Annual Report 2017

OUR COMMUNITY | OUR POTENTIAL

131
CAREER PLACEMENTS

112
3.3 YEARS average time enrolled

958
PEOPLE SERVED

DEGREES & CERTIFICATES EARNED
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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

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.

112 Degrees & Certificates Earned in 2017

- **HEALTHCARE**
  - 64% of the credentials earned in 2017 were in the healthcare field.
  - 21% of the credentials earned in 2017 were in information technology.

- **TECH**
  - 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.

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%
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.

Thank you to our event sponsors

Seton
Ascension
SAMSUNG
St. David’s HealthCare
Austin Community College District
GRAY & BECKER P.C.
Attorneys at Law

PMG...... Your “Off-Site” Personnel Department!
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

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 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.
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 Riggen
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
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, Zbey, 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!

**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 coursework at Austin Community College. Capital IDEA Executive Director Steve Jacoby 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."

**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!
SURVEY RESULTS: Participant Satisfaction

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.

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

Expenses: $4,497,355
- Program: $3,878,070
- Administration: $583,762
- Fundraising: $35,523

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
Lowe Foundation
Long Foundation
St. David’s Georgetown Volunteer Auxiliary
Carl Stuart

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

Fellows $2,500+
Samsung Austin Semiconductor
Rhonda and John Dirvin
Wells Fargo Foundation
Women’s Independent Scholarship Program, Inc.
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