

Annual Report

OUR COMMUNITY | OUR POTENTIAL

2017



CAREER PLACEMENTS



DEGREES & CERTIFICATES EARNED



PEOPLE SERVED

TABLE OF CONTENTS

Messages From Our Leaders	2
Capital IDEA at-a-Glance	3
Celebration of Achievements	4
Graduate Success Story: Michele Haddock	5
Aurora Alworth Award Recipient: Lauren Glass	6
Mark Melliar-Smith Emerging Leader Award: Nancy Quiroz	7
Career Goals Achieved in 2017	8
Standout Moments From 2017	10
Financial Overview 2017	11
Invested Community	12
Board of Directors	13

Messages From Our Leaders

EXECUTIVE DIRECTOR



As Capital IDEA's Executive Director for nearly 20 years, I continue to be inspired by our students' remarkable determination to overcome every barrier in their way. A perfect example is this year's Aurora Alworth Award winner, Lauren Glass. Not even cancer could stop Lauren from achieving her dream of becoming a nurse (see Lauren's story on page 6). Regardless of their individual challenges, all Capital IDEA students share the common thread of having enormous potential that is just waiting to be realized. I am extremely proud of each and every one of our students and alumni.

Steve Jackobs | Capital IDEA Executive Director

BOARD CHAIR



We believe all of our Central Texas neighbors should have access to an education which prepares them for the best careers of today and the future. This is why the Capital IDEA model continues to flourish – we sponsor career pathways where the opportunities for employment and growth are plentiful. With our entire state experiencing a shortage of nurses, we are doing our part to help bridge this gap. In 2017, half of the 356 people accepted into the Capital IDEA program are now on the path to becoming a Registered Nurse. And thanks to our funding partner, St. David's Foundation, we were also able to start recruiting future nurses in neighboring Hays County (read more about this on page 10).

Juan Garza | Capital IDEA Board Chair, 2017 | Austin Energy, Retired

TREASURER | AUSTIN INTERFAITH



Twenty years ago, Austin Interfaith and the Central Texas business community joined forces to tackle some big community problems. At that time, the rising cost of living was burdening more and more of our community. Many were already working several jobs to try to make ends meet. Without the time or money to afford tuition, childcare and other expenses, going back to school to pursue better paying careers was out of the question. At the same time, local businesses were finding themselves in need of workers in many skilled occupations. At the intersection of those two community needs, Capital IDEA was born and has continued to return great value back to the community. We are proud to report that taxes and government aid savings have returned over \$60 million to taxpayers so far, and we look forward to tens of millions more as our alumni continue their careers.

Rev. Katie Wright | Capital IDEA Treasurer, 2017 | Austin Interfaith Leader

Capital IDEA at-a-Glance



CAREER PLACEMENTS

131 Career Placements in 2017



The average starting wage for all career placements in 2017 was **\$20** per hour.

On average, annual incomes quadrupled compared to their earnings at enrollment.

Our goal is to place our students in fields and positions that make use of the knowledge and skills they have acquired. Some students enter job placement early. In 2017, 32 of the 131 job placements were for students placed early.



DEGREES & CERTIFICATES

112 Degrees & Certificates Earned in 2017

HEALTHCARE



64% of the credentials earned in 2017 were in the healthcare field.
[44% Nurses]

TECH



21% of the credentials earned in 2017 were in information technology.

TRADES & OTHER



15% of the credentials earned in 2017 were in professional trades, applied technology, science, or other fields.

Note that December graduates are often placed in careers the following year.



PEOPLE SERVED

958 Central Texas Adults Served in 2017

In 2017, 958 individuals received direct support from Capital IDEA in the form of career navigation, guidance, financial assistance, and/or job placement. Additionally, 793 children experienced spill-over benefits from having a parent supported by Capital IDEA.



GENDER

Men: 25%
Women: 75%



AGES

under 24: 38%
age 25 to 34: 36%
age 35 to 44: 18%
age 45+: 8%



ETHNICITY

Hispanic: 52%
African American/Black: 23%
White/Anglo: 20%
Asian: 3%
Other: 2%

Celebration of Achievements



2018 Board Treasurer Jawana Gutierrez (left) presents awards to Nancy Quiroz (center) and Lauren Glass (right) on February 9, 2018.

CELEBRATING OUR HEROES!

Each year, we host a special luncheon to celebrate the successes of our degree and certificate earners who've finished their programs. These hard-working students make numerous personal sacrifices to secure a brighter future for themselves and their families. When their hard work pays off, it's time to celebrate!

On February 9, 2018 supporters, students, and guests all joined us for this year's luncheon, hosted by our long-time employer partner and event sponsor Seton | Ascension. Read on for the inspiring stories shared by graduates Michele Haddock, Nancy Quiroz, and Lauren Glass.



At our luncheon, from left: Senior Employer Coordinator Ron Modesty, Chief Executive Officer at MS² Technologies Andy Martinez, Senior Lending Advisor Mortgage Banking Division at JPMorgan Chase Rick Burciaga, and former Capital IDEA Board Member Robert Martinez

THANK YOU TO OUR EVENT SPONSORS



SAMSUNG

StDavid's HEALTHCARE



GRAY & BECKER P.C.
ATTORNEYS AT LAW

PMG..... Your "Off-Site" Personnel Department!



Montemayor Britton Bender PC
CERTIFIED PUBLIC ACCOUNTANTS



Michele Haddock, Capital IDEA Graduate and Lead Operating Room Surgical Tech, with her son Gabriel at the Celebration of Achievements Luncheon.

GRADUATE STORY: MICHELE HADDOCK

I'm proud to say I was one of Capital IDEA's first graduates to complete the Surgical Tech program at Austin Community College (ACC). Now I am a Lead Operating Room Surgical Tech with St. David's Healthcare and Restora Austin. I've had an amazing career so far, and it keeps getting better. I couldn't have imagined myself working in a hospital, much less an operating room, before I started with Capital IDEA. I didn't know I had it in me.

Growing up I was the oldest of five kids, and a formal education was not a priority. My mother had me at the young age of 16. Following in her footsteps, I dropped out of high school, and I too became a young mother. I found myself living in government housing, working minimum wage at a daycare, and seeing that I was going nowhere.

A flyer at a church introduced me to Capital IDEA, and I attended a job fair to learn more. They told me they were helping people who wanted to go to school but couldn't afford it, people who thought they could go nowhere — people like me. I thought it sounded too good to be true, but I figured I would apply and see what happened.

As I kept walking around, I saw a table with instruments and it reminded me of my Dad's toolbox. The woman

at the table was Kathy Baumbach, from Austin Community College. She told me all about ACC's Surgical Tech program and it piqued my interest. I'd found my future career.

But to get into ACC, I needed to pass an entrance exam. I took it and failed. But I was a Capital IDEA student, so this didn't stop me. Capital IDEA enrolled me in a course they now call the College Prep Academy to help me refresh my academic skills. I retook the test, and I passed it without a problem.

Two days after being accepted into the Surgical Tech program, I found out I was pregnant. I was immediately worried that I wouldn't graduate. But again, Capital IDEA was there. They paid for my tuition, books, scrubs, and helped with my child care fees. For every obstacle, they had a plan in place to help me succeed.

I kept going and arranged to take my exams early, but my baby girl decided to come early too. I took my CRE exam on a Friday, had my daughter on Saturday, went home on Sunday, and went back to school on Monday to finish my exams. It was tough, but when I felt like I couldn't go on, Eva or Dazzie, my Capital IDEA mentors, were there to let me cry, pick me up, and send me on my way.

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MICHELE'S STORY CONTINUED...

After graduation, I got a job with St. David's as a new surgical tech. I worked hard and took every opportunity to learn new skills, procedures, and specialties. Now I specialize in robotics, open heart surgery, plastic surgery, and gynecological procedures. A couple years ago, two of the plastic surgeons that I had worked with started their own practice and asked that I come be a part of their staff as a private tech. I am now lucky enough to be both a private tech and be able to work on open heart procedures, which are two of the ultimate goals you can reach as a surgical tech.

It's amazing to look back. When I started, I was so young and unsure of my future. I will freely admit — I was poor and probably wouldn't have made much with my life. Capital IDEA gave me the tools and life skills I desperately needed. They built a strong foundation in me; in all of us.

My son Gabriel and I used to do homework together every night, and now he is college, enrolled at Texas State University. My family and I are a success story without a shadow of a doubt, and I have these wonderful people to thank for it. Thank you, Capital IDEA, I am who I am today because you believed in me.



Aurora Alworth Award recipient Lauren Glass with her father.

AURORA ALWORTH AWARD RECIPIENT: LAUREN GLASS

This year's Aurora Alworth Award recipient is an extraordinary woman who has persevered and overcome adversity in truly heroic ways. Lauren Glass came to Capital IDEA with a goal of becoming a nurse and building a new life for herself and her family. She had the drive to go after her goals, but as a single mom struggling to make ends meet, she needed the help Capital IDEA could offer. With her tuition covered and her books purchased, Lauren applied herself to her studies. She took on a fulltime coursework, cared for her children, and managed all the other aspects of her life, all on her own.

Then, while still in college, Lauren learned the frightening news that she had thyroid cancer. Despite the emotional turmoil and the treatment she required, Lauren was determined not to give up on her education. With the help and flexibility of the nursing department, Lauren was able to continue in her classes. She even graduated on time. Her perseverance was truly inspirational, and her diligence paid off! Lauren is now cancer free and has a promising career as a Hospice RN Case Manager with St. David's Healthcare. Today, Lauren is not only self-sufficient, she is also a homeowner and an active member of her community who participates in charity events and mentors nurses-in-training. Well done, Lauren! You are a hero to us all.





Nancy Quiroz (center) with her family at the Annual Celebration of achievements Luncheon in February.

MARK MELLIAR-SMITH AWARD RECIPIENT: NANCY QUIROZ

This year's Mark Melliar-Smith Award recipient is Nancy Quiroz. Nancy is a current Austin Community College student in her final semester of nursing school. She will graduate this spring, achieving her lifelong dream of becoming a nurse. While at ACC, Nancy has dedicated herself to her studies, her two children, and to helping her fellow nursing students give back to the community with their time – the most valuable resource of all.

Nancy is a frequent public speaker who shares with the youth in her community about the importance of continuing their education after high school. Nancy says "in the zip code where I come from, 25% of the population lives below the poverty level. Working to help pay the bills and contribute to their home usually outweighs the cost of going to college." Nancy sees herself as a role model who can do two important things: lead by example and share the information she's found since "just knowing about their options to pay for college can have a drastic positive affect on their future."

This past fall, Nancy was elected as the Associate Degree Nursing Student Association Community Liaison. As the Community Liaison, Nancy organized volunteer events for the Special Olympics, Central Texas Food Bank, Hurricane Harvey relief efforts, HopeFest, and Ronald McDonald House, among other

organizations. Nancy recalls "we had over 20 nursing students volunteer. I am so proud to be a part of a community such as this." Nancy is also a regular blood donor, having seen through her work in the medical field the life-saving effects of blood transfusions. She was also inducted into the Phi Theta Kappa Honor Society in 2017.

About Our Awards

Aurora Alworth Award

Aurora was one of Capital IDEA's first students. While enrolled, she was diagnosed with cancer. Aurora stayed committed to her education, and encouraged others with her upbeat personality. Although Aurora lost her battle with cancer in 2002, her spirit continues to inspire us.

Mark Melliar-Smith Award

To cultivate a spirit of leadership among our students and graduates, each year Capital IDEA selects a Mark Melliar-Smith Emerging Leader. This award is named for founding Board member Mark Melliar-Smith. Mark's level of involvement and dedication over his twelve years on the board serves as our example of excellence in leadership.

Career Goals Achieved in 2017



Healthcare Employers

Hiring in 2017

Acadian Ambulance Services
of TX, LLC

Arise Healthcare

Austin Regional Clinic

Baylor Scott & White

Brookdale Senior Living

Clinical Pathology Labs

CommUnity Care

Dr. Catherine Boenitz

Dr. Karla Frazier

Fayette County EMS

Heartland

Leander Dental

Pediatric Junction

Regency Integrated Healthcare

Reliant Rehabilitation

Rock Springs Hospital

Satellite Healthcare

Senior Care Centers

Seton | Ascension

St. David's HealthCare

Texas Health and Human
Services

University of Texas

Vibra Healthcare

Healthcare Employees

Hired in 2017

Kimberly Addison

Rita Aniekwu

Lori Bailon

Alesia Blackwood

Candace Buck-Ledesma

Maricarmen Buelow

Shellie Caballero

Clarrissa Carrillo

Indra Cazares

Cheryl Chambless

Kellie Chargois

Nathaniel Chavez

Lucy Chibesa

Maria Chronis

Elizabeth Collins

Christiana Cowick

Ryan Dao

Erica Davila

Angelica Dominguez

Darmyelesh Fenta

Daniel Flores

Christian Flores

Roseanna Fulton

Mary Godinez

Tenee Goff

Guadalupe Gomez

Laura Gomez

Susan Gonzales

Heather Gorske

Valerie Guillen

Luisa Gutierrez

Timothy Hatcher

Tremisha Henderson

Elida Hernandez

Laura Hernandez

Adriana Hernandez

Kayla Hicks

Michael Holman

Emily Huggins

Zainab Jabr

Laura Jaimes-Hernandez

Caroline Long

Mayra Lopez

Stephanie Martinez-Rodriguez

Howaneiqua McCreary

Heather McKeown

Jeannette Medel

Yarletis Medina

Yesenia Mir

Eric Munoz

Erica Muriel

Alejandra Narvaez

Franklin Ngoue Ngoue

Belinda Ojeda

Casmira Okeke

Desiree Owens

Ashley Ramirez

Stephanie Reyes

Amber Rikken

Sonia Rivas

Cierra Rodriguez

Sherika Roland

Gisela Ruiz

Tania Santiago

Sheila Schmidt

Blake Schmitt

Katie Schorre

Elisabeth Singler

Kimberly Spencer

Allyson Stevenson

Dyandra Taylor

Lindsey Todd

Caline Tsapmo

Iris Villanueva Perez

Krystal Wohlgemuth

Elisa Zuniga



Trades and Other Employers

Hiring in 2017

AutoNation Chevrolet
 Bioo Scientific
 Broward Factory Services
 Home Warranty
 Cenikor Foundation
 Hendrick Automotive Group
 InSight Psychological and Behavioral Health Services
 Mindlance
 Randstand
 Roger Beasley Mazda
 Silicon Labs



Tech Employers

Hiring in 2017

Bluebonnet Trails Community Services
 City of Austin
 INCONMA LLC
 Indeed
 National Express
 Samsung
 Spectrum
 State of Texas
 Travis County

Trades and Other Employees

Hired in 2017

Danielle Allende
 Alma Aviles-Benitez
 Mario Beltran
 Zahndria Bonner
 Glenesha Butler
 Walter Calle
 Macario Campos
 Chris Cantu
 Awilda Colon
 Pedro Cornejo
 Natalie Cuellar
 Jamilah Dawson
 Daniel Dimas
 Brahim Djabour
 Alvaro Dominguez
 Christi Foust
 Michelle Gonzales
 Alex Gonzalez
 Vanessa Hamann

Paloma Hampton
 Danielle Henderson
 Sharon Jackson
 Nicole Lee Riddell
 Cassandra Martinez
 Hillal Merabtene
 Lazaro Monroy
 Tiffany Morrison
 Monica Munoz
 Brandon Perez
 Samuel Ramirez
 Analisa Rivera
 Linda Ruiz
 Emmanuel Sey
 Albert Sosa
 Adriana Thomas
 Lan Tran
 Felicia Watson
 Anastasia Williams

Tech Employees

Hired 2017

Jeremy Acosta
 Vanessa Avitia
 Michael Brown
 Kim Kee Cheah
 Donald Crisostomo
 Josee Farmer
 Febe Garrett
 Anthony Hernandez
 Sherif Kassem
 Lydia Landrau
 Mercedes Medina
 Ernesto Montemayor
 Samuel Peterson
 Lawrence Ramirez
 Michael Rayos
 Rodolfo Valdez
 Anita White



Allyson Stevenson graduated from Temple College in May of 2017 as a Licensed Vocational Nurse and started her nursing career in Georgetown later that same year. She is pictured at her graduation with her four daughters: Alyssa, Jayla, Zoey, and Makenzee.

Standout Moments From 2017

EDUCATION: Legislation Worth Celebrating

On July 6th, 2017 Capital IDEA gathered with friends and colleagues from Austin Interfaith and Austin Community College to celebrate two important victories: the Texas Legislature passed Senate Bill 2118 which gave ACC the ability to create and offer a bachelor's degree in nursing. They also approved continued funding of \$4.56 million for the Texas Innovative Adult Career Education (ACE) Grant Program which supports Capital IDEA and our sister organizations across the state.

Thank you to everyone who testified, lobbied, walked the halls, wrote letters, made phone calls, and voted. Because of you, our community is accelerating towards a bright future!



From left: Marisela Garcia, Anne Valerio, Pat Recek, Marlene Meador, ACC nursing graduate, Molly Beth Malcolm, Mary Khols, and Johanna Fite

TECH: IT Pro Day at SolarWinds

For the second year in a row, Capital IDEA tech students were invited to SolarWinds' headquarters to take part in IT Professionals Day, a national day of recognition that celebrates the important work performed by IT professionals.

In 2017, SolarWinds also welcomed two Capital IDEA interns who are now thriving in a professional, hands-on learning environment while finishing up their course work at Austin Community College. Capital IDEA Executive Director Steve Jackobs says, "with an increasing number of tech employers like SolarWinds actively participating in the growth of the local tech workforce, we're excited and optimistic for our students' futures and for the future of the tech industry here in Central Texas."



Capital IDEA students and staff visit with the SolarWinds team at their headquarters on IT Pro Day — the third Tuesday in September.

HEALTHCARE: St. David's Foundation Expanding Our Horizons

Capital IDEA was thrilled to accept nearly 50 new nursing students from Hays, Bastrop, and Williamson Counties in 2017 and early 2018 thanks to a generous grant from St. David's Foundation. With hospitals and clinics facing an ongoing nursing shortage, investment in our local nursing workforce is vital to the health of our community. Since 2009, the Foundation has provided over \$2.3 million in grants to fund their Path to Healthcare Careers program with a clear and purposeful goal of recruiting, training, and retaining nurses in Central Texas. Thank you St. David's Foundation for your long-term vision and ongoing support!



Sonia Facundo, a new Capital IDEA nursing student from Hays County.

A+ SURVEY RESULTS: Participant Satisfaction



From left: Erica Davila, Megan Trevino, Timothy Hatcher, Blake Schmitt, Nathaniel Chavez, Trang Diep, and Tamara Delijeant at a completion ceremony for Medical Lab Techs and Phlebotomists.

In 2017, more than 300 Capital IDEA students took our annual student survey.

98% of respondents said yes, they were satisfied with Capital IDEA.
99% said they would recommend us to family and friends.

92% rated their commitment to finishing their program as *excellent* or *good*!
65% reported that they'll be the first in their family to graduate from college.

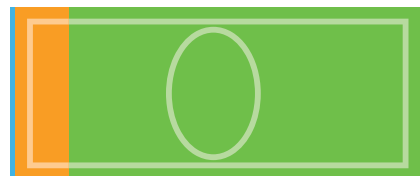
Financial Overview 2017

FY2017 Financials

This financial information was excerpted from the financial statements and independent auditors report prepared by Montemayor Britton Bender PC, certified public accountants.

Leveraged Funds: \$3,035,128

Leveraged funds support our participants directly but come from outside organizations such as Workforce Solutions child care and co-enrollments, utility assistance, Pell grants, and scholarships.



Expenses: \$4,497,355

- Program: \$3,878,070
- Administration: \$583,762
- Fundraising: \$35,523

Revenue: \$6,033,179

- City of Austin: \$1,878,690
- Travis County: \$881,856
- Foundation Grants: \$2,613,945
- Individual & Corporate: \$15,890
- State ACE Fund: \$215,625
- Other Revenue: \$427,173

Change in Assets: \$1,535,824

- Net assets start of year: \$1,633,324
- Net assets end of year: \$3,169,148

ST. DAVID'S FOUNDATION AMPLIFIES CAPITAL IDEA



Amplify Austin 24 Hours of Giving - March 2nd

Capital IDEA participated in Amplify Austin again in 2017. Thanks to the generous support of our donors, we flew past our fundraising goal of \$12,000 in less than 24 hours! Add to that the \$3,662 in matching dollars we earned from St. David's Foundation and our grand total for the 2017 day of giving was \$18,323. *Thank you!*

Invested Community

FUNDERS AND DONORS



Hindu Charities for America presents a \$15,000 check to Capital IDEA on August 19, 2017.

Public Funders

\$1,000,000+

City of Austin

\$500,000+

Travis County

\$100,000+

State of Texas (ACE Fund)

Employer Investors

SAM, Inc.

Seton | Ascension

St. David's HealthCare

Philanthropic Funders

Champions \$500,000+

Michael & Susan Dell Foundation

St. David's Foundation

Benefactors \$25,000+

Easter Seals/HHSC

Georgetown Health Foundation

Impact Austin

Topfer Family Foundation

United Way of Williamson County

Leaders \$10,000+

Austin Community Foundation
Women's Fund

Bank of America

BBVA Compass Bank

The Campbell Foundation

Samir Hanna

Hindu Charities for America

Lola Wright Foundation

Low Foundation

Long Foundation

St. David's Georgetown Volunteer
Auxiliary

Carl Stuart

Fellows \$2,500+

Samsung Austin Semiconductor

Rhonda and John Dirvin

Wells Fargo Foundation

Women's Independent
Scholarship Program, Inc.

Scholars \$1,000+

Anonymous

Charles and Beth Avery

Doug and Dianne Becker

Cathey Carter

Patricia Donica

Nikki Graham

Frost Bank

Jesus Garza

Juan Garza

I. Craig Hester

IBM Austin

Gwen May

Mark Melliar-Smith

Bettye Nowlin

Alumni Donors

Tiffany Bradley

Tien Chu

Peter Chau Dinh

Darmyelesh Fenta

Teresa Garza

Krickett Grimes

Michael Holman

Jessica Lale

Erin Lopez-Brooks

Melisa Nash

Dragana Novakovic

Shannon Meshbane

Imani Shanklin

Clayton Skidmore

Thinh Vu

Board of Directors

FISCAL OVERSIGHT & STRATEGIC GUIDANCE

Leaders of Austin Interfaith and leading healthcare and technology employers founded our board in 1998. Today, the board has 16 director seats: 8 seats for Austin Interfaith leaders, 7 for business community leaders, and 1 seat for a representative of Capital IDEA's Alumni.



Juan Garza**
Board Chair

Retired, Austin Energy



Fannie Akingbala
Board Member

AIF Leader, Ebenezer Baptist Church



Jawana Gutierrez
Board Member

Retired, Austin Energy



Bob Batlan**
Board Vice Chair

Retired, IBM
AIF Leader, Temple Beth Shalom



Joe Canales
Board Member

Vice President, HR
Seton | Ascension



Jim O'Quinn
Board Member

VP, Technology
Financial Services
Online

AIF Leader, Our Lady of Guadalupe Catholic Church



Rev. Katie Wright
Board Treasurer

Associate Rector and
AIF Leader, St. David's
Episcopal Church



Holly Coe
Board Member

Business Development
Director, B2
Management &
Consulting, LLC



Joy Penticuff*
Board Member

Professor Emerita, UT
School of Nursing
AIF Leader, First
Congregational
Church of Austin



Melynda Caudle
Board Secretary

President, Cooper
Consulting



Ben Eynon
Board Member

R&D Senior Director
Business & Marketing
Development,
Suss MicroTec Inc.



Eloina Serna**
Alumni Rep

Patient Care
Coordinator,
AseraCare Hospice



Nikki Graham
Board Member

Senior Vice President
and Austin Market
President, Bank of
America



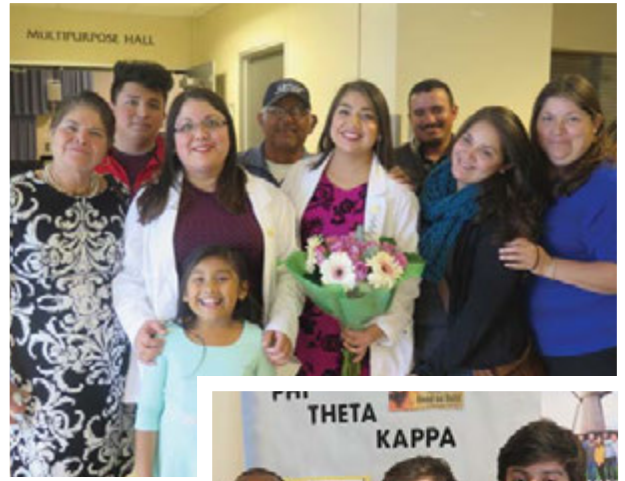
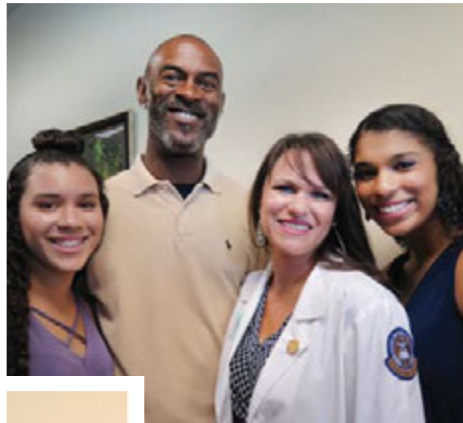
Robert Williams*
Board Member

AIF Leader, Mt. Olive
Baptist Church

* Began Board Service in 2017

** Completed Board Service in 2017

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