



California Indian Manpower Consortium, Inc.
The CIMC Movement: Creating Positive Change for Native Communities

Program Year 2004
Annual Report



***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 2004 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 obtained by calling (916) 920-0285 or mail 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/Bishop Indian Tribal Council
- ⊙ Bo-Ca-Ama Council
- ⊙ Bridgeport Indian Colony
- ⊙ Calaveras County Mountain Miwuk
- ⊙ Cahuilla Band of Indians
- ⊙ Chemehuevi Indian Tribe
- ⊙ Cline Howard All Indian Veterans of Foreign Wars Post 4330
- ⊙ Coalition of the Chicago American Indian Community
- ⊙ Coastanoan Rumsen Carmel Tribe
- ⊙ Cold Springs Rancheria
- ⊙ Coyote Valley Tribal Council
- ⊙ Cupa Cultural Center
- ⊙ Dry Creek Rancheria
- ⊙ Dunlap Band of Mono Indians
- ⊙ Elk Valley Rancheria
- ⊙ Enterprise Rancheria
- ⊙ Feather River Tribal Health, Inc.
- ⊙ Federated Indians of Graton Rancheria
- ⊙ 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 of Pomo Indians
- ⊙ Manzanita Band of the Kumeyaay Nation
- ⊙ Mechoopda Indian Tribe of Chico Rancheria
- ⊙ Metropolitan Tenants Organization
- ⊙ Modoc Lassen Indian Housing Authority
- ⊙ Morongo Band of Mission Indians
- ⊙ Native American Environmental Protection Coalition
- ⊙ Native American House
- ⊙ Native American Promotions, Inc.
- ⊙ Native American Support Program/University of Illinois at Chicago
- ⊙ Native Foundations, Inc.
- ⊙ North Fork Rancheria
- ⊙ Northern Circle Indian Housing Authority
- ⊙ Owens Valley Board of Trustees
- ⊙ Pala Band of Mission Indians
- ⊙ Pala Boys & Girls Club
- ⊙ Pala Fire Department
- ⊙ Pauma Band of Mission Indians
- ⊙ Picayune Rancheria of the Chukchansi Indians
- ⊙ Pinoleville Band of Pomo Indians
- ⊙ Pit River Tribe
- ⊙ Pomo Heritage Institute
- ⊙ Redwood Valley Reservation
- ⊙ Redwood Valley Reservation - JOM
- ⊙ Reservation Transportation Authority
- ⊙ Riverside - San Bernardino County Indian Health, Inc.
- ⊙ Round Valley Indian Tribes
- ⊙ Roundhouse Council, Inc.
- ⊙ San Pasqual Band of Mission Indians
- ⊙ Santa Rosa Band of Cahuilla Mission Indians
- ⊙ Santa Ysabel Reservation
- ⊙ Scotts Valley Band of Pomo Indians
- ⊙ Selnek-is Tem-Al Corporation
- ⊙ Sherwood Valley Rancheria
- ⊙ Sierra Mono Museum
- ⊙ Sierra Tribal Consortium, Inc.
- ⊙ Soboba Band of Luiseno Indians
- ⊙ Southern California Tribal Chairmen's Association
- ⊙ Southern Indian Health Council
- ⊙ Susanville Indian Rancheria
- ⊙ 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 and Toyon Wintu Center



Board of Directors

OFFICERS


<u>Chairman</u> <i>Benjamin Charley, Jr.</i> Bishop, California	<u>Vice-Chair</u> <i>Peggy Vega</i> Bishop, California	<u>Secretary</u> <i>Linda Wenzel</i> Lone Pine, California	<u>Treasurer</u> <i>Robert Smith</i> Pala, California
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GEOGRAPHIC SERVICE AREA REPRESENTATIVES

<u>Chicago</u> <i>Joseph Podlasek</i> Chicago, Illinois	<u>Escondido</u> <i>Marisa Ravago</i> Pala, 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>Roseanne Moose</i> Big Pine, California	<u>Redding</u> <i>Gary Rickard</i> Anderson, California	<u>Sacramento</u> <i>Wesley Sawyer</i> Sacramento, California	<u>NAWIC (ex-officio)</u> <i>Erna Smith</i> Vallejo, 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. 

<i>Richard Anderson, Actor</i> Entertainment Industry, Beverly Hills, California	<i>Joseph Podlasek, Executive Director</i> American Indian Center, Chicago, Illinois
<i>Ben W. Bendel, Retired</i> Pacific Gas & Electric Co., Granite Bay, California	<i>Margie M. Scerato, Accountant</i> Tribal Business Representative, Valley Center, California
<i>Jack Jones, Writer/Producer</i> Corporate Productions, Toluca Lake, California	<i>Erna Smith, Human Resources</i> USDA Forest Service Pacific Southwest Region, Vallejo, California
<i>Barbara Karshmer, Attorney at Law</i> Law Office of Barbara Karshmer, Berkeley, California	<i>B. Rocky Solas, Retired</i> USDA Forest Service, Las Vegas, Nevada
<i>Marilyn Majel, Family Services</i> Child Welfare/Social Services, Oceanside, California	<i>Benjamin Charley, Jr., CIMC Chairman</i> California Indian Manpower Consortium, Inc., Bishop, California
<i>Kathy Martinez, Personnel Manager</i> California State Personnel Board, Sacramento, California	



Executive Director's Report


At the California Indian Manpower Consortium (CIMC), our work continues to revolve around our commitment to work together to create positive change for the people and communities we serve. The dedication, expertise and passion demonstrated by our caring team of professionals to provide quality services meeting a varied range of needs has had a profound impact for our Native families and communities. During Program Year 2004, we met the challenges of preparing for a significant downsize in operations as a result of the end of the Youth Opportunity Grant demonstration project and expanding our focus to develop new program initiatives and opportunities. With the support of the Board of Directors, we worked together to fulfill our responsibilities to Native people, Native communities and the CIMC Membership in a shared effort to meet the 2004 challenges and embrace the opportunities we face in Program Year 2005.

I am pleased to report that our programs continue to lead to positive outcomes at the local, statewide and national levels. Our accomplishments of Program Year 2004 are reflected throughout this Report. Serving the children through our Child Care and Development Block Grant Program, continuing the opportunity for career, education, and

training paths for youth and adults through our Workforce Development and Youth Opportunity Programs, expanding services to the Elders in our participating Tribes and meeting the essential emergency services to eligible American Indian individuals and families throughout our vast geographic service area reflect the untiring work of CIMC's caring team of professionals. Our two VISTA volunteers have contributed tremendously to the sustainability efforts of the Youth Opportunity Program and expansion of services for our Elders. The logistical support provided through the U.S. Department of Labor Technical Assistance and Training contract continues to strengthen the Native American job training programs across the country and contributes to developing unified strategies for the future of the Native American workforce. Census 2000 data provided by our Census Information Center provides a look at trends and helps to better guide us as we work toward maximizing our resources. We have launched The California Wellness Foundation grant effort to support the Elders Program and have implemented two USDA Rural Business Enterprise Grants focused on developing trade for Native entrepreneurs and businesses in the global marketplace. We truly believe our aspirations can be achieved.

In order to complement our initiatives, we will build upon what works and define our priorities and focus accordingly. Our intention is to strive to reach our goals of generating the necessary funding to adequately support our programs and services; providing the highest quality of service; maintaining a strong voice and significant role in Indian and Native American employment and training issues; and standing 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.

As we acknowledge our accomplishments of this past year in this exceptional report, we embrace and remain committed to **"CIMC Movement: Creating Positive Change for Native Communities."**

My sincere appreciation to the CIMC Membership, CIMC Board of Directors, CIMC Native American Workforce Investment Council, and CIMC Staff - with your continued support, we will achieve higher goals. It is a privilege and honor to work for and with you. 

Lorenda T. Sanchez
Executive Director



Workforce Investment Act (WIA) Program

U.S. Department of Labor	Training Services Expenditures	\$429,958
Employment and Training Administration	Employment Services Expenditures	\$523,592
Division of Indian and Native American Programs	Other Program Services Expenditures	\$1,529,280
	Administration Expenditures	\$700,244
	Supplemental Youth Services Expenditures	\$249,455

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

U.S. Department of Labor	TAT Program Expenditures	\$904,522
Employment and Training Administration		
Division of Indian and Native American Programs		

Youth Opportunity Grant/Rewarding Youth Achievement Program

U.S. Department of Labor	Youth Opportunity Grant Program	\$1,982,592
Employment and Training Administration	Rewarding Youth Achievement Program	\$216,071
Workforce Investment Act, Title I		

Native Employment Works (NEW) Program

U.S. Department of Health and Human Services	NEW Program Expenditures	\$508,294
Administration for Children and Families		

Child Care and Development Block Grant (CCDBG) Program

U.S. Department of Health and Human Services	CCDBG -FY02 Program Expenditures	\$168,950
Administration for Children and Families	CCDBG -FY03 Program Expenditures	\$287,884
	CCDBG -FY04 Program Expenditures	\$253,215
	CCDBG -FY05 Program Expenditures	\$68,399

Tribal TANF Support Initiative

U.S. Department of Health and Human Services	ANA Program Expenditures	\$74,235
Administration for Native Americans (ANA)		

Elders Program

U.S. Department of Health and Human Services Administration on Aging (AOA)	AOA-1 Program Expenditures	\$89,312
	AOA-2 Program Expenditures	\$86,221
	AOA-3 Program Expenditures	\$171,643

Native American Caregiver Support Program

U.S. Department of Health and Human Services Administration on Aging	Caregiver 1 Program Expenditures	\$30,184
	Caregiver 2 Program Expenditures	\$30,879
	Caregiver 3 Program Expenditures	\$42,871

Nutrition Supplement Program

U.S. Department of Health and Human Services Administration on Aging	Nutrition Supplement Program 1 Expenditures	\$2,299
	Nutrition Supplement Program 2 Expenditures	\$5,864
	Nutrition Supplement Program 3 Expenditures	\$6,689

Disaster Relief Program

U.S. Department of Health and Human Services Administration on Aging	Disaster Relief Program Expenditures	\$1,774
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Health Lifestyles, Prevention, and Wellness Promotion of Native American Elders Program

The California Wellness Foundation (CWF)	CWF Program Expenditures	\$465
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Community Services Block Grant (CSBG) Program

State of California Department of Economic Opportunity Northern California Indian Development Council, Inc.	CSBG Program Expenditures	\$353,573
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Emergency Food and Shelter National Board Program

US Department of Homeland Security Federal Emergency Management Agency (FEMA)	FEMA Expenditures	\$2,851
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Developing Funding Opportunities for Native Entrepreneurs Mini-Grant

State of California Department of Economic Opportunity Northern California Indian Development Council, Inc.	Mini-Grant Expenditures	\$4,187
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*Workforce Development Program
Program Year 2004 Geographic Service Area*

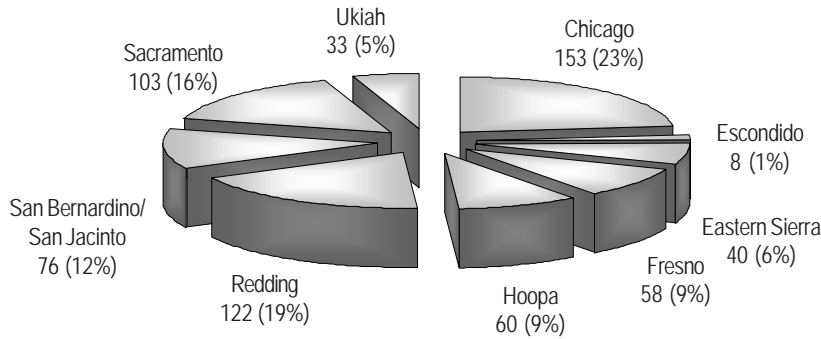




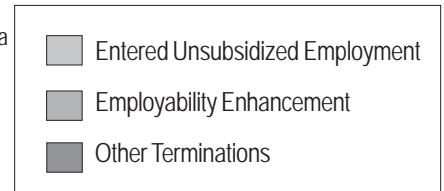
Workforce Development Program MIS Report

Workforce Investment Act Title I

Program Year 2004 Enrollments by Field Office



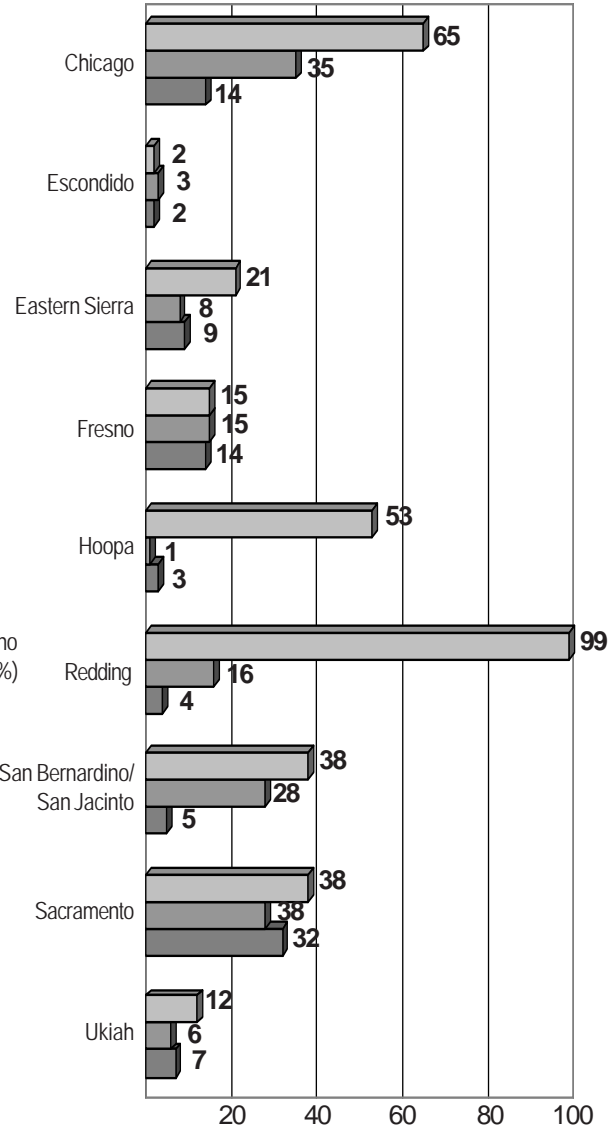
Total Enrollments	653
Entered Unsubsidized Employment	343
Employability Enhancements Only	140
Other Terminations	90
Participants Remaining at Year End	80



Overall WIA Program Performance Measures (based on characteristics of terminated participants)

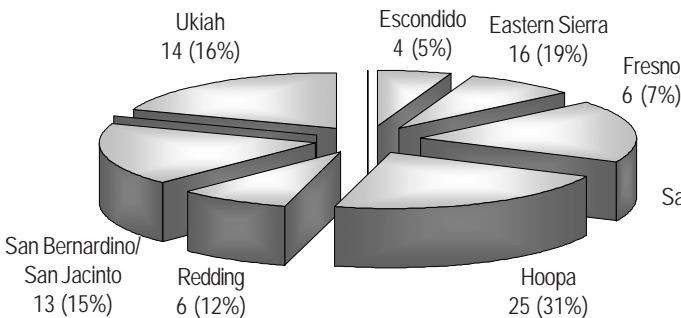
Total Terminations 573

	Minimum	Recommended Goal	Actual
Entered Employment	28%	44.7%	59.9%
Youth Progress	60%	78%	61.1%
Job Placement for Long-Term Jobless	25%	49%	61.9%



Native Employment Works

Program Year 2004 Enrollments by Field Office
(Total - 72)



Supplemental Youth Services

PY 2004 Total Enrollments 38



Chicago Based Operations

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

Chicago Based Operations (CBO) staff provided outstanding efforts in achieving program goals and exceeding its Program Year 2004 enrollment goal. CBO continued outreach efforts in its service area that includes the State of Illinois, and the three (3) counties of Clinton, Scott and Muscatine in the State of Iowa.

Noteworthy were exceptional enrollment increases in the Iowa service areas. Ongoing outreach efforts provided information regarding programs coordinated by the CBO office, and brought about an expanded base of participants in the overall geographic service area as well as alliances with community organizations.

Staff continued to be directly involved in numerous informational outreach activities. Attendance at these events resulted the identification of additional clients who subsequently received services.

In order to equip our participants, both youth and adults, with

the tools and skills necessary to adapt to and succeed in the world of work, the CBO Office provides an interactive Job Readiness Training program.

The two client computer systems of CBO continue to have high usage by clients. These systems have a resume program that allows both participants and CORE service clients to produce a standard resume for job search. In addition, these two computer systems have Internet access so all individuals can utilize the various nationwide job search programs such as Monster.com, America's Job Bank, etc. A free Typing Test has also been installed for clients to get a current typing speed. All these tools assist individuals in securing employment.

CBO continued participation on the State of Illinois Workforce Investment Board, where it holds the Native American seat. It also continued participation on the State of Iowa Region 9 Board and provided representation for both participants and Native American culture at these meetings.


Through the network system, which includes Tribal entities, One Stop Centers and business entities, CBO staff successfully leveraged its resources to provide the assistance needed in overcoming existing barriers for many participants. These ongoing working relationships with community allies made all the

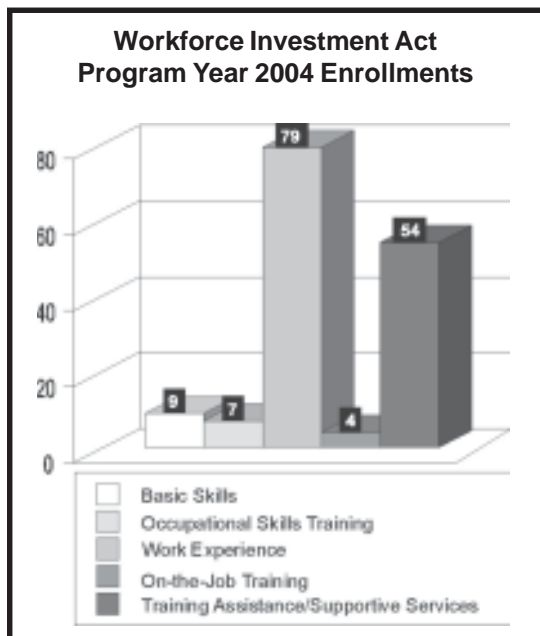


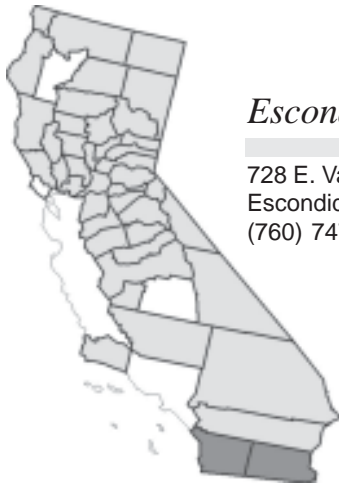
difference in providing appropriate, relevant support to participants.

In the Summer of 2004 and 2005, CBO was very proud to announce the availability of Summer Employment to all youth who were certified eligible. This was accomplished by reducing the amount of weeks a youth was working as more youth applied. Youth worked 5 weeks during the program.

CBO staff work with the National Ironworkers Training Program for American Indians located in Broadview, Illinois. This program offers a 12-week course that provides participants with the skills to be an Apprentice Ironworker. The CBO works with them on a regular basis with regards to referrals. The apprentice level enables the client to then secure a job as an Ironworker and, at the same time, work towards a Journeyman level. The CBO runs an estimated 90 percent completion rate for referrals to this program.

CBO staff members are committed to assisting Native people and are especially proud of those who have accomplished their goal of attaining self-sufficiency and have successfully entered into unsubsidized employment. 





Escondido Field Office

728 E. Valley Parkway, Suite E
 Escondido, California 92025
 (760) 747-1440 - (800) 748-5259-TTY

Program Year 2004 Service Area



Program Year 2004 was a year of reassessment and development, which resulted in improvements and developing alternative ways to provide maximum access to services for membership organizations and consortium tribes in the most cost effective manner possible. The Escondido Field Office (EFO) staff worked diligently to provide a variety of services to eligible participants with assistance to attend vocational training, and receive work experience and resources needed to enter valid employment openings. Youth services also provided work experience opportunities through the summer youth program and in-school work activity.

While the larger geographic service population is predominantly urban, the target population is reservation based. San Diego County has the largest number of

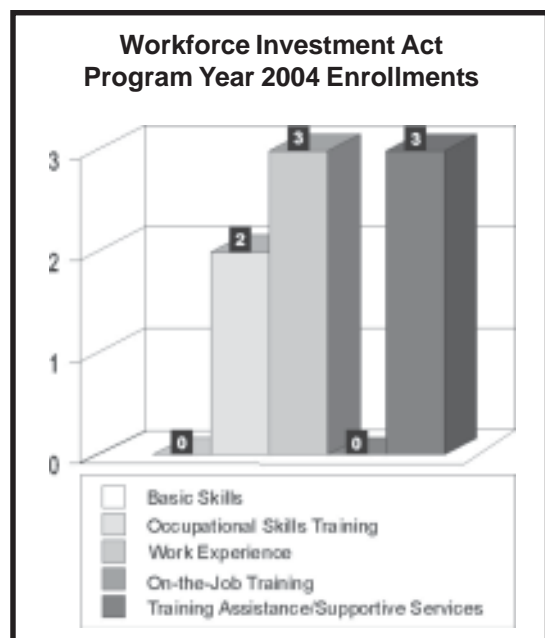
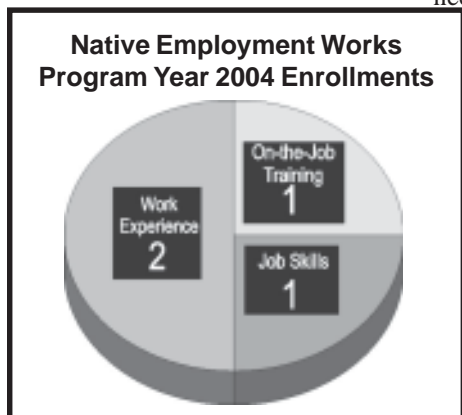
Indian reservations of any county in the United States and the major obstacles facing these reservation residents are the geographic remoteness of their locations and the lack of adequate access roads to/from available educational and training programs.

This year collaborations were established with the Southern California Tribal Chairman's Association Tribal Temporary Assistance for Needy Families (TANF) program and Sycuan Inter-Tribal Vocational Rehabilitation regarding office space availability to deliver services from these key locations on an ongoing basis for the maximum benefit of their residents. This constitutes a major savings on infrastructure costs for a field office remote to these residents and prioritizes their needs in the delivery of maximum services.

This year the EFO established a new worksite at "The Bridge" Indian Training Trust Fund, which provides Native Americans with incentive training and college credit in the construction trades and hospital-

ity industries. Placements at "The Bridge" heightened overall awareness regarding the many challenges experienced by the area youth, and provided an incentive to secure additional funding for enhanced services for this population segment. This exciting development initiated strategic planning for proactive partnering within the scope of meaningful project objectives.

The EFO staff looks forward to increase productivity and assist participants achieve their employment goals in the coming year. 🐦

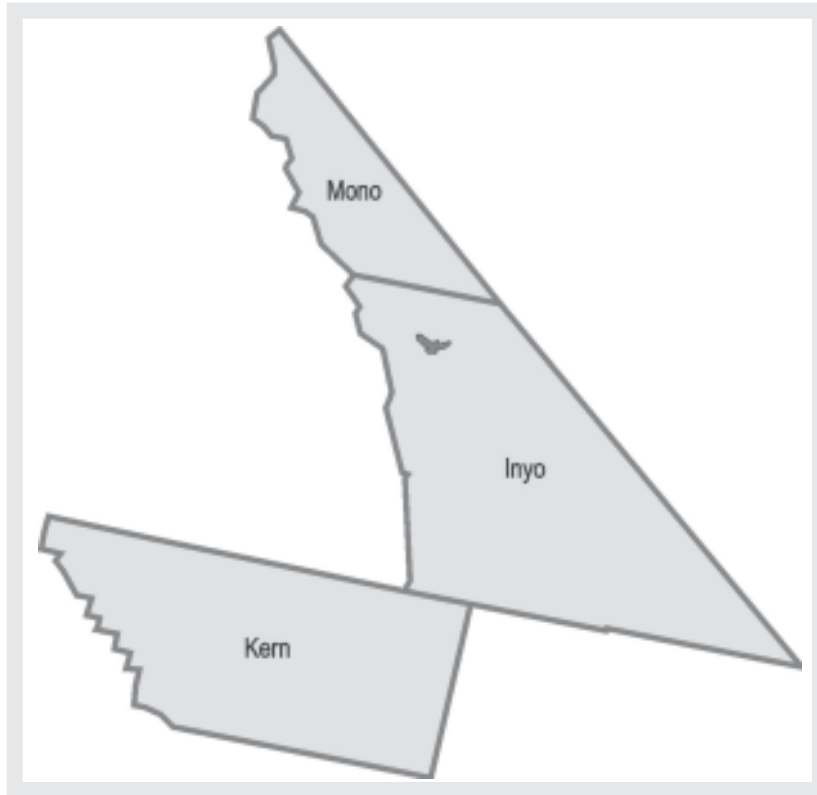




Eastern Sierra Field Office

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

Program Year 2004 Service Area



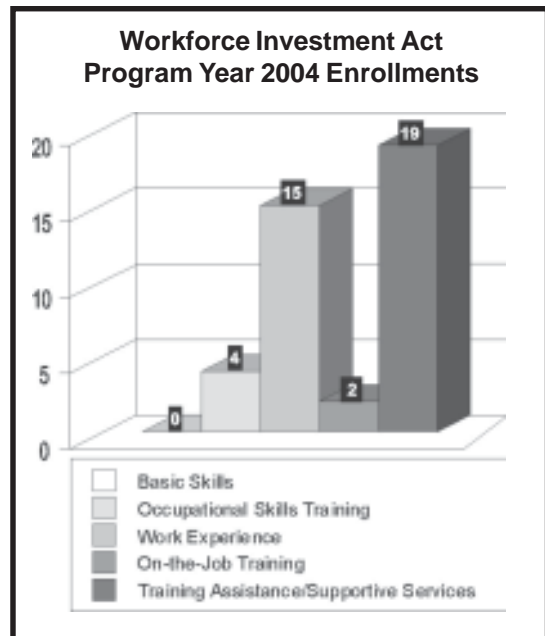
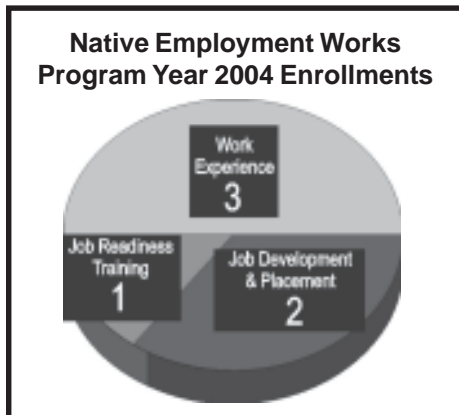
The Eastern Sierra Field Office completed the Program Year 2004 with a high level of participation and success. One of the success stories involves one individual who completed Heavy Equipment Training and gained employment at a sand and gravel business. Another participant enrolled in the Bakersfield Barber College who has a job waiting for him upon graduation.

ESFO networked with the community to develop worksites. The Paiute Palace Casino continues to provide opportunities for full time employment placements.

One participant from the Lone Pine Reservation completed CIMC's Entrepreneurial Training Program. The training received helped him develop his small business.

ESFO staff presented seminars on resume and cover letter writing at a special event for high school students hosted by Big Pine Indian Education Center. Representatives from Big Pine Education Center, CIMC, TERO, Human Resources Department of the Bishop Paiute Tribe, Owens Valley Career Development Center, and Big Pine Tribal Office were present.

Overall, the Eastern Sierra Field Office had a very successful year in helping individuals on to the road of employment. 🕊



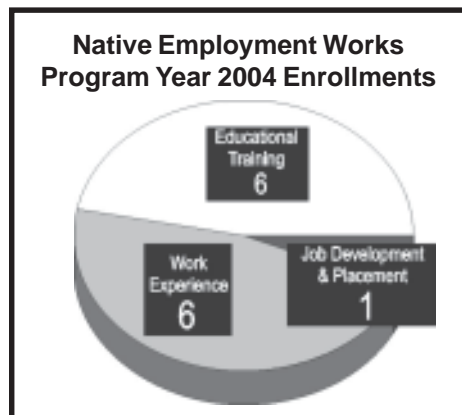


Fresno Field Office

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

Program Year 2004 was a successful year for the Fresno Field Office (FFO) and participants. A range of services was provided to customers. FFO staff members focused on meeting the planned enrollment allocation for PY04 for the WIA and the NEW programs and providing efficient quality services to customers. FFO recognizes that teamwork is essential for accomplishing its objective.

FFO networked with the Fresno County Workforce Connection One-Stop Centers Partners, Merced Work Net, Mariposa Job Connection, Employment Development Department of Fresno, Merced, and Mariposa Counties, State Rehabilitation Department, Inter Tribal Council of California, and Temporary Assistance for Needy Families (TANF) programs. Many referrals were received throughout the year from the contacts with One-Stop Centers. The most rewarding referrals came from previous participants who referred their family and friends to CIMC.



Meetings attended during the year included the Fresno County Workforce Investment Board, the Fresno County Workforce Investment Board (FCWIB) Adult Council, the FCWIB One-Stop Performance Subcommittee meeting, Mariposa One-Stop Advisory Committee, Job Corps Orientation, and Fresno County Human Services Annual.

FFO has continued group orientations as a way to provide information about CIMC program services to as many customers as possible for outreach and recruitment. Other outreach and recruitment services consisted of networking and receiving referrals from other providers and mailing of brochures and applications to agencies and tribal offices.

The resource center has been maintained to enable customers to use the computers for online job search, including logging onto job banks, researching labor market information, conducting career exploration, and reviewing training sites. Other resources included job openings posted on the bulletin board, resume preparation, application completion, and availability of printed material relevant to employment, and additional relevant training. Appointments were scheduled for customers who needed individualized assistance.

FFO was successful, through door-to-door contact, in job development efforts to

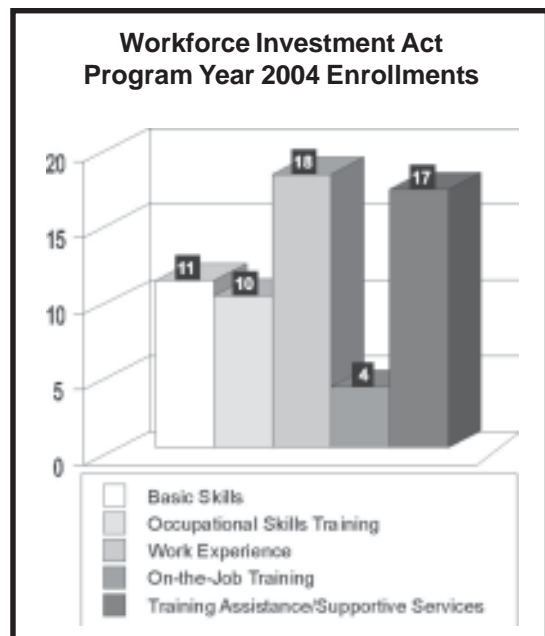
Program Year 2004 Service Area



involve private for-profit employers as new worksites and for direct referrals for job openings. A number of participants received unsubsidized employment as a result of these recent employer contacts.



FFO appreciates the support of community members, employers, training sites, board members and other CIMC staff for their collective efforts to improve the lives of Native individuals within the FFO service area. Further, staff members are proud of participants who have succeeded in attaining their employment goals.





Hoopa Field Office

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

In Program Year 2004, the Hoopa Field Office (HFO) continued its commitment to meeting the needs of the general public by developing a professional atmosphere in the office and reaching out to the people by attending community functions to provide information on the offered programs.

During this program year, HFO served as a Job Market site for the community. The section of the office used for the Job Market was totally re-organized and set up to function as a One-Stop for this area. A Job Search kiosk was secured for the site and a job board was developed. Job applications from many different worksites were obtained and made available for the job seeker to fill out while in the office. The kiosk has been a great asset for the community and has provided the job seeker with

the ability to identify jobs without having computer skills.


Computers were also available for the public to type resumes and conduct internet job search as well as identify information for possible careers. A fax machine was accessible to transmit resumes to selected employers. There has been a gradual increase in the Job Market participation by community members as they are able to come in and apply for unemployment on-line through internet access.

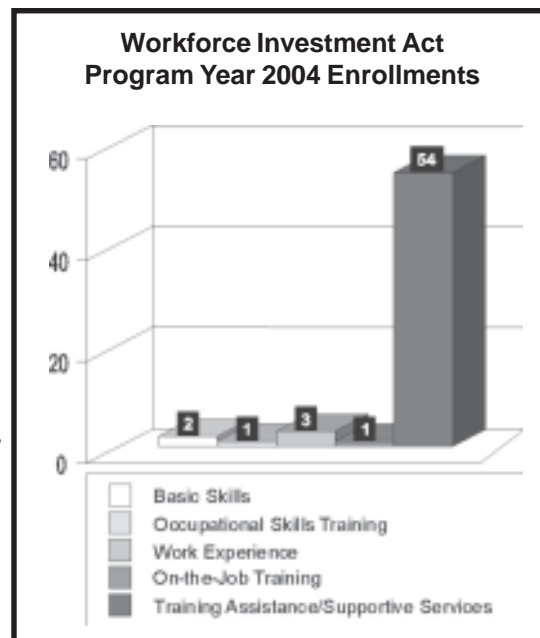
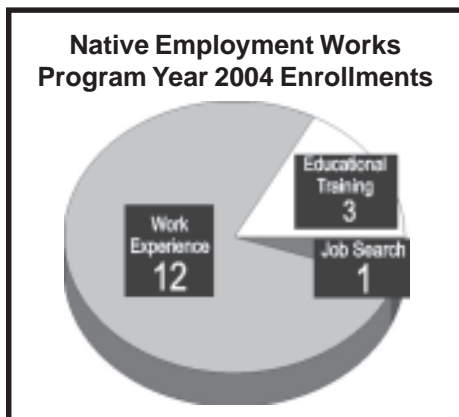
HFO continued its efforts to meet enrollment requirements, by providing information on possible job placement, career assessments, sharing program information and functioning as an integral part of this community to meet the needs of the service area. As a result, there have been many success stories during this past program year.

Through the area outreach efforts, alliances with several



programs were strengthened. A successful agreement was reached with the Northern Humboldt Adult Education Program to offer clients the opportunity to obtain a high school diploma.

The program year was full of challenges but, overall, it was the labors of the community that made this program successful; their goals, dreams and victories made it all work. 





Redding Field Office

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

Program Year 2004 Service Area



The Redding Field Office (RFO) has had a challenging and rewarding program year. RFO provided direct employment and training services to its clients throughout its large service area, which includes urban and rural areas.

Redding Field Office enrolled two clients into CIMC's Entrepreneur Training Program. Both clients have utilized their training effectively and have taken steps toward becoming self-employed.

Another area of success was the summer youth program where many youth gained valuable work experience in a variety of occupations at their respective worksites.

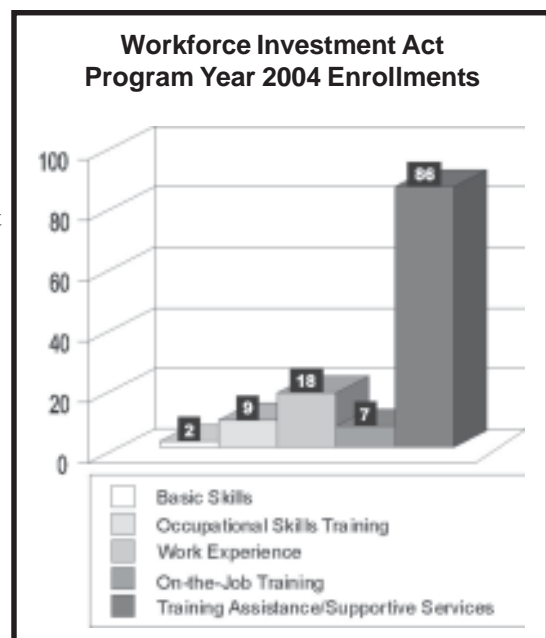
RFO staff attended many community events and various agency

meetings on a regular basis. RFO has been striving to reach out to strengthen our relationships with other agencies in order to expand networks of available resources for clients as they become more self-sufficient.

RFO staff thrives on the challenge of learning about other resources that are available and are excited to learn new ways and techniques that will be of benefit to clients. Some staff completed training as a Fire Starter through the White Bison teachings. Staff members attended the Women's Wellness Conference and participated in Vision Quest 2004 in which staff had the opportunity to provide input into the ten year plan of one of the local tribe's vision for their tribal community. Staff also attended the National Fatherhood Conference and the National

Business Women's Leadership Association Conference.

Redding Field Office staff members offer congratulations to each of the individual participants for their hard work and determination toward making positive changes in their Native community. 🦋





Sacramento Field Office

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

Program Year 2004 Service Area



The Sacramento Field office (SFO) worked in continued collaboration with partner organizations to provide optimum services in eleven counties with both rural and urban populations. For successful retention of employment, SFO provided supportive services to participants by assisting with purchases of appropriate clothing for the worksite; meal assistance; initial transportation costs and job related items.

SFO staff worked closely with CIMC's Community Services Block Grant (CSBG) program regarding referrals, which offered comprehensive assistance to participants. An example of this collaboration involved a young man who completed a demanding twelve-week training program through the National Ironworkers Training Program for American Indians, in Broadview, Illinois, then drove to California to access an ironworker apprenticeship offered in Sacramento. SFO provided his union membership dues, steel-toed work boots and transportation cost to the worksite, while the CSBG program assisted with securing affordable housing.

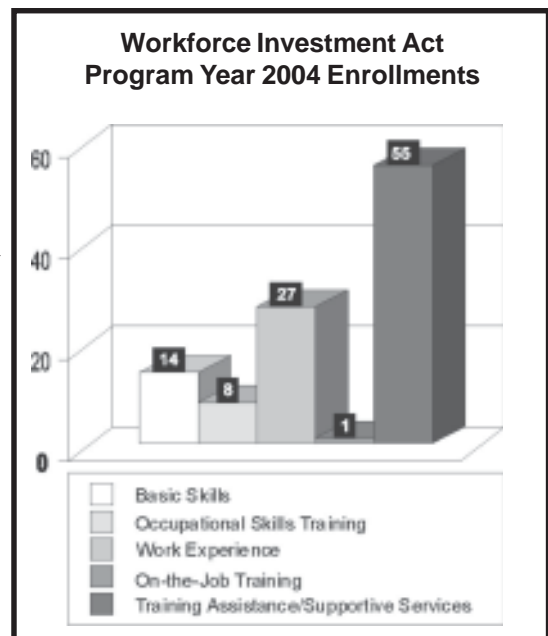
Staff members provided outreach information at several area events, including the West Sacramento EDD, One-Stop Job Fair, the Marysville Annual Powwow and D-Q University's Indigenous Day Celebration. SFO staff continued to reinforce relationships with various

One-Stop Centers in its service area by initiating contact for participant referrals, attending job-developer meetings sponsored by the local network; responding to referrals with follow-up contact to prospective clients and providing career assessments for shared participants. The Career Services Center/Employer's Training Resource in Stockton also provided a workstation for SFO staff to provide weekly coverage and consistent access to services for participants in their local area.

A World of Work workshop was provided for fourteen D-Q University students. The University provided classrooms and technical aides for on-site facilitation of several workshop modules. The goal of the WOW was to provide individuals with career counseling and assessments, professional resumes, interview skills, job readiness and job retention information and self directed placement strategies. Upon completion of this activity, participants were given the opportunity to provide feedback, which reflected the camaraderie shared by the individuals coming together

within this setting and the staff supporting specific issues of individual participants. These relational dynamics were significant and greatly valued as much as the curriculum information received.

The Sacramento Field Office staff are honored to assist clients with expanded services that are necessary for current or future development.





San Bernardino/San Jacinto Field Office

21250 Box Springs Road, Suite 204
 Moreno Valley, California 92557
 (909) 784-9962 - (800) 748-5259-TTY

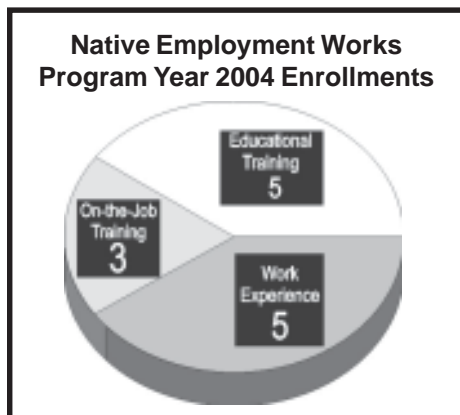
Program Year 2004 Service Area



This program year, the San Bernardino/San Jacinto Field Office (SB/SJFO) experienced a tremendous demand for Occupational Skills Training. Training was accomplished in occupations such as Truck Driving, Licensed Vocational Nursing, Medical Assisting, Medical Management, Office Skills, Air Conditioning and Refrigeration, Heavy Equipment Training as well as GED Preparation/High School Diploma and Adult Basic Education certification.

SB/SJFO staff contacted various training schools to update or amend previous agreements. They met with administrators, reviewed classes, fees and schedules and prepared and approved master agreements that provided the best opportunities and learning environment for participants.

Recruitment efforts for program



services were accomplished by traveling to Chemhuevoi, Fort Mojave, Barstow, Riverside, San

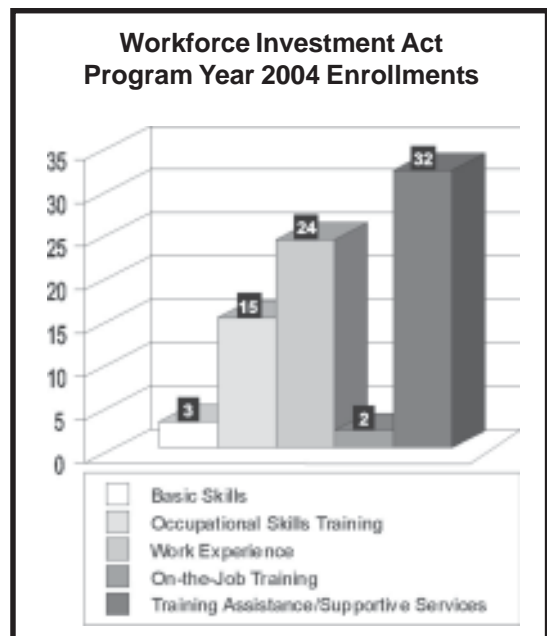
Jacinto, Banning, Thermal, Anza, Temecula and other surrounding cities. Many worksites were developed and employers were identified for job referrals and job placement.

Attendance and participation with One Stop Career Center meetings and Job Fairs within Riverside and San Bernardino counties continued to be fruitful. Collaborations resulted in many individuals receiving a myriad of services at locations that required less distance for travel.

SB/SJFO offers congratulations to the Torres-Martinez Desert Cahuilla Indian Tribe for their recognition as one of CIMC's Outstanding Employers.

SB/SJFO staff look forward to achieving its performance goals and continuing to help

improve the lives of Native people by providing quality services to them. The cooperation, support, input and contributions of CIMC's member organizations for the San Bernardino/San Jacinto Field Office staff member's efforts to build the best communities possible is greatly appreciated. 🐦





Ukiah Field Office

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

Program Year 2004 Service Area

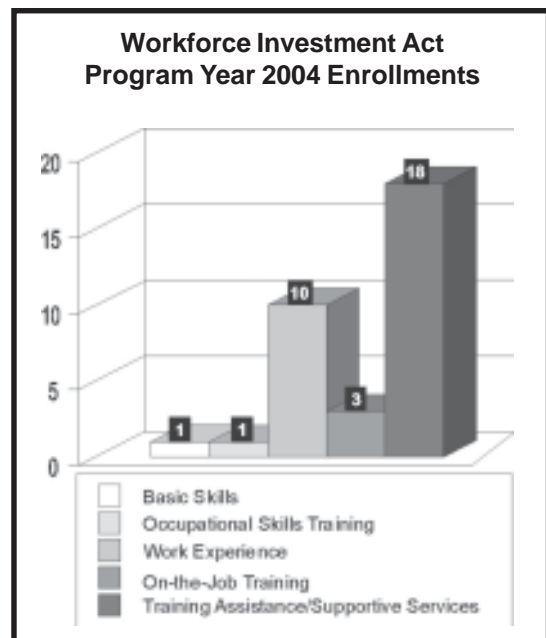
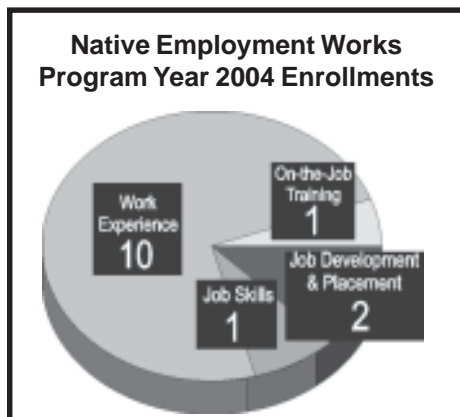


The Ukiah Field Office (UFO) would like to first acknowledge the community and Tribes for their continued support of the programs and recruitment of service. The staff is very pleased and happy to acknowledge past participants who have done exceptionally well in the programs and gone on to accomplish their personal goals. In particular, a number of participants made positive personal and professional life changes upon completion of these programs and UFO wishes to acknowledge them for their efforts to continually challenge and improve themselves.

One success story involves a young woman who has demonstrated her commitment towards her own self development through hard work. She has done an outstanding performance both in the program and her own personal endeavors. She came to the UFO in the midst of facing an number of barriers. She was provided enrollment into the Work Experience (WEX) program. Once she successfully completed the WEX program, she was placed in an On-the-Job Training position as an Administrative Assistant. Despite seemingly insurmountable obstacles,

she is currently employed and experiencing success at her new worksite.

The Ukiah Field Office staff looks forward to another great year of providing quality employment and training to the communities within its service area. 🐦





Entrepreneur Training Program Report

The “Leadership Training for Entrepreneurial/Small Business/Economic Development” sponsored by California Indian Manpower Consortium, Inc. is provided at no cost to eligible participants through monthly workshop sessions held in different geographic areas throughout California. Each session lasts two-three days for four months. Funding for this program is provided by the U.S. Department of Labor.

Along with learning how to develop a business plan, participants have the opportunity to learn essential business concepts including marketing, daily operations, financial management, and human resource management.

During Program Year 2004, this comprehensive course was presented in four two-three day training

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.

sessions in four areas in California -- Pala, Palm Springs, Arcata and Brooks, from February to May 2005.

To celebrate the accomplishments of the participants, a graduation ceremony was held at the Cache Creek Casino Resort in Brooks, California, during the final session of the training.

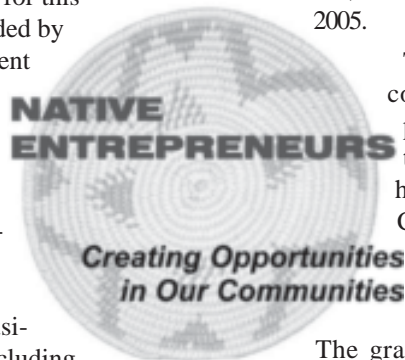
The graduation address was delivered by Ms. Susan Masten, a vice-president of Union Bank of California, former Chair of the Yurok Tribe and past President of the National Congress of American Indians.

Seventeen Tribal members/employees from the following tribes were trained in all aspects of entrepreneurship:

- Chukchansi
- Chumash
- Hoopa Valley Tribe
- Kumeyaay/Diegueno
- Mono-Big Sandy Rancheria
- Picayune Rancheria of the Chukchansi Indians
- Pit River Tribe
- Pueblo of Laguna
- Redwood Valley Rancheria - Pomo/Wappo
- Round Valley Indian Tribes
- Sherwood Valley Band of Pomo Indians
- Ute Mountain Ute
- Yurok Tribe

During Program Year 2004, entrepreneur training participants received extensive training from a select group of individuals with expertise in entrepreneurship:

- Dorothy Alther, California Indian Legal Services
- Kenneth Banks, Kenneth Banks Designs
- Suzanne M. Burcell, Business Consultant
- Jesse Burnett II, DigiBlu Business Services
- Dirk Charley, Sierra National Forest, USFS
- Michael L. Connolly, Laguna Resources Services
- Arnold “Bruce” Durbin, Adventure Tours
- Dan Golding, HOKAN Media Productions
- Peter H. Hackbert, Ph.D., Sierra Nevada College
- Daniel Jordan, Hoopa Valley Tribe
- Alsace LaFromboise, U.S. Bureau of Indian Affairs
- Julian Lang, Institute of Native Knowledge
- Richard Levine, Palm Desert National Bank
- Leroy H. Miranda, Jr., Pala Band of Mission Indians
- Bradley Mix, Coachella Valley Small Business Development Center
- Angela Monguia, California Indian Legal Services
- Virgil Moorehead, Big Lagoon Rancheria
- Robert Nash, Superior California Economic Development District
- Rita Nelson, California Department of Transportation
- Christopher H. Peters, Seventh Generation Fund
- Mark Radoff, California Indian Legal Services
- Elizabeth Ricketts, Osage Nation
- Gunnar Schalin, Procurement Technical Assistance Center
- Paul Stone, Musician/Artist
- Nick Summerfield, California Employment Development Department
- Valerie Van Winkle, Canyon National Bank
- Clarence Williams, California Capital Small Business Development Corporation and EnterFund
- Sharon Wise, Native American Housing Services



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.



Youth Opportunity Grant Program Report

Funded by an unprecedented \$16 million of federal funding, the California Indian Manpower Consortium Youth Opportunity Grant Program developed and implemented an innovative five-year demonstration youth development program that served 1,396 youth from 23 tribal lands located in California and Nevada. This culturally competent and asset-based program placed each youth on individualized pathways of learning and professional accountability, and created strategic collaborations with secondary and post-secondary school systems, justice systems, child welfare or foster care systems, private and public sector agencies, tribal councils and communities, and Native organizations.

The result was an impressive **82 percent retention rate for long term placements** (i.e. Native youth placed in positions related to higher education, occupational skills training, and unsubsidized employment), which ranked the CIMC YO! program fifth amongst all 36 youth opportunity grantees nationwide.

Though the program ended in May 2005, substantial results and outcomes were evident:


- CIMC YO! provided a five-year investment in the lives and communities of Native youth from 23 tribal field sites. These youth development efforts brought about increased numbers of high school graduates,

college bound students, occupational skills training participants, and non-subsidized employment placements. Unprecedented in most of the communities, the program provided the structure, knowledge, and resources for Native youth to actively take charge of their futures through proactive efforts with different stakeholders.

- CIMC YO! created and maintained ongoing collaborations with key partners: 23 Tribal Councils, community college and state university systems, law enforcement and juvenile justice agencies, tribal enterprises, CIMC Native American Workforce Investment Council (NAWIC), local Indian Education Centers (IEC), Tribal Education Centers (TEC), United National Indian Tribal Youth (UNITY), National Congress of American Indians (NCAI) Youth Commission, and Tribal Temporary Assistance for Needy Families (TTANF) programs.
- Tangible CIMC YO! program outcome was the availability of trained, experienced youth de-

velopment specialists who continued to reside and contribute their expertise to the 23 tribal communities throughout California and Nevada. Also, networks of YO! "graduates" went on to mentor younger youth, and promote and coordinate intergenerational activities with elders.

- Individual tribes and tribal consortiums conducted sustainability efforts based on youth and elder surveys that were designed and implemented by CIMC YO! staff, YO! youth, and two assigned AmeriCorps Volunteers in Service to America (VISTA). The survey results reflected regional concerns and aspirations to continue youth movement and promote economic development of local area.

- The realities of reservations' lack of infrastructure and economic development (i.e. no public transportation and extremely limited work opportunities) resulted in YO! program emphasis for Native youth to stay in school, attain their high school diploma, and enroll in an institution of higher learning. 



Participating Tribes

- Cahuilla Band of Indians
- Big Pine Paiute Tribe of the Owens Valley
- Big Sandy Rancheria
- Big Valley Rancheria
- Bishop Paiute Tribe
- Cahto Tribe Laytonville Rancheria
- Cold Springs Mono Tribe
- Coyote Valley Band of Pomo Indians
- Hoopa Valley Tribe
- La Jolla Band of Luiseno Indians
- Lone Pine Paiute-Shoshone Reservation
- Manchester Point Arena Band of Pomo Indians
- Morongo Band of Mission Indians
- Pala Band of Mission Indians
- Pauma Band of Mission Indians
- Redwood Valley Rancheria
- Round Valley Indian Tribes
- Santa Rosa Band of Cahuilla Indians
- Sherwood Valley Rancheria
- Soboba Band of Luiseno Indians
- Susanville Indian Rancheria
- Torres-Martinez Desert Cahuilla Indians
- Washoe Tribe of Nevada and California



Elders Program Report

The CIMC Elders Program operated during Program Year 2004 with funding from the U.S. Department of Health and Human Services, Administration on Aging. The program is funded under the Title VI of the Older Americans Act.

The primary purpose of the program is to ensure that the nutritional needs of participating elders are met. During the grant period of April 1, 2004 through March 31, 2005, a total of 2,177 meals were served in a congregate meal setting and another 35,341 meals were delivered to participating elders' homes. Currently, meals are prepared on-site at Robinson Rancheria and Susanville Rancheria; shelf-stable meals are provided at Fort Bidwell Reservation, Big Sandy Rancheria, Coyote Valley Rancheria and San Pasqual Reservation. Meals are purchased from other nutrition programs for delivery at Cold Springs Rancheria, Pauma Reservation and Santa Ysabel Reservation.

In addition to assisting with nutritional needs, the Elders Program made efforts to help meet some of the transportation needs of the elders at the Santa Ysabel Reserva-

tion and San Pasqual Reservation by purchasing two wheelchair-accessible vans in March of 2005.

Two AmeriCorps Volunteers In Service To America (VISTA) members from the National Society of American Indian Elderly (NSAIE) are providing their expertise in resource development and program implementation to the CIMC Elders Program. The goal of NSAIE is to

improve the lives and health of




American Indian elderly through direct grants to the tribes, program enhancement, and

VISTA member placements to increase capacity for participating tribes and consortia. The VISTAs have been working on an intergenerational culture/language preservation project; the mission of the project is to reduce isolation among Native American elderly while providing mentorship to Native American youth through coordinated intergenerational activities. Project ideas are being discovered through youth and elder surveys. These surveys will help the VISTAs coordinate activities based on each participating tribe's interests. Elders and youth will work together on projects, with hopes of a mutual re-

Elders Committees, made up of tribal elders, are being formed at participating tribes to help the elders decide how to best meet their aging needs. The San Pasqual Reservation Elder Pride Committee runs monthly elder meetings, luncheons and craft-making activities. In February, the Elder Pride Committee hosted a Valentines Day luncheon where elders were able to make medicine bags, mini-headdresses and dream catchers. The Elders Program is looking forward to new committees being formed at the other participating program tribes.

spect being gained between the generations and helping to preserve the tribal culture.

The VISTAs have also been researching and writing grants to expand upon the Elders Program services. In December 2004, CIMC was proud to hear that The California Wellness Foundation had approved a Healthy Aging grant for \$150,000 over a 3-year period. This grant is designed to: 1) involve elders and youth in age-appropriate exercises, 2) disseminate health/medical related information, 3) set up health-related reading corners at participating tribes, and 4) coordinate workshops on disease prevention/maintenance and healthy eating.

Elders Program staff and VISTAs were invited to give presentations at both the 2004 Corporation for National and Community Service Conference in Sparks, Nevada and the National Administration on Aging Title IV Technical Assistance Forum in Arlington, VA. There they were able to share how the CIMC Elders Program is managed in such a large capacity and collaborating with AmeriCorps and NSAIE. 

National Native American Family Caregiver Support Program

The CIMC National Family Caregiver Support Program, administered by the CIMC Elders Program is funded through the Older Americans Act Amendments of 2000. The Program provides services to families who are caring for an older relative with a chronic illness or disability. Services include information dissemination, referrals to various caregiver resources, counseling and support, temporary respite relief for caregivers, and supplemental services when possible. CIMC trained twelve individuals to be Native American Caregivers, September 1st and 2nd, 2004, in Sacramento.



Child Care and Development Block Grant Program Report

Program Year 2004 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

CCDBG PROGRAM SERVICES

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

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



provides payment for child care services for eligible families. Payments are authorized through the issuance of child care certificates, which parents take to child care providers.

A major emphasis of the program is parental choice; parents 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-four children from fifty families received services through the program. Each year, applications are taken on an on-going 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.

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

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.

Participating Tribes

FY2003	FY2004	FY2005	FY2006
Cahuilla	Cahuilla	Cahuilla	Cahuilla
Cedarville	Cedarville	Cedarville	Cedarville
Coyote Valley			
Elem	Elem	Elem	Elem
Fort Independence	Fort Independence	Fort Independence	Fort Independence
Lone Pine	Lone Pine	Lone Pine	Lone Pine
Mesa Grande	Mesa Grande	Mesa Grande	Mesa Grande
San Pasqual	San Pasqual	San Pasqual	San Pasqual
Santa Rosa Reservation	Santa Rosa Reservation	Santa Rosa Reservation	Santa Rosa Reservation
Santa Ynez	Santa Ynez	Santa Ynez	Santa Ynez
Santa Ysabel	Santa Ysabel	Santa Ysabel	Santa Ysabel
Sherwood Valley	Sherwood Valley	Sherwood Valley	Sherwood Valley
Tuolumne	Tuolumne	Tuolumne	Tuolumne



Community Services Block Grant Program Report

The Community Services Block Grant (CSBG) Program completed its nineteenth and began its twentieth 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 & 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

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

provides eligible applicants with immediate life necessities such as food, shelter, and utility assistance, leads to a reduction of poverty, and helps agencies such as CIMC build capacity and develop linkages.

- ➔ 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.


CIMC/CSBG Program staff members strive to provide the best services possible to our 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

The CSBG Program also receives supplemental nutritional funding for Sacramento and Yolo counties through annual grants originating at the Federal Emergency Management Agency (FEMA), and allocated locally by the Sacramento Regional Emergency Food and Shelter Board.

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

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 our staff, and enhance our efforts to move American Indian clients toward the primary goals of self-sufficiency and self-determination. 

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



Indian and Native American Technical Assistance and Training Contract 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 current contract performance period will conclude June 30, 2006. The tasks included in this grant support and contribute to the overall improvement of performance of the WIA Section 166 program. Contract 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, equipment and facilities; communications; and other related costs. Also, pay travel costs of selected small grantees to send a designated staff member to conferences.

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 Native American Employment and Training Council

Pay travel expenses of 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 designation, census, reauthorization, business relations, and reporting/performance measures work groups; to improve overall program grantee performance; and provide recommendations to the Division of Indian and Native American Program (DINAP).

Logistical support for UI Wage Record Feasibility Study

Provide for costs associated with three meetings of the UI Wage Study Technical Advisory Committee.

Micro-Enterprise Environmental Scan Project

Under contract, conduct and "environmental scan" to determine resources and expertise to better coordinate and leverage future investments in support of national micro-enterprise initiative.


Targeted technical assistance for Public Law 102-477 grantees

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

Tribal Colleges/Executive Order 1302 Initiative

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



Census Information Center Report

During Program Year 2004, the CIMC Census Information Center (CIC), continues to receive and complete census data requests from Indian or Native American individuals, groups, and companies located throughout California and the Nation.

Many requests for information were received from non-Native organizations with inquiries regarding Indian or Native American census data. The CIC is equipped to find most data regarding Indian or Native American individuals. Further, it is able to find data on any race, group, city, state, and county. The CIC also has the ability to break most data down to poverty rate, population,


employment status, education status, etc.

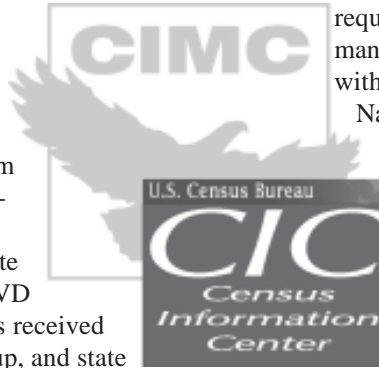
The CIMC CIC data library grows every year with more efficient and accurate census data. Data updates are received via email from the U.S. Census Bureau, including new publications, website updates, and CD/DVD data. Census data is received for every race, group, and state throughout the United States.

The CIMC CIC plans to take an extra step by creating its own CIMC CIC website. The website will have

user-friendly census data updates, CIC contact information, downloadable census data,

downloadable census request documents, and many viewable PDF files with numerous Indian or Native American census data. Construction of this website is planned to be completed during 2006.

The CIMC Census Information Center will continue to serve by providing census data upon request, updating data, creating maps, and strengthening on-line services. 





Tribal TANF Support Initiative Report

The Administration for Native Americans (ANA) Project grant focuses on Tribal Temporary Assistance for Needy Families (TANF) programs across the country. It is a collaborative effort between the Administration for Native Americans of the U.S. Department of Health and Human Services Administration for Children and Families, the National Congress of American Indians (NCAI), and California Indian Manpower Consortium, Inc. (CIMC).

The ANA Project is nationwide in scope and aims to:

- categorize Tribal TANF Best Practices and maintain related resource library/database for easy public access
- pinpoint outstanding, expert Tribal TANF peer mentors and match them up with nearby programs that have technical assistance needs

- coordinate and support activities of Tribal TANF Advisory Committee, a proactive advocate for all Tribal TANF programs.

The ANA Project at California Indian Manpower Consortium, Inc. is committed to improving the quality of services and coverage provided to eligible participants through the creation of a multi-pronged, self-sustaining system that includes: meaningful program and administrative support, useful best practices learning tools, and relevant representation of diversity of programs as reflected by the Tribal TANF Advisory Committee membership. The advent of rising expectations with regards to accountability for all Tribal TANF program stakeholders will improve the quality of service provided to those families in need and promote the development of self-sufficient, productive individuals.

During Program Year 04, ANA Project staff at CIMC set up the administrative and technological groundwork for successful implementation and completion of its target objectives as indicated in the project's work plan. Informative outreach efforts regarding the ANA Project were extended directly to all Tribal TANF programs nationwide and shared with any other tribes interested in Tribal TANF activities through various conferences. Solicitations for Tribal TANF Best Practices resulted in the collection of program data from a number of outstanding programs. Also, discussions with NCAI began the reinstatement of a proactive, productive work team that was representative of the different Tribal TANF program interests throughout the country—an effective Tribal TANF Advisory Committee.

Current Tribal TANF programs include:

- Association of Village Council Presidents
- Bad River Band of Lake Superior Tribe of Chippewa Indians
- Blackfeet Nation
- California Tribal TANF Partnership – Robinson Rancheria
- Central Council Tlingit and Haida Indians Tribes of Alaska
- Chippewa Cree Tribe of the Rocky Boy's Reservation
- Coeur d'Alene Tribe
- Confederated Salish and Kootenai Tribes
- Confederated Tribes of Siletz Indians
- Confederated Tribes of the Colville Reservation
- Cook Inlet Tribal Council, Inc.
- Eastern Shoshone Tribe of the Wind River Reservation
- Forest County Potawatomi Community
- Fort Belknap Community Council
- Hoopa Valley Tribe
- Hopi Tribe
- Klamath Tribe
- Lac du Flambeau Band of Lake Superior Chippewa Indians
- Lower Elwha Tribal Community of the Lower Elwha Reservation
- Menominee Tribe
- Mille Lacs Band of Ojibwe
- Morongo Band of Mission Indians
- Navajo Nation
- Nez Perce Tribe
- Nooksack Indian Tribe
- Northern Arapaho Tribe (Wind River Reservation)
- North Fork Rancheria
- Oneida Tribe of Wisconsin
- Osage Tribe
- Owens Valley Career Development Center
- Pascua Yaqui Tribe
- Port Gamble Indian Community of the Port Gamble Reservation
- Pueblo of Zuni
- Quileute Tribe
- Quinalt Indian Nation
- Red Cliff Band of Lake Superior Chippewas
- Salt River -Pima Maricopa Indian Community
- Shoshone-Bannock Tribes of the Fort Hall Reservation
- Sisseton-Wahpeton Sioux Tribe
- Sokaogon Chippewa Community
- Southern California Tribal Chairmen's Association
- South Puget Inter-tribal Planning Agency
- Spokane Tribe of Indians
- Stockbridge-Munsee Band of Mohican Indians
- Tanana Chiefs Conference
- Torres Martinez Tribal TANF Program
- Tulalip Tribes
- Washoe Tribe of Nevada and California
- White Mountain Apache Tribe
- Winnebago Tribe of Nebraska



Recognition

Twenty-Five Year Employee Recognition

Althea L. Boyd

Twenty Year Employee Recognition

Pauline Duro

Fifteen Year Employee Recognition

Sarah M. King

Ten Year Employee Recognition

Kim Short

Five Year Employee Recognition

*Sanford Nabahe
Onita Viramontes*

Five Year Board Recognition

*Linda Wenzel
Wesley Sawyer
Robert Smith*

Twenty-Five Year Membership Recognition

*Bridgeport Indian Colony
Manchester Point Arena Band of Pomo Indians
Northern Circle Indian Housing Authority*

Twenty Year Membership Recognition

*Berry Creek Rancheria
Sierra Mono Museum
Manzanita Band of the Kumeyaay Nation
Southern Indian Health Council, Inc.*

Fifteen Year Membership Recognition

*Washoe Tribe of Nevada & California
All Mission Indian Housing Authority*

Five Year Membership Recognition

Karuk Tribe of California