

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

*California Indian Manpower Consortium, Inc.
Program Year 2010 Annual Report*



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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
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Pacific Gas & Electric Company, Granite Bay, California

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Los Rios Community College District, Sacramento, California

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California Indian Manpower Consortium, Inc., Bishop, California

The California Indian Manpower Consortium, Incorporated Program Year 2010 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.

California Indian Manpower Consortium, Inc.

EXECUTIVE DIRECTOR'S REPORT

During Program Year 2010, the California Indian Manpower Consortium, Incorporated (CIMC) has realized positive movement of issues and in policies needing change and consideration of the trying and turbulent times faced by our people. As in years past, Program Year 2010 remained a very busy year for CIMC. CIMC staff dedicated their time and efforts to provide appropriate services and support to meet the overwhelming volume of needs which are a constant reflection of this challenging economy and time. We have met and/or exceeded our planned program outcomes and performance results for our various programs.

The satisfying and rewarding experience that results from our investment of time and energy to fulfill the goals of CIMC keeps us motivated to enhance the quality of life and culture for those we serve. We do this in spite of inadequate budgets and a flawed performance measurement system. We continue to build upon what works and define our priorities and focus accordingly. Our intent is to strive for solutions and contribute to the economic and social well-being of those we serve.

As we reflect on our Workforce Development Program accomplishments, it is imperative that we work together to advocate for realistic funding and resources to address the needs of a changing work environment and the need to upgrade the skills and education of our Native job seekers, entrepreneurs,

and youth. Additionally, we remain committed to providing quality services for our children, elders, Tribal and Native communities through all the programs administered by CIMC.

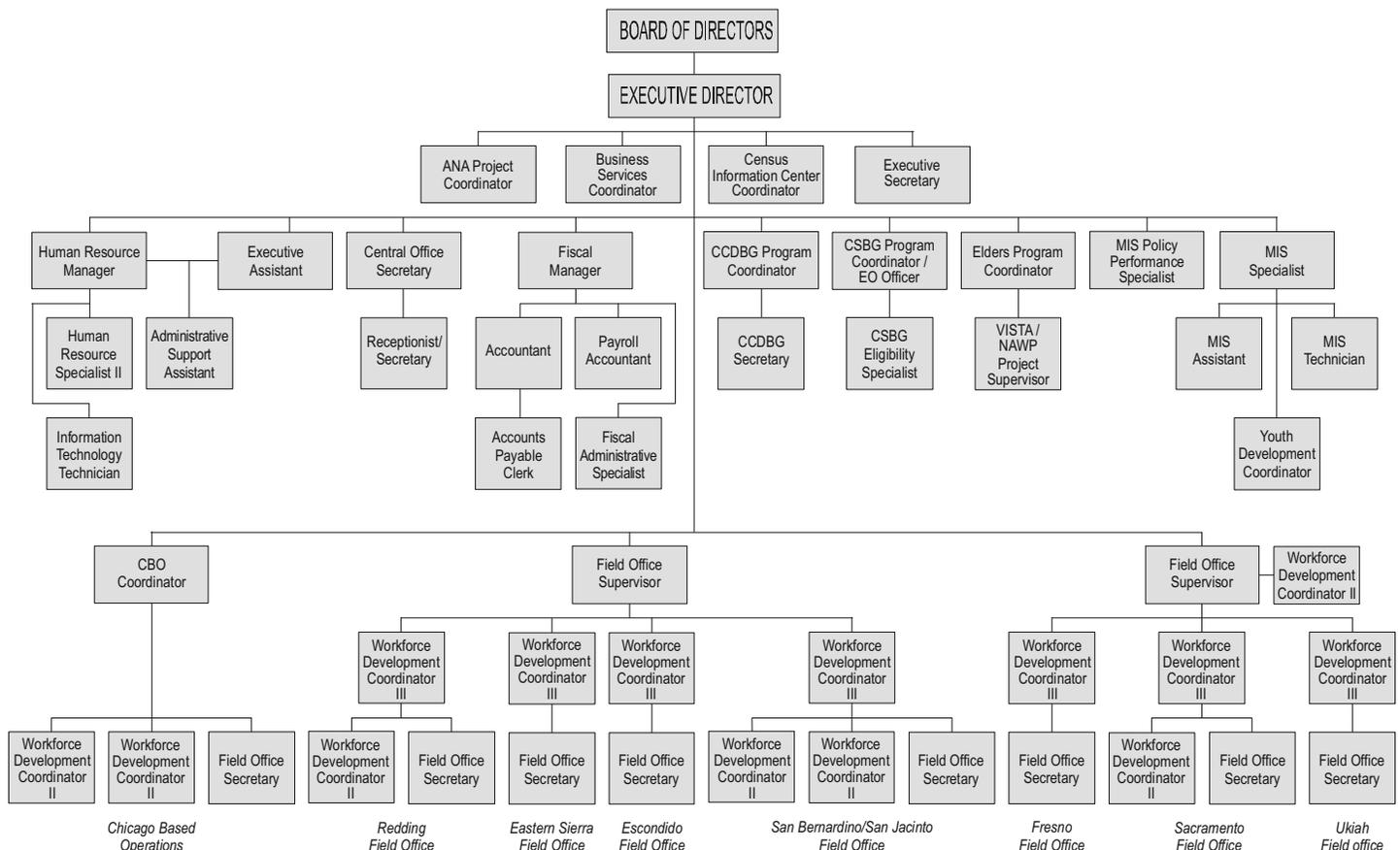
Continuing the traditions of the past 33 years, we will do our part to make sure our agenda maintains a strong voice and plays a significant role in Indian and Native American employment and training issues. We will stand firmly in our quest to further policies and provisions which are consistent with the law and with federal Indian policy (including Tribal sovereignty), thereby protecting 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 in this Program Year 2010 Annual Report.

In closing, I thank the CIMC Board of Directors for their leadership, the CIMC staff for their untiring work, the Native American Workforce Investment Council for their input, the California Native Entrepreneurs Opportunity Fund Advisory Board for their commitment to expanding our capacity for funding, and the CIMC Membership for your continued guidance and support. It is a privilege and honor to work with and for you.

Lorenda T. Sanchez
Executive Director

CIMC ORGANIZATIONAL CHART



WORKFORCE DEVELOPMENT PROGRAM

Workforce Development activities focused on assisting clients with securing or retaining employment in their individual employment goals. Through the combined efforts of CIMC staff and participants, the number of individuals who secured employment increased during Program Year 2010.

CIMC staff adhered to a schedule of continual monitoring of each participant and performed follow-up contact with each participant that secured employment and exited the program. At times it was necessary to provide supportive services that were essential for participants to secure and/or maintain their employment. Jobs and occupations identified as high demand within each participant's local area were considered upon enrollment.

In addition, field staff worked closely with Tribal entities to ensure that the needs of Tribal members were being met. Staff referred clients in need of training to local one-stops, apprentice-

ship programs as well as local colleges and vocational programs.

Field staff strived to reach all potential clients, with emphasis placed on reaching the hard to serve. Veterans and eligible spouses were given priority for assistance. Outreach activities took a variety of forms, including attendance at community events and meetings, talking one-on-one to community members, initiating regular contact with Tribal entities, leaving brochures and posting flyers at various locations. In addition, visits were made to local one-stops for both referrals and orientation.

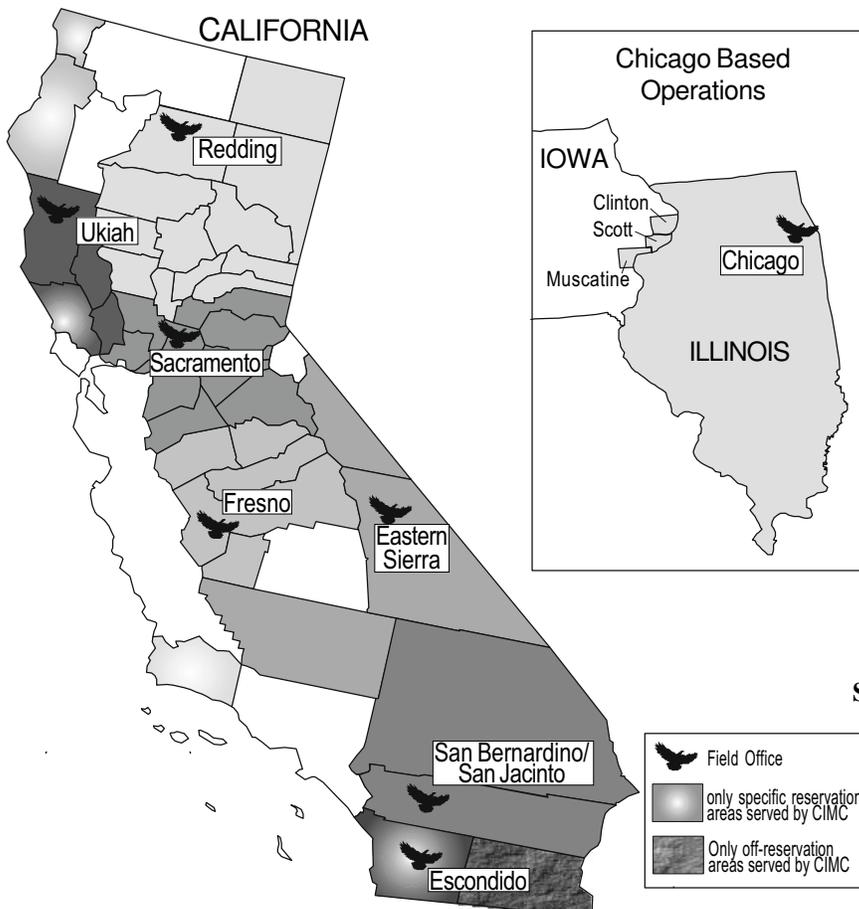
Youth who were enrolled into summer positions were provided job readiness training consisting of information on how to keep their job, getting along with coworkers, etc. An assessment was completed with each youth to assist them in identifying a future career. Youth were also required to develop a resume, create a master job application form, learn how

to write a cover letter, and participate in an interview.

Outreach to employers was facilitated through attendance at job fairs, job share meetings, search engines, and door-to-door employer visits. Staff members were provided a refresher workshop on developing and maintaining contacts/relationships with employers and agencies. Attendance at Tribal Employment Rights Ordinance meetings have provided staff with direct links to employers who are actively recruiting and/or hiring in the future. Staff received job leads and an opportunity to network with various employers from throughout the area.

Linkages with partner agencies were revisited and strengthened to better assist the clients. Through these collaborations, clients were assisted with not only employment and training needs, but with other needs as well, including housing, sobriety, child care, and nutrition, thereby reducing barriers to employment.

Program Year 2010 Service Area



Program Year 2010 Field Offices

CHICAGO BASED OPERATIONS

1630 West Wilson Avenue, Chicago, Illinois 60640
(773) 271-2413; (773) 271-3729 - fax

EASTERN SIERRA FIELD OFFICE

1337 Rocking W Drive, Bishop, California 93514
(760) 873-3419; (760) 872-3989 - fax

ESCONDIDO FIELD OFFICE

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

FRESNO FIELD OFFICE

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

REDDING FIELD OFFICE

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

SACRAMENTO FIELD OFFICE

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

SAN BERNARDINO/SAN JACINTO FIELD OFFICE

21250 Box Springs Rd. - Ste. 204, Moreno Valley, CA 92557
(951) 784-9962; (951) 784-9945 - fax

UKIAH FIELD OFFICE

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

Staff understand that, as a program, linkages and partnerships must be in place to provide the client with all the services they may need in order to obtain and retain employment.

Fresno Field Office staff developed a model for weekly orientation sessions in which applicants learn about CIMC program services, staff and client responsibilities, and expectations during job search, placement and the mandatory follow-up period. During this program year, the Sacramento Field Office offered weekly workshops to assist participants with creating master employment applications, developing resumes, learning self-directed job seeking skills, improving job readiness, enhancing communication skills, and practicing interviewing techniques. These workshops have been very successful in providing participants with the tools and confidence necessary to become more marketable in a very competitive labor force.

Chicago Based Operations

During Program Year 2010, the main focus of Workforce Development activities in the Chicago Based Operations (CBO) was to assist eligible applicants with attaining and retaining employment. CBO staff worked diligently with participants to provide them with intense job readiness to help them achieve self-sufficiency.

CBO's Resource Center is designed to provide participants with a great amount of information that will help them build their resume, improve interviewing skills, and complete applications that will increase their probability of obtaining employment. Participants have access to computers, telephones and updated information on job searches.

CBO worked with one-stop centers throughout the service area to become informed of the services those offices provide to youth. Staff worked closely with youth on *Things to Know to Get a Job*. Mock interviews were performed and youth had the opportunity to learn how to complete job applications both on paper and on the internet.

Two CIMC participants were honored at the 32nd National Indian and Native American Employment and Training Conference (NINAETC) in Scottsdale, Arizona in April 2011. One received the Alice Big Pond Memorial Award for his exemplary community service and the other was selected as an Outstanding Participant.

All field offices contributed to recruitment, intakes and enrollment, continued efforts to provide better resources for participants, and continued to collaborate with other agencies to maintain a stronger relationship with current and prospective employers. During this program year, the field offices were proactive with managing outreach campaigns to both prospective clients and employers. Staff were diligent in their efforts to further The CIMC Movement: Creating Positive Change for Native Communities.

Staff traveled within CBO's service area and visited various places, including the Illinois Department of Employment Security offices and Social Security offices to strengthen linkages. Outreach was performed at pow-wows and community functions. Flyers were posted and business cards were given to prospective applicants and employers. Community meetings were attended in which CBO staff networked with employers and incorporated job development.

CBO maintained contact with all the Native organizations in the service area. Staff attended community functions which afforded the opportunity to foster partnerships with other agencies. Information has been exchanged on an ongoing basis.

CBO conducted a Job Fair which included a number of Federal government employers such as the Department of Labor, the Department of Interior, the USDA-Forest Service, Peace Corps-Chicago, and corporations such as Pepsi-Co.

SETA YOUTH PROGRAM

During the summer of 2010, CIMC collaborated with the **Sacramento Employment and Training Agency (SETA)** utilizing American Recovery and Reinvestment Act (ARRA) funds and provided 31 youth with work readiness and work experience.

The overall purpose of the program was to provide subsidized employment to eligible Native youth within Sacramento County. Each youth were enrolled in a six-week work experience position. The first week was a job readiness training workshop that emphasized: the importance of getting to work on time; appearance; getting along with coworkers; career assessment; resume development; and interview techniques. During the remaining five weeks, youth were placed with an employer to provide them with an opportunity for a practical application of the job readiness skills learned as well as exposure to various occupations in Sacramento County.

WORKFORCE INVESTMENT BOARDS

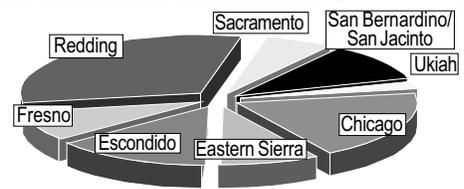
During Program Year 2010, CIMC was an active board member on ten LWIBs within CIMC's geographic service areas:

- **Chicago:** Chicago Workforce Investment Board – (Cook Co., IL)
- **Sacramento:** Mother Lode Workforce Investment Board – (Amador, Calaveras, Tuolumne and Mariposa Co.); Sacramento Employment and Training Agency – (Sacramento Co.); Golden Sierra Workforce Investment Board – (Alpine, El Dorado and Placer Co.); Workforce Investment Board of Solano County – (Solano Co.)
- **San Jacinto:** San Bernardino County Workforce Investment Board – (San Bernardino Co.); Riverside County Workforce Development Board - (Riverside Co.)
- **Eastern Sierra:** Employer's Training Resource Workforce Investment Board – (Inyo, Mono, Kern Co.)
- **Ukiah:** Sonoma County Workforce Investment Board – (Sonoma Co.); Mendocino County Workforce Investment Board – (Mendocino Co.)

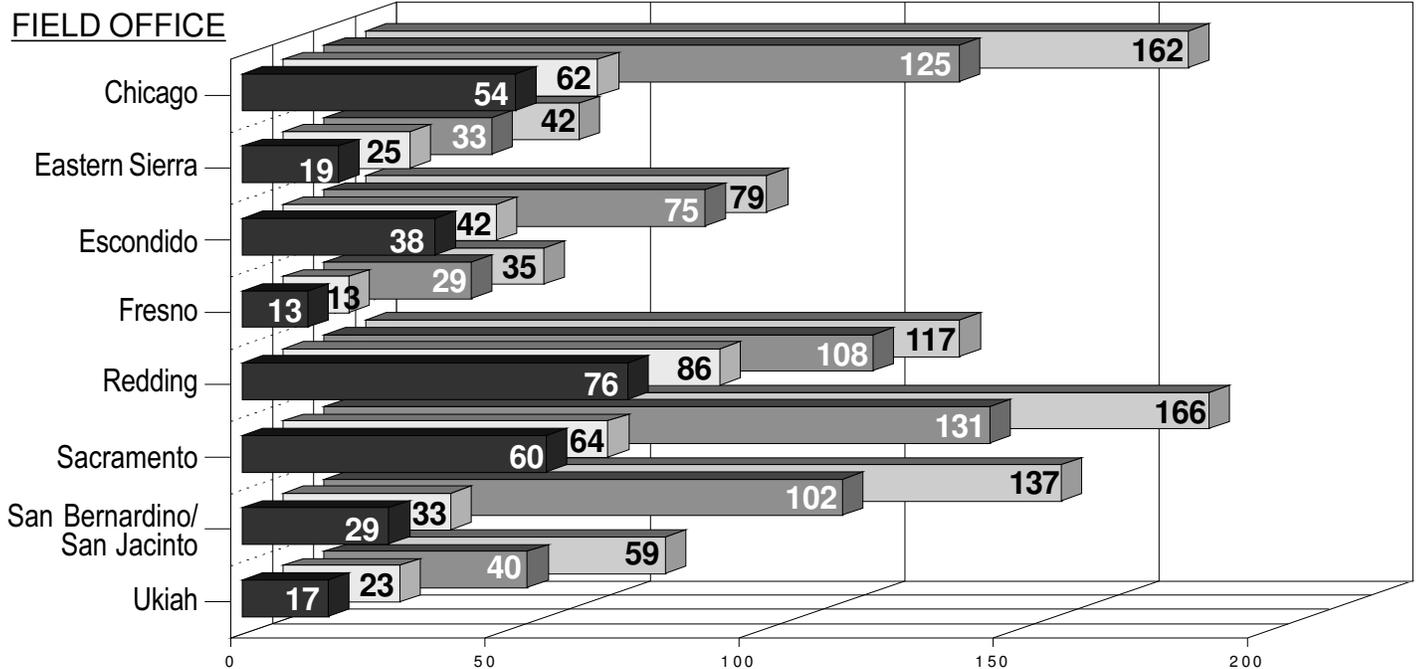
WORKFORCE DEVELOPMENT PROGRAM YEAR 2010 PERFORMANCE

Total PY10 Total Participants Served	797
Total Exiters	643
Entered Unsubsidized Employment	348
Achieved Entered Employment Measure	306

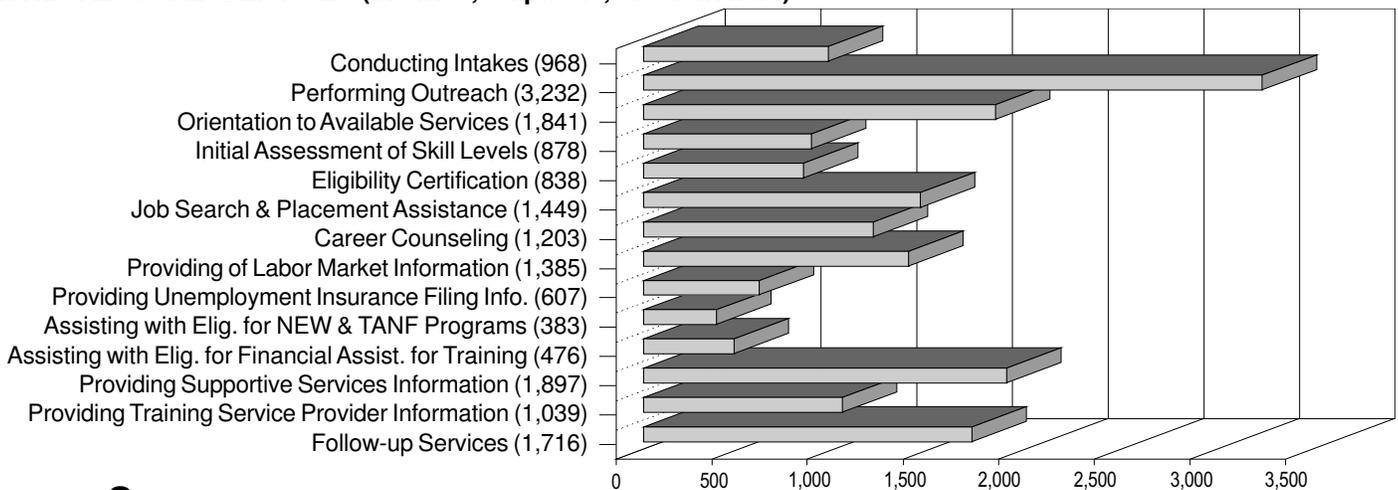
**Core Services (self-directed only)
Program Year 2010 by Field Office (Total - 1,711)**



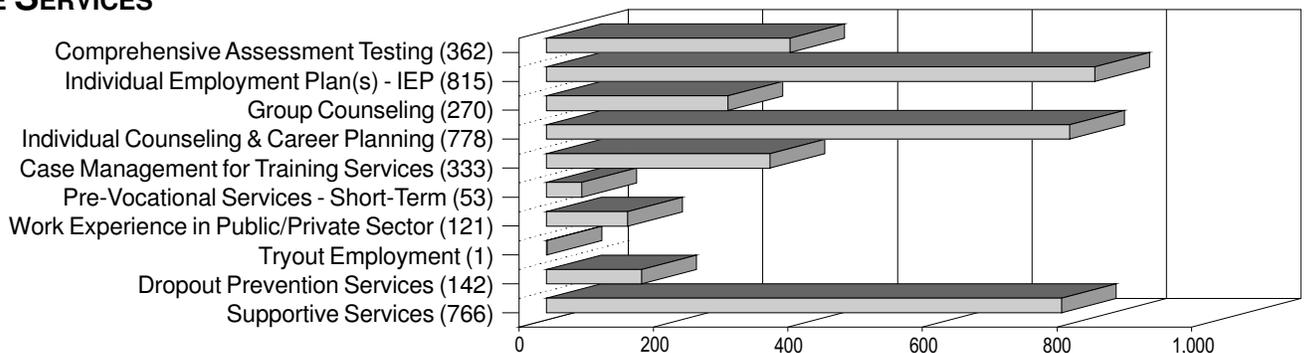
FIELD OFFICE



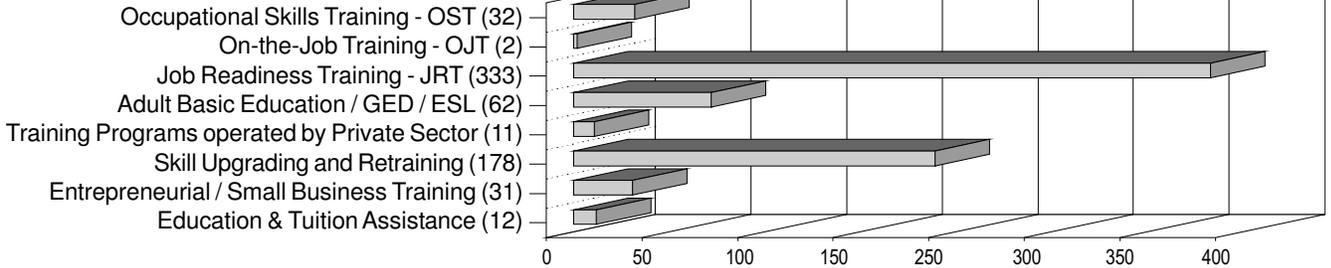
INDIVIDUAL CORE SERVICES (In office, on phone, or out in field)



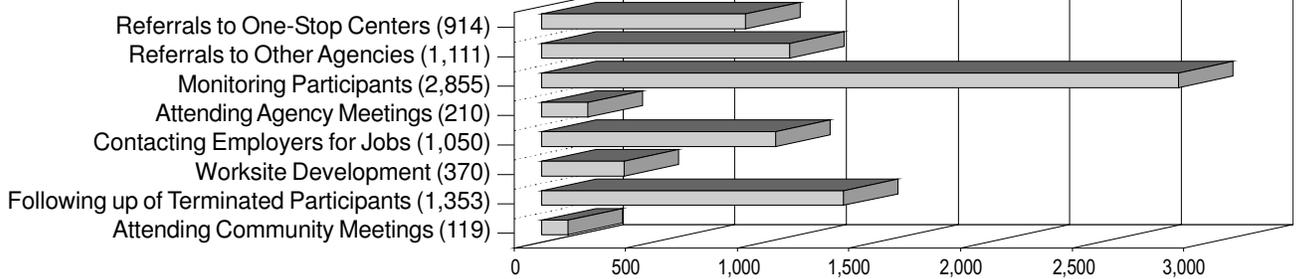
INTENSIVE SERVICES



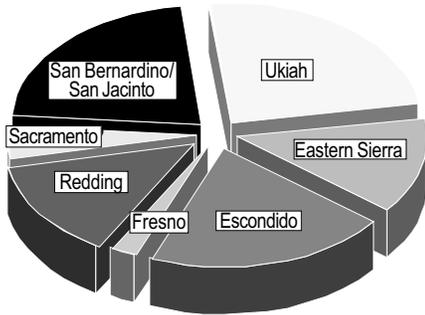
TRAINING SERVICES



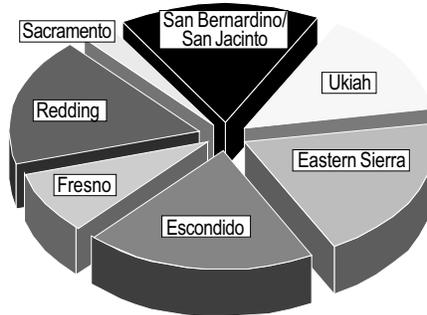
OTHER ACTIVITIES



NATIVE EMPLOYMENT WORKS
Program Year 2010 Enrollments
by Field Office (Total - 94)

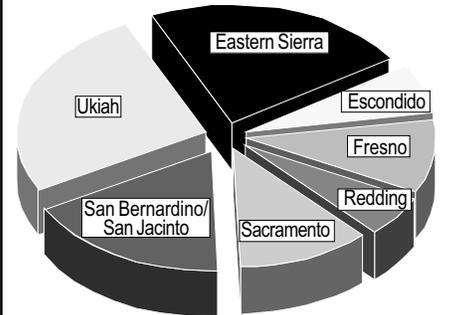


TRIBAL SUPPLEMENTAL YOUTH SERVICES
Program Year 2010 Enrollments
by Field Office (Total - 35)

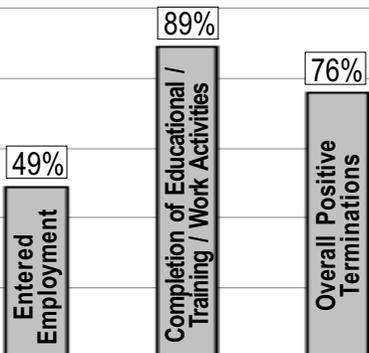


100% Attained Two or More Goals

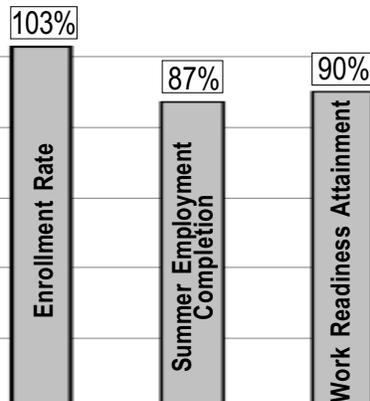
CSBG ARRA SUMMER YOUTH PROGRAM
Program Year 2010 Enrollments
by Field Office (Total - 89)



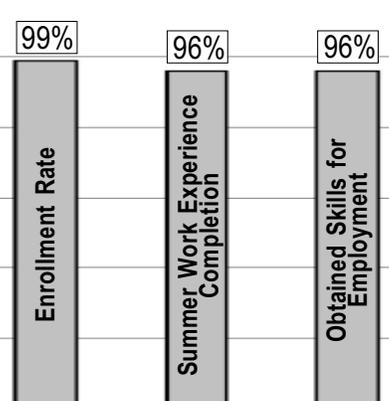
NATIVE EMPLOYMENT WORKS
Program Year 2010
Performance Outcomes



SACRAMENTO EMPLOYMENT AND TRAINING AGENCY (SETA) ARRA
Summer 2010 Employment (Total - 31)



CSBG ARRA SUMMER YOUTH PROGRAM
Program Year 2010
Performance Outcomes



ELDERS NUTRITION PROGRAM

The CIMC Elders Program operated during Program Year 2010 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 ensure that the nutritional needs of participating elders are being met. Through the CIMC Elders Program, noon meals were prepared and served at sites that have facilities that accommodate serving of meals to Indian elders, their spouses, and program volunteers. Participating elders who were homebound and unable to come to the congregate meal site received home-delivered meals. Others had hot meals delivered from another nutrition program, frozen meals or shelf stable meals.

During the grant period of April 1, 2010 through March 31, 2011, a total of 6,307 meals were served in a congregate meal setting and another 31,170 meals were delivered to participating elders' homes.

The annual funding level for the CIMC Elders Program is quite limited, so CIMC is fortunate that several of the participating tribes are able to contribute to the program operations.

NATIVE AMERICAN CAREGIVER SUPPORT PROGRAM

During Program Year 2010, the CIMC Native American Caregiver Support Program provided 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, training, and support, temporary respite relief for caregivers, and supplemental services when possible.

A week-long training session was held in March 2011 at the Gold Country Casino & Hotel in Oroville, California. Seventeen individuals learned skills needed to become a respite care provider. The training included: the role of the caregiver; consumer rights; mental and physical conditions, including aging process; observation and reporting; safe environment; infection control universal precautions; and personal care.

INDIAN & NATIVE AMERICAN WIA SECTION 166 TECHNICAL ASSISTANCE GRANT

Through a contract with the U.S. Department of Labor, CIMC has provided capacity building to the Indian and Native American (INA) 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. During Program Year 2010, grant activities included:

- **Support for National Technical Assistance and Training (TAT) Conferences** - Administered costs associated with: the creation, reproduction, and distribution of training materials; procurement of services of selected trainers; executive committee travel to plan and facilitate the TAT needs of the 32nd National Indian and Native American Employment and Training Conference held in April 2011 in Scottsdale, Arizona; equipment and facilities, communications; and other related costs.
- **Peer-to-Peer On-Site Technical Assistance** - Supported travel of selected WIA grantees to provide in-depth on-site technical assistance to other INA WIA grantees.
- **Logistical Support for Multi-Regional TAT Meetings** - Provided support with the 2010 Eastern and Midwestern Multi-Regional Employment and Training Conference and the 2011 Western Regional Workforce Investment Act Conference.
- **Logistical Support for the Native American Employment and Training Council** - Provided support for Native American Employment and Training Council to improve overall WIA grantee performance and provide recommendations to the Secretary of Labor.
- **Logistical Support of Council Work Groups** - Provided support for census, information/technology, reporting/performance measures, effective management and "Our Story" historical research work groups to provide recommendations to the Native American Employment and Training Council.
- **Targeted Technical Assistance for Public Law 102-477 grantees** - Provided technical assistance in support of the demonstration effort under the Indian Employment, Training, and Related Services Demonstration Act of 1992 (P.L. 102-477).
- **Information Technology** - Provided logistical and financial support to facilitate recommendations regarding information to be collected and the method of submission for reporting to INAP. Provided support for the improvement of the updated Native American Workforce Investment Act automated reporting system (Bear Tracks 2).

Tribes participating in the grant during Program Year 2010 included:

- Berry Creek (Butte County)
- Big Sandy Rancheria (Fresno County)
- Chico Rancheria/Mechoopda (Butte County)
- Cold Springs Rancheria (Fresno County)
- Coyote Valley Reservation (Mendocino County)
- Fort Bidwell Reservation (Modoc County)
- Pauma Reservation (San Diego County)
- Robinson Rancheria (Lake County)
- San Pasqual Reservation (San Diego County)
- Santa Ysabel Reservation (San Diego County)
- Susanville Rancheria (Lassen County)

To assist in the success of the CIMC Elders Program, Berry Creek Rancheria employed the cook who prepares the meals at that site. All sites contributed to the success of the program by providing site contacts who assist with such tasks as completing intakes and distributing informational material.

NATIVE AMERICANS TO WORK PROJECT

In March 2010, CIMC was awarded a three-year AmeriCorps* Volunteers In Service To America (VISTA) Sponsor Grant through the Corporation for National and Community Service (CNCS) for a Native Americans to Work Project (NAWP) with the CNCS Arizona field office. The CIMC NAWP service area includes ten states – Arizona, Arkansas, California, Colorado, Kansas, Louisiana, Missouri, New Mexico, Oklahoma, and Texas.

During this program year, the VISTA Project Supervisor worked with Site Supervisors from each site to write a specific VISTA Assignment Description; reviewed pre-interviewed and conducted formal interviews from a large pool of VISTA applicants and the NAWP site; conducted monthly conference calls with VISTA members and Site Supervisors; worked with the CNCS Arizona state office staff; facilitated three-, six-, nine- and twelve-month evaluations; and completed reports to the CIMC Elders Program Coordinator, CIMC Executive Director and CNCS.

CIMC Native Americans to Work Project SERVICE AREA



Each VISTA member attended the first Pre-Service Orientation for Service in Indian Communities in Santa Fe, New Mexico where they learned about culture, service, and VISTA. Members participated in activities such as presenting to a mock tribal council. During the first three months of the project (Sep-

CIMC NAWP project utilized VISTA members to reach its goals by having members:

- work with WD Program Staff to establish and/or improve career paths through activities such as job readiness training, self-reliance, empowerment and entrepreneurship;
- develop or improve leadership training and green job initiatives, assist in research, grant writing, capacity building and conduct community activities that will engage community members to support and focus on health, child care, education, job fairs, job training; and
- establish community support through consultations with colleges – particularly Tribal colleges, community colleges, universities, potential employers and entrepreneurs to help establish mentoring and academic achievement incentives such as tutoring and internships.

In September of 2010, CIMC placed four VISTA members with:

- CIMC Central – Sacramento, CA
- Hualapai Tribe Department of Labor Workforce Development Act Program – Peach Springs, AZ
- American Indian Center of Arkansas, Inc. – Little Rock, AR
- Ramah Navajo Continuing Education Program – Pine Hill, NM

tember 2010 – December 2010), each member coordinated a community service event for Veterans Day, researched grant proposals, learned about the community and began working on their specific VISTA Assignment Descriptions.

CENSUS INFORMATION CENTER

Through the Census Information Center, CIMC advocated for an accurate count of Native people during Program Year 2010. Activities included the following:

- Participated in the CIC steering committee
- Supplied information for flyers and documents to help provide awareness and educate Native people on the Census.
- Maintained a close working relationship with the Regional Census Office located in Seattle, Washington.

CIMC CIC staff have attended every Annual CIC training conference in Washington, D. C. and the U.S. Census Bureau has helped equipped the CIC with many useful tools to help strengthen not only the CIC but CIMC, as well. The CIMC CIC provides custom mapping and data tabulations and is equipped to print large posters and maps.

The CIMC CIC is prepared to keep evolving with each passing year to provide the best Native American census data available.

RURAL BUSINESS ENTERPRISE GRANTS

California Indian Manpower Consortium, Inc. (CIMC) was awarded two Rural Business Enterprise Grants (RBEG) by the U.S. Department of Agriculture, Office of Rural Development during Program Year 2010. These one-year grants, funded through the Rural Development's Business and Cooperative Program are designed to address Tribal business and Native entrepreneurship at various levels of development.

Nation to Nation Trade, Promoting International Trade for Native American Businesses

Through *Nation to Nation Trade, Promoting International Trade for Native American Businesses*, basic and advanced export business tools and skills were available to Native American businesses. CIMC is in partnership with the Los Rios Community College's Business and Economic Development Center and Center for International Trade Development to provide all the necessary support and programs for basics of export training.

Building a Native American Economy through Entrepreneurs

During Program Year 2010, *Building a Native American Economy through Entrepreneurs* program fostered employment and entrepreneurial opportunities by establishing technical assistance capacity and professional services available to Tribal members residing in the California counties of Butte, Humboldt, Mendocino, Riverside, San Diego, Shasta, and Sonoma Counties. During PY10, thirteen Native entrepreneurs participated in CIMC's Native Entrepreneur Training Program through this grant.

CALIFORNIA NATIVE ENTREPRENEURS OPPORTUNITY FUND

California Native Entrepreneurs Opportunity Fund (CNEOF) is an emerging Community Development Financial Institution (CDFI), intended to establish a Native revolving fund, to provide micro and mini loans to Native Entrepreneurs who reside on or near Indian Reservations/Rancherias in the target areas of the Sacramento Region and the San Diego Region.

During Program Year 2010, CNEOF's first micro loan was repaid in full. CNEOF continues to send out Pre-Qualifying Applications upon request of CIMC's Native Entrepreneur Training Program graduates and other Native business owners.

NATIVE ENTREPRENEUR TRAINING PROGRAM

The eleventh session of CIMC's Leadership Training for Entrepreneurial / Small Business / Economic Development was held during Program Year 2010.

This year, 21 emerging Native entrepreneurs completed this culturally-relevant training which was held in a series of workshops held in different geographic areas in California: Pala; Blue Lake; Cabazon; and Lincoln. This culturally-relevant training

was held in four sessions (2-3 days each month) for four consecutive months which began in February 2010.

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

The training is provided by faculty cho-

sen for their expertise in their respective fields and their knowledge of Native entrepreneurship; most are Native American.

A ceremony marked the completion of the training at the Thunder Valley Casino Resort in Lincoln, CA. Mr. Carlyle W. Begay, Board President of the American Indian Chamber of Commerce of Arizona, delivered the graduation address.

CIMC TRIBAL BUSINESS SERVICES, LLC

The CIMC Tribal Business Services, LLC (TBS) is a for-profit subsidiary of CIMC. TBS was established to provide professional services and as a consulting business to aid Tribal communities and organizations.

TBS seeks to provide professional economic development services to assist American Indian Tribes and organizations in developing funding strategies and public private partnerships that will lead to greater economic vitality. Areas of specialization are: Economic Development, Entrepreneur and Business Development, Conference Services, International Business Development, Native American Communities, and Workforce Development.

CIMC's Green Initiative

During Program Year 2010, TBS worked cooperatively with CIMC in the development of CIMC's Green Initiative which ended May 30, 2010. Under this new initiative, CIMC looked to develop relationships with government entities, nonprofit organizations, and public and private companies who are looking to develop environmentally friendly programs and/or technologies. Under the program, CIMC worked with United Tribal Technical College to evaluate the educational resources to achieve higher education in green jobs. This partnership developed a complete look at what courses Tribal Colleges have to offer for those that want to pursue green jobs. CIMC also produced a similar review for community colleges in California.

GREEN CAPACITY BUILDING GRANT

During Program Year 2009, CIMC was awarded a Green Capacity Building Grant from the U.S. Department of Labor to develop curriculum for Green Jobs in the Waste to Energy Field. In PY10 the grant was extended six months as a no-cost extension to complete the grant objectives. In the first six months of the grant, CIMC staff gathered information on the Green Job training and curriculum that has been established in California community colleges and Tribal colleges throughout the states. The next step of the grant is to contract with the United Tribes Technical College to help develop a full review of the tribal college green jobs curriculum for publication.

COMMUNITY SERVICES BLOCK GRANT PROGRAM

During Program Year 2010, the CIMC Community Services Block Grant (CSBG) Program made a consistent effort to provide the best emergency and supportive services possible to eligible low-income American Indian families that reside off-reservation in specific California counties and the California reservations of Cortina, San Pasqual, Santa Rosa, and Santa Ynez. All CSBG Program efforts were conducted with the intent to achieve a special vision, that is, to promote the self-sufficiency of American Indian households within our community through the provision of emergency services.

The CSBG Program provided emergency services such as housing, utilities (including firewood), and nutrition in emergency situations where there were no alternative services available within a reasonable period of time and the applicant's household would have been without basic necessities required to sustain even a temporary minimal subsistence. Also, there were limited supportive services available which are directly related to the applicant's vocational pursuits.

CSBG Eligibility Specialists conducted educational outreach to the community by distributing informational brochures and providing answers to questions at a number of events. They also implemented a tailored counseling session during intake that covered each applicant's household budgeting practices, pattern of preparing healthy nutritious meals, efforts in obtaining adequate employment, and optimal leveraging of other resources and programs. This learning process was successfully conducted by engaging applicants in candid, pragmatic discussions of daily examples of what steps were

necessary to eventually attain a self-sufficient household. In this way, potential applicants became more proactive in the application process by providing the necessary basic documentation and became more apt to plan and take actions for the future through a better understanding of the various benefits derived from different programs.

The CIMC CSBG Program is funded through a subcontract with Northern California Indian Development Council, Inc. (for the provision of all emergency services), and a subcontract with the Local Board of the Sacramento Regional Emergency Food and Shelter Program (for food purchase orders only for eligible applicants in Sacramento and Yolo counties).

The CSBG Program continued to collaborate with a number of agencies, tribal offices, and field offices, which resulted in excellent service for eligible applicants and a better understanding of the program's services for others.

- California Tribal TANF Partnership
- Chapa-De Indian Health Program
- County of Shasta CalWorks Employment Services
- CIMC Redding Field Office
- CIMC Sacramento Field Office
- CIMC Ukiah Field Office
- CIMC Fresno Field Office
- Enterprise Rancheria
- Greenville Rancheria
- Northern Valley Indian Health, Inc.
- Sacramento Native American Health Center

CHILD CARE AND DEVELOPMENT BLOCK GRANT PROGRAM

Program Year 2010 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. A major emphasis of the program is parental choice: parents choose their child care provider. Once a provider is registered with the program, child care services can be provided and payments can be made.

During PY10, 75 children from 44 families received services. Each year applications are taken on an ongoing basis and child care certificates are issued until all available funds are obligated.

During this report period, each child participating in the CIMC CCDBG Program received an age appropriate backpack that was filled with enough school supplies to last throughout the entire school year.

Also, CCDBG staff wrapped and distributed donated holiday gifts to children who participate in the Program. Gifts were also shared with some of the tribes located throughout California. The remaining donated toys and games have been utilized as birthday gifts for these children.

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 program staff.

FY 10 PARTICIPATING TRIBES

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

PROGRAM YEAR 2010 EXPENDITURES (July 1, 2010 to June 30, 2011)

WORKFORCE DEVELOPMENT PROGRAM

U.S. Department of Labor	Training Services Expenditures	\$49,599
Employment and Training Administration	Employment Services Expenditures	\$58,431
Indian and Native American Programs	Other Program Services Expenditures	\$2,265,835
<i>Workforce Investment Act (WIA) of 1998</i>	Administration Expenditures	\$641,198
	Supplemental Youth Services (SYS) Expenditures	\$92,071
U.S. Department of Health and Human Services	NEW Program Expenditures	\$381,769
Administration for Children and Families		
<i>Native Employment Works (NEW)</i>		
Sacramento Employment and Training Agency	SYS Subcontract Expenditures - 2010	\$20,601
<i>SYS Summer Youth Subcontract</i>		

GREEN CAPACITY BUILDING GRANT

U.S. Department of Labor	Green Jobs - Curriculum Development Expenditures	\$84,194
Employment and Training Administration		
<i>Green Capacity Building Grants</i>		

INDIAN AND NATIVE AMERICAN TECHNICAL ASSISTANCE AND TRAINING (TAT) GRANT

U.S. Department of Labor	TAT Program Expenditures	\$504,045
Employment and Training Administration		
Indian and Native American Programs		

CHILD CARE AND DEVELOPMENT BLOCK GRANT (CCDBG) PROGRAM

U.S. Department of Health and Human Services	CCDBG - FY09 Program Expenditures	\$188,774
Administration for Children and Families	CCDBG - FY09 ARRA Program Expenditures	\$15,236
	CCDBG - FY10 Program Expenditures	\$142,602
	CCDBG - FY11 Program Expenditures	\$30,237

COMMUNITY SERVICES BLOCK GRANT (CSBG) PROGRAM

State of California Department of Community Services Development	CSBG 2010 Subcontract Program Expenditures	\$293,956
Northern California Indian Development Council, Inc.	CSBG 2011 Subcontract Program Expenditures	\$9,163
	CSBG 2010 ARRA Youth Work Exper. Expenditures	\$198,460

EMERGENCY FOOD AND SHELTER NATIONAL BOARD PROGRAM

U.S. Department of Homeland Security	FEMA Program Expenditures	\$2,712
Federal Emergency Management Agency (FEMA)		

RURAL BUSINESS ENTERPRISE GRANTS (RBEG) PROGRAM

U.S. Department of Agriculture	Business Development Expenditures	\$44,025
Rural Development	Entrepreneurial Expenditures	\$128,119
	Revolving Loan Fund Expenditures	\$4,440

ELDERS NUTRITION PROGRAM

U.S. Department of Health and Human Services
Administration on Aging (AOA)

AOA-1 Program 2010 Expenditures	\$61,118
AOA-2 Program 2010 Expenditures	\$58,278
AOA-3 Program 2010 Expenditures	\$71,262
AOA-1 Program 2011 Expenditures	\$10,947
AOA-2 Program 2011 Expenditures	\$9,907
AOA-3 Program 2011 Expenditures	\$10,199
AOA-4 Program 2011 Expenditures	\$2,092
AOA-5 Program 2011 Expenditures	\$2,811

NUTRITION SERVICES INCENTIVE PROGRAM (NSIP)

U.S. Department of Health and Human Services
Administration on Aging

NSIP-1 Program 2010 Expenditures	\$8,203
NSIP-2 Program 2010 Expenditures	\$5,465
NSIP-3 Program 2010 Expenditures	\$6,499
NSIP-1 Program 2011 Expenditures	\$1,720
NSIP-2 Program 2011 Expenditures	\$2,018
NSIP-3 Program 2011 Expenditures	\$1,397
NSIP-4 Program 2011 Expenditures	\$-0-
NSIP-5 Program 2011 Expenditures	\$-0-

MEDICARE IMPROVEMENTS FOR PATIENTS AND PROVIDERS PROGRAM

U.S. Department of Health and Human Services
Administration on Aging

MIPPA 1 Program 2010 Expenditures	\$1,000
MIPPA 2 Program 2010 Expenditures	\$1,000
MIPPA 3 Program 2010 Expenditures	\$1,000

NATIVE AMERICAN CAREGIVER SUPPORT PROGRAM

U.S. Department of Health and Human Services
Administration on Aging

Caregiver-1 Program 2010 Expenditures	\$17,186
Caregiver-2 Program 2010 Expenditures	\$16,735
Caregiver-3 Program 2010 Expenditures	\$26,342
Caregiver-1 Program 2011 Expenditures	\$3,180
Caregiver-2 Program 2011 Expenditures	\$2,447
Caregiver-3 Program 2011 Expenditures	\$2,534
Caregiver-4 Program 2011 Expenditures	\$1,947
Caregiver-5 Program 2011 Expenditures	\$1,787

NATIVE AMERICANS TO WORK PROJECT (NAWP)

Corporation for National and Community Service
AmeriCorps*VISTA

NAWP Program Expenditures	\$26,774
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YEARS OF SERVICE RECOGNITION

Board of Directors

Ten Year Recognition

Arlene Craft

*Native American Workforce
Investment Council Members*

Twenty Year Recognition

Jack Jones

Five Year Recognition

Tilford Denver

Walter D. Gray, III

Brooks D. Ohlson

Employees

Thirty Year Recognition

Ann Kochamp

Charmaine Mix

Fifteen Year Recognition

PaPai X. Thomas

Five Year Recognition

Laura Cortez

MEMBERSHIP RECOGNITION

Thirty Year Membership

Local Indians for Education, Inc.

Soboba Band of Luiseno Indians

Tuolumne Me-Wuk Tribal Council

Twenty-Five Year Membership

Fort Independence Indian Reservation

Indian Health Council, Inc.

Owens Valley Indian Housing Authority

Twenty Year Membership

Grindstone Indian Rancheria

Pala Youth Center

Fifteen Year Membership

American Indian Center

Elk Valley Rancheria

Mooretown Rancheria

Ten Year Membership

Costanoan Rumsen Carmel Tribe

Feather River Tribal Health, Inc.

Wintu Tribe of Northern California

Five Year Membership

*Native American Support Program -
University of Illinois at Chicago*

Nor Rel Muk Wintu Nation

Reservation Transportation Authority

PROGRAM YEAR 2011-2012 CIMC MEMBERSHIP (AS OF OCTOBER 27, 2011)

Chicago Geographic Service Area

- American Indian Association of Illinois - Chicago, IL
- American Indian Center - Chicago, IL
- American Indian Health Service of Chicago - Chicago, IL
- American Indian Studies - UIUC - Urbana, IL
- Metropolitan Tenants Organization - Chicago, IL
- Native American Support Program University of Illinois at Chicago - Chicago, IL

Eastern Sierra Geographic Service Area

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

Escondido Geographic Service Area

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

Redding Geographic Service Area

- Berry Creek Rancheria Tyme Maidu Tribe - Oroville, CA
- Cortina Indian Rancheria - Williams, CA
- Elk Valley Rancheria - Crescent City, CA
- Enterprise Rancheria - Oroville, CA
- Feather River Tribal Health, Inc. - Oroville, CA
- Fort Bidwell Paiute Indian Reservation - Fort Bidwell, CA
- Lassen Indian Health Center - Susanville, CA
- Local Indians for Education - Shasta Lake, CA
- Mechoopda Indian Tribe - Chico, CA
- Modoc Lassen Indian Housing Authority - Lake Almanor, CA
- Mooretown Rancheria - Oroville, CA
- Nor Rel Muk Wintu Nation - Weaverville, CA
- Pit River Tribe - Burney, CA
- Roundhouse Council - Greenville, CA
- Susanville Indian Rancheria - Susanville, CA
- Wintu Tribe of Northern California - Redding, CA
- Yurok Indian Housing Authority - Klamath, CA

Sacramento Geographic Service Area

- Big Sandy Rancheria - Auberry, CA
- Buena Vista Rancheria - Sacramento, CA
- Central Valley Indian Health, Inc. - Clovis, CA
- Cold Springs Rancheria - Tollhouse, CA
- Dunlap Band of Mono Indians - Dunlap, CA
- Ione Band of Miwok Indians - Ione, CA
- North Fork Rancheria of Mono Indians of California - North Fork, CA
- Picayune Rancheria of Chukchansi Indians - Coarsegold, CA
- Sierra Mono Museum - North Fork, CA
- Sierra Tribal Consortium, Inc. - Fresno, CA
- The Mono Nation - North Fork, CA
- Tuolumne Me-Wuk Tribal Council - Tuolumne, CA

San Jacinto Geographic Service Area

- Cahuilla Band of Indians - Anza, CA
- Chemehuevi Indian Tribe - Havasu Lake, CA
- Costanoan Rumsen Carmel Tribe - Pomona, CA
- Fort Mojave Indian Tribe - Needles, CA
- Indian Child & Family Services - Temecula, CA
- Morongo Band of Mission Indians - Banning, CA
- Native American Environmental Protection Coalition - Temecula, CA
- Reservation Transportation Authority - Temecula, CA
- Riverside-San Bernardino County Indian Health, Inc. - Banning, CA
- Santa Rosa Band of Cahuilla Mission Indians - Hemet, CA

Ukiah Geographic Service Area

- Bo-Cah Ama Council - Fort Bragg, CA
- Cahto Tribe of Laytonville Rancheria - Laytonville, CA
- Dry Creek Rancheria Band of Pomo Indians - Healdsburg, CA
- Guidiville Indian Rancheria - Talmage, CA
- Hopland Band of Pomo Indians - Hopland, CA
- Indian Senior Center, Inc. - Ukiah, CA
- InterTribal Sinkyone Wilderness Council - Ukiah, CA
- Lake County Citizens Committee on Indian Affairs, Inc. - Lakeport, CA
- Northern Circle Indian Housing Authority - Ukiah, CA
- Redwood Valley Rancheria - Redwood Valley, CA
- Redwood Valley Rancheria JOM - Redwood Valley, CA
- Robinson Rancheria - Nice, CA
- Round Valley Indian Tribes - Covelo, CA
- Scotts Valley Band of Pomo Indians - Lakeport, CA
- Sherwood Valley Rancheria - Willits, CA
- United Native Housing Development Corporation - Ukiah, CA

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

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

Our team of caring professionals:

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



California Indian Manpower Consortium, Inc.

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