

2023

ANNUAL REPORT







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ALYSSIA PALACIOS-WOODS
EXECUTIVE DIRECTOR

We are so inspired by our students and graduates, many who emerge as inspiring leaders in both the business sector and our community.

Capital IDEA is proud to have helped more than 2,200 students complete their training and enter high-demand careers since opening our doors in 1998. Over this 25-year trajectory, we've evolved to meet the region's greatest needs, adjusting to the demands of local employers and the changing needs of our neighbors.

In 2023, we celebrated 121 degree and certificate earners from across our five-county region. This number includes the largest graduating class of dental hygienists to date. After years of study and hard work, these 12 dental hygienists are entering their new career field thanks to the generous funding of the St. David's Foundation and the dedicated team at ACC who helped secure eight additional seats for Capital IDEA students. All 12 graduates have entered employment and now earn an average starting salary of \$50 an hour!

We are so inspired by our students and graduates, many who emerge as inspiring leaders in both the business sector and our community. Ramon Gonzales is one such graduate, and in March, we were thrilled to present him with this year's Mark Melliar-Smith Leadership Award. Nominated by Central Texas Interfaith, Ramon was recognized for his countless volunteer hours advocating for social justice and other important causes. You can read more about Ramon on page 5.

As we celebrate all the achievements of 2023, we are so thankful to the students, supporters, partners, and staff who come together to make it all possible.

Thank you!

Alyssia Palacios-Woods
Executive Director



TONI SWINTON
BOARD CHAIR

Since joining the board in 2022, I've had the opportunity to align my passions for clinical competency, professional development, and evidence-based practices with the mission, vision, and strategic plan of Capital IDEA. I was honored to assume the role of Board Chair at the start of 2024. Across my twenty-six-year career in healthcare, I've served as a bedside nurse clinician, a clinical educator, and now as the Vice President for Clinical Education supporting St. David's Healthcare. What truly excites me about serving in leadership roles for both organizations is the opportunity to continue and grow the comprehensive impact across our community, ensuring the colleagues who join our Central Texas workforce in the years to come are afforded the best academic preparation and ample opportunities to succeed.

Capital IDEA's generous financial supporters continue to invest in the Career Expressway program because it works. The evidence is shown through the powerful stories of Capital IDEA graduates (see NaHailey's story on page 6) as well as documented research from respected sources. In 2023, Capital IDEA worked with the Ray Marshall Center for Human Resources at the University of Texas at Austin to revisit a 2011 cost-benefit analysis. The Ray Marshall Center was able to reexamine the same group of Capital IDEA graduates with actualized data, and what they found surpassed their original expectations. For every dollar invested in a Capital IDEA student, 699% is returned over twenty years (see more on page 9). This is an amazing return to taxpayers and clearly shows how Capital IDEA's commitment to long-term training means higher earnings for our graduates, with their wages continuing to grow over time.

Thank you to all of Capital IDEA's supporters for investing in the future of our hardworking students!

Toni Swinton
Board Chair

1,029

In 2023, Capital IDEA served 1,029 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

126



In 2023, 126 students were placed in employment, a 17% increase from FY22. Note: December graduates are often placed the following year.

Starting Wages

\$32



In 2023, the average starting wage for students placed in jobs was \$32 an hour or approximately \$66,560 a year. A \$5 increase from last year.

Credentials Earned

121



In 2023, 121 students earned a degree or certification after an average of 3 years enrolled with Capital IDEA.

2023 STUDENT BODY DEMOGRAPHICS

GENDER

80% Women

20% Men

AGE

34% 18 to 24

21% 35 to 44

39% 25 to 34

6% 45 and older

RACE / ETHNICITY

57% Hispanic

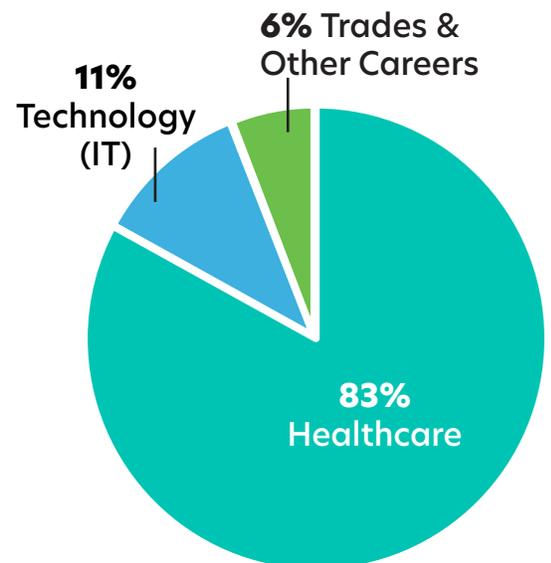
4% Asian

22% African American/Black

1% Other, or more than one race

16% White

GRADUATES BY FIELD



LEADERSHIP AWARD

MARK MELLIAR-SMITH

Ramon Gonzalez



This year, the Mark Melliar-Smith Award for Excellence in Leadership was presented to Ramon Gonzalez, a 2019 graduate whose ongoing advocacy demonstrates his unwavering commitment to the betterment of our community.

Ramon Gonzalez's journey with Capital IDEA began in 2016, at the age of 42. As a Mexican immigrant, Ramon overcame numerous hurdles including a language barrier to earn his network administration degree from Austin Community College in 2019. Now flourishing in his role as a Database Manager, he advances data enhancement strategies.

Before his educational journey, Ramon worked multiple jobs in the restaurant industry to support his family. He remained steadfast in the pursuit of his degree, and today, his success has served as an example to his children—his oldest son graduated early from college, and his younger children are

following in his footsteps, eager to pursue their own college degrees.

Through his church's Social Justice Ministry, Ramon serves as a passionate, volunteer advocate for causes important to him, including public funding for Capital IDEA, immigrant rights, and gun safety. His leadership can best be characterized as a profound sense of compassion and a relentless drive to uplift his neighbors. Through his dedication and unwavering commitment to social justice, Ramon Gonzalez has truly made a difference in our community and beyond.

"I want to thank Capital IDEA, Central Texas Interfaith, and Carlota Garcia for their incredible support. Above all, I'm so grateful to God for His blessings. My wife, kids, and family mean the world to me. And to everyone who has inspired and supported me - your presence in my life is a true gift."

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.



SPIRIT AWARD

AURORA ALWORTH



NaHailey
Cloud-Onderdonk

This year, the Aurora Alworth Spirit award went to NaHailey Cloud-Onderdonk, a 2023 Capital IDEA graduate, who embodies the same spirit of unwavering resilience and commitment that Aurora exemplified.

NaHailey was nominated by her career navigator, Miguel Valdez, who described her two strongest attributes as: accountability and fierce determination. Her exceptional dedication and drive set her apart from her classmates. And her academic success was made all the more remarkable by the life challenges she overcame along the way, including the sudden and tragic passing of her mother during her final semester.

Despite her own tumultuous childhood, at nineteen, NaHailey stepped up to help raise her two younger siblings, and around the same time, set herself a goal of graduating from college. With the help of Capital IDEA, she began working towards her nursing degree. College proved to be challenging, and she felt academically unprepared, but she persevered, knowing a good career would change her life and give her the resources to help those she loved.

In December of 2023, NaHailey graduated from Austin Community College. And on February 19th, she started in her new position as a Registered Nurse in the Psychiatric Emergency Department at Dell Seton, a role she described as her dream job.

With her exceptional drive and potential, NaHailey continues the Aurora Alworth legacy of inspiring those around her to reach their own goals through the positive example she sets.

“Thank you for believing in my potential and investing in my education. Thank you God, for giving me discernment and provisions throughout my journey. I hope that this milestone will encourage my brothers and sisters to also achieve their goals.”

ABOUT THE AURORA ALWORTH SPIRIT AWARD

The Aurora Alworth Spirit Award is named for one of Capital IDEA's earliest students whose perseverance and commitment to education shone brightly even in the face of cancer. Aurora passed away in 2002, but her legacy of resilience and determination continues to inspire us today.

NEW CAREERS

2023 EMPLOYERS & GRADUATES



TECHNOLOGY EMPLOYERS

HIRING PARTNERS

A+ Federal Credit Union
Allied Universal® Security Services
Amazon Web Services
Central Texas Rehab Hospital
GTS Technology Solutions
LifeWorks
Travis County
Visa

TECHNOLOGY CAREERS

HIRED GRADUATES

Nubia Balderas-Ibarra
Dulce Barbosa
Shahida Ferdous
Lazaro Gomez Delgado
Amanda Guevara Castro
Oscar Hernandez
Mohammad Rustami
Omar Tapia

TRADES & OTHER EMPLOYERS

HIRING PARTNERS

Auto Tek Inc
Austin Community College
Kimley-Horn
M&M Collision
Roger Stuth Air Conditioning

TRADES & OTHER CAREERS

HIRED GRADUATES

Angelica-Lorena Cazares
Neal Glenney
Thomas Hamilton
Martin Martinez
Renae Torrez

HEALTHCARE EMPLOYERS

HIRING PARTNERS

About Smiles Family & Cosmetic Dentistry
Aloha Dental
Angels of Care Pediatric Home Health
Ascension Seton
Austin Regional Clinic
Baylor Scott & White
Central Health
Cross Creek Hospital
DaVita Kidney Care
Falcon Ridge Rehabilitation
Forest Family Dentistry
Halcyon Home
Hill Country Hyperbaric Oxygen Therapy
Integrative Medical Home Care
KAD Dental Staffing
KARE

continued...

Midtown Dental Associates
Nexion Health, Inc.
PAM Health
Park Manor Bee Caves
PeaceHealth
Ross & Durrett Family Dental
Round Rock Dental Group
Signature Back Office Solutions
SkyRidge Dental
Special Kids Care
St.David's HealthCare
Strive Health Services, LLC
Texas Department of Health and
Human Services
Thrive Skilled Pediatric Care
Travis County Sheriff's Office
Westlake Hills Surgery Center

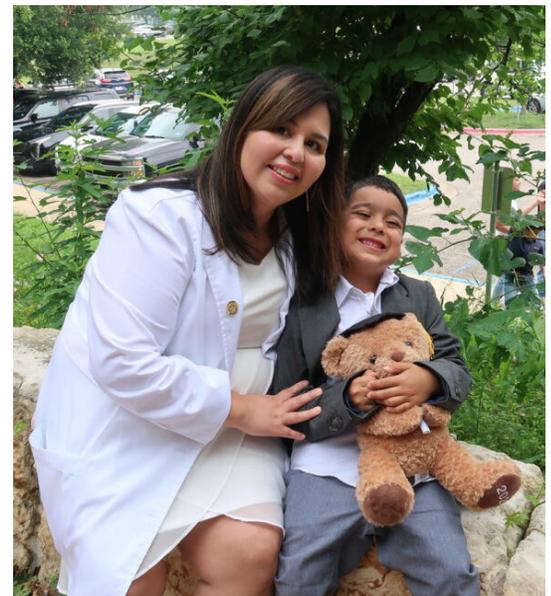
HEALTHCARE CAREERS

HIRED GRADUATES

Hiwot Adnew
Carina Aguilera
Yamila Aguilera
Jessica Almanza
Enkutatash Amare
Weinshet Arerru
Daisy Balderas-Hernandez
Joy Banks
Veronica Barfield
Mary Barrientez
Christen Bettis
Adriana Blain
Beatriz Calixtro
Valerie Cantu
Emily Carbajal
Talley Carrillo
Estella Castillo
Cynthia Chavez
Zerthun Chrkose
Carlos Conde
Felipe Coronado
Elizabeth De Posada Garcia
Mariah Demauchet
Marnay Dudley
Lisa Eckenrode-Wylie
DeAnna Edwards
Abraham Esqueda
Misti Frithiof

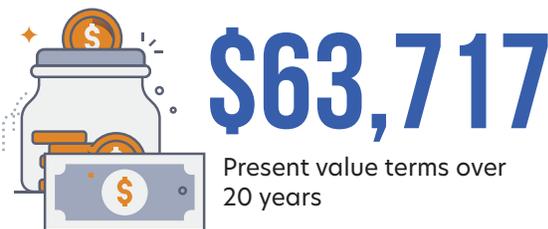
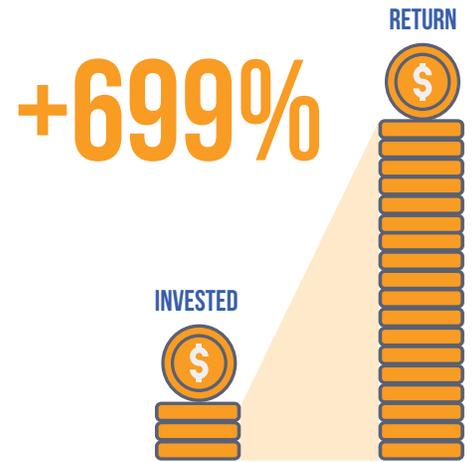
Jennifer Funderburg
Jelen Gamez
Carlo Sebastian Gantalao
Israel Garcia
Adrianna Garcia
LouAnn Garza
Melissa Gomez
Jacqueline Gonzalez
April Gregory
Paola Guillen
Sergio Gutierrez
Julia Hall
Bryan Hancock
Simret Haregewoine
Paige Haws
Cynthia Hernandez
Robin Hill
Sarai Hudson
Becki Jablonski
Veronica Jensen
Courtney Johnson
Bertha Juarez
Hannah Judah
Andrea Justman
Yordanos Kahsu
Halimah Kamara
Raghad Kamil
Mahilet Kasse
Magdalene Kweshe
Lane Laechelin
Ashley Lara
Kenza Larabi
Kelly Leach
Lisa Lee
Virginia Lopez
Kathleen Lozano
Jarrah Luman
Diamonds Lunford
Jimarie Luyas
Sarah Maloney
Anlly Marshall
Betsy Martinez
Jessica Martinez
Romello McCabe
Jennifer Medina
Workey Mersha
Leticia Montes
Abigail Morales
Hariwa Naderi
Jessica Nesbit
Rama Neupane Sigdel

Chau Nguyen
Amy Nino
Uloma Nwaka
Stanley Odoemena
Danielle Oglesby
Chinwe Okafor
Diana Orozco
Sajita Paudel
Melissa Pollard
Jessica Puentes
Constance Quiles
Terry Rafael
Carolina Ricario
Rita Rivera
Jacara Roberts
Peridot Rodgers-Liston
Jacuelyn Rodriguez
Gabrielle Rodriguez
Jasmine Sabido
Kimberly Saucedo
Gabrielle Silva
Ariel Soliz-Washington
Dalton Thomson
Rowela Tonolet
Alexandra Torres
Gabriella Torrez
Yari Vigoa
Anais Villasenor
Edith Villegas
Pearl Waza
Trinity Williams
Jessica Williams
Taryn Wilmes
Deja Wise

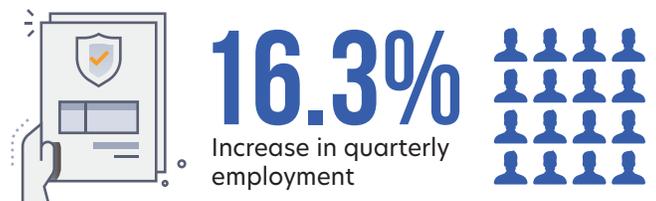


In 2023, Capital IDEA collaborated with the Ray Marshall Center for Human Resources at the University of Texas at Austin to revisit a 2015 cost-benefit analysis. The Ray Marshall Center conducted a thorough reexamination of a group of Capital IDEA graduates, utilizing actualized data. The results they uncovered exceeded their initial expectations.

Upon reexamination, the Ray Marshall Center found that the stream of taxpayer returns on investment in Capital IDEA participants over 20 years is estimated at \$63,717 in present value terms. Taxpayer returns are limited to reductions in welfare and food stamp payments and increased tax receipts. The total returns to taxpayers over 20 years which was previously estimated at 501% is now estimated at 699%. The taxpayer's investment is fully recouped after a little under 3.5 years after students leave the program



Furthermore, participation in Capital IDEA was associated with a 16.3 percentage point increase in quarterly employment; a 19.5 percentage point gain in eligibility for unemployment insurance benefits; and a \$4,981 increase in average quarterly earnings in relation to the comparison group using inflation-adjusted values.



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

Austin Community Foundation

Campbell Foundation

Hindu Charities for America

I Live Here, I Give Here

Lola Wright Foundation

Long Foundation

Sooch Foundation

St. David's Foundation

Topfer Family Foundation

Trellis Foundation

United Way for Greater Austin

Corporate Donors

Gray & Becker, LLC.

H-E-B

Insperity

Texas Mutual

Individual Donors

David Albert

Bob Batlan

Nancy Bolduc

Kadjia Brightwell

Stacy Britton

Daniel Brooks

Eileen Butler

Erica Colston

Susan Crews

Chip Dalton

Joel Davidson

Chris Dietche & Ana Meija Dietche

Peter Chau Dinh

Rhonda & John Dirvin

Patricia Donica

April & Michael Floyd

Janet Freidberg

Teresa Garza

Ricardo Gil

Ramon Gonzalez

Michael Griffith

Mary Kay Hanson

Joel Hess

Michael Holman

Marilyn Humbert

Leonard & Loriann Leija

Steven Lin

Gwen May

Mark Melliar-Smith

Billy Moyer

Lori & Felix Munson

Tom Murphree

Jesse Navarrete

Alyssia Palacios-Woods

Peg & Phil Patrone

Mary Lou Price

Gretchen Riehl

Geronimo Rodriguez

Paul Skeith & Minerva-

Camarena Skeith

Paul & Katherine Solon

David Sullivan

Toni Swinton

Rosha Teimuri

Jeffrey Thompson

Kathleen Tully

Tona Vasquez

Susan Vaughan

Kristee Watts

Curt Wyman

Jeanie Youngblood

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

Revenue:		\$ 4,329,428.00	Expenses:		\$ 5,601,080.00
City of Austin	\$	218,788.00	Program	\$	4,727,719.00
City of Austin-ARPA	\$	2,056,608.00	Administration	\$	777,139.00
Travis County	\$	760,800.00	Fundraising	\$	96,223.00
Hays County	\$	55,000.00	Change in Assets*	\$	-1,271,653.00
State ACE Fund	\$	317,661.00	Net assets start of year	\$	4,429,974.00
Foundation Grants	\$	516,335.00	Net assets end of year	\$	3,158,321.00
Individual and Corporate	\$	144,762.00			
Other Revenue	\$	259,474.00			

*Per financial reporting requirements, change in net assets is due to multi-year grant awards recognized in prior fiscal years.



CELEBRATING 25 YEARS OF IMPACT

On March 1st, Capital IDEA hosted its Annual Celebration of Achievements to honor the hard work and personal sacrifices of our 2023 graduates as they pave the way for a brighter future for themselves and their families. This year's celebration held special significance, as it marked Capital IDEA's 25th Anniversary, a remarkable milestone in our journey. Over 200 supporters, students, and alumni representing the program's past 25 years came together for this momentous occasion. Our alumni proudly wore special pink or silver cords in recognition of their accomplishments. Alongside the awards presentations (see pages 5-6), Capital IDEA invited back two alums to share their inspiring stories of how their careers and lives have transformed over the past two decades.



BOARD OF DIRECTORS

SERVING IN 2023



Rev. Paul Skeith**
Board Chair

Central Texas Interfaith
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

Central Texas
Interfaith Leader,
First Congregational
Church of Austin



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

Central Texas Interfaith
Leader, Abiding Love
Lutheran Church



Carlota Garcia*
Board Member

Central Texas Interfaith
Leader, Our Lady of
Gudalupe Catholic
Church



Teresa Garza
Alumni Representative

Associate Professor,
Radiology, Austin
Community College



Sammy Hall Sr.
Board Member

Central Texas Interfaith
Leader, Hidden Valley
and High Meadows
Residents' Association



Trenton Henrichson
Board Member

Central Texas Interfaith
Leader, St. Ignatius
Martyr Catholic Church



Jay Huckabee*
Board Member

AVP, Workforce
Development and
HR Optimization,
Ascension Seton



Enrique J. Saenz
Board Member

Central Texas Interfaith
Leader, Our Lady of
Gudalupe Catholic
Church



Toni Swinton*
Board Member

Vice President of
Clinical Education, St.
David's Healthcare



Jeff Thompson*
Board Member

Central Texas Interfaith
Leader, Corridor
Interfaith Alliance for
Families



Curtis Wyman
Board Member

Central Texas Interfaith
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.

* Began Board Service in 2023
**Completed Board Service in 2023



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