



Program Year 2015
ANNUAL REPORT

California Indian Manpower Consortium, Inc.

*The CIMC Movement: Creating Positive Change
for Native Communities*

PROGRAM YEAR 2015 ANNUAL REPORT

TABLE OF CONTENTS

Membership 2

Board of Directors 4

Native American Workforce Investment Council..... 4

Executive Director's Report 5

Organizational Chart 7

Program Year 2015 Expenditures 8

CIMC Condor Connection 10

CIMC Mobile App 10

Program Year 2015 Overview 11

Workforce Development Program Year 2015 Service Area 12

Workforce Development Program Year 2015 Highlights 13

Workforce Development Program Year 2015 Performance 14

Career Pathways for Youth Program 15

Workforce Development Board Participation 15

Workin' Skills into Careers Project 16

Child Care and Development Block Grant Program 17

Community Services Block Grant Program 17

Elders Program 18

Native American Caregiver Support Program 19

Medicare Improvements for Patients and Providers Act Program 19

Native Entrepreneur Training Program 20

Census Information Center 21

California Native Entrepreneurs Opportunity Fund 21

Tribal Business Export Development Program 21

CIMC Tribal Business Services LLC 21

Years of Service Recognition 22

Membership Recognition 23

The California Indian Manpower Consortium, Incorporated Program Year 2015 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 found on the internet at www.cimcinc.org or be obtained by calling (916) 920-0285 or mailing correspondence to California Indian Manpower Consortium, Inc., 738 North Market Boulevard, Sacramento, California 95834.

Chicago Geographic Service Area

- American Indian Association of Illinois - Chicago, IL
- American Indian Center of Chicago - Chicago, IL
- American Indian Health Service of Chicago, Inc. - Chicago, IL
- American Indian Studies, UIUC - Urbana, IL
- Metropolitan Tenants Organization - Chicago, IL
- Native American Support Program - University of Illinois at Chicago - Chicago, IL
- Native American Tribal Equality Foundation - Saint Charles, IL
- Trickster Art Gallery - Schaumburg, IL

CIMC Geographic Service Area



Eastern Sierra Geographic Service Area

- Big Pine Paiute Tribe of the Owens Valley - Big Pine, CA
- Bishop Paiute Tribe - Bishop, CA
- Bridgeport Indian Colony - Bridgeport, CA
- Fort Independence Indian Reservation - Independence, CA
- Foundation for the Kern Valley Indian Community - Lake Isabella, CA
- Lone Pine Paiute-Shoshone Reservation - Lone Pine, CA
- Owens Valley Board of Trustees / Owens Valley Career Development Center - Bishop, CA
- Owens Valley Indian Housing Authority - Bishop, CA
- Timbisha Shoshone Tribe - Bishop, CA
- Toiyabe Indian Health Project, Inc. - Bishop, CA

Escondido Geographic Service Area

- Campo Band of Mission Indians - Campo, CA
- Lipay Nation of Santa Ysabel - Santa Ysabel, CA
- Indian Health Council, Inc. - Pauma Valley, CA
- Jamul Indian Village - Jamul, CA
- La Jolla Band of Luiseño Indians - Pauma Valley, CA
- La Posta Band of Mission Indians - Boulevard, CA
- Mesa Grande Band of Mission Indians - Santa Ysabel, CA
- Pala Band of Mission Indians - Pala, CA
- Pala Cupa Cultural Center - Pala, CA
- Pala Fire Department - Pala, CA
- Pala Youth Center - Pala, CA
- Pauma Band of Mission Indians - Pauma Valley, CA
- Rincon Band of Luiseño Indians - Valley Center, CA
- San Pasqual Band of Mission Indians - Valley Center, CA
- Southern California Tribal Chairmen's Association - Valley Center, CA
- Southern Indian Health Council, Inc. - Alpine, CA
- Viejas Band of Kumeyaay Indians - Alpine, CA

Redding Geographic Service Area

- Berry Creek Rancheria of Maidu Indians of California - Oroville, CA
- Cortina Indian Rancheria - Williams, CA
- Elk Valley Rancheria - Crescent City, CA
- Enterprise Rancheria - Oroville, CA
- Enterprise Rancheria Indian Housing Authority - Oroville, CA
- Feather River Tribal Health, Inc. - Oroville, CA
- Fort Bidwell Indian Community Council - Fort Bidwell, CA
- Lassen Indian Health Center - Susanville, CA
- Local Indians for Education, Inc. - Shasta Lake City, CA
- Maidu Cultural and Development Group - Greenville, CA
- Maidu Summit Consortium - Chester, CA
- Mechoopda Indian Tribe of Chico Rancheria - Chico, CA
- Modoc Lassen Indian Housing Authority - Lake Almanor, CA
- Mooretown Rancheria - Oroville, CA
- Nor Rel Muk Wintu Nation - Weaverville, CA
- Pit River Tribe - Burney, CA
- Roundhouse Council, Inc. - Greenville, CA
- Susanville Indian Rancheria - Susanville, CA
- Wintu Tribe of Northern California & Toyon-Wintu Center - Shasta Lake City, CA

Sacramento Geographic Service Area

- Big Sandy Rancheria - Auberry, CA
- Buena Vista Rancheria - Sacramento, CA
- Central Valley Indian Health, Inc. - Clovis, CA
- Cold Springs Rancheria - Tollhouse, CA
- D-Q University - Davis, CA
- Dunlap Band of Mono Indians - Dunlap, CA
- Fresno American Indian Health Project - Fresno, CA
- Ione Band of Miwok Indians - Plymouth, CA
- North Fork Rancheria of Mono Indians of CA - North Fork, CA
- Picayune Rancheria of the Chukchansi Indians - Coarsegold, CA
- Sierra Mono Museum - North Fork, CA
- Sierra Tribal Consortium - Fresno, CA
- Southern Sierra Miwuk Nation - Mariposa, CA
- The Mono Nation - North Fork, CA
- Tuolumne Band of Me-Wuk Indians - Tuolumne, CA
- Tuolumne Me-Wuk Housing Authority - Tuolumne, CA

San Jacinto Geographic Service Area

- Cahuilla Band of Indians - Anza, CA
- Chemehuevi Indian Tribe - Havasu Lake, CA
- Costanoan Rumsen Carmel Tribe - Pomona, CA
- Fort Mojave Indian Tribe - Needles, CA
- Indian Child Welfare Consortium - Temecula, CA
- Inter Tribal Sports - Temecula, CA
- Morongo Band of Mission Indians - Banning, CA
- Native American Environmental Protection Coalition - Temecula, CA
- Reservation Transportation Authority - Temecula, CA
- Riverside-San Bernardino County Indian Health, Inc. - Banning, CA
- Santa Rosa Band of Cahuilla Indians - Anza, CA
- Soboba Band of Luiseño Indians - San Jacinto, CA
- Torres-Martinez Desert Cahuilla Indians - Thermal, CA

Ukiah Geographic Service Area

- Cahto Tribe of Laytonville Rancheria - Laytonville, CA
- Coyote Valley Band of Pomo Indians - Redwood Valley, CA
- Dry Creek Rancheria Band of Pomo Indians - Santa Rosa, CA
- Elem Indian Colony - Lower Lake, CA
- Guidiville Indian Rancheria - Talmage, CA
- Hopland Band of Pomo Indians - Hopland, CA
- InterTribal Sinkyone Wilderness Council - Ukiah, CA
- Northern Circle Indian Housing Authority - Ukiah, CA
- Redwood Valley Little River Band of Pomo Indians JOM - Redwood Valley, CA
- Redwood Valley Rancheria - Redwood Valley, CA
- Robinson Rancheria Citizens Business Council - Nice, CA
- Scotts Valley Band of Pomo Indians - Lakeport, CA
- Sherwood Valley Band of Pomo Indians - Willits, CA
- United Native Housing Development Corporation - Ukiah, CA

CALIFORNIA INDIAN MANPOWER CONSORTIUM, INC.

BOARD OF DIRECTORS

OFFICERS

Chairman

Robert H. Smith
Pala, California

Vice-Chairman

Gary Rickard
Anderson, California

Secretary

Arlene Craft
Banning, California

Treasurer

Benjamin Charley, Jr.
Bishop, California

GEOGRAPHIC SERVICE AREA REPRESENTATIVES

Chicago

Kim Edward Cook
Chicago, Illinois

Eastern Sierra

Joyce Alvey
Bishop, California

Roseanne Moose

Big Pine, California

Escondido

Virginia Hill
Pauma Valley, California

Redding

Stacy Dixon
Susanville, California

San Jacinto

Colleen Garcia
Needles, California

Sacramento

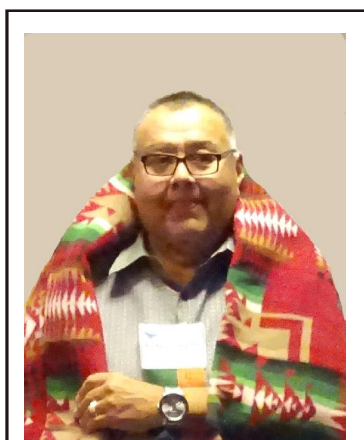
Florence Dick
Dunlap, California

Ukiah

Elizabeth Hansen
Redwood Valley, California

NAWIC (ex-officio)

Erna Smith
Oakland, California



Chairman Robert H. Smith was recognized for a total of 15 years of service on the CIMC Board of Directors at the 37th Annual Membership Meeting - November 2015.



CIMC Board of Directors: Officers, GSA Representatives and Alternates at the 37th Annual Membership Meeting - November 2015

Vice-Chairman Gary Rickard was appointed to the Native American Employment and Training Council for the term of May 2016 to May 2018. The Council advises the United States Secretary of Labor on the operation and administration of the Indian and Native American programs authorized under Section 166 of the Workforce Innovation and Opportunity Act (WIOA). Mr. Rickard joins Chairman Michael Hunter (CIMC Delegate, Coyote Valley Band of Pomo Indians) already serving on the Council. Mr. Rickard was elected Chairman of the Council in August 2016.



CALIFORNIA INDIAN MANPOWER CONSORTIUM, INC.

NATIVE AMERICAN WORKFORCE INVESTMENT COUNCIL

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

Kim Edward Cook, Board of Directors - American Indian Health Service of Chicago, Inc., Chicago, IL

Brooks D. Ohlson, Director, Center for International Trade Development - Los Rios Community College District, Sacramento, California

G. David Singleton, Consultant - Community and Economic Development, Davis, California

Erna Smith, Retired - USDA Forest Service, Oakland, California

Honorary: Richard Anderson, Actor - Entertainment Industry, Beverly Hills, California

Ex-Officio: Robert H. Smith, Board of Directors - California Indian Manpower Consortium, Inc., Pala, California

Benjamin Charley, Jr., Board of Directors - California Indian Manpower Consortium, Inc., Bishop, California

EXECUTIVE DIRECTOR'S REPORT

During Program Year 2015, the professional and caring team of California Indian Manpower Consortium, Inc. remained committed to creating positive change throughout our Native communities through the delivery of quality programs and services benefiting many individuals, families and communities.

Our Workforce Development (WD) Program experienced our first year of transition to the Workforce Innovation and Opportunity Act (WIOA) and we continued to enhance social media for the participants, employers and field offices. We implemented the WorkingSkills into Careers, a traditional soft skills training initiative throughout our WD service area. Our MIS staff remained diligent in updating our procedures and evaluating the new WIOA performance indicators and outcomes. Our MIS Specialist was extensively involved on behalf of the Indian and Native American (INA) Program grantee community through the provision of technical assistance on our Bear Tracks reporting system as well as testing and valuable input on this system. We graduated our sixteenth Leadership Training for Entrepreneurial/Small Business/Economic Development class. We offered the rewarding opportunity of culturally relevant Caregiver Training for individuals caring for Elders and expanded Medicare information for our Elders through numerous training opportunities. In May, we were elated to have been awarded a Career Pathways for Youth initiative grant to address needed services for our youth.

We were pleased that most of our comments submitted on the proposed language in the regulations for WIOA were reflected in the final rules and regulations. A special thank you to the Members and individuals who submitted supportive comments. Our involvement is critical to maintain the integrity of the Indian provisions of the WIOA legislation as we continue the dialogue on the performance indicators for our INA programs.

Our California Indian Manpower Consortium, Inc. staff continue to strive to meet the respective objectives for all the programs of CIMC. As in the past, our accomplishments during Program Year 2015 reflect the dedicated work of all the CIMC staff, the guidance and untiring efforts provided by our CIMC Board of Directors and continued support of the CIMC Membership.

As in the past few years, Program Year 2015 demanded enormous time, energy and effort to provide a high volume

of ongoing case management for the Workforce Development Programs. WIOA will significantly increase case management activity in Program Year 2016. We were heavily engaged in the negotiation on a number of Memorandums of Understanding with the Local Workforce Development Boards throughout California. We need to be involved in the partnerships for WIOA collaboration at the local, state, and federal levels. Work in the Chicago Based Operations service area is a priority for Program Year 2016. We will focus on the varying economies and labor markets as we develop strategies for our Indian and Native American communities in our work with the America's Job Centers.

During this past year, the work on behalf of our communities was well worth the effort, in particular our involvement with the National Congress of American Indians Partnership for Tribal Governance in the WIOA performance indicators, elevating a presence within the Labor structure, funding strategies and strengthening our workforce development.

We continue to emphasize work to enhance basic skills education, job readiness, orientation to the World of Work and soft skills training for many of our customers, rebuilding their self-confidence towards realizing their career paths and providing support for those that enter the job market.

We continue to tabulate data and provide reports in response to requests for Census and American Community Survey data through our Census Information Center. We are following the 2020 Census as it is on the horizon. We are pleased to host a Census Tribal Consultation session to our Membership.

Our Chicago Based Operations staff remain involved in the capacity building and leadership effort for the greater Chicago Indian community.

The Child Care and Development Block Grant (CCDBG) Program continued to coordinate and provide exceptional child care services for families of our CCDBG participating Tribes. The Elders Program provided 44,697 meals in 16 Tribal communities. We are preparing our next three-year grants, including an additional grant application planned for this next cycle. The Community Services Block Grant (CSBG) funding reached numerous families for essential emergency services throughout a 30 county service area. Our WorkingSkills into Careers Project through

As in the past, our accomplishments during Program Year 2015 reflect the dedicated work of all the CIMC staff, the guidance and untiring efforts provided by our CIMC Board of Directors and continued support of the CIMC Membership.

Continued on Page 6

EXECUTIVE DIRECTOR'S REPORT (CONTINUED)

funding from the Administration for Native Americans served 119 participants through 12 soft skills training sessions.

Our youth initiatives were expanded at the end of Program Year 2015 for our CIMC service area through the Career Pathways for Native Youth Project.

Our success in Program Year 2015 is attributed to the expertise, dedication and untiring commitment of our awesome CIMC team of professionals.

In total, 2,894 workforce development customers received services in Program Year 2015. There were 34 participants enrolled in the Supplemental Youth Services Program and two participants enrolled in the Career Pathways for Youth Project. As with our last program year, CIMC met all Performance Measures issued by the U.S. Department of Labor (DOL), Division of Indian and Native American Programs (DINAP) and those established by the CIMC Board of Directors for Program Year 2015. Continuing into Program Year 2016, we will continue to strive to meet the

...CIMC will remain involved and stand committed to further policies and provisions under WIOA which are consistent with the law, with federal Indian policy (including tribal sovereignty), and which protect our ability as Indian tribes and organizations to meet the needs of Indian people.

performance outcomes, continue sharing our news, accomplishments and calendar of training sessions and meetings in our CIMC Condor Connection and launch a CIMC mobile app.

CIMC remains committed to building a partnership with the new leadership in Washington, DC and strengthening the partnership collaboration with the U.S. Department of Labor and DINAP. It has been a pleasure to work with DOL's Native American Employment and Training Council over the past 20 years and now to be able to participate on the Council Work Groups and share the historical work with the new Council is a privilege. We have a lot of work ahead of us. The new leadership of the Council is our CIMC Vice-

Chairman Gary Rickard and Chairman Michael Hunter of the Coyote Valley Band of Pomo Indians is also seated on the Council as an "Other Discipline." We will do our part to meet the challenges facing the INA programs. CIMC will continue to have a strong voice and significant presence and role in the WIOA implementation.

CIMC will continue to stand united in working towards solutions to social, economic, employment and training needs of Indian people and communities. To this end, CIMC will remain involved and stand committed to further policies and provisions under WIOA which are consistent with the law, with federal Indian policy (including tribal sovereignty), and which protect our ability as Indian tribes and organizations to meet the needs of Indian people.

Detailed information about our work during Program Year 2015 and the work planned for Program Year 2016 are included in the respective Reports contained herein. CIMC will strive to enhance the quality of service and provide programs to address the unmet needs of our people and our communities.

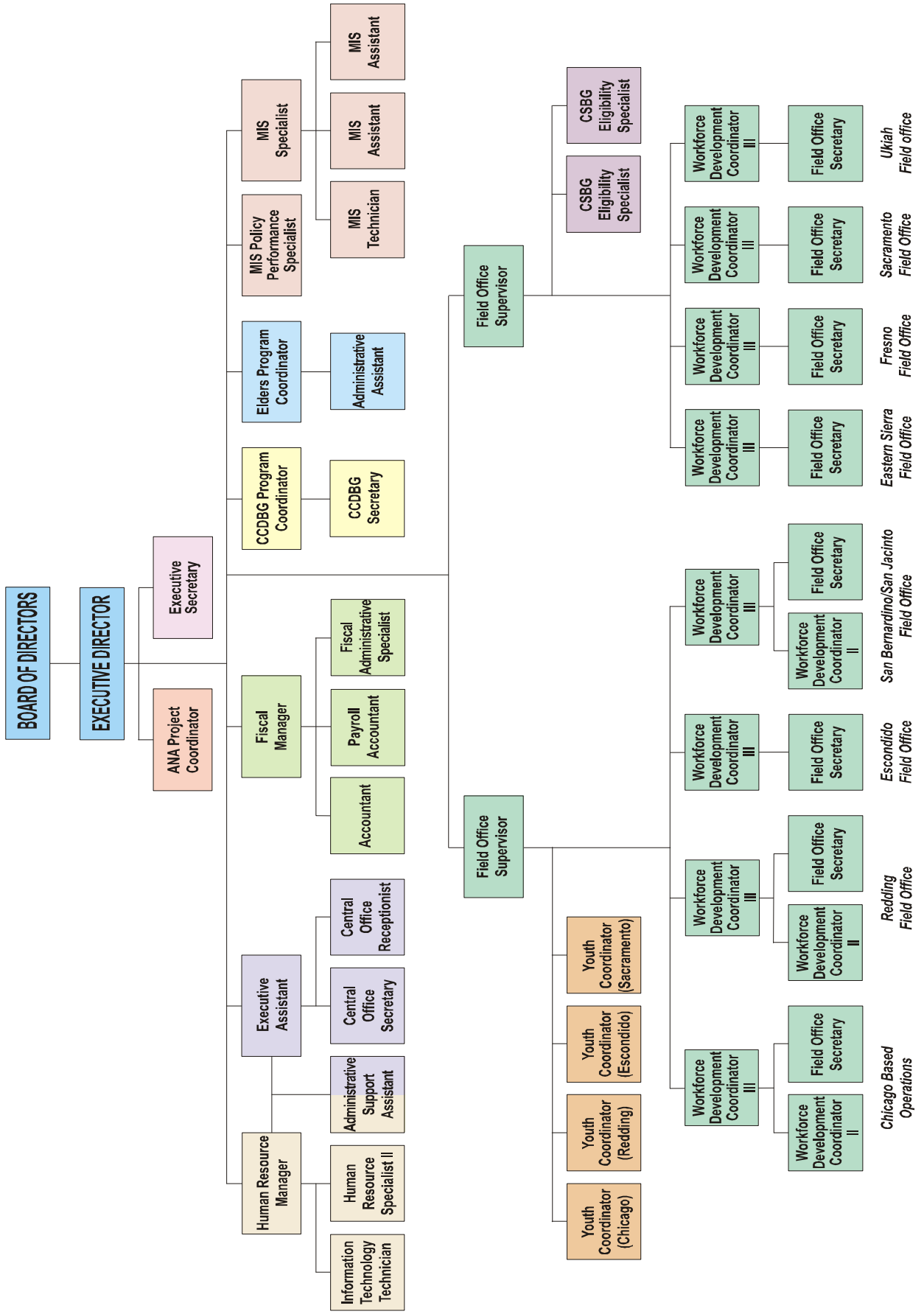
We truly embrace and are committed to **“creating positive change for our Native communities.”** Thank you to the CIMC Membership, CIMC Board of Directors, Native American Workforce Investment Council, CIMC Staff and Volunteers - your support and continued commitment is second to none. In closing, Thank You for the opportunity, privilege and pleasure to work for and with you.

Lorenda T. Sanchez
Executive Director



CIMC staff joined with other Indian and Native American workforce development professionals and Public Law 102-477 professionals for the 36th National Indian and Native American Employment and Training Conference in Durant, Oklahoma on August 16-21, 2015. CIMC Executive Director and Region 6 Representative for the Native American Employment and Training Council Lorenda T. Sanchez delivered important information on the new legislation, Workforce Innovation and Opportunity Act (WIOA).

CALIFORNIA INDIAN MANPOWER CONSORTIUM, INC.
ORGANIZATIONAL CHART



PROGRAM YEAR 2015 EXPENDITURES (JULY 1, 2015 TO JUNE 30, 2016)



WORKFORCE DEVELOPMENT PROGRAM

U.S. Department of Labor
 Employment and Training Administration
 Division of Indian and Native American Programs
 Workforce Innovation and Opportunity Act

Training Services Expenditures	\$118,693
Employment Services Expenditures	\$48,669
Other Program Services Expenditures	\$2,354,330
Administration Expenditures	\$419,830
Supplemental Youth Services Expenditures	\$94,668
Career Pathways for Youth Expenditures	\$1,927
WIOA Transition Expenditures	\$67,845

U.S. Department of Health and Human Services
 Administration for Children and Families
 Native Employment Works (NEW)

NEW Program Expenditures	\$397,635
--------------------------	-----------



WORKIN' SKILLS INTO CAREERS (WSC) PROJECT

U.S. Department of Health and Human Services
 Administration for Native Americans

WSC Project Expenditures	\$98,267
WSC In-Kind Contributions	\$22,416



CHILD CARE AND DEVELOPMENT BLOCK GRANT (CCDBG) PROGRAM

U.S. Department of Health and Human Services
 Administration for Children and Families

CCDBG - FY14 Program Expenditures	\$94,621
CCDBG - FY15 Program Expenditures	\$323,536
CCDBG - FY16 Program Expenditures	\$1,779



COMMUNITY SERVICES BLOCK GRANT (CSBG) PROGRAM

State of California Department of Community Services Development
 Northern California Indian Development Council, Inc.

CSBG 2015 Subcontract Program Expenditures	\$314,059
CSBG 2016 Subcontract Program Expenditures	\$81,733



ELDERS NUTRITION PROGRAM

U.S. Department of Health and Human Services
Administration for Community Living /
Administration on Aging (ACL/AoA)

<u>ACL/AoA-1 Program Expenditures</u>	<u>\$49,005</u>
<u>ACL/AoA-2 Program Expenditures</u>	<u>\$61,042</u>
<u>ACL/AoA-3 Program Expenditures</u>	<u>\$61,835</u>
<u>ACL/AoA-4 Program Expenditures</u>	<u>\$55,437</u>
<u>ACL/AoA-5 Program Expenditures</u>	<u>\$75,285</u>
<u>ACL/AoA-6 Program Expenditures</u>	<u>\$57,951</u>

NATIVE AMERICAN CAREGIVER SUPPORT PROGRAM

U.S. Department of Health and Human Services
Administration for Community Living /
Administration on Aging

<u>Caregiver-1 Program Expenditures</u>	<u>\$20,214</u>
<u>Caregiver-2 Program Expenditures</u>	<u>\$19,871</u>
<u>Caregiver-3 Program Expenditures</u>	<u>\$16,621</u>
<u>Caregiver-4 Program Expenditures</u>	<u>\$14,567</u>
<u>Caregiver-5 Program Expenditures</u>	<u>\$12,776</u>
<u>Caregiver-6 Program Expenditures</u>	<u>\$12,603</u>

NUTRITION SERVICES INCENTIVE PROGRAM (NSIP)

U.S. Department of Health and Human Services
Administration for Community Living /
Administration on Aging

<u>NSIP-1 Program Expenditures</u>	<u>\$3,634</u>
<u>NSIP-2 Program Expenditures</u>	<u>\$8,851</u>
<u>NSIP-3 Program Expenditures</u>	<u>\$3,520</u>
<u>NSIP-4 Program Expenditures</u>	<u>\$4,478</u>
<u>NSIP-5 Program Expenditures</u>	<u>\$9,639</u>
<u>NSIP-6 Program Expenditures</u>	<u>\$5,642</u>

MEDICARE IMPROVEMENTS FOR PATIENTS AND PROVIDERS ACT (MIPPA) PROGRAM

U.S. Department of Health and Human Services
Administration for Community Living /
Administration on Aging

<u>MIPPA-1 Program Expenditures</u>	<u>\$1,870</u>
<u>MIPPA-2 Program Expenditures</u>	<u>\$651</u>
<u>MIPPA-3 Program Expenditures</u>	<u>\$2,561</u>
<u>MIPPA-4 Program Expenditures</u>	<u>\$3,007</u>
<u>MIPPA-5 Program Expenditures</u>	<u>\$2,429</u>
<u>MIPPA-6 Program Expenditures</u>	<u>\$1,163</u>

CONDOR CONNECTION

During Program Year 2015, CIMC continued distribution of its electronic newsletter, the CIMC Condor Connection. Seven editions were issued, from July 2015 to June 2016. Subscribers included CIMC Delegates, Board of Directors, NAWIC members, Advisory Board members, staff and other interested individuals.

These e-newsletters provided updates on CIMC activities in the Native community and were delivered to subscribers' email addresses. Updates from the Elders Program, Workin' Skills into Careers Project, and the Native Entrepreneur Training Program were regular features. The newsletter also shared information on new employees.

PY15 ended with 281 subscribers. A link to archived editions is available on the CIMC website: www.cimcinc.org.



The CIMC Movement: Creating Positive Change for Native Communities

CIMC Condor Connection Program Year 2015 Highlights:

- É Chicago Based Operations Grand Opening
- É CIMC Board participation in National Native Veterans Gathering
- É CIMC Staff participation in Wilton Rancheria's Native Breast Cancer Awareness Event
- É 37th Annual Membership Meeting Recognitions
- É Netbooks awarded for Youth Achievement
- É CIMC Staff participation in WIOA Roadshows for Public Input
- É CIMC Staff participation in Western Region WIOA Training
- É Department of Labor Grant Award for Career Pathways for Youth
- É Sierra Health Foundation Grant Award to create CIMC Mobile App

CIMC MOBILE APP

In May 2016, CIMC received an award from the Sierra Health Foundation for the development and launch of a CIMC Mobile App. The CIMC Mobile App will notify clients, delegates and community members of available job opportunities in their geographical service area, upcoming trainings, workshops or community gatherings, and inform CIMC delegates of critical programs for their communities.

The CIMC Mobile App will be available for iPhones, iPads, Androids and Blackberries and will include multiple features, including the following:

- GPS feature will give directions to clients to the nearest CIMC Field Office and nearby state, federal and local resources that are available to a client, such as America's Job Centers, SNAP offices, or emergency assistance services.
- One Touch Calling feature will give clients the ability to call from inside the App, so that no numbers need be saved or remembered.
- Contact information will also be provided to give clients multiple ways to contact CIMC, such as phone, website, email, and address.
- Tell-A-Friend feature will let clients share CIMC programs and services with built in sharing capability over email, Facebook, SMS, and Twitter.
- Events Listing feature will include all upcoming CIMC, community outreach, or tribal partner events, and any state or local events occurring, such as job fairs, that will keep the client informed of critical dates.
- Information on CIMC programs will be provided.
- Clients who download the CIMC Mobile App will also have the option to receive push notifications that will send messages about upcoming job trainings, available job openings, and upcoming events.

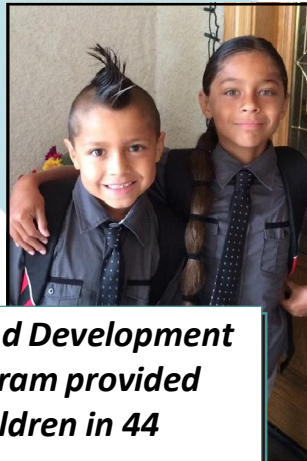


PROGRAM YEAR 2015 OVERVIEW

The CIMC Movement: Creating Positive Change for Native Communities



Workforce Development Program served a total of 2,894 Participants.



The Child Care and Development Block Grant Program provided services to 72 children in 44 families.



The Workin' Skills into Careers Project certified 119 individuals in the "Workin' with Tradition" soft skills curriculum.

248 elders received Medicare Training in 10 Regional Training Sessions.



44 individuals received Basic Caregiver Training.

The Elders Program served 44,697 meals in 16 Tribal communities.



15 students completed the CIMC Native Entrepreneur Training.

WORKFORCE DEVELOPMENT PROGRAM YEAR 2015 SERVICE AREA

FIELD OFFICES

CHICAGO BASED OPERATIONS

1945 West Wilson Avenue, Suite 3000
Chicago, Illinois 60640
(773) 271-2413; (773) 271-3729 - fax

EASTERN SIERRA FIELD OFFICE

P.O. Box 1811
Bishop, California 93515
(760) 873-3419; (760) 873-3647 - fax

ESCONDIDO FIELD OFFICE

35008 Pala Temecula Rd. - PMB#34
Pala, California 92059
(760) 742-0586; (760) 742-3854 - fax

FRESNO FIELD OFFICE

5108 East Clinton Way - Suite 127
Fresno, California 93727
(559) 456-9195; (559) 456-8330 - fax

REDDING FIELD OFFICE

2540 Hartnell Avenue - Suite 1
Redding, California 96002
(530) 222-1004; (530) 222-4830 - fax

SACRAMENTO FIELD OFFICE

738 North Market Boulevard
Sacramento, California 95834
(916) 564-2892; (916) 564-2345 - fax

SAN BERNARDINO/SAN JACINTO FIELD OFFICE

21250 Box Springs Road - Suite 204
Moreno Valley, California 92557
(951) 784-9962; (951) 784-9945 - fax

UKIAH FIELD OFFICE

631 South Orchard Avenue
Ukiah, California 95482
(707) 467-5900; (707) 467-5964 - fax



CIMC Workforce Development Program Staff - June 2016

WORKFORCE DEVELOPMENT PROGRAM YEAR 2015 HIGHLIGHTS

CIMC Staff received Financial Train-the-Trainer Education

Workforce Development Program staff received training in "Plan, Prepare, Prosper - Financial Education - Helping Build Your Pathway to Prosperity." Training was held in Pala, California on July 22-23, 2015. Ms. Diana Blair of the DBlair Corporation provided this Train-the-Trainer session during the CIMC Workforce Development Program Staff meeting in Pala, California.



The **Chicago Based Operations (CBO)** sponsored a workshop with Mr. Angelo Vallejo (CIMC Delegate) from Native Tribal Equity Foundation. Mr. Vallejo introduced the Raspberry Pi, a credit card sized computer that plugs into a monitor or TV. It uses a standard keyboard and mouse. In addition, he is working with UDACITY, which is an online university that teaches skills in technology programing. UDACITY trains at a fraction of the cost of traditional schools. Eleven clients attended this workshop and three are enrolled in UDACITY. This has been successful so far and is an excellent opportunity for anyone who would like to pursue a career in the computer industry.

Escondido Field Office (EFO) coordinated with the Mesa Grande Band of Mission Indians and Grid Alternative, a non-profit Solar Technology organization, to train ten tribal and community members as Solar Photovoltaic Installers. Upon completion of Grid training, the Mesa Grande Tribe entered into an On-the-Job Training (OJT) Agreement with CIMC and has since retained the trainees as permanent employees working for their Tribal Solar Energy Business.

EFO also collaborated with the Iipay Nation of Santa Ysabel, Building Iipay Nation (BIN) program to train individuals to successfully enter into the construction field. The program covered historical trauma, work ethics, time management, tribal and personal sovereignty, effective communication, flagger training and one week of on-the-job training.

Eastern Sierra Field Office (ESFO) provided ongoing core and intensive services throughout the year and the staff had tremendous success in providing job readiness training utilizing the Workin' Skills into Careers soft skills curriculum. The workshops were held in Inyo and Mono counties for 56 American Indian adults and youth. Three participants completed the Supplemental Youth Service program with two or more goals attained as outlined in their plan of service, and all successful par-

ticipants received a netbook incentive. One inspiring participant overcame homelessness unemployment and other barriers, by securing employment after successfully completing the On-the-Job Training activity. ESFO staff enrolled the first two youth residing in Mono County into the Career Pathways for Youth project.

The **Fresno Field Office (FFO)** Workforce Development Program staff assisted customers to enroll into the appropriate service to prepare for obtaining and retaining regular employment, pursue an education and/or provide training or placement into employment. They offered the resource room for participants to conduct job search and explore careers. Assessments were completed and staff assisted with the necessary resources in order for our customers to participate in program activities and attain their employment goal.

In coordination with Tribal TANF, a Workin' Skills into Careers workshop was provided participants for building self-awareness, transitioning to work, managing emotions, handling problem situations, understanding employers' expectations and improving communication skills.

The **Redding Field Office (RFO)** partnered with Berry Creek Rancheria and the CIMC Workin' Skills into Careers Project, along with the CIMC WIOA and NEW programs. With the combined effort from each partner, RFO was able to provide a comprehensive program for the Native youth of their community. The participants received job readiness training, career counseling, soft skills training, and work experience. Some youth also received supportive services when needed. Each of the activities is extremely important to being competitive in the workforce today. All 29 youth successfully completed the program.

The **Sacramento Field Office (SFO)** hosted two "Workin' Skills into Careers" soft skills workshops this past year. Of the 14 participants that attended, 12 are now employed, 1 is attending school to obtain her GED, and the other is a stay at home mother.

In addition to traditional outreach activities such as participating in pow-wows and other events, SFO regularly utilized social media (Facebook and Twitter) to expand outreach by posting information on community events, One-Stop Career Centers resources, job opportunities, and job fairs.

SFO staff continued to participate in the Amador Consensus Group to advocate for the Native community and participants with several major projects that included the USDA Forest Service, Sierra Nevada Conservancy, and Calaveras Healthy Impact Product Solutions (CHIPS) program with plans toward building a Bio-Mass Plant in Calaveras County.

The **San Bernardino/San Jacinto Field Office (SB/SJFO)** held a Workin' Skills into Careers workshop for four participants. The workshop curriculum is designed to help Native American job-seekers improve self-esteem while developing the self-awareness and interpersonal soft skills needed to successfully enter into and advance in the world of work. SB/SJFO collaborated with EFO and CIMC delegate Helen Medina who assisted in facilitating the training. The four participants successfully completed the training and have each secured unsubsidized employment.

The **Ukiah Field Office (UFO)** staff performed outreach at the Mendocino College Native American Motivational Day, the Coyote Valley Tribal Health and Wellness Fair, and the Annual Fry Bread Cook-Off. UFO staff completed its first Workin' Skills into Careers soft skills training at the Coyote Valley Casino in November 2015.

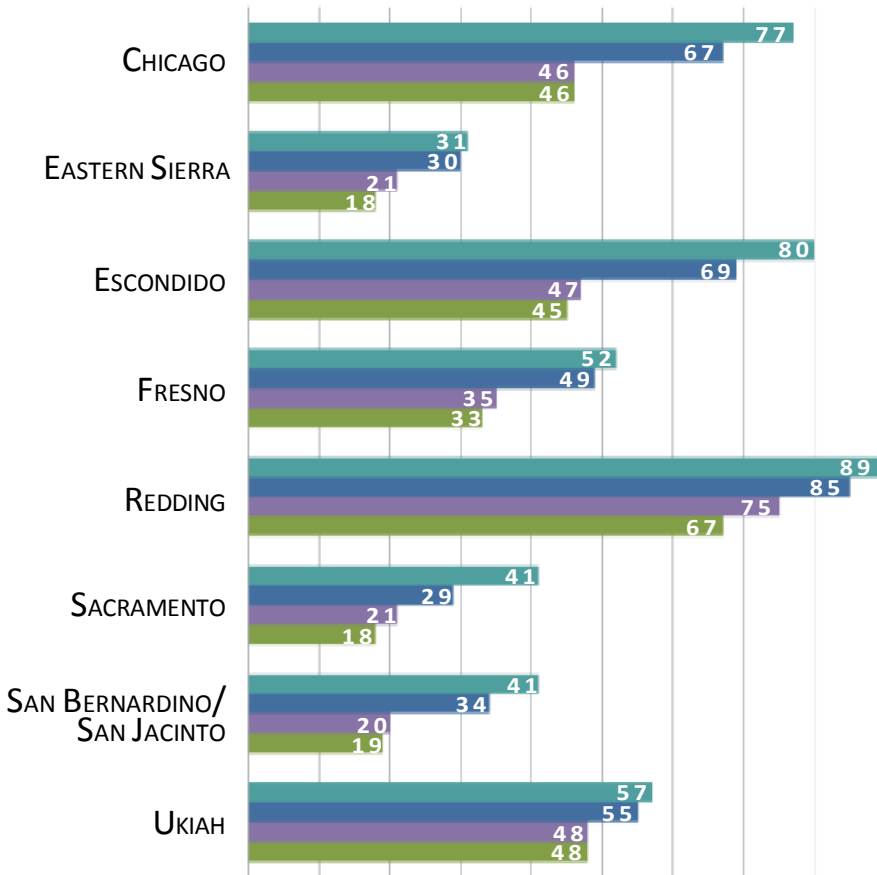
In February 2016, UFO staff met with the Vocational Rehabilitation Program Advisory Committee to collaborate on services for the Native American community. In March 2016, staff met with the Cahto Tribe to discuss assistance available to fire prevention crews in preparation for the upcoming fire season. Staff also worked with a security company to assist participants to obtain Guard Cards to enter the security industry.

WORKFORCE DEVELOPMENT PROGRAM YEAR 2015 PERFORMANCE

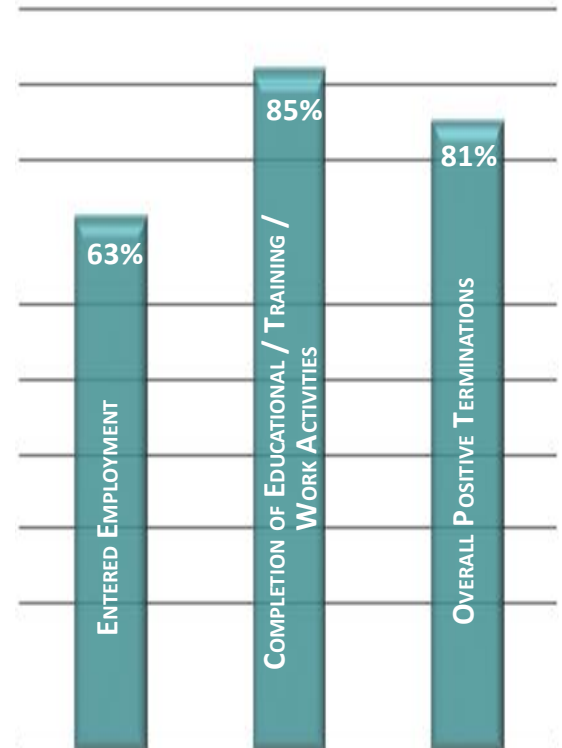
WORKFORCE INNOVATION AND OPPORTUNITY ACT COMPREHENSIVE SERVICES PLAN - PROGRAM YEAR 2015

TOTAL PARTICIPANTS SERVED	2,894
TOTAL EXITERS	468
ENTERED UNSUBSIDIZED EMPLOYMENT	313
ACHIEVED ENTERED EMPLOYMENT MEASURE	294

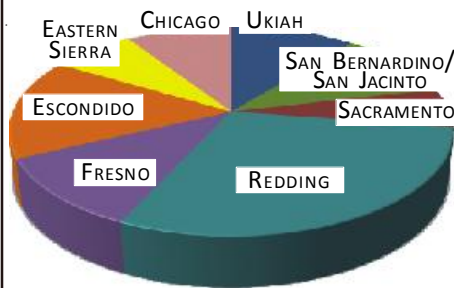
FIELD OFFICE



NATIVE EMPLOYMENT WORKS PROGRAM YEAR 2015 PERFORMANCE OUTCOMES

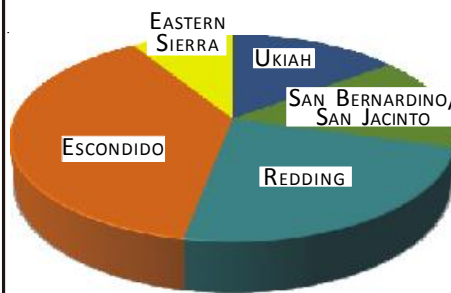


CORE SERVICES (SELF-DIRECTED ONLY) PY2015 BY FIELD OFFICE (TOTAL - 2,426)

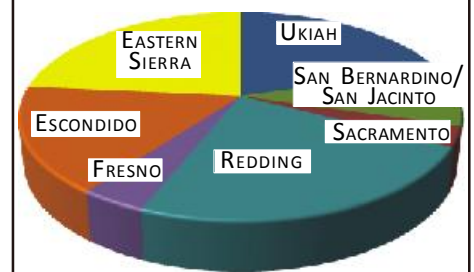


TRIBAL SUPPLEMENTAL YOUTH SERVICES PY2015 ENROLLMENTS BY FIELD OFFICE (TOTAL - 34)

100% ATTAINED TWO OR MORE GOALS



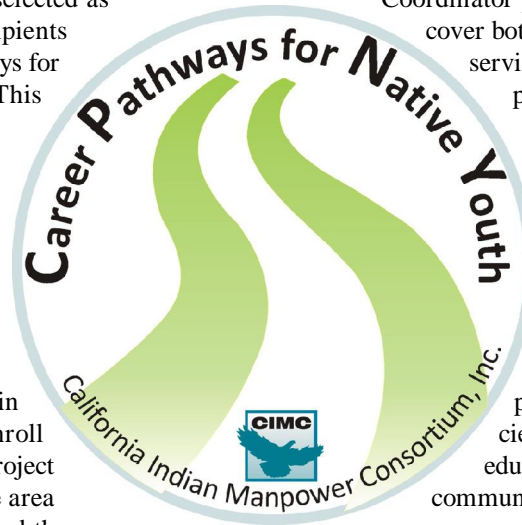
NATIVE EMPLOYMENT WORKS PROGRAM PROGRAM YEAR 2015 ENROLLMENTS BY FIELD OFFICE (TOTAL - 98)



CAREER PATHWAYS FOR YOUTH PROGRAM

In May 2016, the US Department of Labor announced the new Summer Jobs and Beyond: Career Pathways for Youth grant awards to launch and expand innovative approaches that provide young people with summer and year-round jobs and connect them to long-term career pathways. CIMC was selected as one of the two-year, \$2,000,000 grant recipients and began the launch of the Career Pathways for Youth Project during Program Year 2015. This project provides employment-related services to eligible Native American youth who have limited or no work experience.

Online Condor Courses will provide training in digital skills, financial education, soft skills, and workforce essentials. Project activities will be available to Native American youth, ages 16-24, with limited or no work experience, and reside in the project's service area. The goal is to enroll 221 youth within the 2-year period. The project will operate throughout all CIMC's service area (served by all the California field offices and the Chicago Based Operations).



Four Youth Coordinators will work with the eligible youth. The Youth Coordinator placed at the Chicago Based Operations office will work with youth in the State of Illinois and 3 counties in the State of Iowa. Another Youth Coordinator placed at the Redding Field Office will cover both the Redding and Ukiah Field Office service areas. The third Youth Coordinator placed at the CIMC Central Office will work with youth in the service areas of the Sacramento, Fresno and Eastern Sierra Field Offices. The fourth Youth Coordinator placed at the Escondido Field Office will cover the Escondido and San Bernardino/San Jacinto Field Office service areas.

In addition, CIMC will be partnering with other workforce agencies, human services agencies, local education institutions, employers and other community-based organizations.

WORKFORCE DEVELOPMENT BOARD PARTICIPATION

During PY15, CIMC held a seat representing Native American employment interests on seven Workforce Development Boards (WDB).

1. Golden Sierra Workforce Development Board – Alpine, El Dorado and Placer Counties
2. Employer's Training Resource Workforce Development Board - Inyo, Mono, Kern Counties
3. Mendocino County Workforce Development Board
4. Mother Lode Workforce Development Board - Amador, Calaveras, Tuolumne and Mariposa Counties
5. Sacramento Employment and Training Agency
6. San Bernardino County Workforce Development Board
7. Workforce Development Board of Solano County

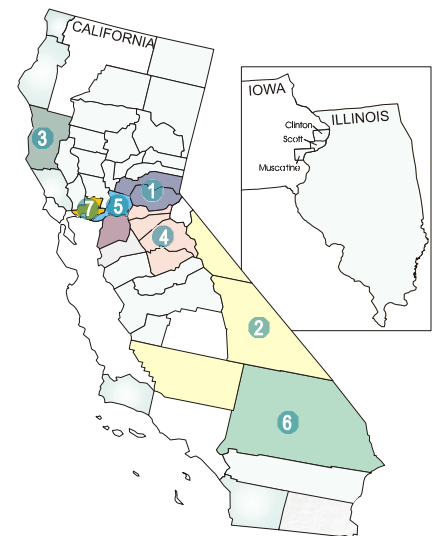
These WDBs are part of the Public Workforce System, a network of federal, state, and local offices that support economic expansion and develop the talent of the nation's workforce.

State and local WDBs serve as connectors between the U.S. Department of Labor and the local American Job Centers that deliver services to workers and employers. The WDB's role is to develop regional strategic plans and set funding priorities for their area.

As one of their functions, many WDBs facilitate partnerships between local businesses with similar training needs. WDBs also

rely on labor market information to develop sector strategies that focus resources on a particular high growth industry for their area, often involving skill training for local businesses.

More than 50 percent of each WDB's members must come from the business community. In addition, WDBs are required to have representation from local community colleges and other training providers, as well as elected officials and workforce program leaders. This ensures that current skill needs of local businesses are communicated to relevant training programs.



WORKIN' SKILLS INTO CAREERS PROJECT

This year CIMC completed Program Year 2 of the Working Skills into Careers (WSC) Project, a three-year Sustainable Employment and Economic Development Strategies grant awarded by the U.S. Department of Health and Human Services, Administration for Native Americans.

The purpose of this grant is to assist CIMC to build a standardized soft skills strategy for all CIMC field offices, including soft skills trainings for staff and clients. Soft skills trainings include topics such as work culture, understanding stress, expressing concerns, and positive decision making.

During this program year, the project worked in partnership with an excellent team of consultants and collaborated with

CIMC staff, CIMC Board of Directors, CIMC volunteers, and community members to complete planned project activities.

Program Year 2015 Activities

- 119 Workforce Development participants, CIMC community members and tribal members have received a certificate in the Working with Tradition soft skills curriculum. Job seekers are now provided with a soft skills knowledge and a certificate to add to their resume.
- Pre and post tests given to clients before and after the workshop demonstrate that WSC clients have an average of 15% increase in knowledge of soft skills
- 12 soft skills training workshops provided throughout 8 CIMC Field Offices
- More than 90% of clients rated the trainings as effective.

Project Objective

By the end of year three, 194 of the 243 WSC training participants will have achieved work experience, unsubsidized employment, and/or enroll in school if not attending at time of enrollment.




BE CAREER WEB SERIES

During Program Year 2015, the CIMC Working Skills into Careers (WSC) project began hosting a new ongoing web series entitled 'Be' about different career paths. These webinars were facilitated by industry experts, employers, and partners, who provided tips, resources, and information on the particular career field.

The WSC Project provided free webinars that were open to staff, clients, and community members of interested careers:

- February 2016 - **Be a Paralegal/Lawyer** - Andrew Fitch (WSC Project Consultant)
- March 2016 - **Be in Healthcare** - Carl Colegrove (WSC Project Consultant) with Britta Guerrero (Sacramento Native American Health Center)
- April 2016 - **Be an Entrepreneur** - G. David Singleton (WSC Project Consultant) with Paul Stone (Artist/Musician) and Angela Medrano (Attorney)

Anyone interested in future webinars must register prior to the event to reserve their space and receive the webinar login information. Webinars are also recorded so participants are able to view them at a later date.



· CAREER WEB SERIES ·

Be a Paralegal/Lawyer 2.23.16

Be in Healthcare 3.10.16

Be an Entrepreneur 4.20.16

11 AM PST

California Indian Manpower Consortium, Inc. & Working Skills into Careers Project

presents

— An Ongoing Web Series About Careers for Native Americans —

REGISTER

Join CIMC once a month for an inside look into different career paths with tips and resources provided by industry experts, partners and employers.

FREE to attend, but must register prior to the event by contacting CIMC Central at 916-920-0285 or email kristis@cimcinc.com

CHILD CARE AND DEVELOPMENT BLOCK GRANT PROGRAM

Program Year 2015 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. CCDBG Program staff continued to assist eligible parents with their child care needs.

During PY15, 72 children from 44 families received services. Applications were taken on an on-going basis; child care certificates were issued until all available funds were obligated for the program year.

During this report period, the CCDBG Program staff put together backpacks that were filled with age appropriate school supplies.



Each child participating in the CIMC CCDBG Program received an age appropriate backpack that was filled with enough school supplies to last throughout the entire school year.

As during the past several years, the CCDBG Program received a donation of toys from Walking Shield, Inc. CCDBG Program staff and volunteers sorted each gift by age and gender and then wrapped each one for distribution. The gifts were given to the children who participate in the CIMC CCDBG Program and were also shared with some of the tribal children located throughout California.

PARTICIPATING TRIBES

- Cahuilla Band of Indians
- Coyote Valley Band of Pomo Indians
- Fort Independence Reservation
- Lone Pine Paiute-Shoshone Reservation
- Mesa Grande Band of Mission Indians
- Morongo Band of Mission Indians
- San Pasqual Band of Mission Indians
- Santa Rosa Reservation
- Santa Ynez Band of Chumash
- Yupik Nation of Santa Ysabel
- Sherwood Valley Rancheria
- Tuolumne Band of Me-Wuk Indians

COMMUNITY SERVICES BLOCK GRANT PROGRAM

During Program Year 2015, the CIMC Community Services Block Grant (CSBG) Program services were available to eligible low-income Native American families that resided off-reservation/off-rancheria in 30 California counties. The provision of CSBG services (in collaboration with various other agencies) support the program's vision of promoting the self-sufficiency of Native American households.

Services provided included: (1) housing -- emergency relocation or eviction prevention; (2) utilities -- deposit for new service, disconnection prevention, or service restoration; (3) other utilities -- wood or other heating fuel; and (4) nutrition. Also, there were limited supportive services available (related to employment or education), which were directly related to the applicant's vocational pursuits.

An emerging pattern has been identified, that of an increasing number of repeat households seeking assistance. CSBG staff registered to participate in a budget management education training of trainers activity, which will provide useful tools that can be shared with clients.

The CIMC CSBG Program was funded through a subcontract with Northern California Indian Development Council, Inc.



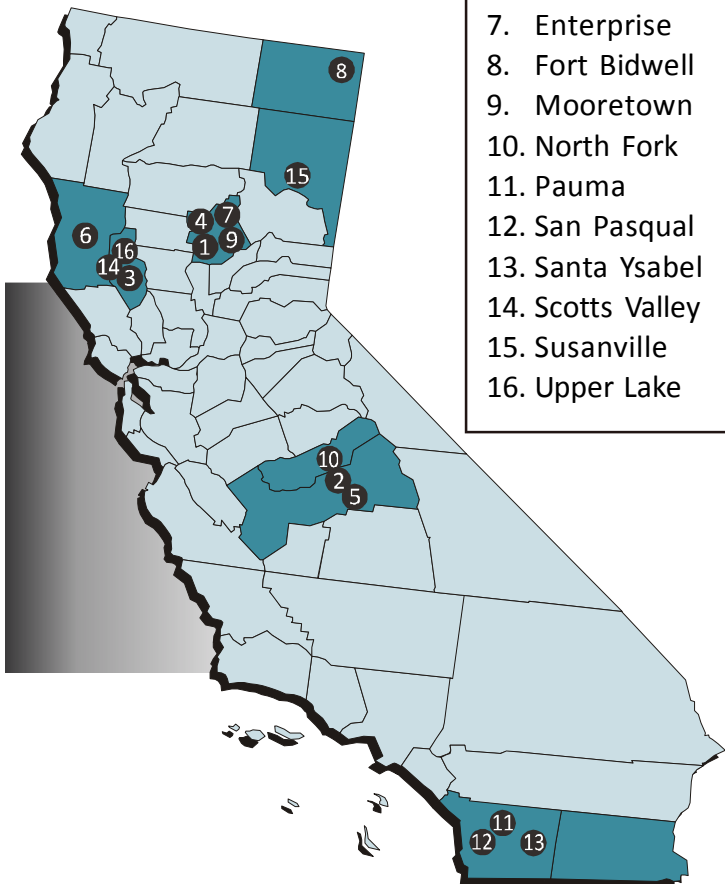
ELDERS PROGRAM

The CIMC Elders Program operated during Program Year 2015 with funding from the U.S. Department of Health and Human Services, Administration for Community Living/Administration on Aging (ACL/AoA). The program is funded under Title VI of the Older Americans Act.

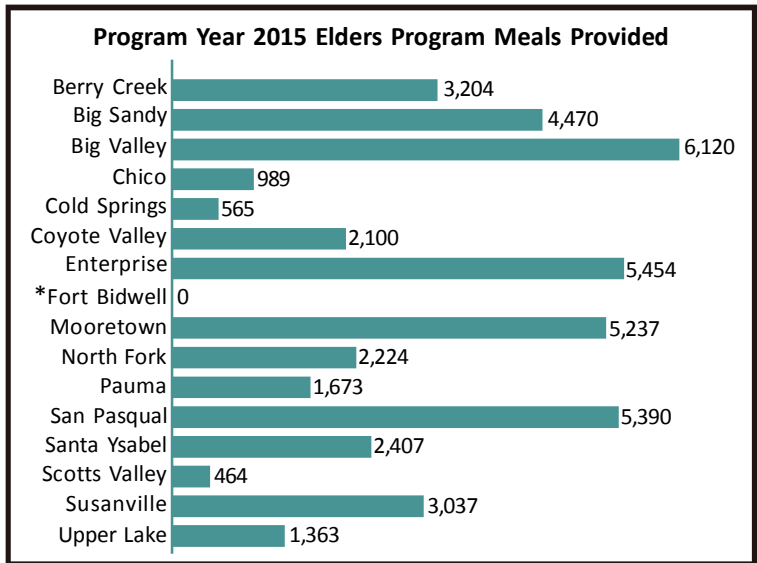
The primary purpose of the program is to ensure that the nutritional needs of participating elders are being met. During PY15, noon meals were prepared and served at sites that have kitchen and seating facilities to accommodate the serving of meals to Indian elders, their spouses, and program volunteers. Elders who are homebound and unable to come to the congregate meal site were able to receive home-delivered meals. Elders at sites where meals are not prepared and served on-site received delivered hot meals from other nutrition programs, frozen meals, or shelf stable meals.

Throughout the program year, Elders Program staff worked with all participating tribes and provided oversight of the program operation at each site, provided menu plans, monitored food purchases, processed payments, and made efforts to ensure that the program meets its overall goals.

Elder Program Sites



1. Berry Creek
2. Big Sandy
3. Big Valley
4. Chico/Mechoopda
5. Cold Springs
6. Coyote Valley
7. Enterprise
8. Fort Bidwell
9. Mooretown
10. North Fork
11. Pauma
12. San Pasqual
13. Santa Ysabel
14. Scotts Valley
15. Susanville
16. Upper Lake



*On-site nutrition pending; only outreach and cultural activity during this report period.

During the grant period of April 1, 2015 through March 31, 2016 a total of 4,078 meals were served in a congregate meal setting and another 40,619 meals were delivered to participating elders' homes for a grand total of **44,697** meals served.

All sites contributed to the success of the CIMC Elders Program by providing site contacts that assisted the program staff with completing intakes and distribution of informational material. Some sites provided assistance to the CIMC Elders Program to help meet the financial requirements of the program as funding is limited.



MEALS ARE PURCHASED FROM OTHER NUTRITIONAL PROGRAMS FOR DELIVERY AT:		SHelf STABLE MEALS ARE PROVIDED AT:	CURRENTLY MEALS ARE PREPARED ON-SITE AT:
CHICO / MECOOPDA RANCHERIA	MOORETOWN RESERVATION	BIG SANDY RANCHERIA	BERRY CREEK RANCHERIA
COLD SPRINGS RANCHERIA	PAUMA RESERVATION	COYOTE VALLEY RANCHERIA	FORT BIDWELL RESERVATION
ENTERPRISE RANCHERIA	SANTA YSABEL RESERVATION	SAN PASQUAL RESERVATION	SUSANVILLE RANCHERIA
SCOTTS VALLEY RANCHERIA	UPPER LAKE RANCHERIA	NORTH FORK RANCHERIA	
		BIG VALLEY RANCHERIA	

NATIVE AMERICAN CAREGIVER SUPPORT PROGRAM

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.

During this past program year, two sessions of a 26-hour basic caregiver training / 8-hour CPR First Aid training were conducted; 44 tribal members completed the training. The course has steadily expanded with enhanced health and wellness information. In addition to the heart model already being available, a liver model was purchased this year for hands-on training for students.

Course participants completed an application



Caregiver Training - April 2016

and were required to meet the following requirements: A desire to learn new skills; provide own transportation; actively providing care; reliable; 21 years of age or older; willing to make a long-term commitment and drug free.

During each course, participants learned the following: the role of the caregiver; consumer rights; mental and physical conditions, including aging process; observation and reporting; environmental safety; infection control; universal precautions; and personal care.

MEDICARE IMPROVEMENTS FOR PATIENTS AND PROVIDERS ACT PROGRAM

During Program Year 2015, the CIMC Elders Program collaborated with the California Department of Aging, California Health Insurance Counseling and Advocacy Program (HICAP) to identify HICAP staff and volunteers to present at ten regional training sessions.

A powerpoint (Protect Yourself, Your Family, and Your Tribe) was presented containing the following information:

- É Medicare Overview
 - o What is Senior Medicare Patrol (SMP)
 - o What is Medicare
- É Part D, Who is eligible? Prescription Drug Coverage
- É Fraud and Abuse

The following lists of handouts were provided to each attendee:

- É A brochure from the California Senior Medicare Patrol (Protect Yourself, Your Elders, and Your Tribe)
- É Getting Help with Medicare Costs
- É Medical Identity Theft
- É Medical Equipment Fraud
- É Save \$ on Medicare costs, including prescription drugs

248 Elders from sixteen tribes attended one of the ten Regional Medicare Informational Workshops and returned home and shared the information with their communities. Feedback has been positive and the trainings were well received. The CIMC Elder communities are requesting more training.

CIMC hosted the following ten regional Medicare Informational Workshops during Program Year 2015:

DATE	LOCATION	TRIBES SERVED
JULY 22, 2015	SAN PASQUAL	SAN PASQUAL, SANTA YSABEL, PAUMA
JULY 28, 2015	BIG SANDY	BIG SANDY, COLD SPRINGS, NORTH FORK
OCTOBER 1, 2015	ROBINSON	UPPER LAKE, SCOTTS VALLEY
FEBRUARY 17, 2016	SAN PASQUAL	SAN PASQUAL, PAUMA
FEBRUARY 18, 2016	SANTA YSABEL	SANTA YSABEL
APRIL 19, 2016	OROVILLE	CHICO, BERRY CREEK, ENTERPRISE, MOORETOWN
MAY 19, 2016	FORT BIDWELL	FORT BIDWELL
MAY 20, 2016	SUSANVILLE	SUSANVILLE
JUNE 27, 2016	BIG VALLEY	BIG VALLEY
JUNE 28, 2016	COYOTE VALLEY	COYOTE VALLEY

Will and Trust Training

In partnership with California Indian Legal Services, the CIMC Elders Program provided Will and Trust training in conjunction with a number of the Medicare workshops.

NATIVE ENTREPRENEUR TRAINING PROGRAM

The sixteenth session of the CIMC Leadership Training for Entrepreneurial / Small Business / Economic Development was held during Program Year 2015.

This program year, fifteen emerging Native entrepreneurs completed the training which was conducted in a series of workshops held in four different tribal communities in California: Pala, Alpine, Oroville, and Tuolumne. This culturally-relevant training was held in four sessions (2-3 days each month) for four consecutive months which began in December 2015.

Students learned how to develop a business plan, enabling them to start a business or expand an existing business. They also learned essential business concepts including marketing, financial management, human resource management, and day-to-day operations.

A ceremony marked the completion of the training at the Hotel at Black Oak Casino Resort in Tuolumne, California in March 2016. CIMC Board of Directors Chairman Robert H. Smith presented Certificates of Completion to the graduates. The entire CIMC Board of Directors were also in attendance.



In addition to funding received under the Workforce Innovation and Opportunity Act from the U.S. Department of Labor, this important training was also sponsored by:

Gold Country Casino and Hotel
Black Oak Casino Resort
Sage Capital Advisors, LLC



Front Row: Melissa Wilkes (Round Valley Indian Tribes); Darlene Franco (Wukchumni Yokuts); Gabrielle Curtis (North Fork Rancheria of Mono Indians); Sonya Sanchez (Tyme Maidu Tribe); Kara Quevedo (Campo Kumeyaay Nation); Richard Ragudo, Jr. (Miwok); Back Row: Shirley Matilton (Yurok Tribe); Stephanie Nelson (Bishop Paiute Tribe); Christina Carvajal (Tubatulabal Tribe of Kern River Valley); Tina Guerrero (Tubatulabal Tribe of Kern River Valley); Norma Contreras (La Jolla Band of Luiseño Indians); Salina Smith (Wilton Rancheria Miwok); Danika Cuero (Campo Kumeyaay Nation); Gary Santos (Tule River Indian Tribe); Reginald Pagaling (Santa Ynez Band of Chumash Indians)

Brown Bag Drawing Fundraiser

As fundraiser for the CIMC Native Entrepreneur Training Program, a Brown Bag Drawing was held at the 37th CIMC Annual Membership Meeting in November 2015.

Donors included:

- É Bear River Band of Rohnerville Rancheria
- É Black Oak Casino Resort
- É Morongo Casino Spa & Resort
- É Pala Casino Spa Resort
- É Viejas Casino & Resort

TRAINING FACULTY

The training was provided by faculty chosen for their expertise in their respective fields and their knowledge of Native entrepreneurship; most are Native American.

- **Preston J. Arrow-weed** - President, Ah-Mut Pipa Foundation (Quechan)
- **Kenneth Banks** - Artist, Kenneth Banks Designs (Kumeyaay) - 2005*
- **Armon Isaiah Batiste** - Collective Development Consulting (Yahmonee Maidu) - 2008*
- **Diana Blair** - President, Sage Capital Advisors, LLC - 2008*
- **Michael L. Connolly** - CEO, Laguna Resource Services, Inc. (Kumeyaay)
- **Daniel Golding** - Owner, Hokan Media Productions (Quechan)
- **Peter H. Hackbert, PhD** - Director, Entrepreneurship for the Public Good, Berea College
- **Monica Heredia** - Owner, Monica Heredia Skin Care (Gabrielino/Diegueno) - 2008*
- **Marcia Hoaglen** - Owner, Wailaki Indian Tacos (Round Valley)
- **Julian Lang** - Director, The Ink (Institute of Native Knowledge) People (Karuk)
- **Susan Lamping** - Vice President, CDC Small Business Finance Corporation
- **Angela Medrano** - Attorney at Law (Cahuilla)
- **Lee Ann Moore** - Owner, Oceanside Jams (Wiyot) - 2010*
- **Panda Morgan** - Small Business Development Consultant
- **Robert Nash** - CEO, Superior California Economic Development, Inc.
- **Joseph Orozco** - Station Manager, KIDE-FM,
- **Hai-Na-Nu Saulque** - Graphic Artist, Nooligan Productions (Benton Paiute)
- **Paul Stone** - Artist and Musician (Washoe/Paiute)
- **Kathy Willcuts** - Owner, On Sacred Ground (Lakota) - 2010*
- **Billee Willson, MBA** - CEO, Willson Lane Management & Consulting (Yurok)

*Former Entrepreneur Training Graduate

TRAINING CO-COORDINATORS: G. David Singleton | Teresa Marie Willson

CENSUS INFORMATION CENTER

During Program Year 2015, the CIMC Census Information Center (CIC) worked directly with the U.S. Census Bureau to continue to provide the best up-to-date data specializing in American Indian/Alaska Native (AIAN) data. Data are constantly being released from the 2010 decennial census as well as the American Indian Community Survey (ACS) that provides updated data every year on topics such as income, benefits, education, employment, poverty, and disabilities.

Partnering with the U.S. Census Bureau has equipped the CIMC CIC with many useful tools to help strengthen not only the CIC, but CIMC as well. The CIC staff will continue to provide and assist with custom data tabulations using 2010 decennial census data as well as the ACS data.



CALIFORNIA NATIVE ENTREPRENEURS OPPORTUNITY FUND

California Native Entrepreneurs Opportunity Fund (CNEOF) is intended to serve as a revolving loan fund to provide micro and mini loans to Native entrepreneurs who reside on or near Indian reservations/rancherias in the target areas of the Sacramento Region and the San Diego Region.

CNEOF Advisory Board:

Walter D. Gray III - Talmage, California (Chairman)
Diana Blair - Houston, Texas (Vice Chair)
Theresa J. Nieto - Pala, California (Secretary)
Jesse D. Burnett II - Ukiah, California (Treasurer)
Alsace LaFramboise - Albuquerque, New Mexico
G. David Singleton - Davis, California
Robert H. Smith - Pala, California



TRIBAL BUSINESS EXPORT DEVELOPMENT PROGRAM

During Program Year 2015, CIMC continued to work with the Los Rios Community College's Business and Economic Development Center and Center for International Trade Development in Sacramento, California to identify prospective funding opportunities for global markets.



CIMC TRIBAL BUSINESS SERVICES, LLC

CIMC Tribal Business Services, LLC (TBS) is a for-profit subsidiary of CIMC. TBS was established to provide professional services and as a consulting business to aid Tribal communities and organizations. TBS seeks to provide professional economic development services to assist American Indian Tribes and organizations in developing funding strategies and public private partnerships that will lead to greater economic vitality.

Areas of specialization are: Economic Development, Entrepreneur and Business Development, Conference Services, International Business Development, Census Services, and Workforce Development Technical Assistance.



YEARS OF SERVICE RECOGNITION

BOARD OF DIRECTORS

Fifteen Year Recognition

Arlene Craft

Five Year Recognition

Stacy Dixon

NATIVE AMERICAN WORKFORCE INVESTMENT COUNCIL

Ten Year Recognition

Brooks D. Ohlson

EMPLOYEES

Thirty-Five Year Recognition

Ann Kochamp

Charmaine Mix

Ten Year Recognition

Laura Cortez

MEMBERSHIP RECOGNITION

Thirty-Five Year Membership

Local Indians for Education, Inc.
Soboba Band of Luiseño Indians

Thirty Year Membership

Fort Independence Indian Reservation
Indian Health Council, Inc.
Owens Valley Indian Housing Authority

Twenty-Five Year Membership

Pala Youth Center
Southern Indian Health Council, Inc.

Twenty Year Membership

Elk Valley Rancheria
Metropolitan Tenants Organization
Mooretown Rancheria

Fifteen Year Membership

Costanoan Rumsen Carmel Tribe
Feather River Tribal Health, Inc.
Jamul Indian Village

Ten Year Membership

Nor Rel Muk Wintu Nation
Reservation Transportation Authority

As 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*



California Indian Manpower Consortium, Inc.

738 North Market Boulevard, Sacramento, California 95834
916.920.0285 | 800.640.CIMC (2462) | TTY: 800.748.5259 | Fax: 916.641.6338

www.cimcinc.org

CIMC is an equal opportunity employer/program. Auxiliary aids and services to individuals with disabilities are available upon request.