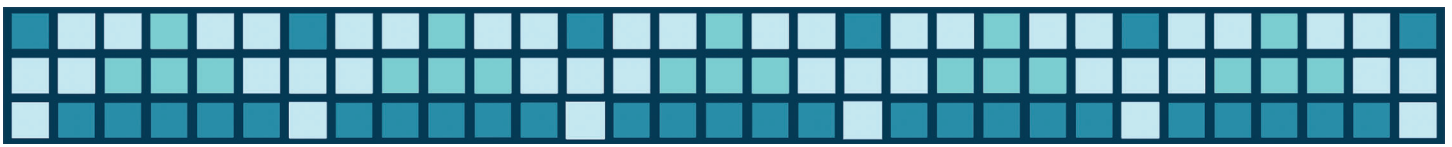




**CALIFORNIA INDIAN MANPOWER  
CONSORTIUM, INC.**

**Program Year 2022  
ANNUAL REPORT**

*Creating Positive Change for Native Communities*



CALIFORNIA INDIAN MANPOWER CONSORTIUM, INC.

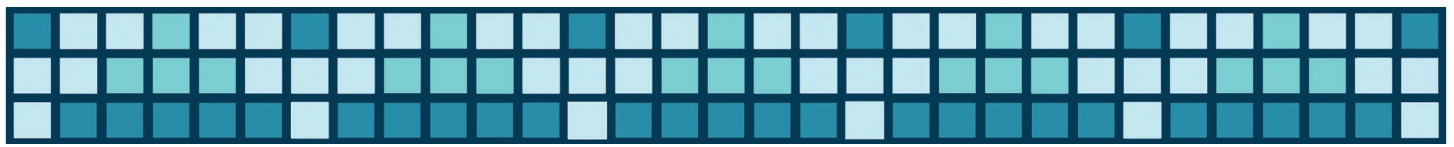
## PROGRAM YEAR 2022 ANNUAL REPORT

# TABLE OF CONTENTS

Membership.....	2
Board of Directors .....	4
Native American Workforce Investment Council .....	4
Executive Director's Report.....	5
Organizational Chart.....	6
Program Year 2022 Expenditures .....	7
Workforce Development Program Year 2022 Service Area .....	8
Workforce Development Program - California Field Offices.....	9
Workforce Development Program - Chicago Based Operations .....	10
Workforce Development Program Year 2022 Performance.....	11
Workforce Development Program - Field Offices.....	12
WIOA-CSP - Native American Health Center.....	14
Better Careers Fund Project .....	14
Tribal Labor Force Study Project .....	14
Child Care and Development Block Grant Program .....	15
Elders Program .....	16
ANA 7th Generation Coders Project.....	16
Sustaining Native American Economies Project.....	17
Census Information Center .....	17
California COVID-19 Community Health Project.....	18
Vaccine Incentive Campaign .....	19
Informing Native Communities Project .....	19
Community Services Block Grant Program .....	20
Condor Education .....	20
COVID Education Recovery Project .....	21
Elevate Youth California Project.....	21
Membership Recognition .....	22
Years of Service Recognition .....	23

*The California Indian Manpower Consortium, Incorporated Program Year 2022 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](http://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.*



# CALIFORNIA INDIAN MANPOWER CONSORTIUM, INC.

## MEMBERSHIP (AS OF SEPTEMBER 30, 2023)

### Chicago Geographic Service Area

- American Indian Association of Illinois - Chicago, IL
- American Indian Center of Chicago - Chicago, IL
- American Indian Health Services of Chicago, Inc. - Chicago, IL
- American Indian Studies, UIUC - Urbana, IL
- Native American Chamber of Commerce of Illinois - Hinsdale, IL
- Native American Support Program - University of Illinois at Chicago - Chicago, IL
- Trickster Cultural Center - Schaumburg, IL

### Eastern Sierra Geographic Service Area

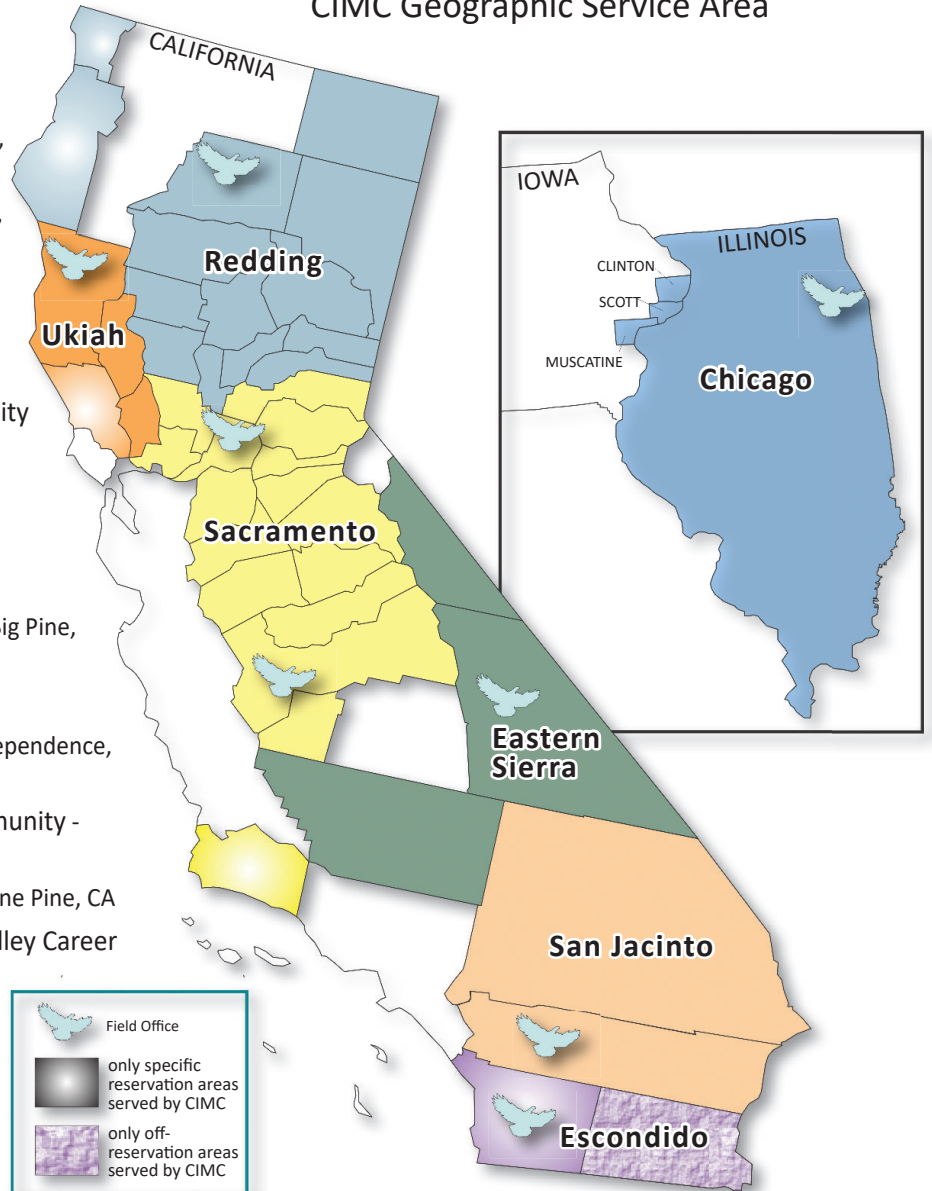
- Big Pine Paiute Tribe of the Owens Valley - Big Pine, CA
- Bishop Paiute Tribe - Bishop, CA
- Fort Independence Indian Reservation - Independence, CA
- Foundation for the Kern Valley Indian Community - Lake Isabella, CA
- Lone Pine Paiute-Shoshone Reservation - Lone Pine, CA
- Owens Valley Board of Trustees / Owens Valley Career Development Center - Bishop, CA
- Tejon Indian Tribe - Arvin, 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
- Inaja-Cosmit Band of Indians - Escondido, CA
- Indian Health Council, Inc. - Valley Center, CA
- Inter Tribal Sports, Inc. - San Diego, CA
- Jamul Indian Village of California - 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
- San Pasqual Reservation Fire Academy - Valley Center, CA
- Southern California Tribal Chairmen's Association - Valley Center, CA
- Southern Indian Health Council, Inc. - Alpine, CA

### CIMC Geographic Service Area





### **Redding Geographic Service Area**

- Berry Creek Rancheria of Maidu Indians of California - Oroville, CA
- Elk Valley Rancheria, California - Crescent City, CA
- Enterprise Rancheria - Oroville, CA
- Enterprise Rancheria Indian Housing Authority - Oroville, CA
- Feather River Tribal Health, Inc. - Oroville, CA
- Fort Bidwell Paiute Reservation Community Elders Organization - Fort Bidwell, CA
- Grindstone Indian Rancheria - Elk Creek, CA
- Kletsel Dehe Wintun Nation-Cortina Rancheria - Williams, CA
- Lassen Indian Health Center - Susanville, CA
- Local Indians for Education, Inc. - Shasta Lake, 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 Band of Wintu Indians of Northern California - Weaverville, CA
- Pit River Tribe - Burney, CA
- Roundhouse Council, Inc. - Greenville, CA
- Susanville Indian Rancheria - Susanville, CA
- Susanville Indian Rancheria Housing Authority - Susanville, CA
- Wintu Tribe of Northern California & Toyon-Wintu Center - Shasta Lake, CA



### **San Jacinto Geographic Service Area**

- Cahuilla Band of Indians - Anza, CA
- Chemehuevi Indian Tribe - Havasu Lake, CA
- Costanoan Rumsen Carmel Tribe - Pico Rivera, CA
- Fort Mojave Indian Tribe - Needles, CA
- Morongo Band of Mission Indians - Banning, CA
- Native American Environmental Protection Coalition - Murrieta, CA
- Riverside-San Bernardino County Indian Health, Inc. - Grand Terrace, CA
- Santa Rosa Band of Cahuilla Indians - Anza, CA
- Soboba Band of Luiseño Indians - San Jacinto, CA
- Torres Martinez Desert Cahuilla Indians - Thermal, CA

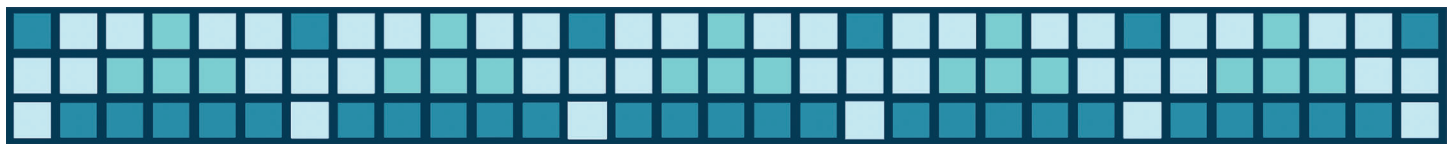
### **Sacramento Geographic Service Area**

- Big Sandy Rancheria - Auberry, CA
- Buena Vista Rancheria of Me-Wuk Indians - Sacramento, CA
- Central Valley Indian Health, Inc. - Clovis, CA
- Cold Springs Rancheria - Tollhouse, CA
- D-Q U California - Davis, CA
- Dunlap Band of Mono Indians - Dunlap, CA
- Fresno American Indian Health Project - Fresno, CA
- Lone Band of Miwok Indians - Plymouth, CA
- North Fork Rancheria of Mono Indians of California - North Fork, CA
- Picayune Rancheria of the Chukchansi Indians - Oakhurst, CA
- Sierra Mono Museum and Cultural Center - North Fork, CA
- Sierra Tribal Consortium, Inc. - Fresno, CA
- The Mono Nation - North Fork, CA
- Tuolumne Band of Me-Wuk Indians - Tuolumne, 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 - Geyserville, CA
- Elem Indian Colony - Santa Rosa, CA
- Guidiville Indian Rancheria - Talmage, CA
- Hopland Band of Pomo Indians - Hopland, CA
- Manchester Band of Pomo Indians - Point Arena, CA
- Middletown Rancheria - Middletown, CA
- Northern Circle Indian Housing Authority - Ukiah, CA
- Potter Valley Tribe - Ukiah, CA
- Redwood Valley Little River Band of Pomo Indians - 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

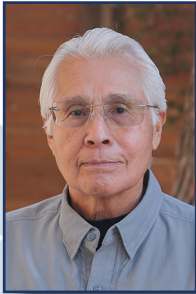




# CALIFORNIA INDIAN MANPOWER CONSORTIUM, INC.

## BOARD OF DIRECTORS

### OFFICERS



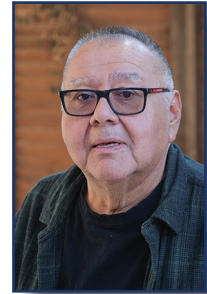
Chair  
**Benjamin Charley, Jr.**  
Bishop, California



Vice-Chair  
**Stacy Dixon**  
Susanville, California



Secretary  
**Sheila Smith-Lopez**  
Pala, California



Treasurer  
**Robert H. Smith**  
Pala, California

### GEOGRAPHIC SERVICE AREA REPRESENTATIVES



Chicago  
**Melanie Cloud**  
Chicago, Illinois



Eastern Sierra  
**Roseanne Moose**  
Big Pine, California



Escondido  
**James Hill, Sr.**  
Boulevard, California



Redding  
**Barbara K. Bird**  
Oroville, California



Sacramento  
**Tracy Tripp**  
Galt, California



San Jacinto  
**Jackie WiseSpirit**  
Temecula, California



Ukiah  
**Tanya Estrada**  
Redwood Valley, California



**Kim Edward Cook**  
Chicago, Illinois  
**NAWIC Chair**  
(Board ex-officio)

44th Annual  
Membership Board  
Recognitions  
(October 2022)

**Robert H. Smith**  
was selected as the  
**Outstanding Board  
Member for Program  
Year 2021.**

**Board Members  
Benjamin Charley, Jr.**  
was recognized for  
**thirty years of service**  
and **Joseph Podlasek**  
was recognized for  
**five years of service.**

## NATIVE AMERICAN WORKFORCE INVESTMENT COUNCIL

**Kim Edward Cook** (Chair), Former Board of Directors - American Indian Health Service of Chicago, Inc. and Illinois Native American Bar Association - Chicago, Illinois

**Armon Isaiah Batiste**, Real Estate Agent/Mortgage Loan Officer - Sacramento, California

**Norman Franklin**, Community Member - Sacramento, California

**Brooks D. Ohlson**, Director, Center for International Trade - Los Rios Community College District - Granite Bay, California

**Kathy Payne**, Managing Partner/Business Development - Mattress Direct Sacramento LLC/Brooklyn Bedding - Sacramento, California

**Carolyn Smith**, Professor of Business/Economics - Folsom Lake College - Folsom, 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



# CALIFORNIA INDIAN MANPOWER CONSORTIUM, INC.

## EXECUTIVE DIRECTOR'S REPORT

**D**uring Program Year 2022, the California Indian Manpower Consortium, Incorporated (CIMC) continued to commit our investment of time and energy to achieve the goals we are inspired to fulfill: to enhance the quality of life and culture for those we serve.

As in Program Years 2019, 2020 and 2021, CIMC has continued to adapt to this new normal. CIMC staff dedicated their time and efforts to provide essential and needed services and support to meet the overwhelming volume of work and challenges of unfilled staff vacancies, often wearing two or three hats. We built upon new partnerships and resources around a holistic and shared approach to develop our workforce, lift our communities, and reach success to include strengthening our health and well-being. We are pleased with our program outcomes and performance results for our numerous programs.

Our report provides an overview of our successes that reflect the results of shared efforts from a broad mix of services to continuously prepare and support workforce, economic and social development for Native families and communities in an ever-changing world.

Where we are is remarkable. The virtual challenges and our stressed economy have continued to be faced

by our people and throughout our communities. In working toward solutions and strategies to stabilize, our Board of Directors have provided their guidance and support in working with me to safeguard our program services and jobs. Our staff continue to pursue innovative means of addressing essential services; their untiring efforts during this time have been amazing.

As we reflect on our accomplishments, it is imperative that we work together to advocate for realistic funding to address the needs of our Native job seekers, entrepreneurs, children, elders, Tribal and Native communities. We are at the table in discussions for reauthorization of the Workforce Innovation and Opportunity Act legislation. We also need to remain committed to an accurate count for the Census, promoting and providing educational opportunities for all of our people.

With the uncertainty of the Administration on the horizon, we will do our part to make sure our agenda maintains a strong voice and plays 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.



*Dr. Lorenda T. Sanchez, Executive Director*

In closing, I thank the CIMC Board of Directors for their dedication and leadership, the CIMC staff for their perseverance and untiring work, the Native American Workforce Investment Council for their employer input and expansion of resources, the Condor Education Advisory Committee for their commitment to our educational efforts, and the CIMC Membership for your continued advocacy, steadfastness, support and incredible response facing unprecedented demands on your time. I am honored and privileged to be associated with you all. I hope our work continues to serve as an inspiration for all.

*Lorenda T. Sanchez, LHD  
Executive Director*

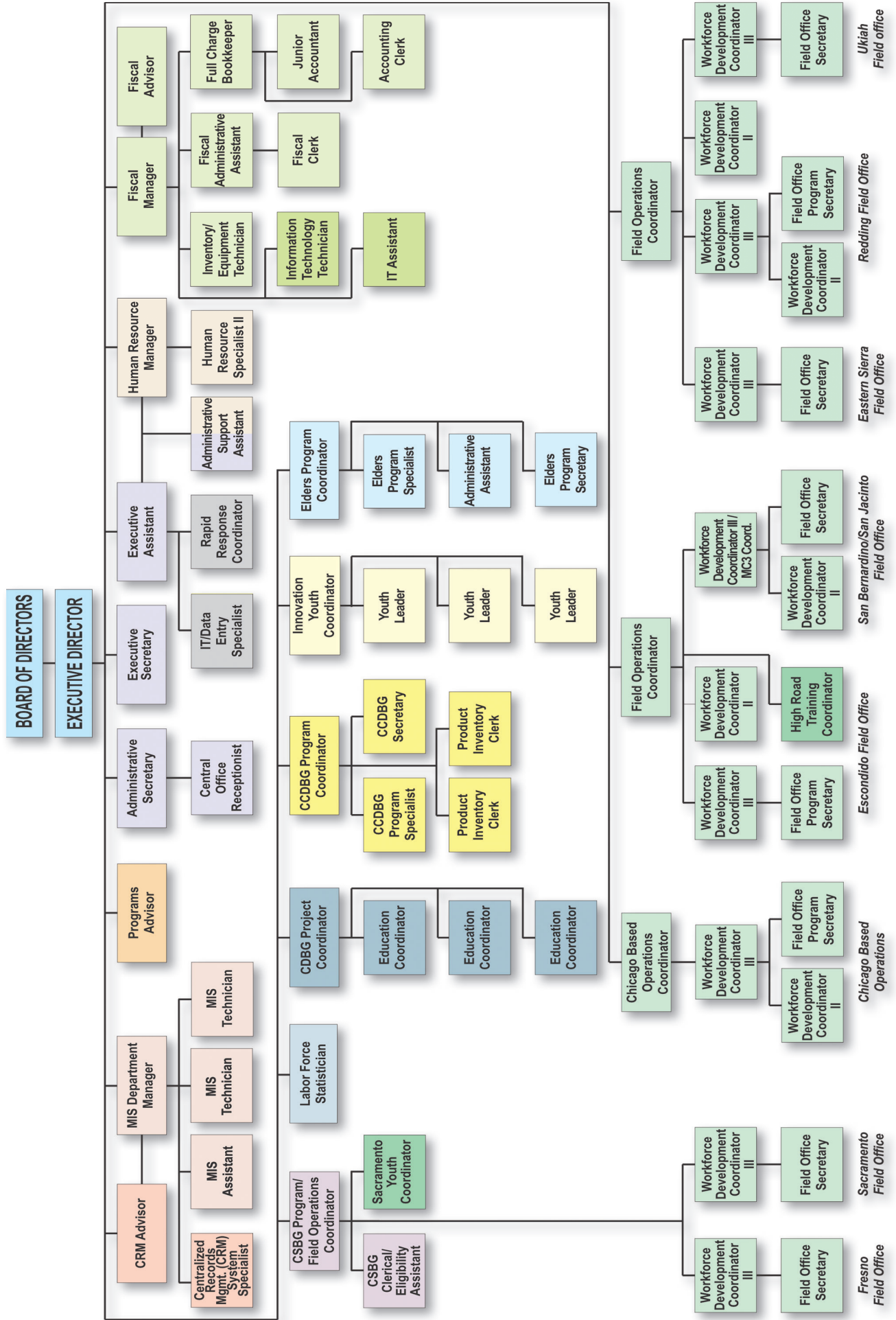


*CIMC Staff Meeting - May 2023*



# CALIFORNIA INDIAN MANPOWER CONSORTIUM, INC.

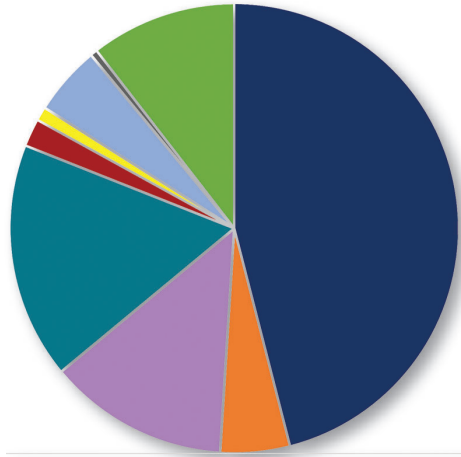
## ORGANIZATIONAL CHART





CALIFORNIA INDIAN MANPOWER CONSORTIUM, INC.

**PROGRAM YEAR 2022 EXPENDITURES (JULY 1, 2022 TO JUNE 30, 2023)**



**U.S. Department of Labor**

**Workforce Innovation and Opportunity Act**

- Comprehensive Services.....	\$3,601,244
- Supplemental Youth Services .....	\$73,480
- Comprehensive Services - Native American Health Center.....	\$46,985

**U.S. Department of Health and Human Services**

<b>Native Employment Works .....</b>	<b>\$360,285</b>
--------------------------------------	------------------

**Administration on Aging/Administration for Community Living**

- Elders Nutrition Program.....	\$872,696
- Native American Caregiver Support Program.....	\$53,086
- Medicare Improvements for Patients and Providers Act .....	\$50,990
- American Rescue Plan Act A.....	\$10,358
- American Rescue Plan Act C .....	\$39,970

**Administration for Native Americans**

- 7th Generation Coders Project.....	\$90,358
--------------------------------------	----------

**Child Care and Development Block Grant Program**

- Fiscal Year 2020 Grant .....	\$406,907
- Fiscal Year 2021 Grant .....	\$785,332
- American Rescue Plan Act .....	\$34,039
- Coronavirus Response and Relief Supplemental Act.....	\$112,221

**Other Funding**

**Community Services Block Grant Program**

- Subcontract 2022 .....	\$241,293
- Subcontract 2023 .....	\$144,151
- Emergency Food & Shelter Program.....	\$18,250

**Community Development Block Grant CV2/3 Tribal Set Aside**

- COVID Education Recovery Project.....	\$137,131
- Sustaining Native American Economies Project.....	\$38,533

**California Office of Community Partnerships and Strategic Communications**

- Trusted Messenger Network Grant - Informing Native Communities Project.....	\$1,523
---	---------

**Foundation Grants .....** **\$866,558**

The Center at Sierra Health Foundation

- California COVID-19 Community Health Project
- Vaccine Equity Campaign
- Elevate Youth California Project

Workforce Matters / The Fund for Workforce Equity

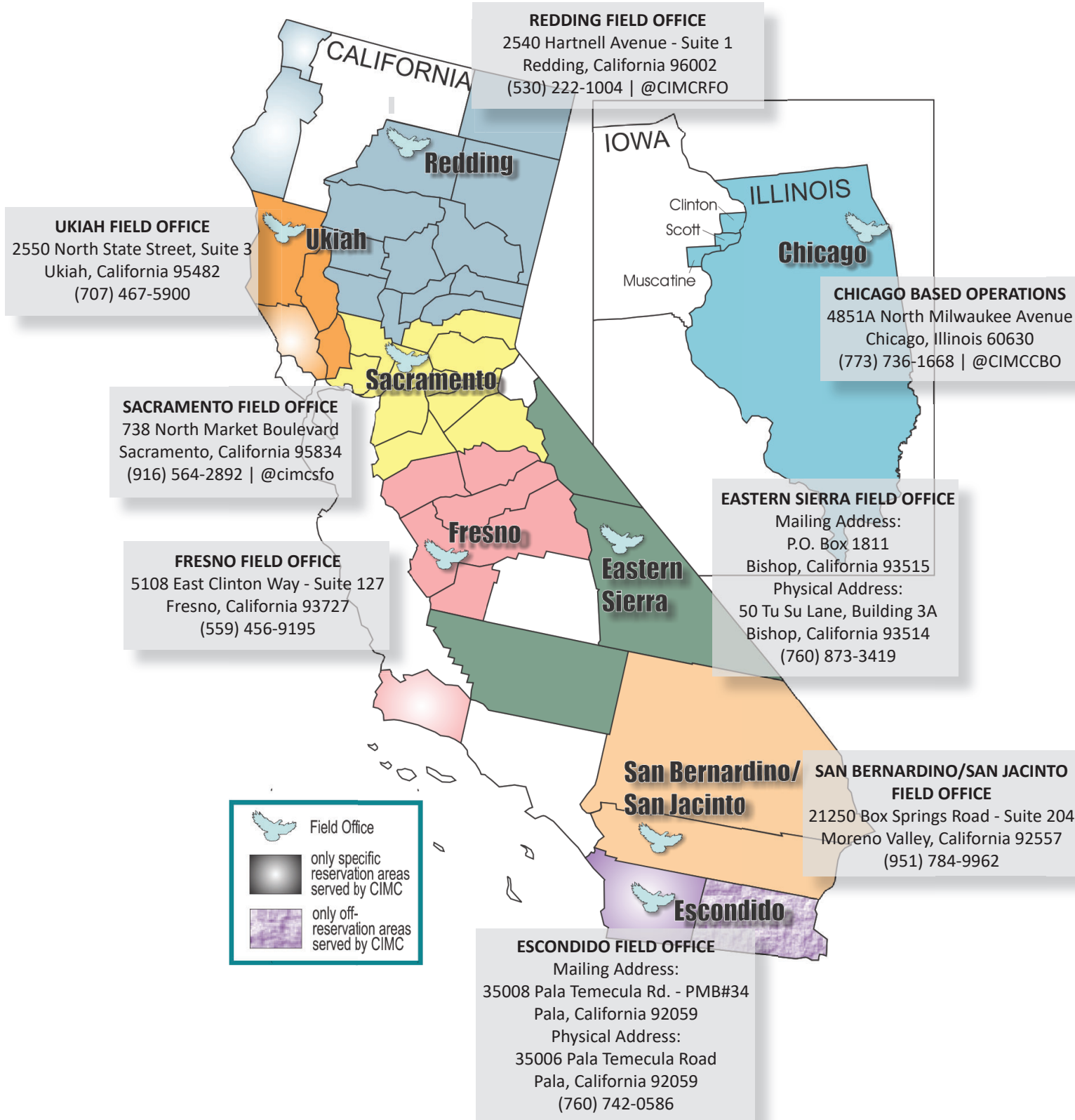
- Tribal Labor Force Study

The James Irvine Foundation

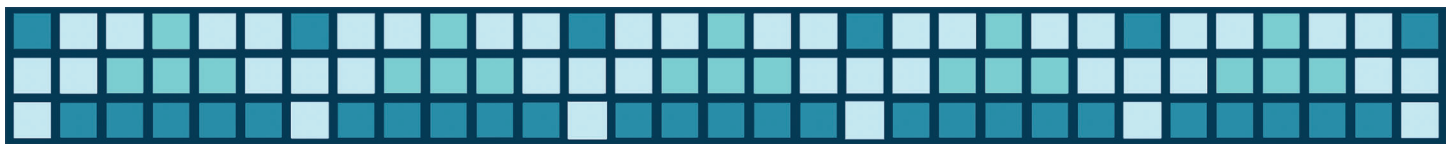
- Better Careers Fund / Multi-Craft Core Curriculum Apprenticeship Readiness
- Tribal Labor Force Study



# WORKFORCE DEVELOPMENT PROGRAM YEAR 2022 SERVICE AREA







# WORKFORCE DEVELOPMENT PROGRAM CALIFORNIA FIELD OFFICES

At the beginning of Program Year 2022, recruitment and delivery of CIMC Workforce Development Program services were conducted in a hybrid manner - mostly online and gradually became more in-person as COVID-19 pandemic restrictions relaxed throughout the state.

Despite the challenges of filling positions within some of the field offices, staff continued to provide essential employment and training services to clients.

While working to create a safe work environment for both staff and participants, each field office focused on providing job search assistance and related services. Each field office also worked to improve communication skills while effectively providing services to participants.

Youth were assisted with navigating the workforce through interview skills and resume building, and sharing the importance of appearance and how to follow-up on applications. While some were placed in work experience positions, others received advice on ways to gain experience, including volunteer service, extracurricular activities, and internships.

Each field utilized the Facebook social media platform to share information with the public. Job announcements, career fair flyers, and other upcoming events were posted. Flyers from other CIMC programs were also shared.

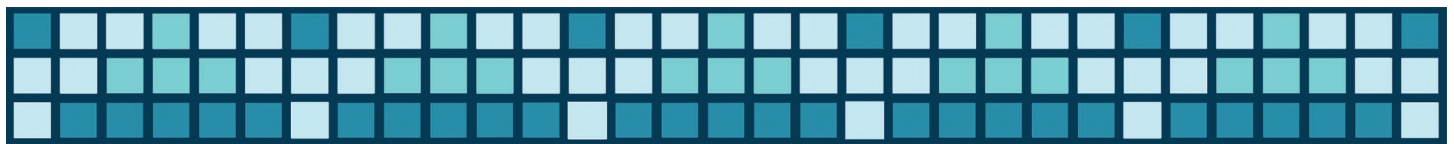
Field office staff took advantage of the relaxed pandemic restrictions to venture out to conduct in-person outreach. Meetings and events such as powwows, big times, and elder events were attended throughout the state to meet face-to-face with potential clients.



Linkages with tribal, local, state and federal government agencies and Native organizations were established or maintained through meetings, both online and in-person. Field staff were able to utilize these partnerships for referral of clients for job placements and additional services as needed, and assistance with removing barriers to success. In addition, field office staff attended all quarterly CIMC Geographic Service Area Meetings to provide CIMC Members with reports on program activities.

### Field Office (FO) Highlights:

- The Eastern Sierra FO collaborated with the Big Pine Paiute Tribe to offer a Cultural Monitoring Training.
- Eastern Sierra FO hosted a livescan event with California Indian Legal Services.
- Escondido FO hosted a Career and Resource Fair featuring trades apprenticeship programs in collaboration with the American Indian Apprenticeships Initiative.
- Escondido FO began its collaboration with Aptera Motors to assist with developing its workforce to produce solar-powered vehicles.
- Fresno FO assisted the CIMC Community Services Block Grant Program with collecting applications for emergency services in their communities.
- Fresno FO provided Workin' Skills into Careers training for participants to improve their success in the workplace.
- Fresno FO collaborated with Unilateral Tribal Urgency Program to place participants in apprenticeship programs.
- Fresno FO provided supportive services to participants referred by California Tribal Emergency Response & Relief Agency.
- Fresno FO collaborated with Cold Springs Rancheria to assist participants with Cultural Monitoring Training.
- Redding FO collaborated with the CIMC COVID-19 Community Health Project to host two pop-up vaccination clinics.
- Redding FO assisted the CIMC Community Services Block Grant Program with collecting applications for emergency services in their communities.
- Sacramento FO partnered with California Indian Legal Services to provide expungement services training to CIMC staff.
- Sacramento FO staff became certified in Workin' Skills into Careers training to provide soft skills workshops for clients.
- San Bernardino/San Jacinto FO collaborated with the International Brotherhood of Electrical Workers Local 440 to provide an information event at the Torres Martinez Reservation.
- Ukiah FO collaborated with the Coyote Valley Education Department to provide training in job readiness, dress for success, and mock interviews for youth.



## WORKFORCE DEVELOPMENT PROGRAM CHICAGO BASED OPERATIONS

**D**uring Program Year 2022, the CIMC Chicago Based Operations (CBO) mainly focused on recruiting Native Americans in the service area to assist with job search and placement. CBO also provided referrals to other agencies that are better equipped to assist with removing barriers.

Once CBO coordinators completed initial assessments with clients, eligible clients were then enrolled into the CIMC Workforce Development Program and, subsequently, placed in an appropriate activity such as work experience, on-the-job training, etc. Some clients returned to CIMC seeking additional training to further/prolong their careers.

CBO staff assisted youth with summer employment, leadership development, and introduction to the workforce. CBO collaborated with other agencies that provide services for youth in the Native and non-Native community to work with youth in need.

CBO staff reached out to non-profit organizations, apprenticeship programs, chambers of commerce,

and for-profit companies to inform them of our programs and to establish linkages to better serve clients.

CBO continued working with all American Indian agencies throughout Illinois and Iowa. The work with the Mississippi Valley Workforce Partnership continued as did participation on the Native American Employment Plan Advisory Council with the State of Illinois Governor's Office. CBO continued its active partnership with the Chicago American Indian Collaborative Council and the Illinois WorkNet Centers throughout the state. CBO collaborated with many state and national entities during this Program Year.

CBO staff conducted outreach at the Trickster Cultural Center's National Gathering for Native American Veterans, and American Indian Health Services 'Every Child Matters' Powwow. All CBO staff attended 'Meet and Greet' at the University of Illinois Urbana-Champaign and Northwestern University Powwow, along with many other events in the service area, including school events, senior luncheons and holiday events.



*Workin' Skills into Careers participant*

Five participants successfully completed the Workin' Skills into Careers course. This training, conducted by CBO staff, focused on building self-esteem by reinforcing cultural identity, improving self-awareness, developing greater understanding of employers' expectations, managing emotions in a challenging workplace, and improving organizational and communication skills to maintain employment.

CBO staff continued to meet individuals who requested assistance in getting hired, counseling, encouragement, and/or financial assistance for clothing and tools.

### CIMC CBO Participants honored at National Native American Employment and Training event



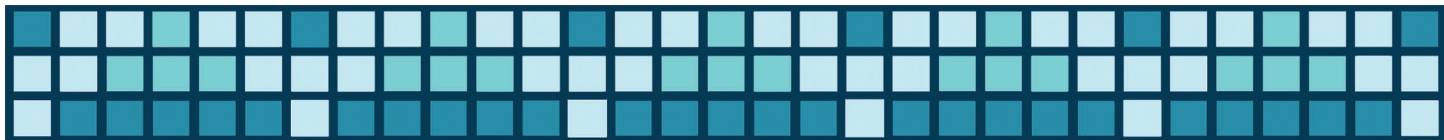
*Melodie Serna; Susan Stanley, CBO Coordinator; Lorenda T. Sanchez, Executive Director, and Jessica Pamoncutt*

**R**ecognition was received at the 43rd National Indian and Native American Employment and Training Conference. The following CIMC CBO participants were honored at the Mashantucket Pequot Museum and Research Center in Mashantucket, Connecticut, on May 2, 2023:

*Ms. Melodie Serna from the Turtle Mountain Band of Chippewa Indians, nominated by the CIMC Chicago Based Operations, received the prestigious 2023 Alice BigPond Roach Memorial Award. This award is given for outstanding commitment to community service.*

*Ms. Jessica Pamoncutt from the Menominee Indian Tribe of Wisconsin, nominated by the CIMC Chicago Based Operations, was selected as one of the four 2023 Outstanding Participants.*

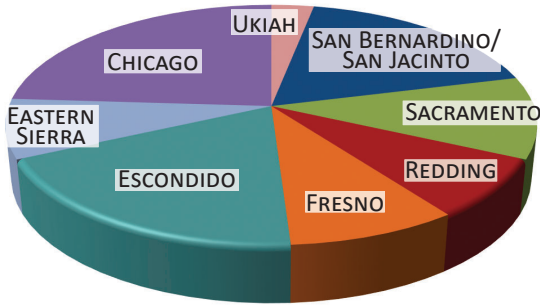




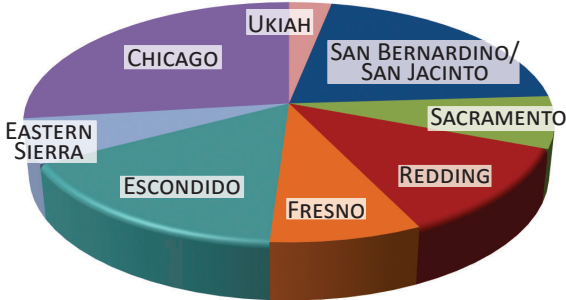
# WORKFORCE DEVELOPMENT PROGRAM YEAR 2022 PERFORMANCE

## WORKFORCE INNOVATION AND OPPORTUNITY ACT COMPREHENSIVE SERVICES PROGRAM PROGRAM YEAR 2022

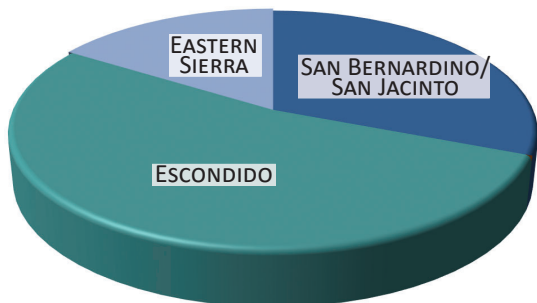
**PARTICIPANTS SERVED  
(TOTAL - 364)**



**TOTAL EXITERS  
(TOTAL - 269)**

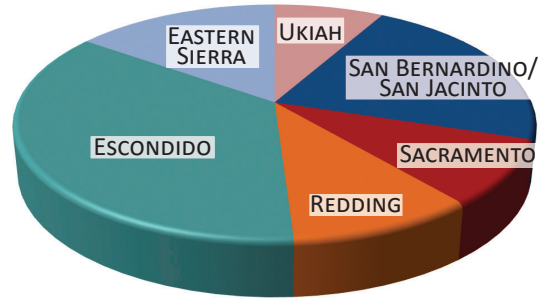


## TRIBAL SUPPLEMENTAL YOUTH SERVICES PROGRAM YEAR 2022 ENROLLMENTS BY FIELD OFFICE (TOTAL - 32)

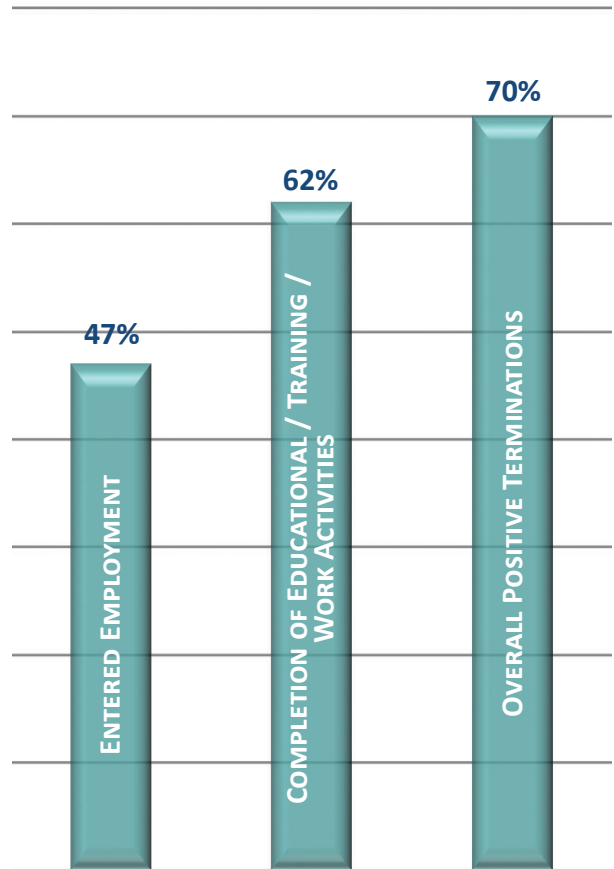


## NATIVE EMPLOYMENT WORKS PROGRAM SERVICES PROGRAM YEAR 2022

**ENROLLMENTS BY FIELD OFFICE  
(TOTAL - 67)**



## PERFORMANCE OUTCOMES

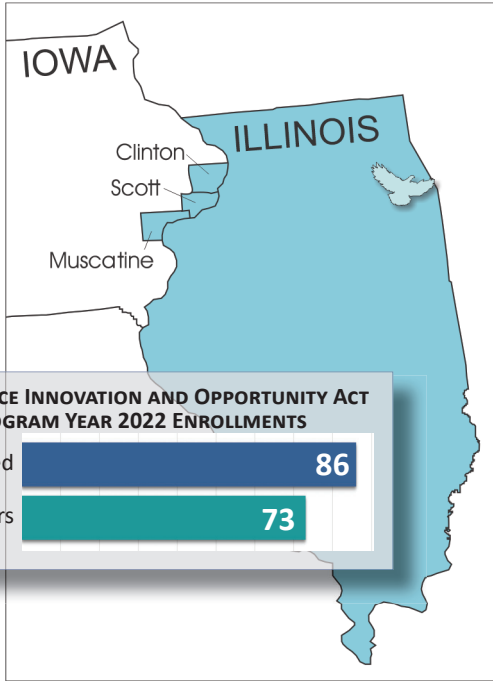




# WORKFORCE DEVELOPMENT PROGRAM - FIELD OFFICES

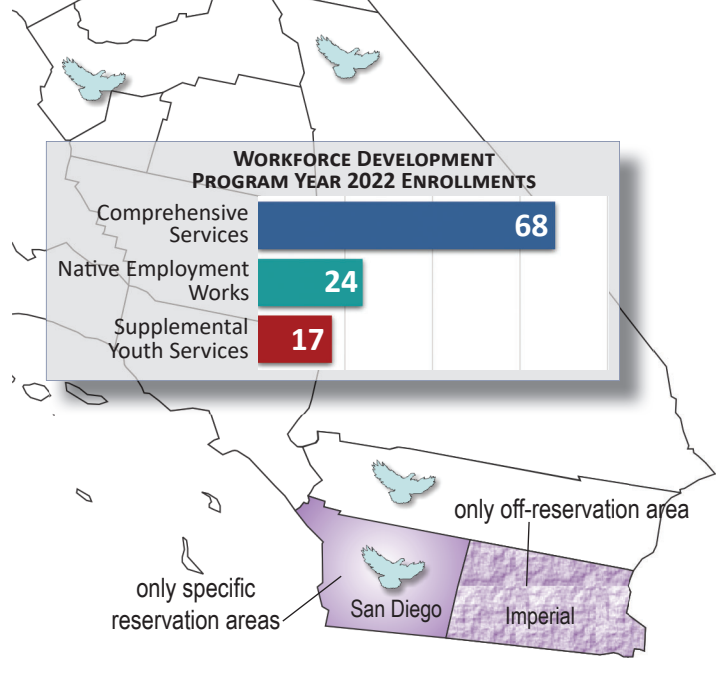
## Chicago Based Operations

4851A North Milwaukee Avenue, Chicago, Illinois 60630  
 (773) 736-1668 | (800) 748-5259 TTY



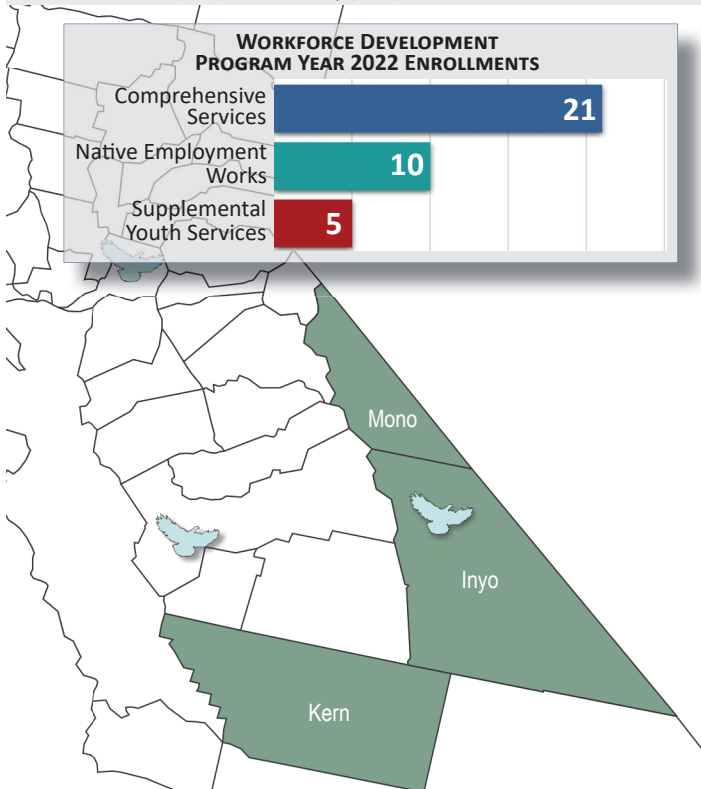
## Escondido Field Office

35008 Pala Temecula Road, PMB#34, Pala, California 92059  
 (760) 742-0586 | (800) 748-5259 TTY



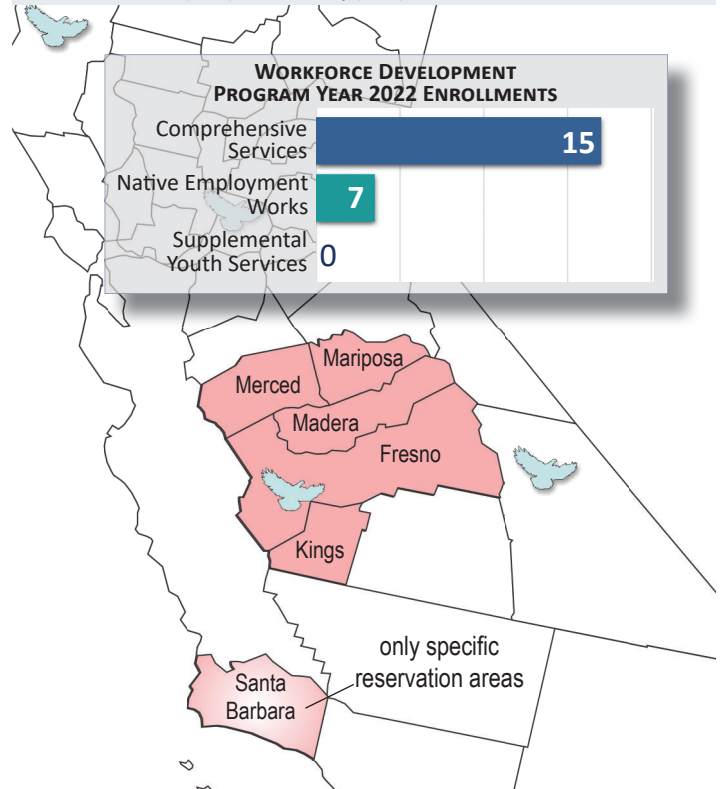
## Eastern Sierra Field Office

50 Tu Su Lane, Building 3A, Bishop, California 93514  
 (760) 873-3419 | (800) 748-5259 TTY



## Fresno Field Office

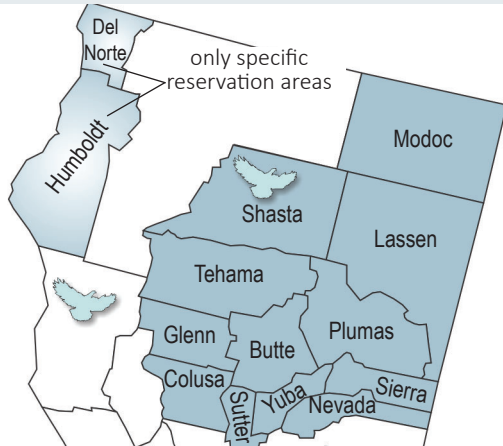
5108 East Clinton Way, Suite 127, Fresno, California 93727  
 (559) 456-9195 | (800) 748-5259 TTY





## Redding Field Office

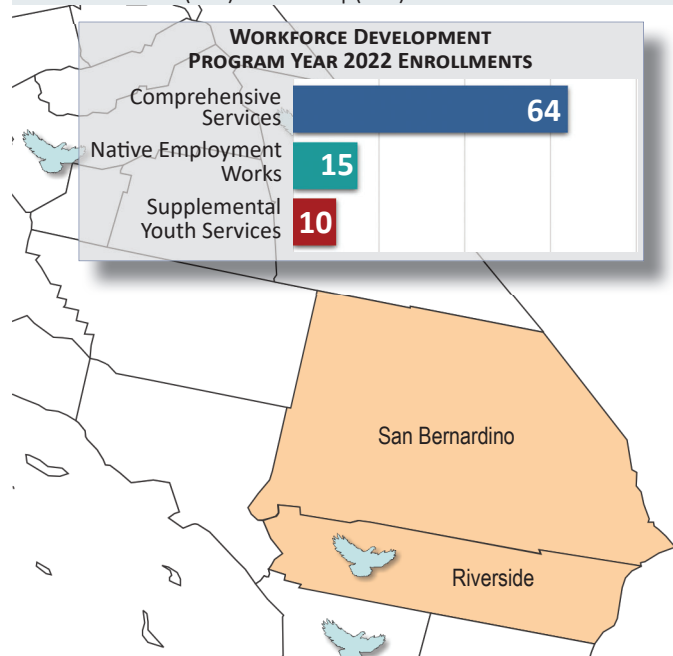
2540 Hartnell Avenue, Suite 1, Redding, California 96002  
(530) 222-1004 | (800) 748-5259 TTY



WORKFORCE DEVELOPMENT PROGRAM YEAR 2022 ENROLLMENTS	
Comprehensive Services	30
Native Employment Works	6
Supplemental Youth Services	0

## San Bernardino/San Jacinto Field Office

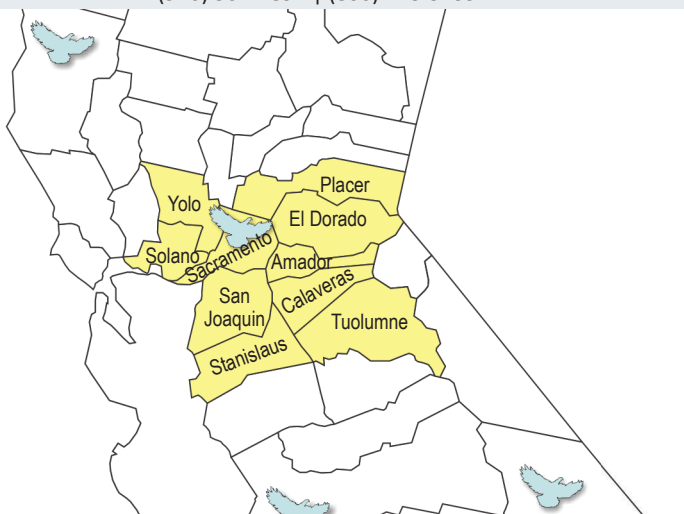
21250 Box Springs Rd, Ste 204, Moreno Valley, California 92557  
(951) 784-9962 | (800) 748-5259 TTY



WORKFORCE DEVELOPMENT PROGRAM YEAR 2022 ENROLLMENTS	
Comprehensive Services	64
Native Employment Works	15
Supplemental Youth Services	10

## Sacramento Field Office

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



WORKFORCE DEVELOPMENT PROGRAM YEAR 2022 ENROLLMENTS	
Comprehensive Services	40
Native Employment Works	0
Supplemental Youth Services	0

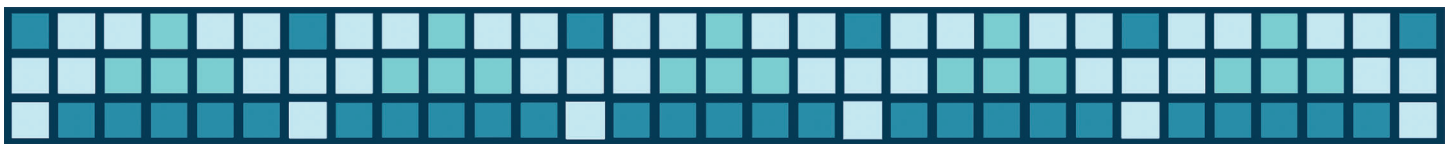
## Ukiah Field Office

2550 North State Street, Suite 3, Ukiah, California 95482  
(707) 457-5900 | (800) 748-5259 TTY

WORKFORCE DEVELOPMENT PROGRAM YEAR 2022 ENROLLMENTS	
Comprehensive Services	11
Native Employment Works	5
Supplemental Youth Services	0







## WIOA-CSP - NATIVE AMERICAN HEALTH CENTER

Staff at CIMC provided assistance to the Native American Health Center (NAHC) to implement the Program Year 2022 Workforce Innovation and Opportunity Act (WIOA) Comprehensive Services Program (CSP) grant. The NAHC became the newly appointed grantee for the six-county service area in the San Francisco Bay Area.

CIMC's MIS Department provided training on program eligibility. The CIMC Workforce Development Program staff provided training in enrollment, case management, and program activities. CIMC and NAHC developed a positive and productive working relationship for the community. Collaborative outreach and job readiness activities were well received. Worksites and training opportunities were developed.

CIMC staff enrolled ten participants into the NAHC WIOA-CSP. Through collaboration with NAHC, clients and participants received a wide range of services. Services included job readiness training, referrals, job search assistance and placement, one on one counseling, and supportive services.

Through combined efforts, CIMC assisted NAHC and the communities that they serve. CIMC staff worked corroboratively to train a participant to become a Workforce Development Coordinator to enhance the services provided for the Bay Area community.



## BETTER CAREERS FUND PROJECT

In March 2023, CIMC was awarded a Better Careers grant in the amount of \$400,000 to implement a Multi-Craft Core Curriculum Apprenticeship Readiness Program for the San Bernardino and Escondido Field Offices and to provide supportive services to Native Americans to enter apprenticeship readiness programs. The project's intent is to help unemployed and/or underemployed Native Americans to meet the minimum educational and skill requirements to obtain required credentials to enter and/or to place individuals into desired trade apprenticeship programs. In addition, the project will complement the CIMC Workforce Development Program's delivery of supportive services.

The funding for this project was received from The James Irvine Foundation through their Better Careers fund, established to connect Californians to good jobs with family-sustaining wages and advancement opportunities.

## TRIBAL LABOR FORCE STUDY PROJECT

To gather statistical labor force and census data from Native American tribal member workers and learners of specific tribes, CIMC initiated a Tribal Labor Force Study. The specific tribes include the Pala Band of Mission Indians, the Iipay Nation of Santa Ysabel, and two other tribes yet to be identified. Data will be analyzed to gain knowledge on local unique workforce development needs and to provide input on policies on a national level regarding funding disparities for Native American communities.

Funding in the amount of \$67,000 for this project was provided by the Workforce Matters / The Fund for Workforce Equity. Additional funding in the amount of \$75,000 was provided by The James Irvine Foundation.





# CHILD CARE AND DEVELOPMENT BLOCK GRANT PROGRAM

**D**uring Program Year 2022, the CIMC Child Care and Development Block Grant (CCDBG) Program continued operations through funding from the US Department of Health and Human Services, including additional COVID-19 pandemic funding. Services were provided to 99 children from 51 families.

During this program year, the CCDBG Program Specialist continued to present Emergency and Disaster Preparedness Training, both in-person and through virtual online training. This year, children were also included to help them prepare for disasters. This training has been updated on a continual basis and, whenever possible, customized for specific tribal areas. Each family or individual participating in this training received a backpack full of items that can be used to help them prepare their own emergency go-bag.



The CCDBG Program continued providing the bi-monthly newsletter "CCDBG Times" to share helpful information with parents, providers and community members. It also includes fun activities such as a coloring page, puzzles, and/or word searches.

During this report period, the CCDBG Program staff assembled backpacks that were filled with enough age-appropriate school supplies to last the entire school year. Backpacks were distributed to each child participating in the CIMC CCDBG Program. In addition, staff continued to supply educational materials to daycare and learning centers that serve participating tribes.

CCDBG Program staff continued coordination with Grade Results to make their online education program and tutoring available to all tribal children of tribes participating in the CCDBG Program.

The CCDBG Program, once again received donations of toys from Walking Shield, Inc. CCDBG Program staff and volunteers sorted gifts by age and gender, and 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.

In preparation for the Fiscal Years 2023-2025 grant cycle, program staff had the opportunity to receive training at the Regional Techni-



## PARTICIPATING TRIBES

- Cahuilla Band of Indians
- Kletsel Dehe Wintun Nation (Cortina)
- Coyote Valley Band of Pomo Indians
- Fort Independence Indian Reservation
- Lone Pine Paiute-Shoshone Reservation
- Mesa Grande Band of Mission Indians
- Morongo Band of Mission Indians
- Pala Band of Mission Indians
- San Pasqual Band of Mission Indians
- Santa Rosa Band of Cahuilla Indians
- Santa Ynez Band of Chumash Indians
- Iipay Nation of Santa Ysabel
- Sherwood Valley Band of Pomo Indians
- Tuolumne Band of Me-Wuk Indians
- Habematolel Pomo of Upper Lake



cal Assistance Conference in Seattle, Washington, in November 2022.

The CCDBG Program hosted a public hearing in January 2023 at Pala, California. This was an opportunity for participating tribes to provide input to prepare for developing the FY2023-2025 program plan.





## ELDERS PROGRAM

The CIMC Elders Program operated during Program Year 2022 with funding from the U.S. Department of Health and Human Services, Administration on Community Living/Administration on Aging (ACL/AoA). The program is funded under Title VI of the Older Americans Act. During Program Year 2022, the Elders Program was able to utilize the remaining additional funds received from the American Rescue Plan Act.

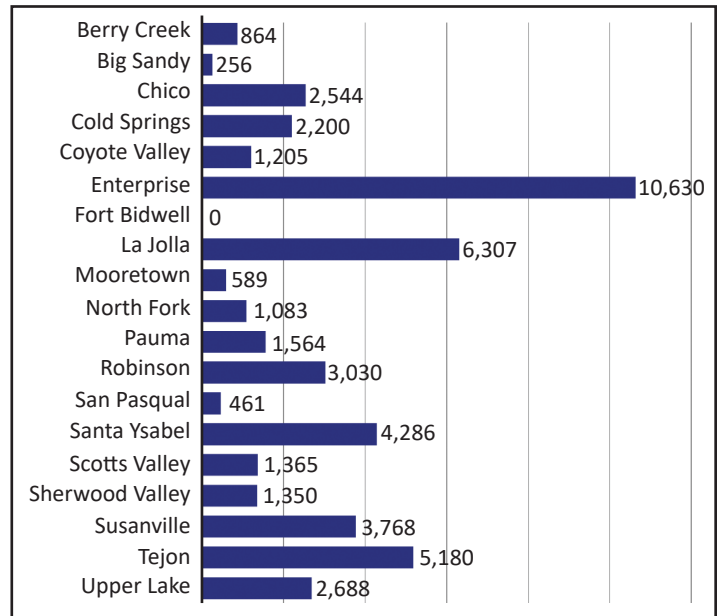
The Elders Program staff continued working with all participating tribes to design their program to meet the needs of their respective elders. All sites contributed to the success of the program by providing site contacts that assist the Elders Program staff with completing intakes and distributing informational material, among other tasks. Program operations were monitored at each site, including menu planning, food purchases, and payment processing, to ensure that the overall program goals were met.

Some of the tribal Elders Program sites prepared meals for their elders at their location; others met the needs of their community by purchasing meals from another site and had the meals home delivered. Depending on the availability of funding and opportunities at each location, shelf stable meals or groceries were also provided for tribal elders.

During the grant period of April 1, 2022, through March 31, 2023, a total of 12,635 meals were served in a congregate meal setting and another 42,371 meals were delivered to participating elders' homes for a grand total of 55,006 meals served.

In addition, the Elders Program delivered 35,716 transportation services for elders to go shopping, get to medical appointments, and pick up medications. 613 elders received health and wellness services this program year. Additionally, 618 elders were provided with nutritional education.

Program Year 2022 Elders Program Meals Provided



## MEDICARE INFORMATION OUTREACH

The CIMC Elders Program collaborated with California Department of Aging, California Health Insurance Counseling and Advocacy Program (HICAP) to assist with receiving information on Medicare overview and provide our tribal elders with information on California Senior Medicare Patrol (Protect Yourself, Your Elders, and Your Tribe), Getting Help with Medicare Cost, Medical Identity Theft, and Medical Equipment Fraud.

## NATIVE AMERICAN CAREGIVER SUPPORT PROGRAM

The CIMC Native American Caregiver Support Program continued providing 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 included information dissemination, referrals to various caregiver resources, counseling and support, temporary respite relief for caregivers, and supplemental services when possible.

## ANA 7TH GENERATION CODERS PROJECT

The Administration for Native Americans (ANA) awarded CIMC a grant for the "7th Generation Coders" Project for a three-year period, which planned to end in September 2022. An extension through June 30, 2023 was received.

The focus of this project was to assist youth, ages 16-24 years, in developing strong computer science skills,

overcoming employment barriers, and providing a career path in computer science and technology.

During this final program year, a number of participants who completed the Coding Boot Camp during the previous program year were placed in short-term work experience positions. The Youth Council continued to meet weekly.





## SUSTAINING NATIVE AMERICAN ECONOMIES PROJECT

**P**rogram Year 2022 saw the implementation and beginning operations of the CIMC Sustaining Native American Economies Project (SNAE). This project is funded by a California Department of Housing and Community Development (HCD) - Coronavirus Response grant in the amount \$700,000 for a two-year period, as part of an economic development initiative.

The CIMC SNAE project's main objective is to provide financial assistance to Native American entrepreneurs and/or microenterprises whose business operations have been negatively impacted by the COVID-19 pandemic. The goal is to assist at least 76 eligible applicants in retaining a job, creating a

job, and/or starting a new business with economic relief of up to \$5,000. Funding can be used for, but is not limited to: supplies needed for starting or re-starting businesses, rental payments for office leases, salaries for employees, fees related to providing online services, and advertising and/or marketing costs.

In March of 2023, a Business Coordinator was hired to oversee all project operations. Upon hiring, the Business Coordinator accessed resources at HCD to prepare project policies and the project application in adherence with grant guidelines.

On May 18th, 2023, the SNAE Project was launched at the CIMC General Staff Meeting in Wheatland, California. All staff received information on project activities and eligibility requirements.

With approved policies and application in hand, the SNAE project began accepting applications in June 2023. Outreach and recruitment for the project began as well with the Business Coordinator attending quarterly CIMC geographic service area meetings and local outreach events to reach target audience.



### Program Eligibility

- COVID Nexus: must provide an explanation of how financial need is associated with the COVID-19 pandemic. How were your business operations impacted by the pandemic? How will your new business venture prepare for, prevent, or respond to the spread of coronavirus?
- Low to moderate income threshold based on HUD guidelines
- Microenterprise (5 or fewer employees) or entrepreneur
- 18 years or older
- Reside within CIMC's California geographic services area



## CENSUS INFORMATION CENTER

**D**uring Program Year 2022, the CIMC Census Information Center (CIC) staff participated in online meetings, an annual training, and webinars on information about distributing data from the decennial 2020 Census.

The CIMC CIC, one of 47 nonprofit organizations nationwide and one of five American Indian and Alaska Native organizations, worked directly with the U.S. Census Bureau to continue to provide the best up-to-date data specializing in American Indian/Alaska Native (AI/AN) data, including income, benefits, education, employment, poverty and disabilities.







# COVID-19 COMMUNITY HEALTH PROJECT

**D**uring the Program Year 2022, the CIMC COVID-19 Community Health Project (CCHP) provided essential COVID-19 education and information on vaccinations to Native communities and worked to deter misinformation. Funding in the amount of \$277,262 was provided by The Center at Sierra Health Foundation for this eight-month project.

The project's over-arching goal was to address the unique challenges faced by the tribal communities and urban Native populations during the COVID-19 pandemic. Understanding the importance of education, outreach, and vaccination, project staff utilized this grant funding to provide the needed information for Native American communities by sharing posts, creating flyers, and compiling data that allowed identifying locations for vaccination clinics to be prioritized.

In line with the crucial importance of culturally sensitive communication, relevant materials were developed to enhance project outreach and education. The materials included stickers, flyers, and posters. These culturally-relevant materials engaged the community while conveying vital information which contributed to achieving the project objective of gar-

nering more interactions and creating a more meaningful impact.

During the grant period, CIMC and the California Department of Public Health (CDPH) were able to nurture a relationship between the organizations, a pivotal step in addressing healthcare disparities and health inequality within Native American communities across the state. As the partnership evolved, CIMC made contacts within the State of California to help provide additional resources that will be advantageous and beneficial for both CIMC and CDPH.

The CIMC COVID-19 Community Health Project exemplifies the positive impact of community-driven, culturally sensitive healthcare initiatives. By prioritizing education and vaccination, the project empowered the Native American community to protect its members from the COVID-19 pandemic. This project demonstrated the importance of collaboration, trust-building, and tailored approaches in addressing healthcare disparities, especially in vulnerable populations. By utilizing the COVID-19 edu-



cation and information, attendance at events was amplified, and sharing resources and providing protection in Native American communities was successful.

**LONG COVID-19**  
California Indian Manpower Consortium, Inc.

**What is Long COVID?**  
According to the CDC, Post-COVID or "Long COVID-19" is a range of new, returning, and ongoing health problems after being infected with the virus. Symptoms must be occurring for **at least four weeks** post infection.

**General Common Symptoms**

- Tiredness or fatigue interfering with daily life
- Fever
- Symptoms that get worse after physical or mental effort

**Neurological Symptoms**

- Difficulty thinking or concentrating (referred to as "Brain fog")
- Headache
- Sleep problems
- Dizziness when standing (lightheadedness)
- Pins-and-needles feelings
- Change in smell or taste
- Depression or anxiety

**Respiratory & Heart Symptoms**

- Difficulty breathing or shortness of breath
- Cough
- Chest Pain
- Heart palpitations

**Digestive Symptoms**

- Diarrhea
- Stomach Pain

**Who is likely to develop Long COVID?**

- People who experienced more severe COVID-19 illness
- People who have underlying health conditions
- People who did not get a COVID-19 vaccine

**COVID-19 COMMUNITY HEALTH PROJECT**

**I GOT VACCINATED AND RECEIVED THE BOOSTER SHOTS BECAUSE EVERYONE SAID IT'S MEANT TO PROTECT OUR NATIVE COMMUNITIES, BUT IS IT REALLY HELPING MY GRANDCHILDREN?**

**WHEN YOU FOLLOW COVID-19 PANDEMIC GUIDELINES TO GET YOUR MRNA VACCINES AND BOOSTER SHOTS, YOU'RE ACTUALLY LEADING BY EXAMPLE, REINFORCING TRUST IN THE HEALTHCARE SYSTEM, AND MANIFESTING YOUR LEGACY THROUGH FUTURE GENERATIONS.**

**CIMC**  
#PROTECTNATIVEFUTURES #VACCINATETODAY



CIMC hosted a panel to share information on COVID-19 at CIMC's 44th Annual Membership Meeting in October 2022 in Pala, California. The panel consisted of Yumi Sera and Marc Marconi from the California Office of Community Partnerships and Strategic Communication, the Governor's Office of Planning and Research, and Virginia Hedrick, Executive Director of California Consortium of Urban Indian Health Clinics, and moderated by Caelum Peyron, CIMC CCHP Coordinator.





## VACCINE EQUITY CAMPAIGN

In July 2022, CIMC was awarded a \$500,000 Vaccine Equity Campaign grant from The Center at Sierra Health Foundation to support CIMC in facilitating vaccinations in Native American communities to a minimum of 500 people in an eight-month grant period. CIMC collaborated with seven project partners throughout California to implement the Vaccine Incentive Program, a component of the Vaccine Equity Campaign:

- Fresno American Indian Health Project
- Lassen Indian Health Center
- Mechoopda Indian Tribe
- Pala Band of Mission Indians
- Riverside-San Bernardino County Indian Health
- San Pasqual Band of Mission Indians
- Wilton Rancheria
- Yurok Tribe

CIMC understood that to provide the best outcome of success for CIMC and the Native population, convenience and accessible vaccine clinics would need to be provided. Multiple pop-up vaccination clinics were set up at strategic geographic locations throughout Native communities, where the partners' service areas did not overlap, to offer additional resources in CIMC service areas.

In addition to those conducted by project partners, 11 vaccination clinics were hosted by CIMC in alliance with the California Department of Public Health; more than 500 indi-

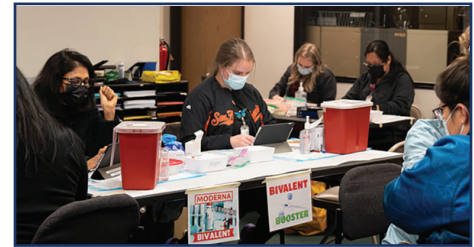
viduals received vaccinations, thereby reaching the intended goal. Through effective partnerships, 2,529 individuals were vaccinated, with 2,374 being Native American. This achievement highlights the power of collaboration during this short grant period.

As a result of bringing together key partners and leveraging the unique strengths and resources in their respective locations, CIMC's Vaccine Equity Campaign not only met its intended goal but provided a stronger relationship with these partners and a deeper understanding of the health-care system and the issues that still need to be addressed in Native American communities.

The highlight of this program was an event hosted by CIMC on December 18, 2022. CIMC was spotlighted by the State of California, offering additional resources to support this event.

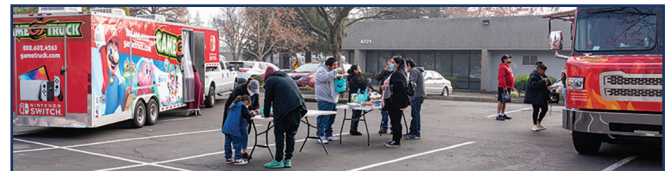


Initially, the plan was to provide only a pop-up vaccination clinic, but it became an entire event for families. With these additional resources, CIMC delivered free food trucks, a free coffee bar, a video game truck, a bounce house, a photo booth, and yard games.



With the support from the CIMC Child Care and Development Block Grant Program, free toys were offered to children at the event.

In total, 155 individuals received the initial vaccination or boosters on this day, contributing to the broader goal of achieving immunity and safeguarding the health of Native American communities. This event serves as a model for future vaccination efforts in hosting a family event and offering accessible vaccinations to tribal communities and urban Native populations.

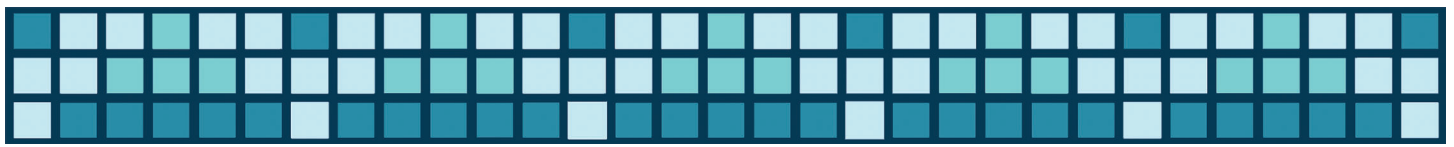


## INFORMING NATIVE COMMUNITIES

In May 2023, CIMC was awarded a Trusted Messenger Network grant to implement the "Informing Native Communities" Project. Funding in the amount of \$250,000 was provided the California Governor's Office of Planning and Research, Office of Community Partnerships and Strategic Communication (OCPSC) for a 10-month grant period. The purpose of this project is to work in collaboration with OCPSC to provide public awareness to tribal communities in California and provide culturally relevant resources regarding the State's priority messaging, such as Extreme Heat Awareness, Save Our Water campaign, COVID-19 vaccination information and any other emerging crisis.

Activities during Program Year 2022 included developing an implementation plan and the recruitment of a Rapid Response Coordinator to enable effective outreach to begin on schedule at the beginning of July 2023.





## COVID EDUCATION RECOVERY PROJECT

At the beginning of the Program Year 2022, CIMC began implementing the COVID Education Recovery (CER) Project, with funding from a California Department of Housing and Community Development (HCD) - Coronavirus Response grant in the amount \$1,500,000 for a two-year period.

To launch CER Project operations throughout California, three Education Coordinators were hired in Northern, Central, and Southern California. CER Project staff immediately began discussions on the project overview, implementation plan, eligibility requirements, enrollments, academic services, supportive services, goals, outcomes, and program effectiveness. Subsequently, policies and the application process were developed and recruitment began.

In partnership with Grade Results the CER Project staff met and completed an orientation for the school's online education platform. They familiarized themselves with Grade Result's dashboard, enrollment process, and academic services. CER Project staff also coordinated with Grade Results to create three educational tracks for the project:

- Grade Results Tutoring: for students that are interested

## COVID Education Recovery Project



in receiving tutoring services to improve their grade.

- Great Teachers Condor: for students that are interested in pursuing a diploma from the online private school (Georgia or California)
- Grade Results Academy: for students that are interested in enrolling in the private school to catch up, after which they would transfer back to a traditional in-person school setting.

During the later months of the Program Year, the Education Coordinators attended outreach events and meetings to distribute program materials, information, and recruit program participants. The CER Project staff also began making connections with community members in their respective regions within CIMC's Geographical Service Area.







## ELEVATE YOUTH CALIFORNIA PROJECT

Near the end of Program Year 2022, CIMC was awarded a \$1,000,000 grant by The Center at Sierra Health Foundation to operate the Elevate Youth California Project. The project's goal is to reduce substance abuse rates in Native American youth, ages 14-18 years of age.



Planned project activities include substance abuse preventative activities, peer-led support groups, and leadership conferences. Activities, based in cultural values, may include cooking classes, beading classes, traditional gardening/harvesting, talking circles, etc. that focus on generational/historical trauma, substance abuse, and reducing stigma. In addition, the project will provide skills and tools to address punitive drug policies in local areas.

### CIMC CONDOR EDUCATION PROGRAMS

					
<p>The Condor Success and Career Academy offers structured, challenging, personalized program designed to prepare students for college and/or career goals. It provides virtual, web-based curricula that are self-paced, accessible 24/7, for individuals that need a high school diploma, open scheduling, and/or career courses.</p>	<p>The Condor University offers a variety of certification courses that set high school graduates and other adults on the path to success. Its digital courseware offers several modalities that support individualized, personalized, and differential learning.</p>	<p>Condor Youth Connections Charter School - Chicago, IL - Free online public high school - grades 9-12</p> <p>Condor Kapel-ja Charter School - Mendocino County, CA - Multiple small school locations - grades 6-12</p>	<p>The CCDBG Program coordinates with Grade Results to make the online Condor Success and Career Academy available to children of CCDBG Program participating tribes.</p>	<p>The COVID Education Recovery Project assist Native American youth who reside in the CIMC service area to achieve graduation into the next grade level through an online education platform. Services are available to youth whose education has been negatively affected by COVID-19, and who meet income requirements.</p>	<p>The Elevate Youth California Project offers culturally-relevant activities, peer-led support groups, and leadership conferences for youth. Activities, with cultural values at heart, focus on generational/historical trauma, substance abuse and reducing stigma.</p>





*Congratulations to those who have been with  
California Indian Manpower Consortium since the beginning!*

**MEMBERSHIP TRIBES AND ORGANIZATIONS**

- Big Pine Paiute Tribe of the Owens Valley*
- Bishop Paiute Tribe*
- Iipay Nation of Santa Ysabel*
- Modoc Lassen Indian Housing Authority*
- Morongo Band of Mission Indians*
- Pala Band of Mission Indians*
- Pauma Band of Mission Indians*
- Rincon Band of Luiseño Indians*
- Santa Rosa Band of Cahuilla Indians*
- Sherwood Valley Band of Pomo Indians*
- Susanville Indian Rancheria*

**EMPLOYEES**

- Diana Alvarez*
- Cleo Foseide*
- Lorenda T. Sanchez*



## CALIFORNIA INDIAN MANPOWER CONSORTIUM, INC.

### MEMBERSHIP RECOGNITION

- 40** • Cold Springs Rancheria
  - Redwood Valley Little River Band of Pomo Indians
  - Roundhouse Council, Inc.
- 35** • Cahto Tribe of Laytonville Rancheria
  - Cahuilla Band of Indians
  - Fort Mojave Indian Tribe
  - Lassen Indian Health Center
  - Mesa Grande Band of Mission Indians
  - Pala Fire Department
  - Pit River Tribe
  - Robinson Rancheria Citizens Business Council
- 30** • La Posta Band of Mission Indians
  - Manchester Band of Pomo Indians
- 25** • American Indian Center of Chicago
- 20** • American Indian Studies, UIUC
  - D-Q U California
  - Fort Bidwell Paiute Reservation Community Elders Organization
- 15** • Potter Valley Tribe
- 10** • Maidu Cultural and Development Group
  - Maidu Summit Consortium
  - Trickster Cultural Center
- 5** • Native American Chamber of Commerce of Illinois
  - Tejon Indian Tribe

### YEARS OF SERVICE RECOGNITION

#### BOARD OF DIRECTORS

- 10** • Kim E. Cook
- James Hill, Sr.

#### EMPLOYEES

- 30** • Teresa Marie Willson
- 15** • Matthew C. Begay
- Carol Jennings
- 5** • Gabrielle K. Mills





**CALIFORNIA INDIAN  
MANPOWER CONSORTIUM**

***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*



**CALIFORNIA INDIAN MANPOWER CONSORTIUM, INC.**

738 North Market Boulevard, Sacramento, California 95834

(916) 920-0285 | (800) 640-2462 - Toll Free | (800) 748-5259 TTY

[www.cimcinc.org](http://www.cimcinc.org)