

# NATIVE EMPLOYMENT WORKS PROGRAM

## Program History:

Public Law 104-193, the Personal Responsibility and Work Opportunity Reconciliation Act of 1996, eliminated the Aid to Families with Dependent Children (AFDC), the Emergency Assistance (EA) and the Job Opportunities and Basic Skills (JOBS) programs. It also authorized funding through the U.S. Department of Health and Human Services for those Indian Tribes and Alaska Native Organizations that conducted JOBS Programs in fiscal year 1995 to operate a tribal work activities program to be known as the Native Employment Works (NEW) Program.

## Program Services:

Once determined eligible for California Indian Manpower Consortium, Inc. NEW Program services, each client will complete the following process: program orientation, assessment, complete an employability plan and develop a plan of services. Various employment opportunities are listed below:

- Job Readiness Training - *provide clients who possess little or no work history, an understanding of employer expectations, appropriate work behaviors, and basic life skills.*
- Job Search - *provide assistance such as counseling, job-seeking skills training, information dissemination, resume development, interviewing skills, and one-to-one support to clients through individual and group meetings.*
- Job Development and Placement - *market clients who possess necessary skills to obtain and retain gainful employment.*
- Work Experience (both paid and non-paid) - *enable clients who possess little or no work experience to obtain a current work history, thereby providing them with skills necessary to seek and secure entry level employment.*
- On-the-Job Training - *provide clients with skills training while employed to enable them to continue gainful employment; employers are reimbursed up to 50 percent of the wages paid while client is being trained.*
- Educational Training - *assist clients with the attainment of a high school diploma or GED certificate, or improve clients' basic skills prior to placement in vocational skills training (either OJT or Job Skills Training).*
- Job Skills Training - *provide clients with access to vocational training that will provide a certificate of completion and lead to gainful employment.*
- Entrepreneurial Planning and Development - *provide entrepreneurial planning and development assistance to clients who wish to become self-employed in order to attain self-sufficiency.*

## Supportive Services:

The following supportive services will be made available to the CIMC NEW Program. Each request for supportive services is reviewed on an individual basis, taking into account the client's circumstances and justified, documented need. All supportive services may be paid with the CIMC NEW Program funds; however, other funding sources will be sought first to reduce the cost to the CIMC NEW Program.

The types of supportive services that may be provided to clients who need such services in order to attain their training and employment goals and/or to retain an employment position include the following:

- transportation
- child care
- work and training related clothing
- work and training related tools
- union dues, initiation fees, licenses, and certification fees
- training related materials and supplies
- temporary shelter and meals
- one-time only work related expense
- pre-employment alternative

## Population To Be Served:

All CIMC NEW Program services are provided on a first-come, first-served basis. However, through extensive outreach procedures the CIMC NEW Program strives to reach all potential clients, with special emphasis placed on reaching hard to serve clients. Hard to serve clients include, but are not limited to, TANF recipients, clients with limited work and educational history, school drop-outs, and those who experienced teen pregnancies.

## Program Service Area:

The CIMC NEW Program provides services to members of the following 51 participating tribes who reside in the CIMC service area:

Barona	Campo	Greenville	Pala	Robinson	Susanville
Benton-Paiute	Cold Springs	Grindstone	Pauma	Rohnerville	Table Mountain
Berry Creek	Cortina	Hopland	Picayune	Round Valley	Torres-Martinez
Big Pine	Coyote Valley	La Jolla	Pinoleville	Santa Rosa Rancheria	Trinidad
Big Sandy	Cuyapaipe	La Posta	Potter Valley	Santa Rosa	Tuolumne
Bishop	Elem	Lone Pine	Redding	Reservation	Upper Lake
Blue Lake	Elk Valley	Manzanita	Redwood Valley	Santa Ysabel	Viejas
Cabazon	Fort Bidwell	Mesa Grande	Resighini	Sherwood Valley	
Cahuilla	Fort Mojave	Morongo	Rincon	Shingle Springs	