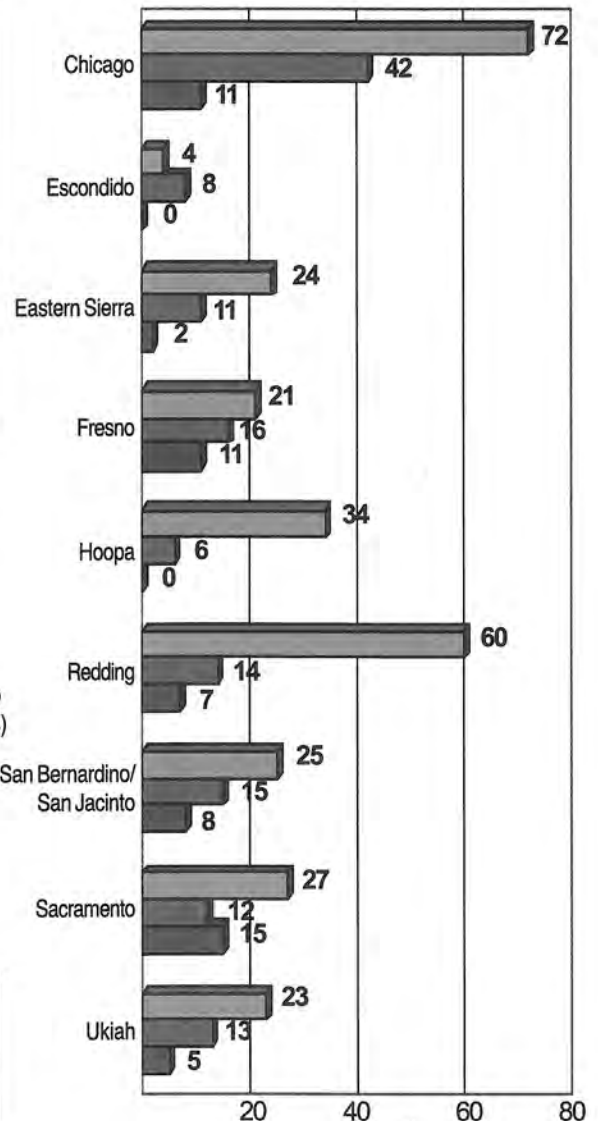
Total Enrollments 582
 Entered Unsubsidized Employment 290
 Employability Enhancements Only 137
 Other Terminations 59
 Participants Remaining at Year End 96



Overall WIA Program Performance Measures
 (based on characteristics of terminated participants)

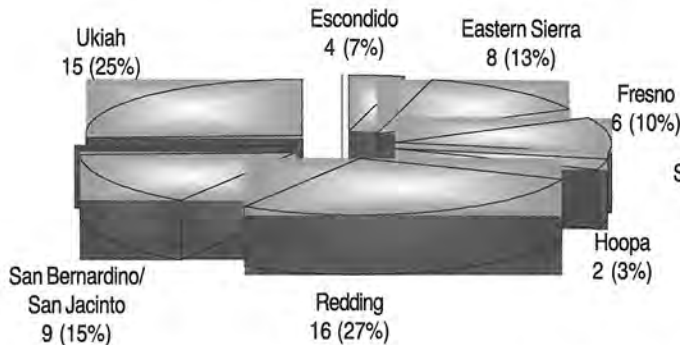
Total Terminations 486

	Minimum	Recommended Goal	Actual
Entered Employment	28%	44.7%	60%
Youth Progress	60%	78%	77%
Job Placement for Long-Term Jobless	25%	49%	52%



Native Employment Works

Program Year 2005 Enrollments by Field Office
 (Total - 60)



Supplemental Youth Services

PY 2005 Total Enrollments 70



Chicago Based Operations

1630 West Wilson Avenue
Chicago, Illinois 60740
(773) 271-2413 - (800) 748-5259 TTY

Chicago Based Operations (CBO) covers a service area that includes the State of Illinois, and three counties of Clinton, Scott, and Muscatine in the State of Iowa. CBO staff exceeded its projected Program Year 2005 enrollment goals.

Given CBO staff's commitment to assist Native people, the support of community members, employers, and training sites as partners in efforts to improve the lives of Native people within the CBO service area is greatly appreciated.

Noteworthy were increased enrollments in the Iowa service areas as well as Northern Illinois. Ongoing outreach efforts provided information regarding programs coordinated by the CBO office, and brought about an expanded base of participants in the overall geographic service area as well as alliances with community organizations.

The two client computer systems were used extensively. These systems allows participants to produce a standard resume and access to the internet for job search and

labor market research. CBO also installed a free Typing Test that allowed clients to obtain a current typing speed. All these tools assist individuals in securing employment. In order to maintain current, useful tools, CBO staff periodically go online to locate new job search programs and other valuable tools that assist the client's job search.

In the summers of 2005 and 2006, CBO provided Summer Employment to all youth who were certified eligible. This was accomplished by reducing the amount of weeks the summer youth would work. Youth learned valuable work experience and was exposed to various career paths in a variety of occupations at their respective work sites.

Staff members continued to be directly involved in numerous informational outreach activities such as pow-wows and job fairs, and received excellent feedback from event hosts and participating communities. Attendance at these events resulted in clients being identified and services being provided.

CBO continued its participation on the State of Illinois Workforce Investment Board and the State of Iowa Region 9 Board.

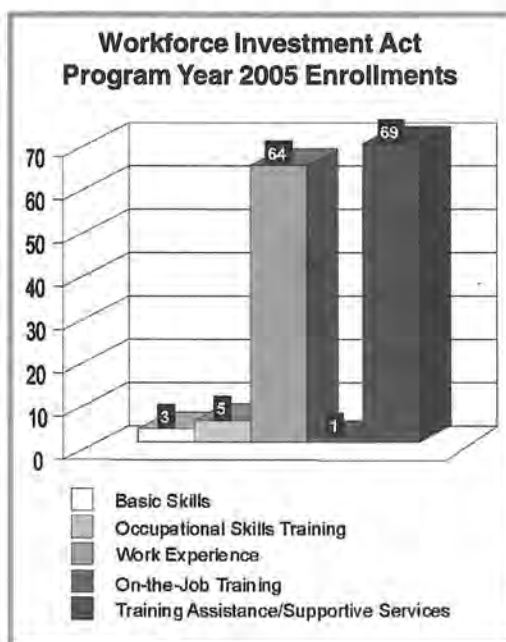
Through the CBO network system, which includes Tribal entities, One Stop Centers, and business entities, CBO staff successfully leveraged available resources to provide the assistance needed in overcoming existing barriers for many participants. These ongoing working relationships with community allies made all the difference in providing appropriate, relevant support to our participants.



The CBO staff continued to work, on a regular basis and through referrals, with the National Ironworkers Training Program for American Indians located in Broadview, Illinois. CBO runs an estimated 90% completion rate for referrals to this program.

In order to equip participants, both youth and adults, with the tools and skills necessary to adapt to and succeed in the world of work, CBO provided an interactive Job Readiness Training between CBO staff and the participant. Commonly used readings include CIMC handbooks: "Things to Know to Keep Your Job," which provides the participant with practical knowledge on what to expect at work, and "A Crash Course in Interview Preparation," which covers valuable information regarding Job Search and Interview techniques.

One participant success story involves a 23-year-old individual, who concluded the training he had started in September 2003. He successfully completed his AA degree from ITT Tech on September 22, 2005, and went on to secure a living wage in the electronics field. He achieved his goal to provide for his young family and is currently looking forward to a better way of life for them all. 🐦





Escondido Field Office

728 E. Valley Parkway, Suite E
 Escondido, California 92025
 (760) 747-1440 - (800) 748-5259-TTY

Program Year 2005 Service Area



The Escondido Field Office (EFO) has been providing services to individuals residing in the Escondido Geographic Service Area on an ongoing basis without having an official office site through much of Program Year 2005. Many miles were traveled to continue to offer core services to potential customers, as well as Occupational Skills Training, Work Experience, case management and development of employment opportunities.

In response to the need for more effective services, CIMC relocated the office in a great space located on the Pala Reservation, graciously provided by the Pala Tribal Council. CIMC opened the office for business during the month of June 2006 and the rush was on.

The EFO, as a resource center, is prepared to offer resume preparation, career exploration, interviewing skills, coordination of services with other service providers, job devel-

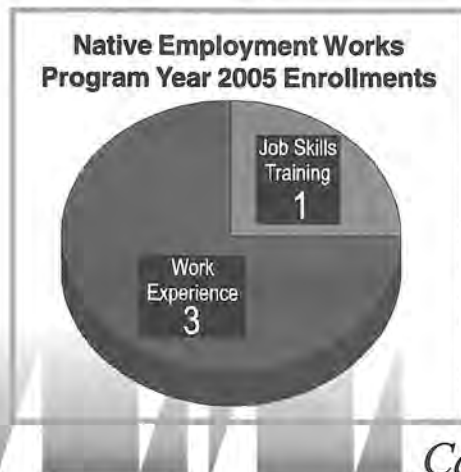
opment, referrals and placement services. As an eligible individual obtains a job and the employer requires tools, uniforms, boots or other special items, CIMC staff coordinates assistance for purchasing the items necessary.

EFO staff worked diligently to assist many youth with their pursuit of jobs and to develop Summer Youth work experience worksites. Among a few were Valley Center Feed Store, Valley Center High School, Mesa Grande Tribal Hall, Southern Indian Health Clinic, Warner Springs School District, Rincon Day Care, The Bridge Native Youth Scholars and San Diego State University. The youth were exceptional and successful in their pursuit of a career experience.

In addition, CIMC worked in coordination with Pala to recruit youth residing on the Pala Reservation and to place them into a job that was of interest to the individual. Several youth were hired for the summer by the Pala Tribe to perform tasks within various areas of their administration. The coordination of efforts was a true win-win situation for both employers.

Assistance was provided through the Occupational Skills Training activity to an eager, dedicated and persistent family man who completed his classes and obtained a job as a welder. Finally, the Work Experience activity was a welcome source of help for a participant who desired to connect herself into the labor force.

The efforts of the many Tribal and community personnel that assisted in the recruitment of clients and offered of a place to complete the required paperwork is appreciated. The EFO staff look forward to a productive and enjoyable new year. 🐦





Eastern Sierra Field Office

916 North Main Street
 Bishop, California 93518
 (760) 873-3419 - (800) 748-5259-TTY

Program Year 2005 Service Area



Program Year 2005 kept Eastern Sierra Field Office (ESFO) very busy with staff changes and preparation for the Program Year 2006 and the Common Measures process.

ESFO efforts resulted in three graduates, one from Heavy Equipment School in Las Vegas, Nevada at the top of her class. The other two graduated from Beauty School in Sacramento and Lancaster and will be taking their state boards exam in October. Two participants were enrolled in the National Ironworkers Training Program for American Indians in Chicago, Illinois and will graduate in November and will be placed in work by the Ironworkers Union.

The Paiute Palace Casino still remains ESFO's number one place for the majority of full time employment placement. Networking with the casino has been successful. New worksites have been established throughout Mono, Inyo and

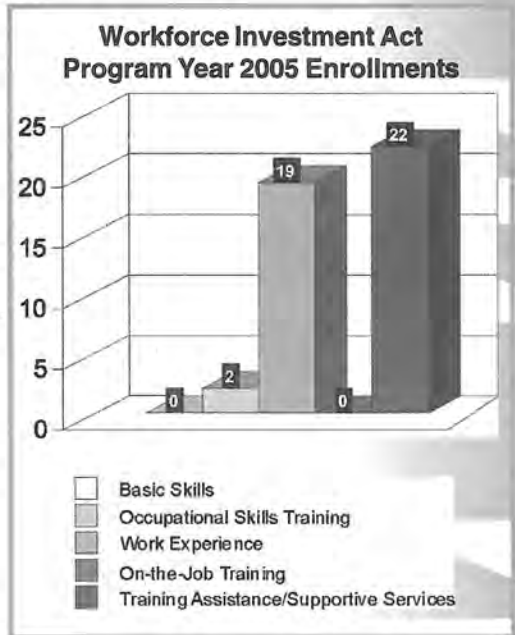
Kern Counties.

This year, ESFO enrolled two participants in CIMC's entrepreneurial training program and with one already having a business and the other still working to get his business up and running.

ESFO participated in College Career Day in Big Pine at the Big Pine Education Center with a huge turnout of students. A very successful year was experienced with the In School Youth and Summer Youth being placed from Coleville on down to Bakersfield.

ESFO continues to keep on the road to

employment for Native People and hopefully that road will continue to be successful during the new program year.





Fresno Field Office

5108 East Clinton Way, Suite 127
 Fresno, California 93727
 (559) 456-9195 - (800) 748-5259-TTY

The Fresno Field Office (FFO) provided workforce development activities to assist individuals obtain and maintain employment, as well as assist them prepare for the workforce by overcoming barriers to become employable through a range of services. FFO focused on meeting the planned enrollments allocation for PY 05 and offered variety of activities that assisted the individual client at any level.

Outreach and recruitment efforts consisted of group orientations, networking with other service providers, and mailing of brochures and applications to Indian agencies/organizations and Tribal offices.

During the program year, FFO collaborated with other service providers and utilized all resources to expand the employment and training services. FFO coordinated services with Fresno County Workforce Connection One-Stop Centers Partners, Merced Work Net, Mariposa Job Connection, EDD Merced and Mariposa, Fresno County Cal Works, Sierra Tribal Consortium, OSA Indian Education Center, American

Indian Center of Central California, and Owens Valley Career Development Center Tribal TANF Program. FFO staff received many referrals from these providers and, in some cases, shared the cost of services. FFO staff also attended a number of meetings to foster collaborations with other agencies.

A resource center for FFO customers provided access to the internet for job search, conduct career exploration, and labor market research with the opportunity to receive assistance with resume preparation and completing applications. FFO staff have developed new employer contacts with private for-profit employers for job placements as well as have continued to utilize previous employers. There have been a few employers who contacted the FFO as result of reference from previously established employer contacts.

The Summer Youth Employment activity during the summer of 2005 consisted the enrollment of twelve youth with one hired upon completion. Thirteen were in enrolled in the summer of 2006.

Two outstanding participants were identified during PY05. Both are single parents on TANF with a desire to make a better life for their family and themselves. These two participants wanted a job in which they could have an opportunity for advancement and jobs that offered benefits. One required occupational training and was placed into the Occupational Skills Training activity. The other needed help with Job Placement and Services Assistance and was placed in the On-the-Job training. Each faced

Program Year 2005 Service Area



Only specific reservation areas

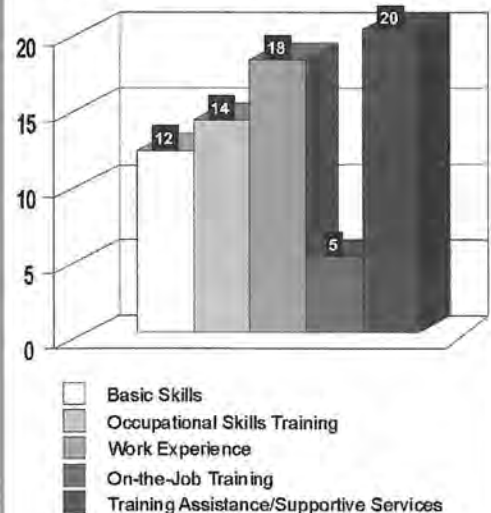
barriers and experienced the difficulties of maintaining their attendance and progress, and staying focused on their plan of service. These two women have succeeded in their goals and today have employment that will offer good pay, a chance for advancement and benefits. CIMC played an important part in helping these women attain their goals.

FFO staff appreciate the support from the Community Members, Employers, Training Site, Board members, and other CIMC staff that make it possible to improve the lives of many Native American individuals.

Native Employment Works Program Year 2005 Enrollments



Workforce Investment Act Program Year 2005 Enrollments





Hoopa Field Office

P.O. Box 815
 Hoopa, California 95546
 (530) 625-4331 - (800) 748-5259-TTY

Program Year 2005 Service Area



In Program Year 2005, the Hoopa Field Office continued its commitment to meeting the needs of the community and reaching out by attending community functions and providing information on the range of CIMC's services available. Staff continued to be directly involved in numerous informational outreach activities. Attendance at these events resulted in the identification of additional clients who subsequently received services.

HFO continued to serve as a Job Market site for the community. A section of the office was set up to function as a One-Stop Center for the service area. A job search kiosk was installed and was linked to the Humboldt County One-Stop Career Center. A job board was maintained with various employment announcements. Customers came in to look for employment online as well as apply for Unemployment Insurance online. This was a great help to the

community due to the geographic location and the limited access to public transportation.

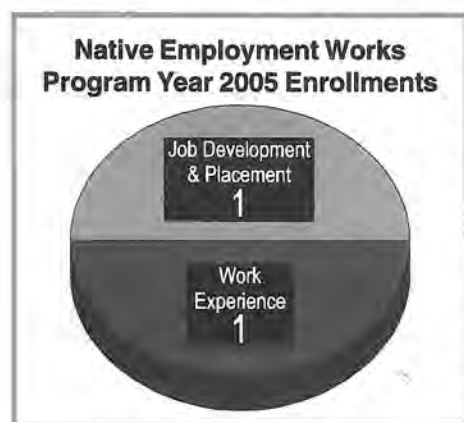
The office continued to track core services to clients on a daily basis. In addition to assisting eligible clients, HFO also provided basic services such as labor market information, orientation to program services, job board, and internet access for job search and resumes writing, etc. to anyone who wished to utilize these services.

Computers were available for customers to type resumes and conduct job search as well as identify information for possible careers. Customers have used the internet access to view job postings on Monster.com, America's Job Bank, etc. Customers continued to use the office fax machine to send employment applications and resumes to selected employers.

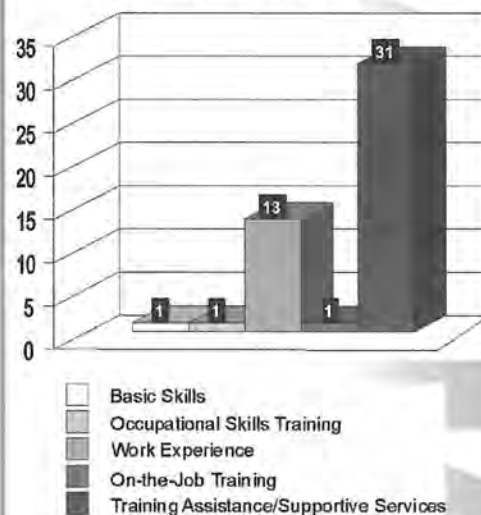
Through outreach efforts, alliances with several programs were fostered. HFO continued to network with

community and Tribal agencies to develop worksites. These worksites assisted in providing our clients with job readiness skills and employer expectations in order to be successful in the work place.

This program year was full of challenges but the Hoopa Field Office would like to congratulate participants for their hard work and determination towards making positive changes to their lives and community.



Workforce Investment Act Program Year 2005 Enrollments





Redding Field Office

2540 Hartnell Avenue, Suite 1
 Redding, California 96002
 (530) 222-1004 - (800) 748-5259-TTY

Program Year 2005 Service Area



During Program Year 2005, the Redding Field Office (RFO) staff focused on assisting each client to reach their individual employment goals by providing resources and training. Assistance was provided in job search, resume writing, counseling, and information on current job openings. Referrals were provided to other agencies as appropriate.

RFO staff attempted to provide customized placement to each youth participant. An effort was made to match each youth in a field of their interest and goals, keeping in mind the options available in each area.

During this program year, outreach activities at RFO included posting flyers, mail-outs and attending community and agency events. Attempts were made to utilize all other agencies that are available. RFO works with the local one-stops, TANF programs, schools, training sites and Federal, State, County, and community

agencies that are available to meet client need.

RFO staff have received workforce development related training at national and regional conferences. Staff also had the opportunity to be trained in domestic violence awareness, motivational techniques, first aid, defensive driving, record clearing for offenders, youth training, case management, and new performance measures.

During Program Year 2005, RFO staff attended several community meetings and conferences, including Families First, Redding Rancheria's Vision Quest planning meetings, regional conference planning meetings, and early childhood development, fatherhood, and women's conferences.

One participant success story involves is a single mother of two who had been released from prison for the second time two months prior to her coming into our office seeking assistance. She was determined to get her life back under control and make a new start. She has been attending her training program and is due to complete in November 2006. She has excelled in her training; she is now expected to finish ahead of schedule as one of the top students in her class. She is has been clean and sober for one year and three months

and has been able to reestablish a great relationship with her children. She is completing her parole successfully. Even though she is still attending training she is a success in so many areas of her life. Through her personal success, she has not only enhanced her life she has positively affected the lives of everyone with whom she makes contact. 🐦

Native Employment Works Program Year 2005 Enrollments



Workforce Investment Act Program Year 2005 Enrollments





Sacramento Field Office

738 North Market Boulevard
 Sacramento, California 95834
 (916) 564-2892 - (800) 748-5259-TTY

The Sacramento Field Office completed Program Year 2005 with a few changes and many challenges. Despite staffing challenges and the enormous volume of service applications from throughout the eleven county service area, the field office diligently worked to provide as many services as possible.

Several participants seeking jobs were able to secure and retain employment with the assistance offered through our supportive services component. Additionally, the generous coordination provided by partnering with the Mother Lode Job Training, the WIA Title 1 Program Operator for; Amador; Calaveras; Mariposa and Tuolumne counties, resulted in two of our participants successfully completing a specialized, Class A License, training

program, that normally would not be offered in their county of residence.

The Sacramento Field Office was also instrumental in assisting a Sacramento area youth graduate from high school with his enrollment into the In-School Youth activity. When he first came into SFO he had been in danger of dropping out due to a lack of credits, as well as not developing his senior project regarding volunteer employment shadowing. His position as an office assistant provided enough work experience credits to satisfy the graduation requirement. Further, SFO was able to provide a job shadowing

Program Year 2005 Service Area

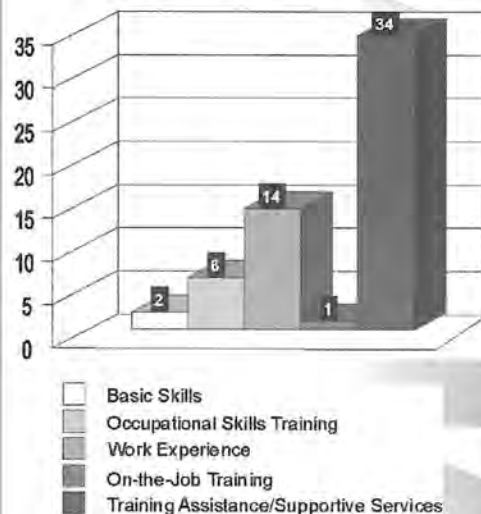


opportunity with our own IT staff, which resulted in a satisfactory senior project.

Additionally, the available workforce development staff continued to maintain and strengthen existing relationships with other service providers, Tribal entities, One-Stop centers and local employers.

The Sacramento Field Office looks forward to increased productivity and successful completions for the coming year. 🐦

Workforce Investment Act
 Program Year 2005 Enrollments





San Bernardino/San Jacinto Field Office

21250 Box Springs Road, Suite 204
 Moreno Valley, California 92557
 (951) 784-9962 - (800) 748-5259-TTY

Program Year 2005 Service Area

San Bernardino/San Jacinto Field Office (SB/SJFO) staff focused on recruiting and performing outreach activities to fill program allocations. Staff also focused on updating of Occupational Skills Training Master Agreements and Worksite Master Agreements.

To successfully disseminate information to the Native American communities, SB/SJFO staff attended community functions, tribal meetings and agency meetings. Staff also traveled to outline communities and established relationships with agencies and tribes to utilize office space on a regular ongoing basis to become visible and accessible. Resource information was collected from other agencies and organizations and compiled for referral services.

Recruitment of youth for Summer Youth activities was conducted on and off reservation at Tribal and Public Schools. Collaborations were established with the Torres Martinez Tribal TANF Youth Opportunity Program.

Employer outreach activities: Employers contact SB/SJFO directly to solicit job openings. CIMC is

listed as a member of the Riverside Workforce Investment Act, Network Group through the One Stop. Tribes and local businesses send listing of job opportunities on a continuous basis.

Linkages and partnerships have been established with other agencies and organizations including Soboba Tribal TANF Program, Morongo Tribal TANF, Torres Martinez Tribal TANF, Hemet EED, High Desert Workforce Development Group, Riverside/San Bernardino County Indian Health, Inc. (RSBCIH), General Assistance Program and County WIA programs.

Staff attended several meetings during this program year including, Native American Advisory Council/ Native American Chambers, Soboba TANF Open House, Soboba TANF Resource Book, and Partnership Meeting.

SB/SJFO has been working with RSBCIH, Inc. in developing job search workshops in rural and isolated areas. Development of other sessions to assist client with self-help resources and exploration of other avenues of gaining income, such as self-employment, small business, etc. are in the planning stages.

One success story involves a participant who completed his OST program in August 2006 and entered employment in the field for which he was trained. He was enrolled into the Computer

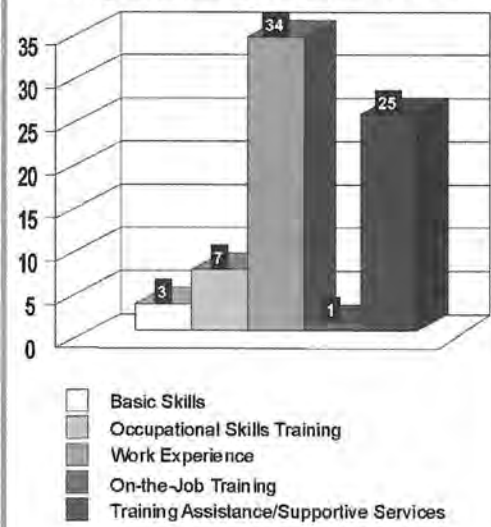


Systems Repair Course at Maric College in PY05. After a long series of low-paying jobs, he came to CIMC to seek assistance with attaining computer repair skills. He completed his training one month early and is now working as a Computer Technician. He has fulfilled his goal of attaining skills and a certificate in Computer Repair. The SB/SJFO staff are happy to have assisted him in achieving his long time employment goal and becoming self sufficient.

Native Employment Works Program Year 2005 Enrollments



Workforce Investment Act Program Year 2005 Enrollments





Ukiah Field Office

776 South State Street, Suite 103
 Ukiah, California 95482
 (707) 462-9418 - (800) 748-5259-TTY

During this past program year, the Ukiah Field Office (UFO) staff focused on allocations and completion of enrollments since both activities would create benefits that could successfully impact individuals in a positive way.

UFO staff compiled letters of recruitment addressed to all local Tribes and Tribal casinos to encourage them to utilize UFO services for their Tribal members and newly hired employees. Several responses were received from the recruitment letters sent out, which helped UFO meet its office goals for the program year. In addition, UFO staff allocated time to visit the Tribes, and distributed flyers and applications for services, as part of its outreach efforts. This strategy resulted in a number of telephone inquiries about eligibility and enrollment of tribal members.

A number of informational resource binders at the UFO are filled with various pamphlets, flyers, and brochures, all which provide brief descriptions of available services in the local service area along with the relevant organizational contact in-

formation such as phone numbers, addresses, and e-mails. UFO also houses a file cabinet that is filled with scholarship and financial assistance information for Native Americans interested in attaining their dreams through their academic participation in higher education. For those interested in higher education, they can easily access the information during UFO office hours.

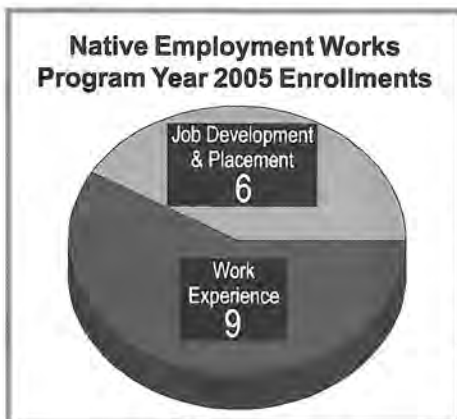
All the youth involved in the Summer Youth Program were successfully placed this program year and, with the exception of two individuals, everyone received exceptional evaluations upon completion of their participation. In order to place participants at good work sites, UFO staff contacted local employers to explain the program and the advantages for the business sector and the community. Currently, UFO works jointly with: Ford Street Project, a local recovery and transitional housing program; Pinoleville Vocational Rehabilitation, a program for disabled individuals; Ukiah Adult School for GED courses; Mendocino College Extended Opportunity Programs and Services department; and various other organizations.

The UFO staff acknowledges two very special women who participated in the Work Experience Program this program year and impressed their respective work site supervisors and co-workers with their outstanding performance and commit-

Program Year 2005 Service Area



ment. Both women were hired on as regular employees and are now employed and doing very well. While each had unique personal barriers to overcome before reaching this point, with their dedication, drive, and timely efforts, their dreams of self-sufficiency were accomplished. The UFO staff encourages all its participants to recognize their own special goals and desires so that UFO can help them make their dreams a reality.





Entrepreneur Training Program Report

The "Leadership Training for Entrepreneurial/Small Business/Economic Development" sponsored by California Indian Manpower Consortium, Inc. was designed as a 200-hour course held in four multi-day workshops in four regions of California. One hundred hours was spent in class where all aspects of business formation, planning, management and financing theory and practical exercises were presented by the best trainers in the field, most of them Native people. An additional 100 hours was spent on homework assignments between workshop sessions and on preparing a 'business plan,' adequate to present to a lending institution for financing a small business start-up or expansion.

This training is provided at no cost to eligible participants.

Program Goal: To provide leadership training to build healthy Native communities by developing the skills of Native entrepreneurs to be profitable and sustainable in the larger context of Native culture and sovereignty.

During Program Year 2005, this comprehensive course was presented in four training sessions in Arcata, Oroville, Palm Springs, and Pala, California from February to May 2006.



To celebrate the accomplishments of the participants, a graduation ceremony was held at the Pala Casino and Resort, during the final session of the training.

The aspiring entrepreneurs were pleased to be warmly welcomed by the Tyme Maidu Tribe/Berry Creek Rancheria and the Pala Band of Mission Indians.

Fourteen Tribal members/employees from the following tribes were trained in all aspects of entrepreneurship:

Candidate Requirements

- endorsement by Tribe of which applicant is a member or employee

OR

- referral by the CIMC Workforce Development Program as a program participant

AND

- California resident
- American Indian heritage (verifiable)
- 18 years of age or older

The application process is competitive. Applications must be received by specified deadline. Participants selected to receive training must agree to participate in CIMC's intake process for the Workforce Development Program. Participants must commit to attending all four sessions.

- Calaveras County Mountain Miwok
- Bishop Paiute Tribe
- Coyote Valley Band of Pomo Indians
- Ione Band of Miwok Indians
- Fort Belknap Tribe
- Potawatomi
- Santa Ysabel Band of Diegueno Indians
- Pit River Tribe
- Tuolumne Band of Me-Wuk
- Paiute/Shoshone
- Fort Independence Paiute

During Program Year 2005, entrepreneur training participants received extensive training from a select group of individuals with expertise in entrepreneurship:

- **Kenneth Banks**, Artist, Kenneth Banks Designs
- **Lawrence Bryan**, Owner, Native Air Heating and Cooling, Fort Mojave Indian Tribe
- **Suzanne M. Burcell, MBA**, Author and Humboldt State University Administrator, Karuk Nation
- **Dirk Charley**, Human Resource Manager, Sierra National Forest
- **Michael L. Connolly**, Owner, Laguna Resources Services, Inc. and Treasurer, Campo Kumeyaay Nation
- **Arnold "Bruce" Durbin**, Owner, Native Outdoor Adventures, Santa Ysabel Band of Diegeno Tribe
- **Ray Fry**, Acting Credit Officer, Bureau of Indian Affairs, Pacific Region
- **Daniel Golding**, Owner, Hoka Media Productions, Quechan Indian Nation
- **Peter H. Hackbert, Ph.D.**, Visiting Scholar, Academy in Entrepreneurial Leadership, University of Illinois-Champaign
- **Daniel B. Jordan**, Tribal Administrator/Director of Department of Commerce, Hoopa Valley Tribe
- **Julian Lang**, Founder of Institute of Native Knowledge; Staff Writer, North Coast Journal, Karuk Nation
- **Richard Levine**, Executive Vice President, Palm Desert National Bank
- **Brad Mix**, Small Business Counselor, Coachella Valley Small Business Development Center
- **Goody Mix**, Tribal Secretary, Berry Creek Rancheria
- **Panda Morgan**, Yuba-Sutter Small Business Development Center
- **Bob Nash**, Executive Director, Superior California Economic Development District
- **Joseph Orozco**, Station Manager, KIDE-FM, Hupa Tribally-Owned Radio Station
- **Christopher H. Peters**, President & CEO, Seventh Generation Fund, Yurok Tribe
- **Edward Samson**, Vice President, Red Mountain Energy Partners, Pomo
- **Paul Stone**, Washoe-Paiute Artist & Musician
- **Nick Summerfield**, Hope Depot, Cherokee Nation
- **Sharon Wise**, Executive Director, Native American Housing Service, Inc., Durant, Oklahoma & Consultant to OSAGE Nation



The CIMC Community Development Financial Institutions (CDFI) Project was initiated to meet the needs identified while conducting the "CIMC Leadership Development for Entrepreneurial, Small Business and Economic Development" course for Native individuals in California.

By the third round of this entrepreneurship training, it was apparent to CIMC that the aspiring Native entrepreneurs needed year-round technical support to grow their businesses, and they needed 'seed-money' financing to start their businesses, and/or to leverage larger loans from lending institutions.

In 2004, the entrepreneurship training co-coordinators attended the introductory workshops on the Community Development Finance Institution presented by the National Community Capital Association (NCCA) and Oweesta Corporation as part of the CDFI Fund's Native American Initiative. (The CDFIs were authorized by the Riegle Community Development Regulatory & Improvement Act of 1994.)

CIMC then applied for and received a 'mini-grant' to prepare an application to the CDFI Fund and to prepare Articles of Incorporation, Bylaws, Revolving Loan Fund Manual, and Deposit Agreements with participating lending institutions. CIMC also applied for and received technical assistance from NCCA. This was all accomplished by CIMC by September, 2004.

CIMC CDFI Proposed Activities

- Creation of a new nonprofit organization called: California Native Entrepreneurs Opportunity Fund (CNEOF).
- Complete a Market Study to determine the needs of the California Native community needs concerning; entrepreneurship training, business development, financial literacy and business loaning institutions.
- Develop Loan Products, Policies and Procedures based on Market Analysis findings.
- Develop and Market a Capitalization plan, for ongoing lending, training and advocacy.
- CNEOF, Inc. to qualify for CDFI Certification by December 2007.

In February 2005, CIMC applied to the CDFI Fund for funds to implement a CDFI. This was done after several months of assistance from NCCA and the Oweesta Corporation.

CIMC received notice in September 2005 of its CDFI grant in and has been in the process of implementing its CDFI with ongoing technical support from Oweesta Corporation and the newly formed Opportunity Finance Network, Inc.

A CDFI Project Manager has since been hired to oversee the CDFI Technical Assistance grant received from Native American CDFI Assistance (NACA) fund.

CIMC does not expect to be significantly in the loan business,

under the California Native Entrepreneurs Opportunity Fund, Inc., until PY 2007; CIMC feels that it will take until then to develop an efficient organization. However, loaning funds may happen sooner than later as many of the operating systems have been developed and it appears that CIMC has wide support among partners for this new effort.

CIMC does, however, plan to continue to offer 'Development Services' such as entrepreneurship training and financial education/literacy. Financial counseling of potential borrowers will only enhance their opportunity to gain loans and to use them responsibly. These activities are scheduled for years 2006 and each year beyond.



Elders Program Report

The CIMC Elders Program operated during Program Year 2005 with funding from the U.S. Department of Health and Human Services, Administration on Aging. The program is funded under Title VI of the Older Americans Act.

It is the primary purpose of the program to insure that the nutritional needs of participating elders are being met. Through the CIMC Elders Program, noon meals are prepared and served at sites that have kitchen and seating facilities to accommodate the serving of meals to Indian elders, their spouses, and program volunteers. Elders who are homebound and unable to come to the congregate meal site may receive home-delivered meals. Elders at sites where meals are not prepared and served on-site receive delivered hot meals from another nutrition program, frozen meals, or shelf stable meals.

Throughout the program year, the elders program coordinator works with all participating tribes. The coordinator oversees the operation of the program at each site, provides menu plans and monitors food purchases, processes payments, and works to insure that the program meets its overall goals.

During the grant period of April 1, 2005 through March 31, 2006 a total of 3,529 meals were served in a congregate meal setting and another



27,999 meals were delivered to participating elders' homes.

The annual funding level for the CIMC Elders Program is quite limited, so we are fortunate that several of the participating tribes are able to contribute to the program operations. To help in making CIMC Elders Program operations successful, Robinson and Susanville contributed to the program by employing the cooks who prepare the meals. All sites contribute to the success of the program by providing site contacts that assist the elder's program coordinator with such tasks as completion of intakes as well as distribution of informational material.

The CIMC Native American Caregiver Support Program provides services to families who are caring for an older relative with a chronic illness or disability and to elders

who are relative caregivers themselves. Services include information dissemination, referrals to various caregiver resources, counseling and support, temporary respite relief for caregivers, and supplemental services when possible.

CIMC is readying an application to become a Volunteer In Service To America (VISTA) sponsor, this grant will make CIMC the only state VISTA sponsor in California that serves Indian country. The grant will expand on work started by Elders Program VISTA's Megan Carter and Nicky Wittig, providing activities that provide mentorship for youths and socialization for elders. CIMC is looking to gain 11 VISTA members to be placed at tribes and tribal organizations throughout California.

The CIMC Elders Program greatly appreciates the contributions, cooperation, and support from all of the participating tribes. Through their input and support, quality services to our elders are assured. Further, as a result of their involvement, the level of services that can be provided is increased.



Meals are Prepared On-site at:	Shelf Stables meals are provided at:	Meals are purchased from other nutritional programs for delivery at:
Robinson Rancheria	Fort Bidwell Reservation	Chico/Mechoopda Rancheria
Susanville Rancheria	Big Sandy Rancheria	Cold Springs Rancheria
Berry Creek Rancheria	Coyote Valley Rancheria	Pauma Reservation
	San Pasqual Reservation	Santa Ysabel Reservation



The California Wellness Foundation Program Report

California Indian Manpower Consortium, Inc. (CIMC) was awarded a grant from The California Wellness Foundation (TCWF) for the CIMC Healthy Lifestyles, Prevention, and Wellness Promotion of Native American Elders Program. This program has been funded for a three year period to help disseminate health information, provide healthy aging workshops, develop reading corners on health issues at tribes and to start exercise programs with CIMC member tribes.

During Program Year 2005, CIMC distributed over 368 health information packets to Native elders and youth and CIMC handed out 511 different units (health informa-


tional pamphlets, culturally-sensitive food pyramids, nutrition guides, etc.).

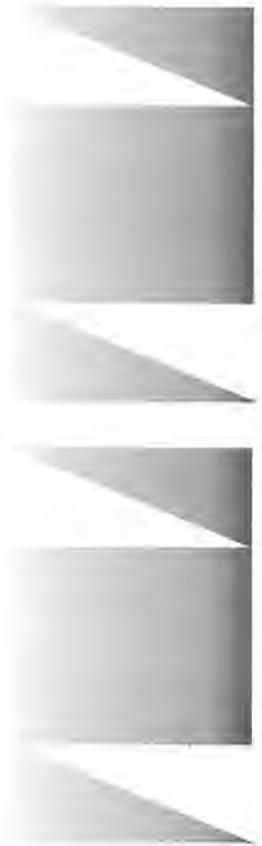
Through the help of the CIMC Elders Program and the VISTA (Volunteers In Service To America) members, CIMC distributed low-impact exercise videos (donated by the National Institute on Aging) and pedometers. Staff members facilitated discussions on how much exercise elders should get throughout the day, encouraged daily fitness activities and distributed health information packets to elders involved with CIMC Elders Program.

In August 2005, CIMC hosted an "Honoring Our Elders Ceremony" at the Fort Bidwell Indian Reserva-

tion. Every elder in attendance danced daily to honoring songs. The ceremony was a huge success and the elders stayed active during its entirety. CIMC set up an information booth on various health topics including heart disease, teeth care, diabetes and gum disease. CIMC provided water for all elders in attendance to promote hydration and health.

In fall of 2005, the CIMC VISTA members took the Big Sandy Elders on an acorn gathering trip.

Two regional Healthy Aging workshops to be held in fall/winter of 2006 are in the planning stages. Topics will include chronic disease, exercise and nutrition. 





Community Services Block Grant Program Report

The Community Services Block Grant (CSBG) Program completed its twentieth and began its twenty-first year of service to the American Indian community. Funding for the program is provided through a subcontract with the Northern California Indian Development Council, Inc. (NCIDC), which contracts with the State Department of Community Services & Development. Funding is available through the Community Services Block Grant, American Indian Set-Aside Program, and is intended to assist low-income American Indian persons who do not live on reservations or rancherias.

The CSBG Program is designed to provide a range of services to assist low-income American Indians in attaining the skills, knowledge,

The CSBG Program provides a wide variety of services for American Indian residents of the following counties:

Alpine	Mono
Amador	Nevada
Butte	Placer
Calaveras	Plumas
Colusa	Sacramento
El Dorado	Shasta
Glenn	Sierra
Inyo	Solano
Lake	Stanislaus
Lassen	Sutter
Madera	Tehama
Mariposa	Tuolumne
Mendocino	Yolo
Merced	Yuba
Modoc	

Services provided through the CIMC/CSBG Program must contribute to the achievement of one or more of the six goals developed by the National CSBG Monitoring and Assessment Task Force.

- o Low-income people become more self-sufficient
- o The conditions in which low-income people live are improved
- o Low income people own a stake in their community
- o Partnerships among supporters and providers of services to low-income people are achieved
- o Agencies increase their capacity to achieve results
- o Low-income people achieve their potential by strengthening family and other supportive systems

and motivation necessary to achieve self-sufficiency. The program also provides eligible applicants with immediate life necessities such as food, shelter, and utility assistance, leads to a reduction of poverty, and helps agencies such as CIMC build capacity and develop linkages.

CIMC/CSBG Program staff members strive to provide the best services possible to our American Indian client population. Services provided to assist clients include:

- o Information and referral
- o Counseling and outreach
- o Linkages to other service providers (local and statewide)
- o Workshops in areas such as family budgeting and nutritious meal planning

Financial support is available to obtain and maintain a suitable living environment. Program services provided to eligible applicants include:


- o Housing/rental assistance
- o Help with utility bills
- o Aid in obtaining food

- o Supportive services for education and employment

At their request, CIMC provides various CSBG services to the following California Indian tribes:

- ➔ Cortina Rancheria
- ➔ San Pasqual Reservation
- ➔ Santa Rosa Reservation
- ➔ Santa Ynez Reservation

Other tribes that wish to have CIMC administer CSBG resources can submit a request for inclusion to the CSBG Program Coordinator.

CSBG Program staff members would like to express gratitude for the cooperation and assistance of numerous statewide organizations and programs, including Community Action Agencies, Indian Health Centers, Tribal Administration Offices, and CIMC Field Offices, among many others. These agencies provide enormous support to our staff, and enhance our efforts to move American Indian clients toward the primary goals of self-sufficiency and self-determination. 



Child Care and Development Block Grant Program Report

Program Year 2005 saw the continued operation of the CIMC Child Care and Development Block Grant (CCDBG) Program, funded by the U.S. Department of Health and Human Services. Staff continued to assist eligible parents with their child care needs.

The CIMC CCDBG Program provides payment for child care services for eligible families. Payments are authorized through the issuance of child care certificates, which parents take to child care providers.

A major emphasis of the program is parental choice; parents

choose their child care provider. Once a provider is registered with the CCDBG Program, child care services can be provided and payments can be made for child care services provided.

During the program year, a total of seventy-six (76) children from forty-three (43) families received services through the program. Each year, applications are taken on an ongoing basis and child care certificates are issued until all available funds are obligated.

In order for a tribe to receive CCDBG funds directly from HHS, they must have fifty or more children under 13 years of age. Tribes with fewer than fifty children may apply for funds as a member of a consortium. The consortium must have a cumulative total of fifty or more children in order to receive funding.

Each fiscal year, a tribe may decide to operate its own CCDBG Program (if it meets the requirement for number of children) or to participate as a part of a consortium program. Further, tribes may elect to change the consortium in which they participate from one year to another. Any tribe wishing additional information regarding inclusion in the CIMC CCDBG Program may contact the CIMC CCDBG Program staff.

CCDBG PROGRAM SERVICES

The CIMC Child Care and Development Block Grant (CCDBG) Program provides the following services:

- Payments to child care providers.
- Resources and referral
- Training and technical assistance for child care providers



ELIGIBILITY REQUIREMENTS

Parent/Guardian:

- ◆ reside in the service area as defined by the participating tribe;
- ◆ meet income guidelines; and
- ◆ be working or attending an educational or vocational training program (working parents receive priority).

Child:

- ◆ be from a participating tribe;
- ◆ under 13 years of age; or
- ◆ over 13 and under 18 years of age if disabled (unable to care for themselves) or under court supervision.

Provider:

- ◆ registered with CIMC CCDBG Program;
- ◆ meet applicable State/Tribal licensing requirements; or
- ◆ if license-exempt, meet CCDBG health and safety standards

APPLICATION PROCESS

Parents/guardians may contact the CIMC CCDBG Program or the local tribal contact person for an application. Documentation will be required to support eligibility.

CHILD CARE CERTIFICATE

Upon approval of the application, a child care certificate is issued to the parent/guardian. The child care certificate identifies the number of hours approved, child(ren), hourly/daily maximum rate, parent/guardian share of child care costs and valid dates.

Participating Tribes

FY2004	FY2005	FY2006	FY2007
Cahuilla	Cahuilla	Cahuilla	Cahuilla
Cedarville	Cedarville	Cedarville	Cedarville
Elem	Elem	Elem	
Fort Independence	Fort Independence	Fort Independence	Fort Independence
Lone Pine	Lone Pine	Lone Pine	Lone Pine
Mesa Grande	Mesa Grande	Mesa Grande	Mesa Grande
San Pasqual	San Pasqual	San Pasqual	San Pasqual
Santa Rosa Reservation	Santa Rosa Reservation	Santa Rosa Reservation	Santa Rosa Reservation
Santa Ynez	Santa Ynez	Santa Ynez	Santa Ynez
Santa Ysabel	Santa Ysabel	Santa Ysabel	Santa Ysabel
Sherwood Valley	Sherwood Valley	Sherwood Valley	Sherwood Valley
Tuolumne	Tuolumne	Tuolumne	Tuolumne



Indian and Native American WIA Section 166 Technical Assistance and Training Grant Report

Under a contract with the U.S. Department of Labor (DOL), California Indian Manpower Consortium, Inc. has provided capacity building to Native American Workforce Investment Act (WIA) Section 166 grantees. The tasks included in this grant support and contribute to the overall improvement of performance of the WIA Section 166 program. Grant activity includes:

Support for the national technical assistance and training (TAT) conferences

Assist with costs associated with providing technical assistance; costs associated with the creation, reproduction, and distribution of training materials; procurement of the services of selected trainers, NINAETC executive committee travel associated with planning and facilitating the TAT needs of the conference, equipment and facilities; communications; and other related costs. Also, these funds will cover expenses necessary to pay travel costs of selected small grantees to send a designated staff member to the NINAETC Conference

Peer-to-peer on-site technical assistance

Support travel by selected WIA grantees to provide on-site technical assistance to other grantees in need of in-depth technical assistance.

Logistical support for multi-regional TAT meetings

Help defray costs associated with conducting multi-regional grantee TAT meetings.

Logistical support for the Native American Employment and Training Council

Pay travel expenses of the Native American Employment and Training Council members, facilities and equipment rental, and other expenses associated with holding Council meetings.

Logistical support of Council Work Groups

Assist with travel costs and logistical support for the business relations/microenterprise, census, council charter, designation, education/youth, information/technology, reporting/performance measures, and reauthorization work groups; to improve overall program grantee performance; and provide recommendations to the Indian and Native American Program (INAP).

Logistical support for UI Wage Record Feasibility Study

Provide for costs associated with three meetings of the UI Wage Study Technical Advisory Committee.

Micro-Enterprise Environmental Scan Project

Under contract, conduct an "environmental scan" to determine resources and expertise to better coordinate and leverage future investments in support of national microenterprise initiative.


Targeted technical assistance for Public Law 102-477 grantees

Provide technical assistance in support of the demonstration effort under Public Law 102-477.

Tribal Colleges/Executive Order 1302 Initiative/New Directors Training

Arrange for the design and presentation of intensive training for the improvement of overall management and administrative capacity for WIA grantees. Provide training sessions and develop curriculum for new WIA directors.

Information Technology

Assist with travel costs associated with DINAP and selected grantee staff to discuss and make recommendations regarding information to be collected and the method of submission for reporting to DINAP. Provide support in the development of the Native American Workforce Investment Act automated reporting system (Bear Tracks). 



Census Information Center Report

During Program Year 2005 the CIMC Census Information Center (CIC), continued to receive and complete Census data requests from throughout California and the United States.

A database of basic Native American statistics for review and download has been created to make Native American data more accessible to the public. The CIMC CIC also provides a service of more detailed and researched Census tabulations for a fee. Custom tabulations are sent out through email or shipped in hard-copy form.


California county maps broken down by Native American census data will also be available for purchase. Maps can be scaled up to poster size or sent out by email.

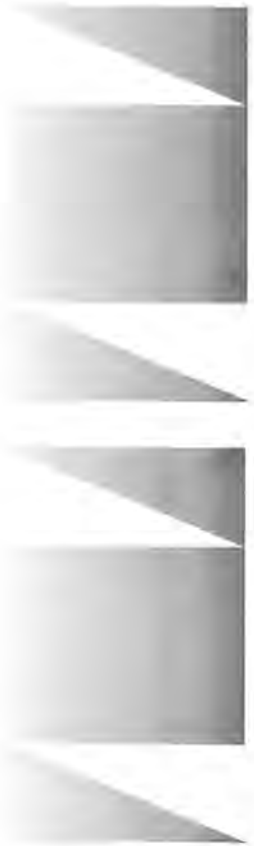
The CIMC CIC continues to receive census updates via email, publications, media CDs, and DVDs from the U.S. Census Bureau. The Census Bureau will be providing training in ARC View GIS software at the upcoming annual Census training conference. ARC View GIS is a very powerful tool that provides the ability to incorporate Census data with maps and graphs.

CIMC plans to launch a CIC website at the end of 2006 or in early 2007. The website will enable the

CIMC CIC to reach out to a larger nationwide clientele. Also, detailed Census statistical data for most Native American tribes will be accessible for a fee through the website.

With the addition of the website and the ongoing support of the U.S. Census Bureau, CIMC is building a stronger census data in-

formation center. CIMC will continue to supply detailed and quality Census data and find ways to improve service to clients. 






Tribal TANF Support Initiative Report

The Administration for Native Americans (ANA) Project grant focused on Tribal Temporary Assistance for Needy Families (TANF) programs across the country. The project was a collaborative effort of California Indian Manpower Consortium, Inc., ANA of the U.S. Department of Health and Human Services—Administration for Children and Families, and the National Congress of American Indians (NCAI).

During PY 2005, the ANA Project implemented strategic methodology changes in order to successfully attain the project's original work plan objectives:

- Categorization of Tribal TANF Best Practices and maintenance of related resource library/database for easy public access.
- Determination of outstanding, expert Tribal TANF Peer Mentors and matching them up with nearby programs that have technical assistance needs—the establishment of Mutual Support Learning Clusters.
- Coordination and support of activities of National Tribal TANF Advisory Committee (NTTAC), a proactive advocate for all Tribal TANF programs.

ANA Project activities were designed based on the overall commitment to improve the quality of services and coverage provided to eligible participants through the creation of a multi-pronged, self-sustaining system that would include:

meaningful program and administrative support, useful best practices learning tools, and relevant representation of diversity of programs as reflected by the Tribal TANF Advisory Committee membership. 

Integral to the success of the ANA Project was expert guidance received from and involvement of CIMC Board of Directors and Native American Workforce Investment Council, Tribal TANF Peer Mentors, and National Tribal TANF Advisory Committee, which was valued at more than \$50K for PY05. The ANA Project concluded February 28, 2006, however, the work plan objectives continued to develop independently throughout the program year, thus, sustaining the project. Some accomplishments are:

- Establishment of ANA Project webpage (www.cimcinc.org/ana.htm), which includes best practices links, and membership lists of Peer Mentors and NTTAC.
- Provision of T&TA by Peer Mentors to South Dakota tribe setting up Tribal TANF program, and Nooksack and Chippewa Cree Tribal TANF programs.
- Formation of National Alliance of Tribal TANF (NATT) as informational group concerned with position papers on tribal TANF issues. NATT developed groundwork for:
 - National Summit of State and Tribal TANF to be held in July 2006 at the Montana State Capitol in Helena, co-hosted with Governor Schweitzer of Montana.
 - National Tribal TANF Working Conference to be held in August 2006 at the National Conference of State Legislatures (NCSL) Building in Denver.





Rural Business Enterprise Grants Program Report

In June of 2005, CIMC was awarded two one-year grants from the United States Department of Agriculture (USDA) under the Rural Business Enterprise Grant Program (RBEG). The first grant was awarded for Mendocino County and the second grant was for Inyo and Lassen counties. The project was entitled "Creating jobs in the global business community, and internship and job training program for Native American Indian tribal members – A job skill and job creation project."

The purpose of this project was to provide both designated areas with qualified interns to learn the skills of and become certified International Trade Specialists; while also making available to the Native owned businesses in the designated counties trusted trade experts from their own tribes or other tribes that they can turn to for assistance in finding export and sales opportunities overseas.

Two interns have received specialized training in accessing resources for international trade, mar-

ket research, learning how to effectively deal with foreign cultural difference in both social and business settings, and the rules and regulations of international trade. Both interns had the opportunity to work with a mentor from the Northern California World Trade Center and the Sacramento Regional Center for International Trade within the Los Rios Community College system. During training, the interns also worked with the Northern California International Visitors Center and the International Consular Corps. Both interns were able to attend business and economic development conferences to learn about the latest trends in Indian Country, which gave the interns many opportunities to network and expand their knowledge of resources in business and international trade.

A highlight in the training for the Inyo/Lassen County Intern was being able to participate in the organization of the largest Chinese/American business conference in the United States held in San Francisco, October 2005. During this

conference the intern had the opportunity to work with the Chinese Consular and other Chinese officials along with California State officials.

Both Interns had the opportunity for international travel as part of their final training. The Mendocino County Intern attended a dried fruit trade show in Mexico City, June 2006. During this trip she was able to meet with various vendors, walk the floor of the trade show, and do market research. The second intern for the Inyo/Lassen counties went overseas to Germany and Italy, May 2006, on an exploratory trade mission to research the market for Native American arts and crafts. During the Inyo/Lassen county Interns trip she was able to meet with the Native American Association of Germany, meet with trade specialists in Italy, attend a jewelry trade show in Milan, Italy, and attend the Karl May Festival in Germany. A summary of this trip and its findings can be requested from the Business Relations Specialist at the Central Office. 



Recognition

Twenty-Five Year Employee Recognition

*Ann Kochamp
Charmaine Mix*

Twenty-Five Year Membership Recognition

*Soboba Band of Luiseno Indians
Local Indians for Education
Tuolumne Me-Wuk Tribal Council*

Ten Year Employee Recognition

PaPai Thomas

Twenty Year Membership Recognition

Indian Health Council, Inc.

Fifteen Year Board Recognition

*Jack Jones
Gary Rickard
Peggy Vega*

Fifteen Year Membership Recognition

Pala Boys & Girls Club

Ten Year Membership Recognition

*Elk Valley Rancheria
Sierra Tribal Consortium, Inc.
Dry Creek Rancheria
American Indian Center, Inc.
Metropolitan Tenants Organization*

Five Year Membership Recognition

*Coastanoan Rumsen Carmel Tribe
Feather River Tribal Health, Inc.
Wintu Tribe & Toyon Wintu Center*

