CIMC UPDATE: CIMC Condor Connection Newsletter - July 2018

CIMC Condor Connection
July 2018 - Volume V, No. 2

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- CIMC featured in National Congress of American Indians Workforce Development Toolkit
- CIMC hosted Coding Boot Camp for Youth
- CIMC participated in National Native American Veterans Gathering
- CIMC Caregiver Health and Wellness Conference
- CIMC 40th Anniversary Membership Meeting Update
- CIMC Native Entrepreneur Training Program Update
- Job Opportunities at CIMC
- CIMC Staffing Changes
- Upcoming CIMC Meetings / Events

CALIFORNIA INDIAN MANPOWER CONSORTIUM, INC.

The CIMC Movement: Creating Positive Change for Native Communities

LEADERSHIP Matters

FRAMING THE DISCUSSION

By developing new power-sharing structures to administer those related to a nation’s ability to design, implement, and sustain an effective workforce development program, it is increasingly important to establish shared understandings among nation’s political leaders and programmatic leaders. This requires a shift in mindset from thinking in terms of departmental silos, program components, etc. What responsibilities do each have in driving the nation’s workforce development activities? Are they in fact working in concert to advance the interests for national capacity building?

What should programmatic leaders focus on, and how should they communicate one another?

While defining those roles would seem a simple proposition, for decades many tribal leaders have insufficient “role confusion” due to a lack of federal policies that defined those roles for them. The tribal workforce is often fragmented, which often results in confusion and a lack of accountability, and even when leaders are clear about their roles, there is often unclear about the responsibilities of the workforce.

How do we move forward?

Innovation Snapshots

California Indian Manpower Consortium (CIMC)

Gearing to Native is a priority toward workforce and leadership success among the tribal nations in California. Together, ECDI, CIMC, and the California Workforce Investment Board (WIB) are committed to making California’s Native-owned businesses leaders in the Native economy with the new Leadership Development Training (LDT). This program trains leaders to create and sustain Native-owned businesses that will be economically vibrant and sustainable. The program will begin in June 2018.

Ysleta del Sur Pueblo (YDSP)

Innovative in training tribal leaders to be able to hire and adapt as economic climates and industries change in order to create a local workforce. The YDSP (Ysleta del Sur Pueblo) is a training program for tribal leaders in the field of leadership development. It is designed to equip tribal leaders with the skills and knowledge necessary to effectively manage their organizations and support the economic development of their communities.

QUESTIONS TO CONSIDER

- What is the extent of the involvement of your nation’s political leaders in the day-to-day provision of workforce development services? Do they micromanage issues?
- How much time engaging in the daily execution of your workforce development activities and your nation’s ability to develop effective solutions?
- Are your nation’s political leaders dedicating adequate time to workforce development?
- How are they becoming accountable for good performance?
- How are programmatic leaders connecting the daily work of programs to the overall vision of the nation?

POLICY RECOMMENDATIONS

- Political leaders: Encourage programmatic leaders to take calculated risks to develop innovative and effective programs, and ensure their continued existence to build national knowledge and experience.
- Programmatic leaders: Help programmatic staff develop the leadership skills to do their jobs.
- Native-owned businesses: Help Native-owned businesses to thrive.
- Together: Implement policies that support workforce and leadership development services.
- Leadership: Develop a leadership role that can build partnerships across sectors and programs.
- Together: Establish a formal process for regular communication and reporting that sets clear roles and responsibilities for multi-agency and interagency accountability between political leaders and programmatic leaders.

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CIMC, specifically the "Leadership Training for Entrepreneurial/Small Business/Economic Development" program is featured as an innovative program in the Leadership Matters section of the National Congress of American Indians (NCAI) "Tribal Workforce Development: A Decision-Framing Toolkit." NCAI identifies this toolkit as "A nation-building checklist for tribal workforce development." This toolkit shares the main findings of NCAI’s multi-year research project examining the innovative approaches to workforce development that tribal nations along with Native organizations and tribal colleges and universities are forging, how they are achieving success (as they define it), and why....read more

NCAI’s Tribal Workforce Development Toolkit: An Overview (video)

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**CIMC hosted "Hack the Rez" Coding Boot Camp for Native Youth**

The CIMC Career Pathways for Youth Program, partnering with The NBCUniversal Foundation, recently hosted the "Hack the Rez" Coding Boot Camp for youth. Through this training, 23 youth received website development training and each launched their own website. Each youth who completed the training were provided with a Mac laptop computer, purchased with funding from the Macdonald Foundation. Training was provided by General Assembly. The Boot Camp was held at the Pala Casino Spa Resort on June 25-July 3, 2018.
CIMC Board of Directors Chairman Benjamin Charley, Jr. (US Marine Corps veteran) along with the Big Sandy Rancheria of Mono Indians—Veterans of Foreign Wars Color Guard, and CIMC Executive Director Lorenda T. Sanchez traveled to Illinois for the 4th Annual National Gathering of American Indian Veterans on July 20-22, 2018. This is a yearly event held in the summer at Cantigny Park in Wheaton, Illinois and is hosted by the Trickster Gallery (CIMC Member). This three-day event honors veterans and military personnel of all cultures, eras, and branches in a Native way. The gathering included special panels led by veterans and veterans service providers on topics ranging from traditional health and wellness, working with the VA, jobs and economic development for veterans after service, and more. Photos provided by Carol Jennings, CIMC Executive Secretary, also in attendance.

CIMC Elders Program hosted Caregiver Health and Wellness Conference

The CIMC Elders Program Caregiver Health and Wellness Conference had 25 attendees. In addition to training in elder wellness and nutrition, attendees received MIPPA and Will & Trust training. The conference was held at the Diamond Mountain Casino Resort in Susanville, California on July 17-18, 2018.
The next CIMC Elders Program

**Elder Caregiver Health and Wellness Conference** is scheduled for October 23-24, 2018 at the **Black Oak Casino Resort** in Tuolumne, California.

**Click here for application.**

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**CIMC 40th Anniversary Membership Meeting Update**

The **CIMC 40th Anniversary Membership meeting** will take place at the **Pala Casino Spa Resort** in Pala, California on November 2-3, 2018. In addition to dynamic speakers, the meeting will feature recognitions of past CIMC Board of Directors members, and outstanding participants. The gathering will also include a luncheon and a special anniversary dinner.

**Sponsorships are still needed** to support this event and CIMC efforts to create positive change in Native communities. Please join with the following tribes, organizations, companies, and individuals who have already shown their financial support for CIMC:

- **Pala Band of Mission Indians**
- **California Tribal Business Alliance**
- **San Pasqual Band of Mission Indians**
- **Big Sandy Rancheria**
- **Morongo Band of Mission Indians**
- **Southern California Tribal Chairmen’s Assn**
- **Mooretown Rancheria**
- **Soboba Band of Luiseno Indians**
- **Sycuan Band of the Kumeyaay Nation**
- **Armon Isaiah Batiste**
- **Hub International / Randy Jorgenson**
- **Jesse Flyingcloud Pope Foundation (Buena Vista Rancheria)**
**CIMC Native Entrepreneur Training Program Update**

Highly motivated Indian and Native American individuals (21 years and over) who want to start a business or expand their existing business are invited to apply for the next training series of the CIMC Leadership Training for Entrepreneurial / Small Business / Economic Development, tentatively scheduled to begin in January 2019. Applications are accepted year-round.

[Click here for informational flyer](#)
[Click here for Application](#)

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**JOB OPPORTUNITIES AT CIMC**

CIMC is seeking applicants to fill the following positions:
- **Fiscal Manager** at the CIMC Central Office. Applications are due July 31, 2018.
- **CSBG Clerical/Eligibility Assistant** at the CIMC Central Office. Applications are due August 7, 2018.

[Download application at www.cimcinc.org](#)

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**CIMC STAFFING CHANGES**

Mr. **Lamar "Bear" Alexander** is now in the Workforce Development Coordinator III at the CIMC Fresno Field Office.

Mr. **Anthony Mota** is now the Field Office Secretary at the CIMC Sacramento Field Office.
UPCOMING CIMC MEETINGS / EVENTS

August 4, 2018: 10:00 am - CIMC San Jacinto Geographic Service Area Meeting - The Country Club at Soboba Springs, 1020 Soboba Road, San Jacinto, CA

August 7, 2018: 6:00 pm - CIMC Ukiah Geographic Service Area Meeting - Northern Circle Indian Housing Authority, 694 Pineville Drive, Ukiah, CA

August 11, 2018: 10:00 am - CIMC Sacramento Geographic Service Area Meeting - The Hotel at Black Oak Casino Resort, 19398 Tuolumne Road North, Tuolumne, CA

August 18, 2018: 10:00 am - CIMC Redding Geographic Service Area Meeting - Elk Valley Rancheria Administration Building, 2332 Howland Hill Road, Crescent City, CA

August 23, 2018: 6:00 pm - CIMC Escondido Geographic Service Area Meeting - Pala Band of Mission Indians Tribal Administrative Building, 12196 Pala Mission Road, Pala, CA

August 24, 2018: 3:00 pm - CIMC Board Committee Meetings - Pala Casino Spa Resort, 11154 CA-76, Pala, CA

August 25, 2018: 8:00 am - CIMC Board of Directors Meeting - Pala Casino Spa Resort, 11154 CA-76, Pala, CA

October 23-24, 2018 - CIMC Elder Caregiver Health and Wellness Conference - Black Oak Casino Resort, 19400 Tuolumne Road N, Tuolumne, CA

November 2-3, 2018 - CIMC 40th Anniversary Membership Meeting - Pala Casino Spa Resort, 11154 CA-76, Pala, CA