

# 2022 ANNUAL REPORT



*We're with you from start to hired!*





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**ALYSSIA PALACIOS-WOODS**  
EXECUTIVE DIRECTOR

**“By working together to fill specific, high demand and high-need jobs in our region, we can see exponential rewards for the time, energy, and money we invest. This is the heart of what we do at Capital IDEA.”**

I am incredibly honored to have joined the dedicated and passionate team at Capital IDEA on July 1, 2022. And six weeks in, I had the joy of attending my first graduation ceremonies in August 2022. It was wonderful to celebrate with over 30 Capital IDEA students and their families as graduates completed their academic milestones and embarked on their dream careers. The fact that these graduates tripled their income (on average) and are now earning starting salaries close to \$60,000 annually is a testament to the transformational nature of Capital IDEA's Career Expressway program, our extensive community and employer partnerships, and the motivation of each and every student to succeed.

Since then, I have had the privilege of seeing the continued hard work of our students, our team, and our community every single day. There have been more graduations and celebrations, along with challenges and opportunities for growth. Capital IDEA enrollment slowed during the pandemic, much like higher education institution enrollment nationwide. Last September, we saw the first signs of enrollment growth, with indications that this growth will continue as more and more of our neighbors see the life-changing potential that a degree in a high-demand field can bring.

I am exceptionally proud to be the Executive Director of Capital IDEA during such a critical time for our region. My commitment to this work stems from a deep belief in the transformative power of education. Like many, I have been fortunate to experience it firsthand in my own family. Education has the power to generate lifelong and multi-generational rewards. By working together to fill specific, high demand and high-need jobs in our region, we can see exponential rewards for the time, energy, and money we invest. This is the heart of what we do at Capital IDEA. Together, we invest in students today so they can become our much-needed talent for tomorrow- our employees, our leaders, our changemakers. To highlight this impact, I encourage you to read Connie Castillo's story (starting on page five).

**Alyssia Palacios-Woods**  
Executive Director



**REV. PAUL SKEITH**  
BOARD CHAIR

2022 was a momentous year for our Capital IDEA graduates and our organization. Capital IDEA's physical offices opened again to the public. Our Career Navigators could visit with our students across a table instead of a screen and even see them walk the graduation stage. Our outreach team returned to working in the community to spread the word about Capital IDEA's program and services. And Capital IDEA welcomed new Executive Director Alyssia Palacios-Woods in July 2022 following the retirement of our founding Executive Director, Steve Jackobs.

In my final year as board chair, I reflect upon the work of our founders, Central Texas Interfaith (formerly Austin Interfaith), and the local business community, who came together to create Capital IDEA. They set out to empower our neighbors with training and education to fill a critical need in our community for caring, skilled, and highly motivated workers and support themselves and their families with good wages and benefits.

They started by forming key partnerships, many of which are still strong today, including our long-standing partnerships with the City of Austin, Travis County, and Austin Community College. As our region has grown and changed, our partnerships have expanded too - to Temple College and Concordia University, Williamson and Hays Counties, and beyond.

I am grateful to have served as Board Chair these last three years, and I look forward to seeing Capital IDEA's future success. Thank you to my fellow board members, our employer partners, and financial supporters for making sure students like Shahida (see page 7) have the opportunity to reach their full potential.

**Paul Skeith**  
Board Chair

**1,041**

In 2022, Capital IDEA served 1,041 Central Texas adults. They received direct support to match their needs such as: financial support (tuition and textbooks), childcare, career guidance, and job placement.

**Career Placements**

**108**



In 2022, 108 students were placed in employment. Note: December graduates are often placed the following year.

**Starting Wages**

**\$27**



In 2022, the average starting wage for students placed in jobs was \$27 an hour or approximately \$56,000 a year.

**Credentials Earned**

**118**



In 2022, 118 students earned a degree or certification after an average of 3 years enrolled with Capital IDEA.

**2022 STUDENT BODY DEMOGRAPHICS**

**GENDER**

**78%** Women

**22%** Men

**AGE**

**31%** 18 to 24

**20%** 35 to 44

**43%** 25 to 34

**6%** 45 and older

**RACE / ETHNICITY**

**57%** Hispanic

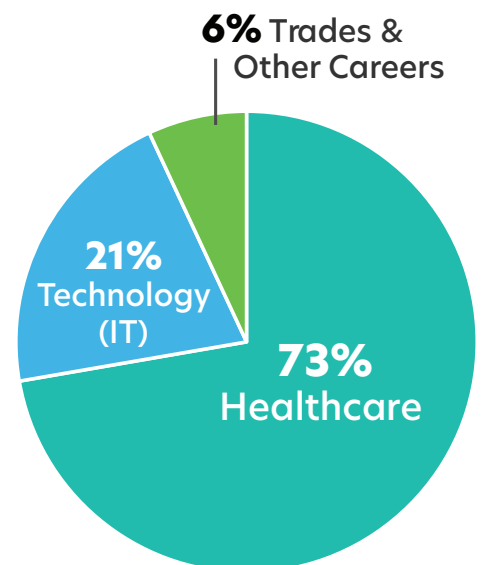
**4%** Asian

**22%** African American/Black

**1%** More than one race or other

**16%** White

**GRADUATES BY FIELD**



MARK MELLIAR-SMITH

LEADERSHIP AWARD



CONNIE  
CASTILLO

Connie Castillo defied expectations and achieved remarkable success after becoming a mother at 15. Facing negativity and doubt, Connie refused to let others define her. She was determined to shape her own destiny.

As a single mother, Connie worked hard to provide a stable home for her child. She finished high school ahead of schedule through the Alternative Education Program and graduated in the top 10 of her class. Despite learning she was pregnant again on her graduation day, Connie secured entry-level jobs and government resources to support her and her children.

Connie recognized that education was key to a better life, so she enrolled in Austin Community College (ACC) to pursue a degree as a Dental Hygienist. When she suddenly lost her benefits, she applied to Capital IDEA's Career Expressway program and found the support she needed to continue her journey.

In 2009, Connie graduated from ACC and started working at Texas Smiles in South Austin. Connie's drive led her to join the Army Reserves and serve in the Middle East for a year. She was commended for her leadership and awarded the Army Achievement Medal. When she returned to working as a dental hygienist, Connie noticed the language barrier between Spanish-speaking patients and English-speaking dentists, and this inspired her to become a dentist herself. With the help of the G.I. Bill, Connie enrolled at Texas State and will graduate with her bachelor's degree in 2023. Her next goal is dental school to establish her own practice.

In her free time, she actively supports Capital IDEA, advocating for funding and mentoring alumni. Connie also serves as Sponsorship Director with Ancora Ministries, providing food to children in need. Her outstanding leadership efforts are fueled by her belief that, as a leader, she has the responsibility to help the people around her reach their full potential.



**“For me leadership is the ability to build leaders yourself, to help others grow, help expand their minds, and to show people who they are. A leader to me is someone willing to grow the people around them.”**

Connie’s proudest achievement, however, is what she has done for her children. Despite challenges early in life, she has purchased a home in Kyle and raised her kids with a belief in the power of education. Two of her four children are currently pursuing higher education.



Connie Castillo’s journey from teen mom to inspirational leader demonstrates the importance of education, resilience, and determination. She continues to inspire others through her leadership and unwavering belief in helping others succeed. Connie’s story reminds us that we have the power to shape our own future, regardless of the obstacles we face.

Read her full story here:  
<https://www.capitalidea.org/consuelo-castillo/>

## ABOUT THE MARK MELLIAR-SMITH LEADERSHIP AWARD

*The Mark Melliar-Smith Leadership Award was created to honor and cultivate the tradition of leadership among Capital IDEA’s students and graduates. It is named for former Board member, Mark Melliar-Smith, whose level of involvement and dedication over his twelve years on the board serves as our example of excellence in leadership.*





## AURORA ALWORTH SPIRIT AWARD CONTINUED

Entering the Capital IDEA office after four years, Shahida Ferdous was hit with a wave of nostalgia. Memories of her past visits—the reception area, the testing room, and Janie Mendoza's office—flooded back, evoking feelings of gratitude and accomplishment. Shahida had graduated college, embarked on a new career, and grown in confidence. It was a notable transformation.

Growing up in Bangladesh, Shahida faced limited opportunities for career advancement and education. She married at 18 and immigrated to the United States, but after a tumultuous marriage, she found herself a single mother with no work experience and limited English proficiency.

After six years in low-paying jobs, Shahida yearned for change. Inspired by her daughters' success, she sought a brighter future for herself and discovered Capital IDEA. Despite doubts about balancing college and family responsibilities, Shahida applied. Her vocational assessment confirmed her interest in the tech field, but self-doubt persisted. Nevertheless, Janie's reassurance motivated her to enroll in the Network Administration program at ACC.

With her tuition and books paid for, Shahida continued to raise her youngest daughter while also dedicating herself to her studies. She sought out extra tutoring to overcome challenges, and her hard work paid off. As she started to excel in her classes, she also discovered her own potential and grew in confidence.

In 2020, Shahida faced the loss of her mother amid the COVID-19 pandemic, but restrictions kept her from traveling home. Despite her grief, she persevered in school only to receive more bad news a few months later. She had cancer. Rather than giving up, she pressed forward, supported by her daughters' belief in her recovery. Throughout radiation treatments, Shahida maintained her academic performance and an internship at VISA. In 2022, she completed her treatments and received the wonderful news that she was cancer-free.

In December of the same year, Shahida graduated with an impressive 3.96 GPA and an associate degree in network administration. VISA, recognizing her amazing potential, offered her a flexible remote position that included benefits including much needed health insurance to cover her medical monitoring and appointments to ensure she stayed in remission.

Today, Shahida's career in the tech field continues to flourish. She believes in the capabilities of women in the industry and highlights the opportunities provided by remote work for managing family responsibilities. Her next goal is to earn a bachelor's degree in cybersecurity.

Shahida believes her story exemplifies the importance of self-belief and trusting in the support of those around you. To those questioning their own potential, she encourages them to take a leap of faith, have confidence, and embrace the opportunities that come their way.

Read her full story here:

<https://www.capitalidea.org/shahida-ferdous/>

### ABOUT THE AURORA ALWORTH SPIRIT AWARD

*The Aurora Alworth Spirit Award remembers one of Capital IDEA's earliest students whose commitment to her education could not be stopped, even by cancer. Aurora maintained her studies during treatment and inspired her fellow students. She passed away in 2002, and we honor her by recognizing a graduate who shows the same spirit of perseverance and dedication to their education.*





**TECHNOLOGY EMPLOYERS**  
**HIRING PARTNERS**

- Allied Universal Security Services
- Autozone Inc.
- Anavure Inc.
- Charter Communication
- CLEAResult Consulting Inc
- EEA Consulting Engineers
- HEB
- Modis
- Performance Driven Workforce
- Refugee Service of Texas
- Spectrum Enterprise
- Target
- Unisys Corporation
- Visa
- Wipro Limited

**TECHNOLOGY CAREERS**  
**HIRED GRADUATES**

- Michael Aguirre
- Rizwana Ayub
- Mustafa Azizi
- Logan Cannon
- Christof Cline
- Alejandro Espinoza
- Ghilas Hadibi
- Mohammad Halim
- Sayed Hussein
- Montana Jones
- Dieppue Kamguem Djoko
- Nathan Kuentler
- Valerie Mabry
- Daniel Olivares
- Shafiqullah Pardis
- Khyber Rawan
- Liza Sissac
- Boni Warikozi

**TRADES & OTHER EMPLOYERS**  
**HIRING PARTNERS**

- Austin Community College
- Capitol Chevrolet
- Carlson, Brigance and Doering, Inc
- Christian Brothers Automotive
- Covert Ford
- Dashiell Corp
- Magnum Engineering & Controls
- RideNow

**TRADES & OTHER CAREERS**  
**HIRED GRADUATES**

- Melanie Budro
- Victor Camarena
- Jose Gomez
- Christian Gonzalez
- Ethan Ham
- Jonathan Hernandez
- Iridian Juarez
- John Menna
- Fidel Reyes

## HEALTHCARE EMPLOYERS

### *HIRING PARTNERS*

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Ageless Living Home Health  
A-List Staffing  
ARA Diagnostic Imaging  
Ascension Seton  
Austin Community College  
Austin Diagnostic Clinic  
Austin Regional Clinic  
Austin State Hospital  
Baylor Scott & White  
Carus Dental  
Central Texas Rehabilitation  
Hospital  
Ciox Health  
Clinical Pathology Labs  
Davita Kidney Care  
Daybreak Dental  
Encompass Health  
Experity Health  
Focus Care at Stonebriar  
Forest Family Dentistry  
From the Heart Therapy Services  
Georgetown Orthopedics  
Guadalupe Regional Medical  
Center  
Hospice Austin  
ICU Medical  
KAD Dental Staffing  
Lone Star Circle of Care  
Piazza Center for Plastic Surgery  
and Advanced Skin Care  
Pomphrey Consulting  
PPD  
Rose Dental Group  
Silverado Memory Care  
SOAL Home Health Services  
St. David's HealthCare  
Surgical Care Affiliates  
Texas Cardiac Arrhythmia  
The Center at Parmer  
Thrive Skilled Pediatric Home  
Health  
Universal Health Services

## HEALTHCARE CAREERS

### *HIRED GRADUATES*

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Christina Agundiz  
Doni Alexander  
Mary Allen  
Alex Alvarado  
Amy Alvarado  
Amarachi Amaikwu  
Jennifer Angulo  
Catalina Arellano  
Maryame Baaddi  
Mungu Barrett  
Keara Becerra  
Lizabeth Benitez Jaramillo  
Lamanda Bonnet  
Esmeralda Bueno  
Aaron Calderon  
Rosario Casanova-Marrufo  
Sandra Castillon Valdes  
Elizabeth Cole  
Molly Cox  
Natalie Crouch  
Jomar Daus  
Ashley Davidson  
Monica Escobar  
Jeanette Estrada Lopez  
Kala Faulkner  
Marissa Fonseca  
Jamie Freeman  
Natalia Garcia  
Jo Ann Garza  
Nardos Ghebrejorgis  
Mebhit Ghebrejorgis  
Luwam Ghebrejorgis  
Josefina Gonzalez  
Stephanie Gonzalez  
Shalisa Granados  
Cindy Gutierrez  
Lee-Ann Guzman-Cortes  
Karizma Harrison  
Elizabeth Harvey  
Tremisha Henderson  
Casey Hensen  
Martha Hernandez  
Anavelky Hernandez  
Yasmine Herrera  
Mistilyn Holmstrom  
Jenee Holycross  
Precious Hopes  
Tien Huynh

Sonia Jaramillo  
Emily Johnson  
Ali Kassab  
Laura Kelley  
Brittany Krizin  
Jenna Leifeste  
Tajaiiraie Lewis  
Andrea Leyva  
Sharon LoGiudice  
Charlotte Mack  
Yissel Martinez  
Howaneiqua McCreary  
Monica Mercer  
Jordan Minister  
Victoria Montoya  
Tina Moore  
Beatrice Mugabezaki  
Brittany Oliva  
Leandra Paine  
Jessica Paul  
Iris Perez  
Jasmine Perkins  
Heather Pham  
Mayra Pineda  
Rachel Reed  
Elvia Reyes  
Emma Riegle  
Amanda Rodgers  
Alicia Rodriguez  
Beunca Roque  
Tanilia Rosario  
Ashley Rosas  
Estrella Saldana  
Juan Salinas  
Angelo Sanchez  
Allyson Serrano  
Zablon Sibwori  
Ashley Silva  
Kathleen Simpson  
Michelle Smith  
Natalie Smith  
Trevor Tomlin  
Maria Toribio  
Thao Tran  
Nardos Tsegaye  
Kristal Tyus  
Candice Ulbrich  
Kyleigh Varvel  
Kassandra Vazquez  
Dania Villafranca  
Vanessa Woolf  
Leah Wright  
Betelhem Zeyede

# ALUMNI NETWORK

## GIVING BACK IN 2022

### ALUMNI STATS



**287**  
ACTIVE  
ALUMNI



**\$3,949**  
FY22 ALUMNI  
MONETARY CONTRIBUTIONS



**521**  
FY22 ALUMNI VOLUNTEER HOURS  
DONATED



**Public Funders****\$1,000,000+**

City of Austin

**\$500,000+**

Travis County

**\$100,000+**

State of Texas (ACE Fund)

**\$25,000+**

Hays County

**Employer Investors**

Ascension | Seton

St. David's HealthCare

Community Care

**Philanthropic Funders****Foundations & Organizations**

E3 Alliance

Education and Careers for America (EC4A)

I Live Here, I Give Here

Nowlin Family Fund

Round Rock Woman's Club

Seeds of Strength

St. David's Foundation

The Lola Wright Foundation

The Long Foundation

The Matthew Five Eight Foundation

The Sooch Foundation

Topfer Family Foundation

United Way for Greater Austin

Webber Family Foundation

**Corporate Donors**

Bank of America

Baylor Scott &amp; White Healthcare

Frost Bank

Nyle Family of Dealerships

Insperity

R Bank

Social Solutions

Texas Department of Insurance

Texas Mutual

Watkins Insurance Group

Visa

**Individual Donors**

Jenna Akridge

Ashley Alaniz-Moyer

Sheryl Allen

Beth Avery

Mustafa Azizi

Writ Baese

Matthew Basile

Bob Batlan

Rebecca Batlan

Richard Berman

Eric Bonugli

Stacy Britton

Daniel Brooks

Stacey Bryan

Greg Burns

Judy Carlson

Jay Cavazos

Kathleen Christianson

Holly Coe

Linda Copenhaver

Suzanne Covington

Susan Crews

Geraldine C. Dalton

Gloria and Paul DeVere

Peter Chau Dinh

Rhonda and John Dirvin

Patricia Donica

Neal Edmonson

Cecile Fandos

Cynthia Flores

April and Michael Floyd

Madeline Ford

Christopher Frost

Jared Frost

Teresa Garza

Sally Gillam

Jack Gilmore

Robert Glover

Ramon Gonzalez

Britnee Gregoire

Sam Hanna

Mary Kay Hanson

## INDIVIDUAL DONORS CONTINUED

Rebecca Harris	Dazzie McKelvey	and Paul Skeith
Tenea Harvey	Ana Mejia-Dietche and	Maria Smith
Diane Hebner	Chris Dietche	Kristen Stevens
Rebekah Henderson	Mark Melliar-Smith	Carl Stuart
Patricia Hernandez	Tamara Munoz	David Sullivan
Sandra Hernandez	Lori and Felix Munson	Erin Teasdale
Michael Holman	Tom Murphree	Ryan Therrell
John Howard	Jesse Navarrete	Tona Vasquez
Marilyn Humbert	Alyssia Palacios-Woods	Elizabeth Villafan-Diaz
John Jackobs	Laura Pellerin	Henry Vines
Steve Jackobs	Victor Piedra	Thinh Vu
Laura Jiminez	Tony Pitts	Michelle Wagner
Penny Jurss	Gary Rainosek	Douglas Wright
Dales Kent	Liz Ramon	Curt Wyman
Linh Le	Felicia Reed	Jeanie Youngblood
Steven Lin	Jessica Scanlon	
Paul Maicah	Darcy Schneider	
Robert Manzer	Chris Scott	
Gwen May	Jennifer Sellers	
William McCoy	Minerva Camarena-Skeith	

## FY2022

## FINANCIALS

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

<b>Revenue:</b>		<b>\$ 6,132,895.00</b>	<b>Expenses:</b>		<b>\$ 4,834,241.00</b>
City of Austin	\$	1,977,706.00	Program	\$	4,073,165.00
City of Austin-ARPA	\$	44,507.00	Administration	\$	685,569.00
Travis County	\$	755,988.00	Fundraising	\$	75,507.00
Hays County	\$	50,000.00			
State ACE Fund	\$	289,216.00	<i>Change in Assets</i>	\$	1,298,654.00
Foundation Grants	\$	2,504,124.00			
Individual and Corporate	\$	354,128.00	Net assets start of year	\$	3,131,320.00
Other Revenue	\$	157,226.00	Net assets end of year	\$	4,429,974.00



**Rev. Paul Skeith**  
Board Chair

CTI Leader,  
SoCo Episcopal  
Community



**Jesse Navarrete**  
Vice Chair

Vice President,  
Controller, Assistant  
Treasurer, Continental  
Insurance



**Sally Gillam \***  
Secretary

Regional VP / Chief  
Nursing Officer, Baylor,  
Scott & White



**Joy Penticuff**  
Treasurer

CTI Leader, First  
Congregational  
Church of Austin



**T. Carlos "Tim"**  
Anderson  
Board Member

CTI Leader, Abiding  
Love Lutheran Church



**Teresa Garza**  
Alumni Rep.

Associate Professor,  
Radiology, Austin  
Community College



**Sammy Hall Sr.**  
Board Member

CTI Leader, Hidden  
Valley and High  
Meadows Residents'  
Association



**Trenton Henrichson**  
Board Member

CTI Leader, St. Ignatius  
Martyr Catholic Church



**Jay Huckabee\***  
Board Member

Market Chief HR  
Executive, Ascension



**Enrique J. Saenz**  
Board Member

CTI Leader, Our Lady  
of Guadalupe Catholic  
Church



**Robert Williams ✨**  
Board Member

CTI Leader, Mt. Olive  
Baptist Church



**Curtis Wyman**

CTI Leader, University  
United Methodist  
Church

Leaders of Central Texas Interfaith and representatives from healthcare and technology employers founded our board in 1998. Today, the board has 16 director seats: eight for Central Texas Interfaith (CTI) leaders, seven for business community leaders, and one for a representative of Capital IDEA's Alumni.

✨ In Memoriam: Board Member, Robert Williams, passed away on February 17, 2023. A veteran and long-time Austinite, Robert was an active Central Texas Interfaith Leader through his congregation at Mt. Olive Baptist Church. He graciously served on the Capital IDEA Board of Directors for two terms spanning 2009 - 2015 and 2017- 2022.

\* Began Board Service in 2022



# CAPITAL IDEA

Connecting People to Their Future

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