

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



**Program Year 2006
Annual Report**

California Indian Manpower Consortium, Inc.



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

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

Our team of caring professionals:

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



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The *California Indian Manpower Consortium, Incorporated Program Year 2006 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.



Consortium Membership

- Ahmium Education, Inc.
- American Indian Center, Inc.
- Berry Creek Rancheria
- Big Pine Paiute Tribe of the Owens Valley
- Bishop Paiute Tribe
- Bo-Cah-Ama Council
- Bridgeport Indian Colony
- Buena Vista Rancheria
- Cahuilla Band of Indians
- Cahto Tribe of Laytonville Rancheria
- Chemehuevi Indian Tribe
- Central Valley Indian Health, Inc.
- Cline Howard All Indian Veterans of Foreign Wars Post 4330
- Coalition of the Chicago American Indian Community
- Coastanoan Rumsen Carmel Tribe
- Cold Springs Rancheria
- Cupa Cultural Center
- Dunlap Band of Mono Indians
- Elk Valley Rancheria
- Feather River Tribal Health, Inc.
- Fort Bidwell Reservation Elders Organization
- Fort Mojave Indian Tribe
- Greenville Rancheria
- Guidiville Indian Rancheria
- Hopland Band of Pomo Indians
- Indian Alcoholism Commission of California, Inc.
- Indian Child & Family Services
- Indian Health Council, Inc.
- Indian Housing Authority of Central California
- Inter-Tribal Sinkyone Wilderness Council
- La Posta Band of Mission Indians
- Lassen Indian Health Center
- Local Indians for Education
- Manchester Point Arena Band
- Mechoopda Indian Tribe
- Mesa Grande Band of Mission Indians
- Metropolitan Tenants Organization
- Modoc Lassen Indian Housing Authority
- Mooretown Rancheria
- Morongo Band of Mission Indians
- Native American Environmental Protection Coalition
- Native American House at University of Illinois at Urbana Champaign
- Native American Promotions, Inc.
- Native American Support Program University of Illinois at Chicago
- Nor Rel Muk Band of Wintu of Northern California
- North Fork Mono Rancheria
- Northern Circle Indian Housing Authority
- Owens Valley Career Development Center
- Pala Band of Mission Indians
- Pala Boys & Girls Club
- Pala Fire Department
- Pauma Band of Mission Indians
- Picayune Rancheria of the Chukchansie Indians
- Pit River Tribe
- Pomo Heritage Institute
- Ramona Band of Cahuilla
- Redwood Valley Rancheria
- Redwood Valley Rancheria - JOM
- Rincon Luiseno Band of Indians
- Riverside-San Bernardino County Indian Health, Inc.
- Robinson Rancheria
- Round Valley Indian Tribes
- Roundhouse Council
- San Pasqual Band of Mission Indians
- Santa Rosa Band of Cahuilla Mission Indians
- Santa Ysabel Band of Diegueno Indians
- Scotts Valley Band of Pomo Indians
- Sherwood Valley Rancheria
- Sierra Mono Museum
- Sierra Tribal Consortium, Inc.
- Soboba Band of Luiseno Indians
- Southern California Tribal Chairmen's Association
- Susanville Indian Rancheria
- "The BRIDGE" Indian Training Trust Fund
- The Mono Nation
- Toiyabe Indian Health Project, Inc.
- Torres-Martinez Desert Cahuilla Indians
- Tuolumne Me-Wuk Tribal Council
- United Native Housing Development Corporation
- Washoe Tribe of Nevada and California
- Wintu Tribe & Toyon Wintu Center



Board of Directors

PROGRAM YEAR 2006

OFFICERS

<u>Chairman</u> <i>Robert H. Smith</i> Pala, California	<u>Vice-Chair</u> <i>Gary Rickard</i> Anderson, California	<u>Secretary</u> <i>Arlene Craft</i> Banning, California	<u>Treasurer</u> <i>Benjamin Charley, Jr.</i> Bishop, California
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GEOGRAPHIC SERVICE AREA REPRESENTATIVES

<u>Chicago</u> <i>Clarissa St. Germaine</i> Chicago, Illinois	<u>Escondido</u> <i>James Hill</i> Boulevard, California	<u>San Jacinto</u> <i>Thomas Lyons</i> Banning, California	<u>Ukiah</u> <i>Elizabeth Hansen</i> Redwood Valley, California
<u>Eastern Sierra</u> <i>Wanda Summers</i> Bishop, California	<u>Redding</u> <i>David Edwards</i> Oroville, California	<u>Sacramento</u> <i>Morris Reid</i> Fresno, California	<u>NAWIC (ex-officio)</u> <i>Erna Smith</i> Oakland, California



Native American Workforce Investment Council

Members of CIMC's Native American Workforce Investment Council represent private and Native American employers, community based organizations and educational institutions

who are committed to the advancement of Native Americans and their future generations. The Council's mission is to advise, assist and guide CIMC in the development and implementation of training programs

for Native Americans. The Council is also responsible for identifying and opening doors to employment opportunities for trained and qualified Native American job seekers. 

Richard Anderson, Actor
Entertainment Industry, Beverly Hills, California

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

Tilford Denver, Chairman
Bishop Paiute Tribe, Bishop, California

Walter D. Gray III, Owner
Native Sons Enterprises, Talmage, California

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

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

Marilyn Majel, Director
Intertribal Court of So. California, Escondido, California

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

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

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

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

Erna Smith, Retired
USDA Forest Service, Oakland, California

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

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



Executive Director's Report

The California Indian Manpower Consortium (CIMC) continues to define our commitment to working together to create positive change for the Native people and communities we serve. With the guidance of our Board of Directors, credit is given to the CIMC management team, our dedicated professional staff and our service partners and providers who empowered our customers to build up their lives and ultimately, our communities. Our caring team of professionals aggressively strive to provide quality services to meet a varied range of needs which eventually lead to profound impacts for our Native families and communities. We strive to achieve economic vitality throughout our vast geographic service area, and to position the organization and our Members to meet the challenges ahead.

During Program Year 2006, we implemented our workforce development program data collection and reporting infrastructure and systems to meet the demands of the federally-imposed common measures and performance reporting system mandated in the President's Management Agenda. Throughout this process, we maintain innovation and persistence in the delivery of services to our workforce development customers and remain committed to building a skilled American Indian workforce. Our business and entrepreneurial development opportunities for individuals and our Native communities has been acknowledged by universities and at the international level. We also continue to expand our resources and focus by pursuing new program initiatives and funding opportunities.

As reflected in this Program Year 2006 Annual Report, our programs met and/or exceeded program outcomes and objectives at the local, state and national levels and our accomplishments maintain

responsiveness, professional competency and program accountability in all the work we do. Our diverse spectrum of programs serve children through our Child Care and Development Block Grant Program, provide meal and caregiver services to the Elders in our participating Tribes, meet the essential emergency services for numerous eligible American Indian individuals and families, develop opportunities for Native entrepreneurs and develop trade business skills and opportunities in the global marketplace through the USDA Rural Business Enterprise initiative, and continues the opportunity to empower careers, education, and training paths for youth and adults participating in our Workforce Development Programs through a unique combination of the untiring teamwork and collaborative efforts with partnering agencies and worksites sharing their resources. Our VISTA volunteer and Elders Program Coordinator have continued promotion of healthy lifestyles for our Elders through The California Wellness Foundation grant and contributed significantly to the expansion of services for our Elders with the implementation of a State VISTA effort to reach eleven Native communities. We continue to provide the logistical support and work under the U.S. Department of Labor Technical Assistance and Training contract and our participation in the BearTracks reporting software development has been critical to CIMC and in strengthening the Native American job training programs across the country. We continue to generate and provide Census 2000 data and products from our Census Information Center and have begun preparing for Census 2010. We continue participation with the National Tribal TANF Alliance and provide a variety of training and contract support for Tribal TANF programs. We designed the loan products and policies to implement the Native American Community

Development Financial Institution (CDFI). On the horizon is the formal incorporation of the California Native Entrepreneur Opportunity Fund to serve rural Native entrepreneurs in California and the launch of the CIMC Tribal Business Services LLC. We look at playing a major role in rebuilding the network of native commerce as we pursue the implementation of several USDA Rural Development Business Enterprise Grants to expand the business relations, entrepreneurial, CDFI and Native International Trade Center projects. We truly demonstrated that our CIMC team is resilient to change and committed to achieving our aspirations.

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

We are pleased to share our accomplishments of this past year. As we progress into Program Year 2007 and our thirtieth year anniversary, we remain committed to *"The CIMC Movement: Creating Positive Change for Native Communities."*

As always, thank you to the CIMC Membership, CIMC Board of Directors, CIMC Native American Workforce Investment Council, and CIMC caring team of professionals; it is a privilege and honor to work for and with you.

Lorenda T. Sanchez
Executive Director



Fiscal Department Report - July 1, 2006 to June 30, 2007

Workforce Investment Act (WIA) Program

U.S. Department of Labor	Training Services Expenditures	\$585,943
Employment and Training Administration	Employment Services Expenditures	\$1,017,047
Indian and Native American Programs	Other Program Services Expenditures	\$1,113,216
	Administration Expenditures	\$369,672
	Supplemental Youth Services Expenditures	\$153,550

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

U.S. Department of Labor	TAT Program Expenditures	\$699,249
Employment and Training Administration		
Indian and Native American Programs		

Native Employment Works (NEW) Program

U.S. Department of Health and Human Services	NEW Program Expenditures	\$447,376
Administration for Children and Families		

Child Care and Development Block Grant (CCDBG) Program

U.S. Department of Health and Human Services	CCDBG -FY06 Program Expenditures	\$277,562
Administration for Children and Families	CCDBG -FY07 Program Expenditures	\$48,849

Community Development Financial Institutions (CDFI) Project

U.S. Department of the Treasury	CDFI Program Expenditures	\$60,973
Community Development Financial Institutions Fund		
Technical Assistance Grant		

USFS Mistletoe Abatement Project

U.S. Department of Agriculture	USFS Project Expenditures	\$28,696
Forest Service - Participating Agreement		

Rural Business Enterprise Grants (RBEG) Program

U.S. Department of Agriculture	RBEG/Inyo & Lassen Counties Expenditures	\$20,739
Rural Development	RBEG/Mendocino County Expenditures	\$19,839

Elders Program

U.S. Department of Health and Human Services Administration on Aging (AOA)	AOA-1 Program Expenditures	\$71,589
	AOA-2 Program Expenditures	\$86,826
	AOA-3 Program Expenditures	\$65,156

Native American Caregiver Support Program

U.S. Department of Health and Human Services Administration on Aging	Caregiver 1 Program Expenditures	\$15,208
	Caregiver 2 Program Expenditures	\$13,811
	Caregiver 3 Program Expenditures	\$16,961

Nutrition Supplement Program (NSP)

U.S. Department of Health and Human Services Administration on Aging	NSP 1 Expenditures	\$7,968
	NSP 2 Expenditures	\$5,327
	NSP 3 Expenditures	\$8,593

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

The California Wellness Foundation (TCWF) Health Initiatives Grant	TCWF Program Expenditures	\$60,780
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Intergenerational Culture Preservation (ICP) Project

Corporation for National and Community Service AmeriCorps*VISTA	ICP Program Expenditures	\$13,117
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Community Services Block Grant (CSBG) Program

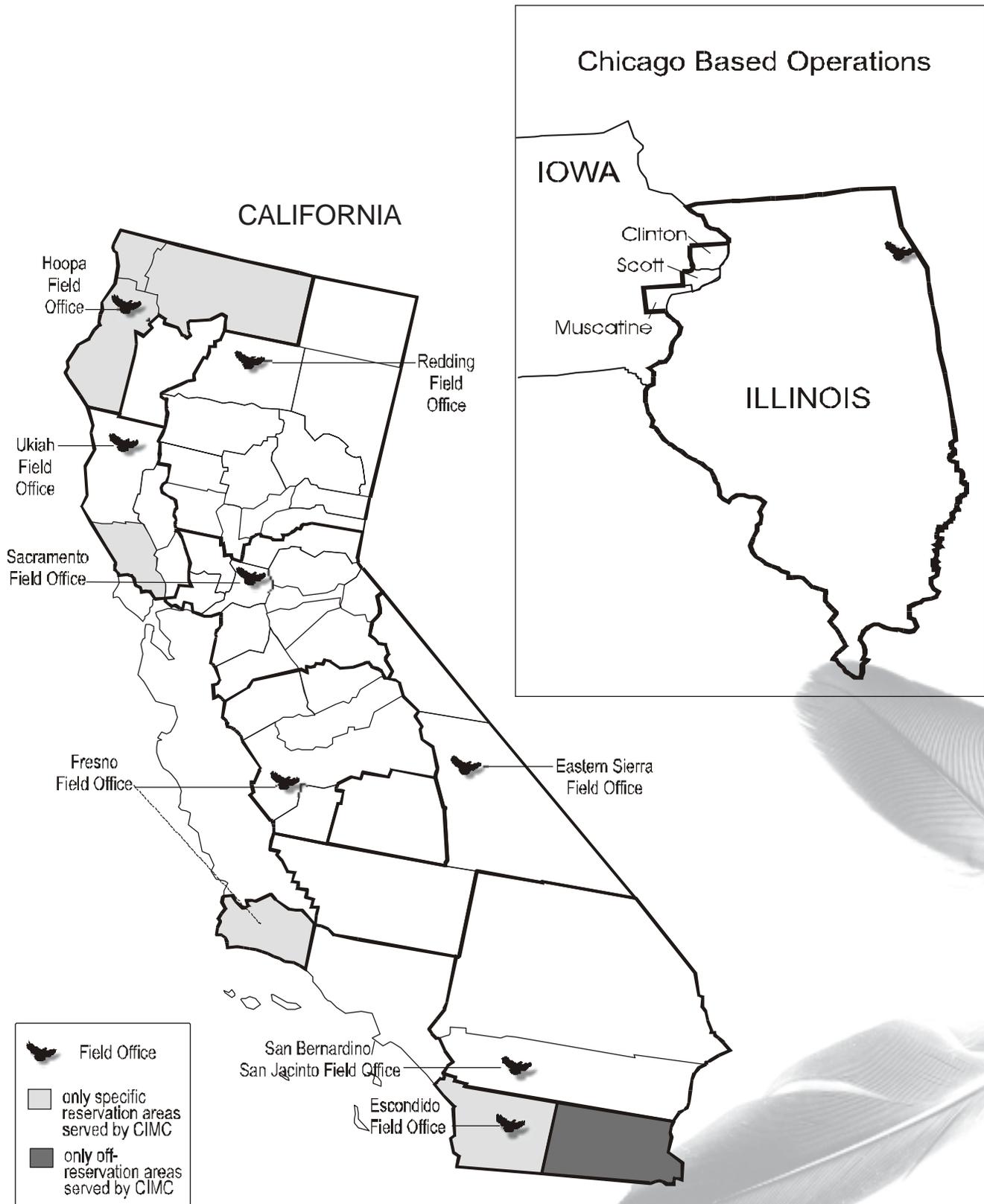
State of California Department of Economic Opportunity Northern California Indian Development Council, Inc.	CSBG 2006 Subcontract Program Expenditures	\$275,694
	CSBG 2007 Subcontract Program Expenditures	\$16,421

Emergency Food and Shelter National Board Program

U.S. Department of Homeland Security Federal Emergency Management Agency (FEMA)	FEMA Program Expenditures	\$7,388
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Workforce Development Program Program Year 2006 Geographic Service Area

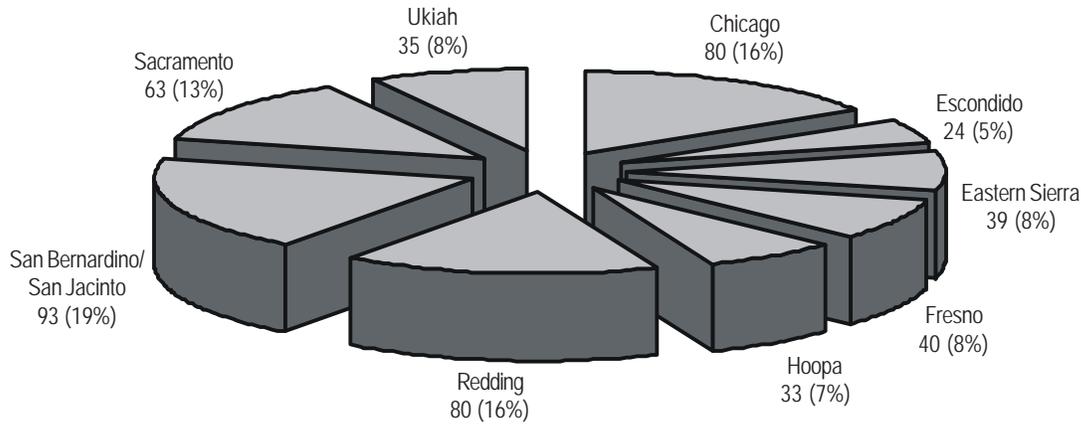




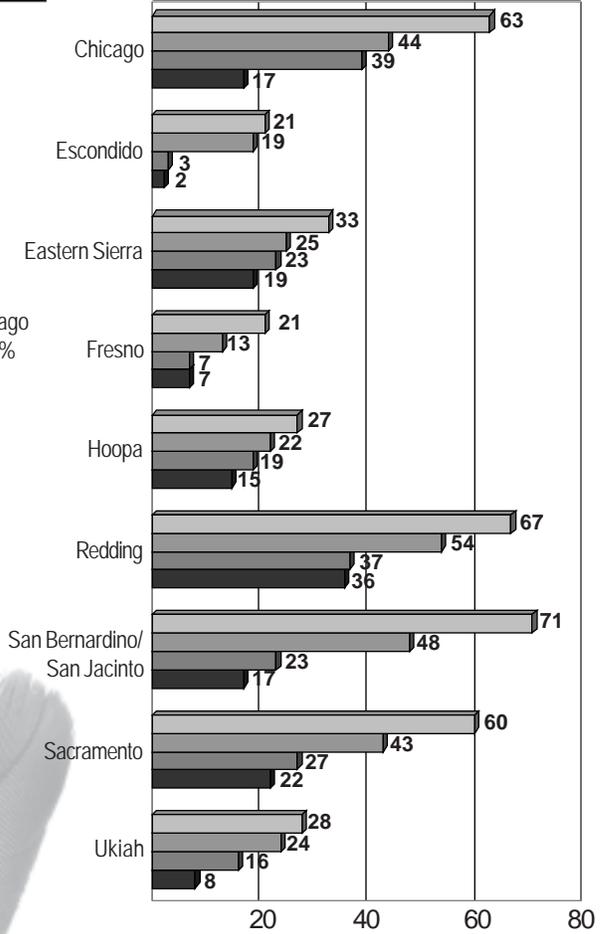
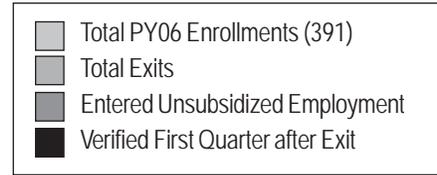
Workforce Development Program MIS Report

Workforce Investment Act Title I

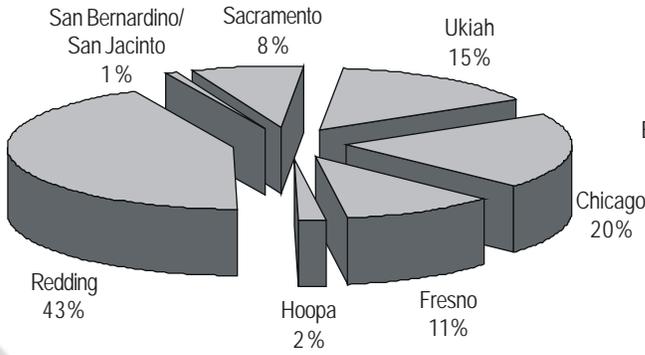
Program Year 2006 Enrollments by Field Office



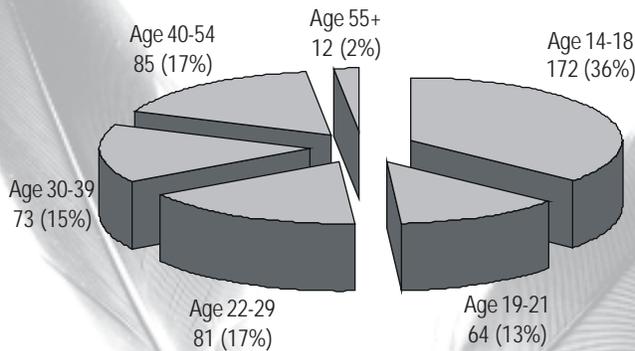
Total PY06 Enrollments (including carry-over)	487
Total Exits	292
Entered Unsubsidized Employment	194
Verified Employed First Quarter after Exit	143



Program Year 2006 Core Services (self-directed)

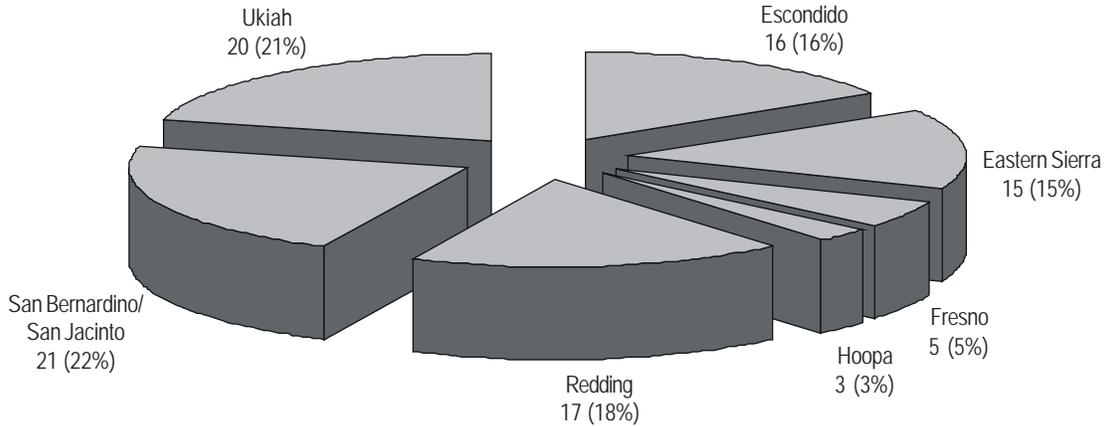


Program Year 2006 Age Breakdown



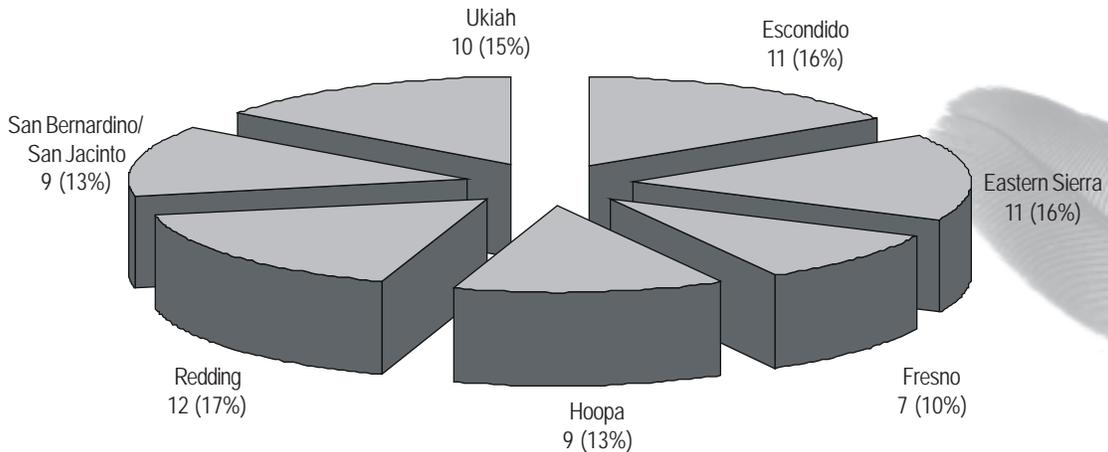
Native Employment Works

Program Year 2006 Enrollments by Field Office
(Total - 97)



Supplemental Youth Services

Program Year 2006 Enrollments by Field Office
(Total - 69)



Core Services include Job Search and Placement, Initial Assessment of skill levels, aptitudes, and abilities and Career Counseling.

Intensive Services include Comprehensive and Specialized Testing and Assessment, Development of an Individual Employment Plan, Group or Individual Counseling, Short-term Pre-Vocational Services, Work Experience, Tryout Employment and Dropout Prevention activities.

Training Services include Occupational Skills Training, On-the-Job Training, Skills Upgrading and Retraining, Entrepreneurial Training, Job Readiness Training, Adult Basic Education/GED Attainment/Literacy Training, Customized Training and World of Work.



Local Workforce Investment Board Participation Report

During Program Year 2006, CIMC was an active board member of ten Workforce Investment Boards (WIBs) within its service area including the State of Illinois, State of Iowa (counties of Clinton, Scott and Muscatine) and the State of California.

The boards include: State of Illinois Workforce Investment Board, Chicago Workforce Investment Board – Cook County, Illinois; Employer’s Training Resource Workforce Investment Board – Inyo, Mono, Kern Counties, California; Yolo County Workforce Investment Board – California; Sonoma County Workforce Investment Board – California; Mendocino County Workforce Investment Board – California; Mother Lode Workforce Investment Board - Amador, Calaveras, Tuolumne and Mariposa Counties – California; Workforce Investment Board of Solano County – California; Fresno County Workforce Investment Board - California; Sacramento Employment and Training Agency – Sacramento County, California.

As a member of these boards, CIMC had an active Native voice on employment and training issues such as providing input for the areas’ local plans that maps out employment and training needs; identifies eligible providers of youth activities in the local areas by awarding grants or contracts on a competitive basis; coordinates local workforce investment activities and

develops employer linkages and ensures that their hiring needs are being met.

Each local WIB creates a workforce investment system that is designed to have a significant input from employers, public officials, and stakeholders at the state and local level. The goal is a more flexible system that adapts to local conditions and needs. Under the Workforce Investment Act (WIA), local WIBs are responsible for developing policies, interpretations, guidelines and definitions relating to program operations that help shape the local system.

These local WIBs are also responsible for setting up and maintaining one-stop centers that are mandated under WIA. These one-stop centers are full-service employment centers. These centers offer a variety of employment, training, education, and economic development services in one location, or “one stop.” The purpose of each one-stop center is to offer convenient access to employment-related services and to contribute to the local economy. Services are accessible by phone, Internet, and personal visit.

One-stop center services are geared to job seekers and employers, and are broken down into three levels: core (services available to everyone), intensive (services available to individuals who meet

certain requirements), and training (services available only to those who have been through core and intensive, but need additional help).

These centers house agencies that are mandated under WIA as well other agencies that can strengthen the system by being housed in the one-stop center.

CIMC staff in each field offices link with each one-stop center in their geographic service area for client services such as use of the resource room for job search assistance (resumes, filling out employment applications, etc.). Clients also have access to the various one-stop center workshops such as “how to look for work,” “resume development,” etc. Some of these workshops are for entry level individuals looking for work as well as management level professionals.

Staff also negotiate participant cost sharing with various one-stop agencies for client activities such as ABE/GED and skills training. Other services clients utilize are assessment testing, supportive services, etc. In a number of one-stop centers, offices can link with the one-stop database to track clients’ progression through the one-stop services. Staff also work with one-stop centers to have clients attend employer job fairs and staff themselves attend to meet employers and establish a link for future referrals.



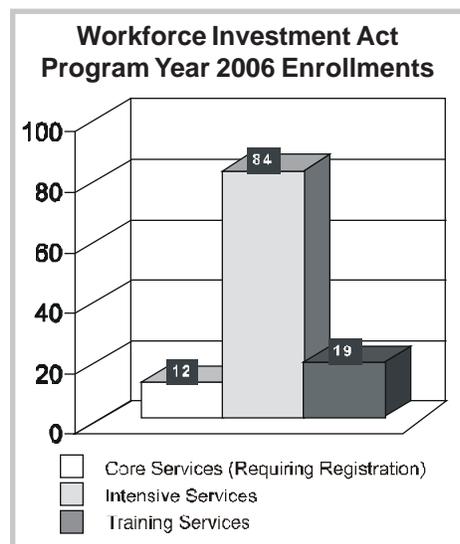
Chicago Based Operations

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

Chicago Based Operations (CBO) serves the State of Illinois, and the counties of Clinton, Scott, and Muscatine in the State of Iowa. The office is located in the American Indian Center of Chicago, Illinois.

The main workforce development activity has been to assist clients in removing barriers to help them secure employment. A thorough assessment is provided to identify barriers and strong case management approach is used to help clients overcome barriers to achieve their employment goal and continue assisting them after exit.

Outreach took various forms at CBO. Due to the large service area and with no reservations/rancherias, grass roots outreach methods were used such as posting flyers/brochures at gas stations, laundromats, malls, pow-wows, mass mailings to elementary and high schools, clients and extended families, etc. as well as the one-stop centers and other services agencies.



CBO staff visit the one-stop centers, state Department of Employment Security offices and other service agencies to become familiar with their processes and services they provide and determine which of their services CBO clients can utilize. This in turn strengthens linkages and extends CBO outreach to more agencies.

CBO successfully worked with the youth in the service area. CBO staff have been effectively helping youth remain in school or to realize the need to return to and complete school. Job application information, interview techniques and life skills information are provided to youth who wish to secure employment.

The CBO office has reconfigured the client area and developed a career center that includes three client computers, client telephones, job resource handouts, and copier and fax services. A resume program is available to assist clients with their resumes. One-on-one training in interview techniques and counseling on life skills is provided as needed. Positive feedback from the community and clients has been received regarding the rearrangement that provides enhanced access for clients.

CBO has had many successful clients such as the young man, age 20, who dropped out of high school and entered the summer employment program. He was assigned to



work at a Summer Prevention Program as a camp counselor. Upon his successful completion, he was hired by the worksite with a condition that he enroll in GED classes. This young man is currently attending GED classes and has not missed a day of school or work. He is currently tutoring school children. Upon completing his GED, he plans to attend college and further his education.

CBO have continued partnerships with organizations throughout its service area and have developed an excellent rapport with these organizations. CBO has good contacts with homeless shelters as well as some unions in Illinois. More partnerships and linkages are being developed as outreach in the area is conducted and meeting are attended by staff.

CBO has held the Native American seat on the State of Illinois Workforce Investment Board, a seat on the Chicago Workforce Investment Board and attends the meetings of the State of Iowa Region 9 Board. This participation provides the opportunity for CBO staff to address Native American employment and training issues/concerns in its service area.



Escondido Field Office

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

Program Year 2006 Service Area

The Escondido Field Office (EFO) focused on promoting a positive relationship with tribal offices and local service providers, developing partnerships and creating work opportunities for San Diego reservation area youth and adults.

One very important strategy for EFO was to utilize other agencies to identify potential participants and resources. Valley Center High School Workability Program has been helpful in recruiting youth, especially in the Summer Youth programs. Outreach and recruitment was conducted through programs such as The Bridge in southern San Diego County and local Indian health clinics. Also, brochures and flyers were placed in Tribal offices, one-stop centers, TANF offices and other tribal program offices throughout the service area.

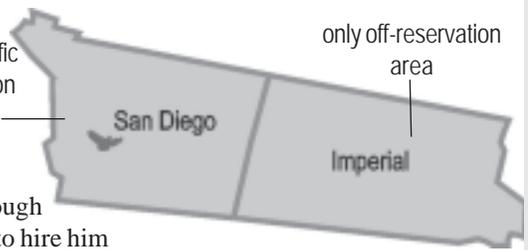
EFO enlisted the help of partners throughout the area that offer many activities that may be accessed by anyone having a need or desire to prepare for employment, improve their academic skills, or pursue a career.

One of the successes of EFO is a young man who participated in CIMC's Summer Youth Program. When this individual was placed in a work experience position, the worksite had concerns about his work ethics. His supervisor is now convinced that because of the experience he received

during his participation in CIMC's program, this young man has developed into a very desirable employee. Although the worksite is motivated to hire him as a regular employee, they do not have the needed resources to do so. This individual is only sixteen years old and still in high school but has really matured in EFO's youth program and is ready to enter the workforce.

Several participants received training in fire prevention and investigation, structural fire suppression, confined space rescue and swift water awareness, HAZ-MAT first responder and operations, trench rescue, and many other fire techniques while attending classes in fire technology at the San Pasqual Reservation Fire Academy. A majority of the graduates were hired by the local tribal fire stations. While meeting to enroll new applicants at the training site, several firefighters credited CIMC's programs for their success in their current vocation.

The San Diego area reservation staff has been very helpful in identifying applicants that want or need services and locating worksites in which to place the participants. Also,

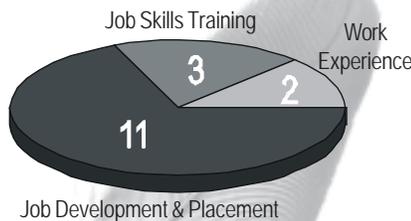


they have served as supervisors for Work Experience placements.

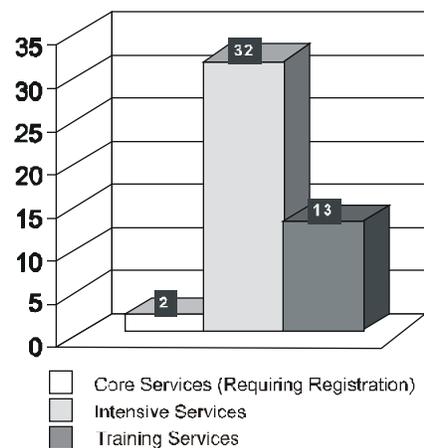
The staff who served the Escondido Field Office is thankful to the many resourceful and helpful individuals and agencies that assisted EFO this year, especially to the Pala Band of Mission Indians for providing office space for EFO. These linkages are valued and staff hope to continue these important working relationships and to strengthen cooperative efforts in the future.

CIMC has been working towards re-staffing the Escondido Field Office and hopes to accomplish this soon. This should lead to more thorough coverage of the Escondido Geographic Service area and enhanced delivery of quality services. 

Native Employment Works Program Year 2006 Enrollments



Workforce Investment Act Program Year 2006 Enrollments

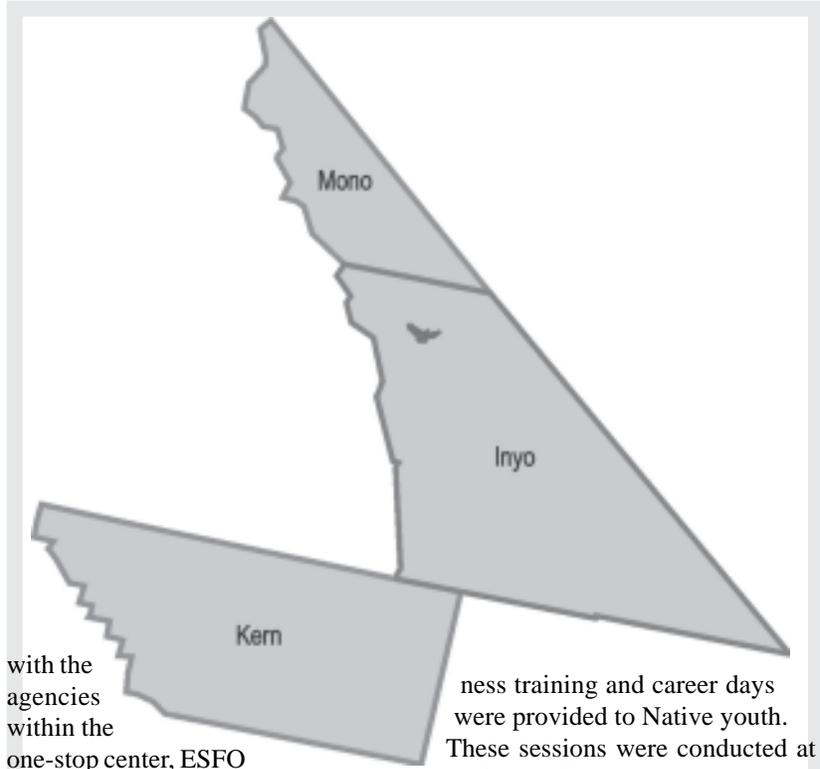




Eastern Sierra Field Office

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

Program Year 2006 Service Area



The Eastern Sierra Field Office (ESFO) is located in Bishop, which is part of the Owens Valley and next to the Eastern Sierra mountains.

ESFO's main focus is to gain employment for all clients who want jobs. This is done by assessing each client and determining what steps to take to get them employed. Whether it be on-the-job training, occupational skills training, job readiness training, world of work, job search, job development, supportive services or a work experience.

ESFO is fortunate to be located in a one-stop center and have the opportunity to collaborate with different agencies to help clients gain employment, job readiness training, creating jobs or establishing employment. In addition to working

with the agencies within the one-stop center, ESFO collaborates with all Tribal and TANF offices that are located in Inyo, Mono and Kern Counties.

This program year, ESFO staff has been striving to meet the challenge presented by the Common Measures reporting system. ESFO staff are in constant contact through phone calls, letters and face-to-face contact with the clients to make sure that they are employed.

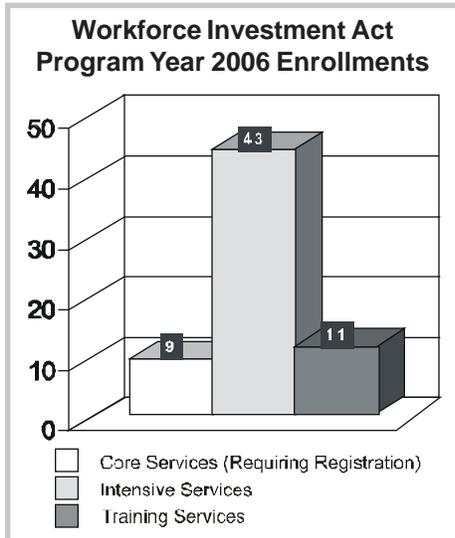
This year, as part of the summer youth activity, job readi-

ness training and career days were provided to Native youth. These sessions were conducted at the Barlow Gym in collaboration with Bishop and Big Pine education centers.

Paiute Palace Casino continues to be ESFO's number one employer. The Human Resource Department has been very cooperative when it comes to doing follow-up on clients. Another employer/entrepreneur is Joseph Leon, a member of the Chumash Tribe, who owns a real estate business in Bakersfield, and is involved in many other projects. He has helped with On-the-Job Training contracts and promotes

CIMC for job placement of summer youth and adults.

Despite the obstacles resulting from the Common Measures system that was implemented this year, ESFO staff will continue to do help the Native people gain employment and hopefully help some rise out of poverty. 🐦





Fresno Field Office

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

The Fresno Field Office (FFO) focus is to enable the customer to obtain and retain regular full time employment through the WIA and NEW program services and to coordinate with other resource providers based on the customers needs.

Enrollment is based on initial assessment. Participants could be initially be enrolled for Staff Assisted Job Search to determine whether the participant could attain employment with the skills they currently possess and to provide job readiness for job preparation. If the participant is unable to obtain employment after 4 weeks then their case will be reevaluated to be considered for GED, WEX, OST or OJT which is based on the most appropriate activity to improve their job opportunities. The training activities will require further assessment and testing by CIMC and by the training provider prior to enrollment into a training activity.

FFO has a resource center is for customers to conduct job search and career exploration. Provided for customer use is the computer with internet services, job board, classified ads, fax machine, copy machine, typewriter, and phone for contacting employers. Assistance is provided if needed.

FFO started the outreach and recruitment for the Summer Youth Program with faxing a youth sign up list and flyer to Tribal Office, Native agencies and organizations. Applications and other forms needed for intake appointments were mailed

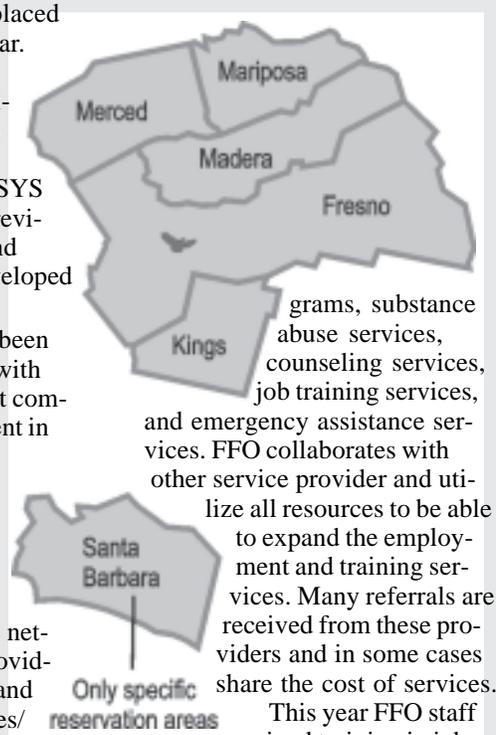
out to youth that have been placed on a waiting list during the year. There was a total of 68 youth contacted. Twenty-eight applications were received prior to the deadline. Thirteen youth were enrolled into the CSP or SYS youth employment activity. Previous worksites were utilized and some new worksites were developed for the summer youth.

Participant outreach has been conducted through contacts with Tribal offices, presentations at community meetings, advertisement in pow-wow program booklets, posting flyer, GSA meetings, phone contact, one-stop centers and other agency referrals. Outreach and recruitment efforts for customers consist of group orientations, networking with other service providers and mailing of brochures and applications to Indian agencies/ organizations and Tribal offices and often many of our clients have been referred by family member or friends that were previous participants.

Outreach activities for employers have been through direct contact by visiting the business, posting flyers, cold calls, and referrals.

Partnerships were developed with local Tribal TANF programs, local Workforce program in Fresno County, Merced County and Mariposa. Other agencies are the programs for offenders, child care subsidized services, Indian education pro-

Program Year 2006 Service Area

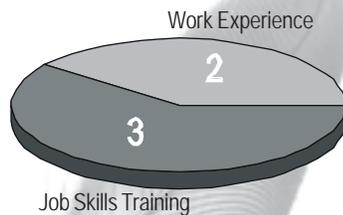


grams, substance abuse services, counseling services, job training services, and emergency assistance services. FFO collaborates with other service provider and utilize all resources to be able to expand the employment and training services. Many referrals are received from these providers and in some cases share the cost of services. This year FFO staff received training in job

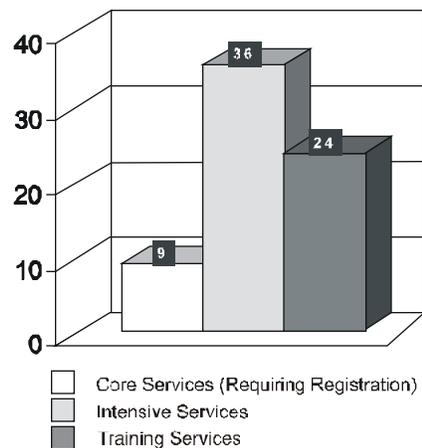
retention, case management and job readiness.

FFO staff have developed a CIMC orientation PowerPoint presentation and has established delivery of service to accommodate customers in a more efficient and effective manner.

Native Employment Works Program Year 2006 Enrollments



Workforce Investment Act Program Year 2006 Enrollments





Hoopa Field Office

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

Program Year 2006 Service Area



In Program Year 2006, the Hoopa Field Office (HFO) has undergone some changes. HFO has become a satellite office of the Redding Field Office. Business hours have been reduced to two days per week.

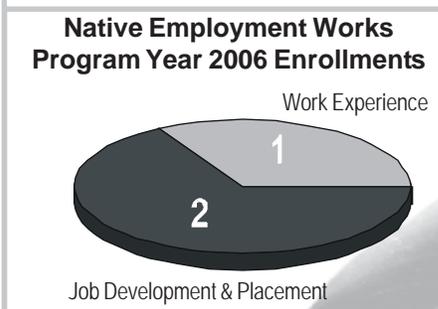
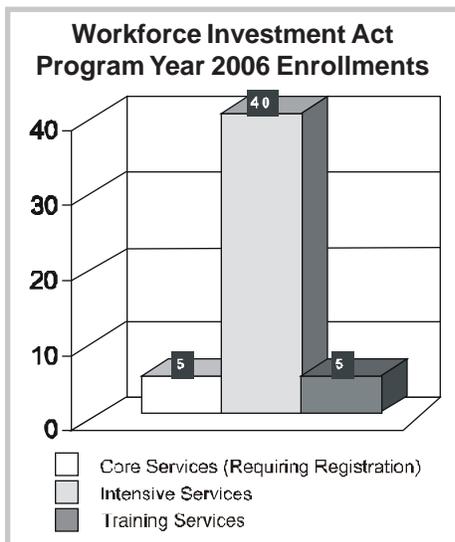
While implementing the changes at HFO, staff continued focusing providing individual services to meet client needs. Staff have strived to build new linkages and strengthen relationships within the community and resource base. Also, staff have made concerted efforts to meet the challenges presented by changes in the WIA Program this past year.

HFO continues to work with Humboldt County to provide the Job Market site for the community of Hoopa. In addition to serving

eligible clients with services, core services have been provided to the community in general. HFO provides labor market information, job board and internet access for job search, the ability to apply for unemployment insurance, and resume writing under core services. Training services are available under Intensive Services for eligible clients.

The Summer Youth program can be considered a success as it has been able to provide work experience to many youth that reside in a rural area that has a limited job market and a very high unemployment rate. This program gives individuals selected to participate a good start on the much needed foundation for their future. With the basic work skills and experience, the young people are more successful in their attempt to gain unsubsidized employment.

One outstanding participant for PY06 is a young man, age 17, and father of two. He was placed into a Work Experience position as he had little work experience and skills. Through his participation, he gained needed skills, work experience and the opportunity to prove his ability to be an asset to any employer. Upon completion of his work experience position, he has become employed in an unsubsidized position. He is also currently working towards getting his high school diploma. He is now able to contribute to the financial support of his children. Through his determination and hard work to provide a better life for himself and children, this young man has become a positive role model to other youths within this community.



At this time HFO staff would like to thank the worksites, supervisors and the community at large in allowing CIMC to assist in creating positive changes in their lives. The staff is looking forward to working with the community in the upcoming program year.



Redding Field Office

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

Program Year 2006 Service Area



This program year was full of challenges as Redding Field Office (RFO) increased its service area, has been working on becoming familiar with the implementation of the Common Measures system and attending training to become more efficient in providing services to clients.

Staff have continued to be committed to providing clients with services to meet their individual needs. Through the various activities and services that RFO has to offer, participants have the opportunity to obtain employment or to maintain employment, by overcoming various barriers.

The resource center is prepared to offer internet access for clients so that they can do job search, resume preparation, improve interviewing skills, coordination of services, job development and referrals, gain labor market information and research training facilities. Clients can also submit online employment applications.

Staff members have continued to be directly involved in numerous informational outreach and recruitment activities such as pow-wows, job fairs, communities and agency meetings. By attending these events, information was made available to various communities which resulted in additional clients accessing our services.

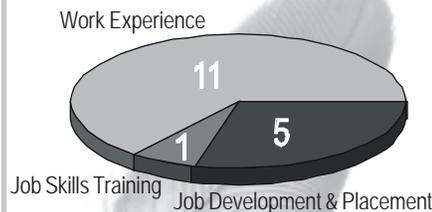
RFO staff continue to do networking, collaboration and coordination with other agencies, business, tribal and one-stop centers, to provide clients with the assistance needed to overcome barriers.

The Summer Youth program was a success in Program Year 2006. A number of youth were assisting with gaining basic work skills and experience, and exposure to employer expectations.

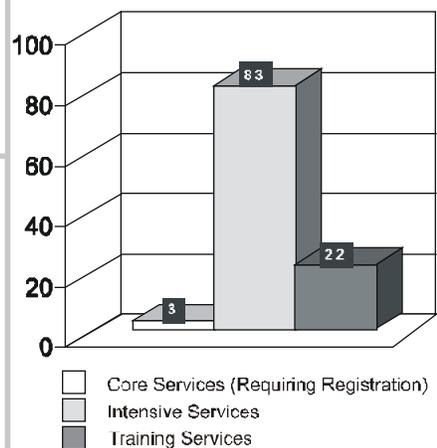
The RFO has several success stories. One participant when enrolled on the program was on TANF; she has completed her Occupational Skills Training for the LVN Program and is currently working in the medical field and providing a better way of life for her and her family. This young lady will be a positive influence on her community.

RFO staff would like to congratulate all participants for their hard work and dedication to make a positive change for themselves and their communities. The support from the communities, employers, and staff that allows RFO to help improve the lives of many Native Americans is appreciated. 🐦

Native Employment Works Program Year 2006 Enrollments



Workforce Investment Act Program Year 2006 Enrollments





Sacramento Field Office

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

Program Year 2006 Service Area



The focus of the Sacramento Field Office (SFO) is to provide services to eligible participants in its geographic service area.

Throughout the year the SFO staff have gained experience by attending job development training, conferences, workshops, job fairs, meetings and getting out in the community and service areas.

To develop resources, partnerships and referrals, the coordinators have established listings with TANF programs, Sacramento Native American Health Center, Center for Employment Training, American Indian Training Institute, Sacramento Employment Training Agency, Staffing Network, Hoopa Tribal Civilian Community Corp, Dynamic, Western Pacific Truck School, Charles A. Jones

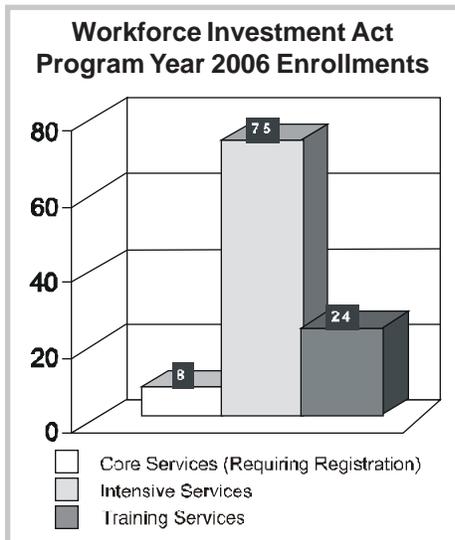
Business and Skills Center, First Data Corporation, Sacramento Urban League, The Salvation Army, Foothill Indian Education Alliance, Inter-Tribal Council of California, U.S. Army, High-Tech Institute, Indian Health Service, Bureau of Indian Affairs, Woodfords Indian Education, Galen College, Maric College, University of Phoenix, Yolo County One-Stop, Stockton EDD Office, Heald Business College Stockton Campus, City of Sacramento, Universal Technical Institute, Service area Tribes, and public and private employers.

vided employment during summer break from school. Another program in which staff were involved was the Leadership Training for Entrepreneurial/Small Business/Economic Development; this program provided opportunities for emerging native entrepreneurs.

SFO staff are particularly proud of two participants who came out of incarceration and, with the assistance of CIMC, received training for truck driving at Western Pacific Truck School. Today these individuals are employed in the field for which they trained and are living the lives they worked hard to acquire while supporting their families.

It has been a nonstop learning experience for both staff and the participants throughout the year. With the knowledge and experience gained, the SFO staff looking forward to the next program year with excitement. 🐦

Staff also worked on special projects including conducting World of Work sessions in collaboration with Washoe Native TANF program to provide knowledge, ideas, employment tips and opportunities on how to gain employment and the Summer Youth Employment Program where students were pro-





San Bernardino/San Jacinto Field Office

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

Program Year 2006 Service Area

Filling allocated enrollments was the main focus of activities at the San Bernardino/San Jacinto Field Office (SB/SJFO). Recruitment began early; however, the new Common Measures system hindered the enrollment process and overall enrollments. Despite the challenges, SB/SJFO filled most of the positions.

Staff increased outreach and visibility through participation in many events and functions and experienced an increase in walk-in clients and contacts.

An enrollment strategy within the SB/SJFO was to divide allocations evenly between coordinators. The purpose of assigning designated areas was to ensure service to all areas and to avoid over enrollments in one location.

The resource center at SB/SJFO has been rearranged and has become more service oriented. Although it is small, the center is accessible and resourceful. Staff will continue to increase and update job readiness material for clients.

The Summer Youth process was enhanced by having a calendar with set deadlines. The calendar allowed staff to plan and coordinate recruitment and enrollment efforts.

Participant outreach activities have been conducted through attendance at local job fairs, pow-wows, and information distributed to resource centers in both Riverside and San Bernardino Counties.

Employer outreach activities involved establishing new contacts with tribal and non-tribal employers. SB/SJFO staff attend the Partner and Job Share meetings on a regular basis. Many employers continue to send job opportunities and vacancies to SB/SJFO, providing a vast array of job listing to clients daily.

Linkages and partnerships with other agencies are being reestablished or newly developed. Staff are currently working closely with TANF programs, family resource centers, tribes, emergency service agencies, and Native American organizations.

Staff training is received through quarterly staff meetings and outside agencies. The SB/SJFO staff attended Job Developer training and wellness workshops.

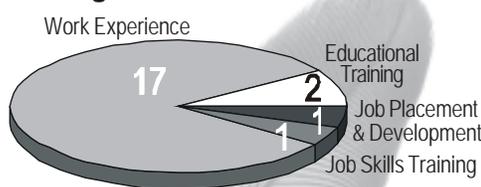
Special activities in which SB/SJFO staff were involved include Cultural Monitor training, and the US Forest Service Mistletoe Removal Project.

This program year several participants completed their plans of service. But one participant came to CIMC with a desire to become a Structural Designer/

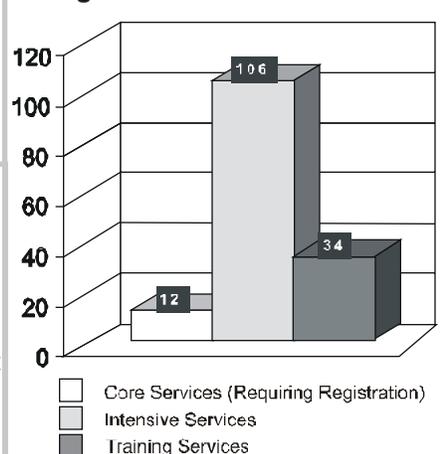
Drafter. He had completed the computer assisted drafting training but was finding it very difficult to obtain employment without any hands-on experience. He was enrolled into the On-the-Job Training activity and placed at a worksite in San Jacinto and was hired full time after he completed the program. Today he is a Structural Designer and doing very well in his chosen field of work. He is a modest man and may not realize that his commitment and motivation has made him a success. 🐦



Native Employment Works Program Year 2006 Enrollments



Workforce Investment Act Program Year 2006 Enrollments





Ukiah Field Office

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

Ukiah Field Office (UFO) provides services to residents of Lake County and Mendocino County and reservation residents of Sonoma and Napa Counties.

Strategies for Program Year 2006 that UFO focused on were that of initial assessment and evaluations of individuals seeking workforce development services and activities. Because of stringent Common Measure requirements, UFO staff felt that this focus would help to meet a number of the components required for program outcomes. UFO staff believe that to be successful, there is a need to ensure that individuals are job ready and prepared to enter the current labor force and remain employed for a life time and not a limited time. Assistance is offered to help individuals

become successful and job ready, but staff also recognize that it is a decision to be made by the individual. UFO staff have been careful to provide enrollment to those participants who have made this choice and are serious about their future.

UFO's resource center offers a great wealth of information ranging from job announcements, budget literature, job search, resume tools, interviewing, and employer desired traits. It is open to the entire community during office hours.

The Summer Youth Employment program was a success. Each youth received positive evaluations at the closing of their participation and each youth benefited tremendously.

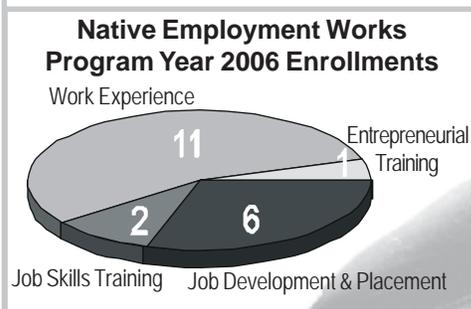
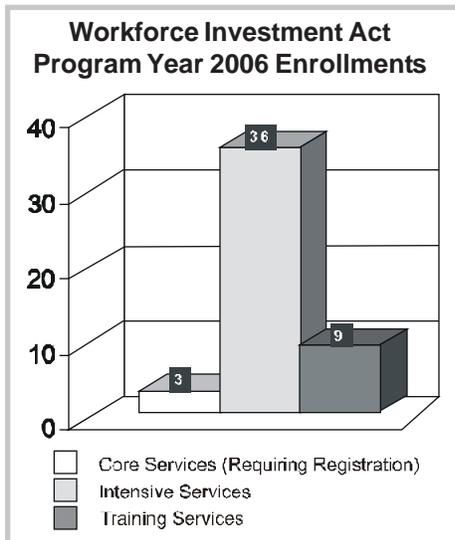
During the program year, UFO partnered with the local one-stop center to cost share and provide training for Truck Driving School. UFO also partnered with California Tribal TANF Program (CTTP) as clientele base is shared. CTTP was also utilized

Program Year 2006 Service Area



as a worksite for training participants.

Another partner organization the local Hospice Thrift Store which UFO began working with to place a participant who was a single mother of five children receiving cash aid and public assistance for a number of years. When she came to UFO, she was working towards her GED and residing at the Ford Street Project while she was completing recovery. After training for twelve weeks at Hospice, she was hired her as a regular part-time employee which allowed her time to continue attending GED courses. Since completing CIMC's program, she has maintained her employment, received her GED, moved out of the recovery housing into a new home with her children and is doing very well. She is a prime example of the control a person has once they make the choice to make changes for long term individual success.





Entrepreneur Training Program Report

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

Staff presented a workshop entitled, "Teaching and Training Innovation in Indigenous Entrepreneurship at the 2006 International Indigenous Business and Entrepreneur

Eighteen Tribal members from the following tribes were trained in all aspects of entrepreneurship:

- Big Valley Rancheria
- Cahuilla Band of Indians
- Cahuilla Band of Indians
- California Valley Miwok
- Chumash (Samala)
- Enterprise Rancheria
- Kickapoo Tribe of Kansas
- Little Bay Band of Traverse
- Mechoopda Indian Tribe
- Navajo
- Northern Sierra Miwuk
- Robinson Rancheria Band of Pomo Indians
- Shuswap
- White Earth Minnesota - Chippewa
- Wintu Tribe of Northern California

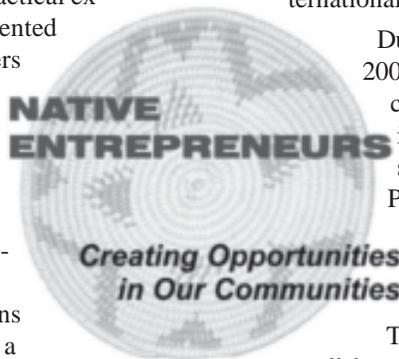
Program Goal: To provide leadership training to build healthy Native communities by developing the skills of Native entrepreneurs to be profitable and sustainable in the larger context of Native culture and sovereignty.

Conference in Albuquerque, New Mexico. This workshop provided an introduction to CIMC's entrepreneur training program and generated international attention.

During Program Year 2006, this comprehensive course was presented in four training sessions in Oroville, Palm Springs, Pala, and Colusa, California from March to June 2007.

To celebrate the accomplishments of the participants, a graduation ceremony was held at the Colusa Indian Community Wellness Center, during the final session of the training.

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



Candidate Requirements

- endorsement by Tribe of which applicant is a member or employee
- OR**
- referral by the CIMC Workforce Development Program as a program participant
- AND**
- California resident
- American Indian heritage (verifiable)
- 18 years of age or older

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

During Program Year 2006, entrepreneur training participants received extensive training from a select group of individuals with expertise in entrepreneurship:

- **Kenneth Banks**, Artist, Kenneth Banks Designs (Santa Ysabel Band of Mission Indians)
- **Lawrence Bryan**, Owner, Native Air Heating and Cooling (Fort Mojave Indian Tribe)
- **Suzanne M. Burcell, MBA**, Author and Humboldt State University Administrator (Karuk Nation)
- **Dirk Charley**, Human Resource Manager, Sierra National Forest (Dunlap Band of Mono Indians)
- **Michael L. Connolly**, Owner, Laguna Resources Services, Inc. and Treasurer, Campo Kumeyaay Nation
- **Arnold "Bruce" Durbin**, Owner, Native Outdoor Adventures (Santa Ysabel Band of Diegeno Tribe)
- **Daniel Golding**, Owner, Hokan Media Productions (Quechan Indian Nation)
- **Peter H. Hackbert, Ph.D.**, Visiting Scholar, Academy in Entrepreneurial Leadership, University of Illinois - Champaign-Urbana, Illinois and a business consultant to American Indian tribes
- **Julian Lang**, Chairman, The INK (Institute for Native Knowledge) People, Inc. (Karuk Nation)
- **Panda Morgan**, Director, Greater Sacramento Small Business Development Center
- **Joseph Orozco**, Station Manager, KIDE-FM, Hupa Tribally-Owned Radio Station (Hoopa Valley Tribe)
- **Christopher H. Peters**, President & CEO, Seventh Generation Fund (Yurok Tribe)
- **Edward Samson**, e-Commerce Consultant and Vice President, Red Mountain Energy Partners (Pomo)
- **Paul Stone**, Artist & Musician (Washoe-Paiute)
- **Valery Santacruz**, Loan Officer, ACCION San Diego
- **Susan Teising**, Owner, Tres Chic, Sacramento Clothing Store and Tribal Council Member of Mooretown Rancheria
- **Naomi R. Wilson**, CDFI Project Manager, California Indian Manpower Consortium, Inc. (Iroquois/Ojibwe)

Training coordinated by Teresa Peralta and G. David Singleton, CIMC Consultant



Community Development Financial Institutions Project Report

The CDFI Project Manager was hired in June 2006, to oversee the CDFI Technical Assistance grant received from the Native American CDFI Assistance (NACA) fund.

Eleven proposed goals were identified:

- Complete a Market Study to determine the needs of the California Native community needs concerning; entrepreneurship training, business development, financial literacy and business loaning institutions.
- Develop Loan Products based on Market Analysis findings.
- Develop Policies and Procedures for CNEOF.
- Develop Pre and Post Loan Technical Assistance Workshops
- Develop and Create Loan Applications and Forms for CNEOF
- Apply for Revolving Loan grants and Administration, Staff and Workshop grants
- Creation of a new nonprofit organization called: California Native Entrepreneurs Opportunity Fund, Inc.
- Provide Board Training, and to ratify the Loan Products, Policies and Procedures.
- Develop and Market a Capitalization plan, for ongoing lending, training and advocacy.
- Start Lending to Native Entrepreneurs
- CNEOF, Inc., to qualify for CDFI Certification by June 2008.

Seven of the eleven goals have been met so far.

The Market Study to determine the needs for a business loaning institution was completed in December 2006.

The Loan Products were developed by looking at the needs of the 'potential borrowers' and the types of start-up costs that they might incur.

The three (3) Loan Products are:

MICRO LOANS

\$500.00 - \$2,500.00

Eligible uses for start-up businesses may include; Equipment purchases, Working capital for the purchase of tangible assets.

MINI LOANS

\$2,501.00 - \$25,000.00

Eligible uses for start-up and established businesses may include; Equipment purchases, Working capital for the purchase of tangible assets.

SMALL LOANS

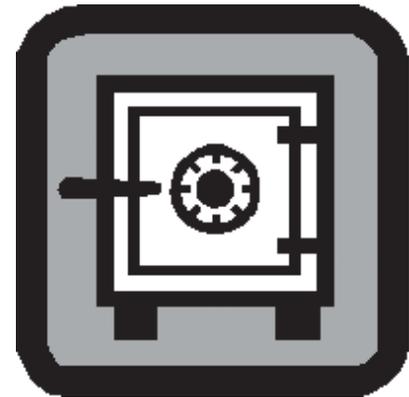
\$25,001.00 - \$50,000.00

Eligible uses for start-up and established businesses may include; Equipment purchases, Working capital for the purchase of tangible assets. Commercial Real Estate for Business expansion.

The Policies and Procedures are the basis for the CNEOF to operate. Native cultural differences and needs were taken into consideration when these were developed.

The Pre Loan Technical Assistance (T/A) Workshops have been developed to meet the needs of the potential borrower, such as: Financial Literacy, Your Credit and Business Plan Development. The Post Loan T/A Workshops have been developed to help the business owner, such as: Business Banking/ Savings and Loans and Basic Business Bookkeeping.

The Loan Application process will be a two-step process: The Pre-Qualifying Application ensures that the applicant is qualified and ready to apply for a loan from CNEOF. After the applicant is pre-qualified, the Loan Application itself will ask more in-depth questions about the business plan and financial stability of the applicant. A flow chart has been developed to show the applicant the approval process for every loan application.



CIMC had applied for, and received one grant so far, from the USDA Rural Development - Rural Business Enterprise Grants in the amount of \$99,000.00. This grant is to set up the revolving loan funds to start lending funds for Micro and Mini Loans only. Also to provide the five types of technical assistance workshops to Native peoples in the CNEOF service areas. There is also funding set aside for hiring a part-time loan officer. These activities will start by November 1, 2007.

CIMC will have the California Native Entrepreneurs Opportunity Fund (CNEOF) registered and incorporated by the end of October 2007. Finding 'business & banking related' board members has been a challenge, but progress is being made.

The CIMC CDFI Project also hopes to have CNEOF Board training in November 2007 along with developing a Marketing and Capitalization plan with the new Board.

The plan is to have the 'first loan' out before December 2007. The technical assistance workshops should also be scheduled by December 2007.



Elders Program Report

The CIMC Elders Program operated during Program Year 2006 with funding from the U.S. Department of Health and Human Services, Administration on Aging. The program is funded under Title VI of the Older Americans Act.

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

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



The annual funding level for the CIMC Elders Program is quite limited, so we are fortunate that several of the participating tribes are able to contribute to the program operations. To help in making CIMC Elders Program operations successful, Robinson and Susanville contributed to the

program by employing the cooks who prepare the meals. All sites contribute to the success of the program by providing site contacts that assist the elder's program coordinator with such tasks as completion of intakes as well as distribution of informational material. 

ELDERS PROGRAM SERVICE AREA



1. Berry Creek Rancheria
2. Big Sandy Rancheria
3. Cold Springs Rancheria
4. Coyote Valley Rancheria
5. Fort Bidwell Reservation
6. Mechoopda/Chico Rancheria
7. Pauma Reservation
8. Robinson Rancheria
9. San Pasqual Reservation
10. Santa Ysabel Reservation
11. Susanville Rancheria

During the grant period of April 1, 2006 through March 31, 2007 a total of 4,903 meals were served in a congregate meal setting and another 31,756 meals were delivered to participating elders' homes.

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

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.

CIMC was awarded a three year State AmeriCorps*VISTA grant through the Corporation for National and Community Service (CNCS) for our Intergenerational Culture Preservation (ICP) Project. The grants goal is to provide socialization for the elders and mentorship for our youth by placing eleven VISTA members at tribes and tribal organizations throughout California. A percentage of the VISTA member's time will be to survey participating elders to see if they are interested in expanding elder services to include Senior Corps another CNCS program.

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



The California Wellness Foundation Program Report

CIMC was awarded a grant from The California Wellness Foundation (TCWF) for the CIMC Healthy Lifestyles, Prevention, and Wellness Promotion of Native American Elders Program. CIMC is funded \$150,000 for a three year period to help disseminate health information, provide healthy aging workshops, develop reading corners on health issues and to start exercise programs for member tribes.

During this program year, CIMC conducted Healthy Aging workshops, disseminated information, sponsored a cultural event and partnered with a number of other agencies. CIMC disseminated health information packets and pamphlets to 556 Native elders and youth. There was a total of 250 different units (health informational pamphlets, culturally-sensitive food pyramids, nutrition guides, etc.) handed out.

CIMC AmeriCorps*VISTA members volunteered their time to put together health information packets and operate health information booths with a total of 20 volunteer hours. CIMC also had

health information booths at the Big Sandy Rancheria Elders Pow Wow, Sacramento Pow Wow, Oroville Pow Wow, National Congress of American Indians Annual Convention in Sacramento and CIMC's Annual Membership Meeting.

In June 2006, CIMC helped to sponsor the Susanville Bear Dance. CIMC provided the buffalo meat, a leaner alternative to pork, chicken and beef, to the event dancers, singers and attendees. Health information packets were distributed to all who ate at the gathering. CIMC also had a booth set up at the event to provide health information and packets.

In November 2006, CIMC presented Healthy Aging Workshops at the Pala Casino, Spa and Resort in conjunction with CIMC's Annual Membership Meeting. This event, with youth, elders and traditional tracks, was attended by 126 youth and elders. Trainers were brought in, at no cost, from the Indian Health Council, Inc., Partnership for a Drug Free San Diego/

Communities Against Substance Abuse, and Running Strong for American Indian Youth®.

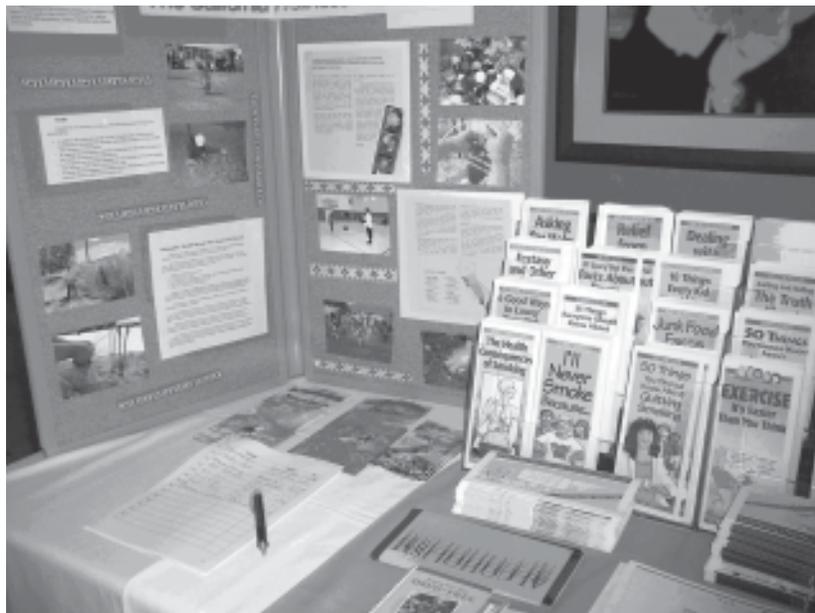
The workshop topics included nutrition, chronic disease prevention/maintenance, drugs/alcohol - intervention and prevention, sex education - sexually transmitted diseases and pregnancy, violence – gangs and crime, traditional health – medicine and foods, and exercise – weight management and exercise demonstration, caregiving for elders, and dental care – prevention and maintenance.

During this event, CIMC gave out gift bags of traditional tea, sage, wild rice, a wild rice recipe, water bottles, pill organizer and pencils to attendees. Most of the gift bag items were donated by volunteers and CIMC staff. A drawing was also put on at the event with all items donated by CIMC's various programs.

CIMC has received pamphlets on Diabetes, Heart Disease, Walking and Elder Care, videos, audiotapes, water bottles, flashlights and key chains from Blue Cross/Blue Shield, at no cost, for distribution to Native youth and elders.

CIMC has received free copies of the DVD "RezRobics – Exercise for the Couch Potato Skin" to distribute to Native youth and elders. Permission has been received to make additional copies for distribution.

CIMC has received a Volunteer In Service To America (VISTA) sponsor grant from the Corporation for National and Community Service in October 2006. Through the efforts of both the VISTA and The California Wellness Foundation's Healthy Aging Grant CIMC will continue to assist with educating and empowering Native communities.



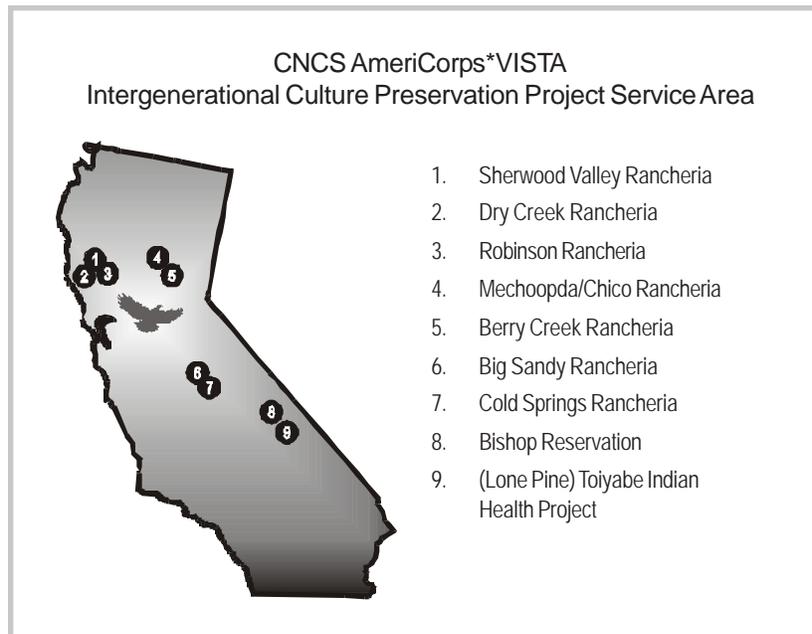


In October 2006, CIMC was awarded a three-year grant through the Corporation for National and Community Service (CNCS) State AmeriCorps*VISTA program for CIMC's Intergenerational Culture Preservation (ICP) Project. CIMC was approved to place eleven Volunteers in Service to America (VISTA) members with CIMC Tribal communities to work on projects that will bridge the generation gap between elders and youth, provide socialization for elders and mentorship for youth and preserve tribal culture.

CIMC's ICP project addresses issues on healthy lifestyles and loss of culture through health workshops, cultural mentoring and community service learning. It is designed to create opportunities for elders and youth to learn, participate and restore the traditional ways of their tribes.

VISTA was started in 1964 by then President Johnson and is best described as domestic Peace Corps. VISTA's main goal is to alleviate and/or eradicate poverty in the communities they serve. VISTA members serve one year but can serve up to three years with special permission from the Project Supervisor and the State Office.

Requirements to be a VISTA member with CIMC's ICP Project include a Bachelors Degree, volunteer experience and a writing sample. VISTA applications go through the Project Supervisor who matches the candidate with a tribe using the tribe's vision for the project and the prospective VISTA member's skills. All VISTA applicants are interviewed by both the Project Supervisor and Site Supervi-



sors. Each VISTA is given extensive training through CNCS, CIMC and the tribes. Each VISTA becomes CPR, First Aid and Defensive Driving certified through CIMC.

VISTA members receive a work plan at the start of the service which details the steps needed to be taken in order for CIMC and the tribes to reach the goals of the ICP Project. The ICP goals include: developing a community resources guide or update an already established guide to be distributed to each member of the tribal community; facilitating monthly community meetings involving Tribal Council, elders, youth, parents/guardians, Tribal members, educators, law enforcement members, health clinics staff and artists; the VISTA member will work with Tribal Council, elders and youth and artists to organize a cultural project (film, book, garden, etc.) to be completed, and to start a cultural library for the Tribe. Each project will be put together and owned by the Tribal community.

In order for the tribes to receive a VISTA member, they must complete an application with CIMC and commit two employees to be the VISTA Site Supervisor, provide office space, computer, printer, copier access, fax access, office supplies and support to the VISTA member.

Each site has two Site Supervisors that are trained as Tribal Supervisors. The Site Supervisors should assist the VISTA member in providing knowledge of the tribe, housing, tribal policies and procedures, introducing the VISTA to the tribe and making sure the VISTA stays on their work plan.

Information about VISTA and an online application is available by logging on www.americorps.gov/about/programs/vista.asp.



Community Services Block Grant Program Report

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

The CSBG Program is designed to provide a range of services to assist low-income American Indians in attaining the skills, knowledge, and motivation necessary to achieve self-sufficiency. The program also provides eligible applicants with immediate life necessities such as

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

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

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

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

food, shelter, and utility assistance, leads to a reduction of poverty, and helps agencies such as CIMC build capacity and develop linkages.

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

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

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

- Housing/rental assistance
- Help with utility bills
- Aid in obtaining food
- Supportive services for education and employment

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

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

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

CSBG Program staff members would like to express gratitude for the cooperation and assistance of numerous statewide organizations and programs, including community action agencies, Indian health centers, tribal administration offices, and CIMC field offices, among many others. These agencies provide enormous support to to CIMC CSBG Program staff, and enhance the efforts to move American Indian clients toward the primary goals of self-sufficiency and self-determination.



Child Care and Development Block Grant Program Report

Program Year 2006 saw the continued operation of the CIMC Child Care and Development Block Grant (CCDBG) Program, funded by the U.S. Department of Health and Human Services. Staff continued to assist eligible parents with their child care needs.

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

A major emphasis of the program is parental choice; parents

CCDBG PROGRAM SERVICES

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

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



APPLICATION PROCESS

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

CHILD CARE CERTIFICATE

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

ELIGIBILITY REQUIREMENTS

Parent/Guardian:

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

Child:

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

Provider:

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

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

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

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

order to receive funding.

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

Participating Tribes

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



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

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

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

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

Peer-to-peer on-site technical assistance

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

Logistical support for multi-regional TAT meetings

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

Logistical support for the Native American Employment and Training Council

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

Logistical support of Council Work Groups

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

Targeted technical assistance for Public Law 102-477 grantees

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

New Directors Training

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

Information Technology

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



Census Information Center Report

During Program Year 2006, the CIMC Census Information Center (CIC), continued to receive and complete Census data requests from throughout California and the United States.

This year, CIMC's website was redesigned to include the CIMC CIC. The CIC can now reach a larger nationwide clientele, and continues to take steps toward making Native American Census data easier to understand and obtain, and provide a service of more detailed and researched Census tabulations for a fee.

The CIC specializes in Native American data but is equipped to obtain census data on any and all specified races across the United States, thus giving CIMC's CIC the ability to answer a wide range of Census data enquiries.

Since the establishment of the CIC, staff have attended each of the

Annual CIC training conferences in Washington, DC. Further, the U.S. Census Bureau has helped equip the CIC with many useful tools to help strengthen not only the CIC but CIMC as a whole.

During the last visit to Washington DC, CIC staff and the Census Bureau teamed up with ESRI to provide all Census Information Centers with a ESRI's newest edition of ARC View GIS 9 mapping software. CIC staff will be receiving extensive training on the new software at the upcoming annual training conference.

This software will, in the long run, lift CIMC's CIC to a higher level. By incorporating customized census

data into the mapping software, CIC staff will be able to create visual maps and diagrams based on specific census data.

In the near future, the CIC plans to provide customized mapping in conjunction with customized data tabulations. CIMC's CIC is equipped to print

map-size hard copies using a plotter printer.

With Census 2010 coming up in the next few years, CIMC's CIC is prepared to keep evolving with each passing year and providing the best Native American census data possible and finding ways to enhance services to clients. 



CENSUS DATA			
<i>Our Census Information Center focuses on Native American Census Data, but we are equipped to handle all Census Requests. If you have questions please contact us.</i>			
Map Data:	Basic Census Data:	Custom Census Data:	Other Census Data:
<p>We offer California County Maps of Native Population Data. Maps can be transmitted as PDF files or mailed as hard copies. We can also enlarge maps up to poster size (36" x 24").</p> <p>PDF. Price: \$10 Poster Price: \$25</p> <p>Sample Below</p>	<p>We offer basic Census Data at no cost. For Example, "Native Americans in Sacramento California." We have a list below of free Data Tabulations via PDF files. We will be adding more as we update.</p>	<p>We offer Custom Census Data Tabulations. For Example, "Native American Women, from the Ages 16-18, Unemployed, in Sacramento County".</p> <p>Base Price: \$25 Note: Price based on extensiveness of request</p> <p>Sample Below</p>	<i>Coming Soon!</i>
Select Map... ▾	Select Basic Data... ▾	Select Custom Data... ▾	



Tribal TANF Support Initiative Report

During Program Year 2006, CIMC provided technical assistance, training, and administrative support, for a number of projects related to individual Tribal TANF programs and some collaborative efforts. Also, CIMC was in regular attendance at scheduled meetings of the California Tribal TANF Coalition (CTTC), and consultations between CTTC and the California Department of Social Services. Direct discussions with a number of Tribal TANF pro-

grams resulted in some specific projects, some plans that are currently works-in-progress, and a renewed understanding of CIMC's commitment to provide professional services that would enhance and complement Tribal TANF activities for clients.

During PY06, CIMC continued to provide administrative support for the National Alliance of Tribal TANF (NATT). As a nonpolitical oriented group with the intent of information sharing with/for tribes,

and representation based on membership as Tribal TANF grantees, NATT continued its proactive efforts by engaging all Tribal TANF programs in the distribution of relevant information on best practices and challenges related to Tribal TANF. Other stakeholders such as Tribal Councils, State and Federal Representatives and Agencies, were involved to create a more informed dialogue and platform for effective long term strategic plans. 

NATIONAL ALLIANCE OF TRIBAL TANF ACTIVITIES

- **National Summit of State and Tribal TANF** - Montana State Capitol, Helena, Montana - July 2006 - Co-hosted by NATT with Montana Governor Schweitzer.
- **National Tribal TANF Working Conference** - National Conference of State Legislatures (NCSL) Building, Denver, Colorado - August 2006 - Hosted by NATT and assisted by NCSL Staff Counsels.
- **NATT Executive Council Meeting/Conference Call** - October 2006
- **ICWA Subcommittee Session** - National Congress of American Indians Conference, Sacramento, California - October 2006
 - NATT President Jonathan Windy Boy gave report on NATT activities.
- NATT Vice President Jim Thomas gave statement of support from NATT for CTTC proposal to establish Tribal TANF Subcommittee.

The National Alliance of Tribal TANF (NATT) through its Executive Council of eleven members who represent TANF Grantees and Tribes throughout the U.S., voted unanimous support of the California Tribal TANF Coalition's proposal that the National Congress of American Indians (NCAI) form a Tribal TANF Committee. It is recognized that Tribal TANF will be one of the largest funded departments of tribes and consortia that operate Tribal TANF and impact the largest number of our tribal members on and off the tribal reservations.
- **Affiliated Tribes of Northwest Indians (ATNI) Tribal TANF Committee Meeting** - ATNI Conference, Portland, Oregon - February 2007 - CIMC provided report regarding development of NATT from CIMC ANA Project work plan objective.

TRIBAL TANF PROGRAM ACTIVITIES

In July 2006, CIMC concluded and delivered client assessment reports and data extract information derived from a project conducted for Torres Martinez Tribal TANF Program (TMTTP). This project included the application of a series of assessment tests for program clients, which were then used to provide case managers with a more informed context for each client's work plan.

In May 2007, CIMC conducted a separate training for TMTTP staff on the assessment testing process and the effective use of collected data.

In June 2007, CIMC started the Leadership Training for Entrepreneurial/Small Business/Economic Development for the Morongo Tribal TANF Program. By the end of the course, each participant had successfully achieved the targeted outcome of creating and presenting their own One Page Business Plan, plus the added benefit of acknowledging their skill and capacity for economic gain in the future.



Rural Business Enterprise Grants Program Report

CIMC was awarded two Rural Business Enterprise Grants from the U.S. Department of Agriculture entitled “Creating Jobs in the Global Business Community, and Internship and Job Training Program for Native Indian Tribal Members – A Job Skill and Job Creation Project.” Grants were awarded for two designated areas. One was for Mendocino County and the other one was for Inyo and Lassen Counties. These two grants were originally funded from June 2005 to June 2006 but were extended until January 2007 to insure that the Interns received their full training.

The purpose of this project was to provide both designated areas with qualified interns who would become certified International Trade Specialists and providing trusted trade experts to Native-owned

business in the designated counties for assistance in finding export and international sales opportunities.

The interns received specialized training in accessing resources for international trade, market research, learning how to effectively deal with foreign cultural difference in both social and business settings, and the rules and regulations of international trade. Both interns had the opportunity to work with a mentor from the Northern California World Trade Center and the Sacramento Regional Center for International Trade within the Los Rios Community College system. During training, the interns also worked with the Northern California

International Visitors Center and the International Consular Corps. Both interns attended business and economic development conferences to learn about the latest trends in Indian Country, which gave the interns many opportunities to network and expand their knowledge of resources in business and international trade.

The interns received their certification as International Trade Specialist from the World Trade Center and the Center for International Trade Center of Sacramento. CIMC received an Export Achievement Award from the U.S. Commercial Services for this project. 





CIMC Tribal Business Services, LLC Report

CIMC Tribal Business Services, LLC (TBS) is a for-profit subsidiary of California Indian Manpower Consortium. 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 development funding strategies and public-private partnerships that will lead to greater economic vitality. Areas of specialization are: Economic Development, Entrepreneur and Business Development, Convention Services, International Business Development, Native American Communities, and Workforce Development.

This past program year, the Business Relations Specialist prepared an application for TBS to be submitted to the Small Business Administration (SBA) for 8(a) certification. The SBA 8(a) certification program "is a business development program created to help small disadvantaged businesses compete

in the American economy and access the federal procurement market." (www.sba.gov) Eligibility requirements are: "must be a small business, must be unconditionally owned and controlled by one or more socially and economically disadvantaged individuals who are of good character and citizens of the United States, and must demonstrate potential for success." (www.sba.gov) The application will be submitted and processed during Program Year 2007.

As part of the promotion of TBS, the Business Relations Specialist attended a number of business and economic development conferences. During these conferences, the Business Relations Specialist promoted TBS and identified trends and priorities in Indian Country's economic development. The three main conferences

attended this program year were the Second Annual Emerging Northwest Tribal Economies Conference in Seattle, Washington, the Reservation Economic Summit (RES) 2007 in Las Vegas, Nevada, and the National Native American Economic Policy Summit, hosted by the National Congress of American Indians (NCAI) in Phoenix, Arizona. During the NCAI Economic Policy Summit, the Business Relations Specialist participated in the Business Development track that focused on "Going Global." This track was represented by number of tribes and tribal business that were interested in accessing international markets, tourism, and in-sourcing. While participating in this track, the Business Relations Specialist participated in networking activities with other tribes and tribal business representatives with an emphasis on international trade.

Program Year 2006 was a year filled with networking, promoting and building a name for the CIMC Tribal Business Services. In PY 07, staff will build on the work accomplished in PY 06 but will concentrate on TBS's goals to become SBA 8(a) certified, to bid for government contracts, and to contract with tribal communities. 



California Indian Manpower Consortium, Inc. **SERVICES FOR YOUR COMMUNITY**

■ **Convention Services**

CIMC staff has significant experience in meeting management and the expertise to provide convention services for your large, medium, and small meetings and conferences.

■ **Mailing Services**

CIMC has the capability of coordinating your large and small mail-outs, including artwork development and mail-merging.

■ **Entrepreneurial Training Services**

CIMC can bring its proven entrepreneurial training model to your community to train individuals who have a desire to start a small business or have already started a business.

Contact CIMC directly for pricing information.



Service Recognition

Twenty-Five Year Board Recognition

Ben W. Bendel

Twenty Year Employee Recognition

Rita Smith

Twenty Year Board Recognition

Benjamin Charley, Jr.

Fifteen Year Employee Recognition

Rosemary Kirkpatrick

Fifteen Year Board Recognition

Elizabeth Hansen

Ten Year Employee Recognition

Christina Arzate
L. Mark LaRoque

Five Year Board Recognition

Arlene Craft
David Edwards
Kathy Martinez
Joseph Podlasek

Five Year Employee Recognition

Tara-Dawn Andrade
Rachael M. Bill
Valerie Hursey
Josephine Loomis
Deborah A. Nero
Susan Stanley
Naomi R. Wilson



Membership Recognition

Twenty-Five Year Membership Recognition

Torres-Martinez Desert Cahuilla Indians

Twenty Year Membership Recognition

Pit River Tribe

Fifteen Year Membership Recognition

Central Valley Indian Health, Inc.

Cupa Cultural Center

Indian Alcoholism Commission of California, Inc.

Indian Child & Family Services

Picayune Rancheria of Chukchansie Indians

Riverside-San Bernardino County Indian Health

Scotts Valley Band of Pomo Indians

Ten Year Membership Recognition

Dunlap Band of Mono Indians

Native American Promotions, Inc.

Redwood Valley Rancheria JOM

Five Year Membership Recognition

Native American Environmental Protection Coalition



California Indian Manpower Consortium, Inc.

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