



ANNUAL REPORT

20
24







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ALYSSIA PALACIOS-WOODS
EXECUTIVE DIRECTOR

As we reflect on 2024—Capital IDEA's 25th year of empowering Central Texans to secure living-wage careers—it's clear that our mission is as essential today as it was in 1998. With over 2,400 individuals placed into meaningful careers, we remain steadfast in our commitment to making prosperity accessible for all in one of the best places to live.

Dear Friends, Supporters, and Partners,

This March, at our annual Celebration of Achievements, we had the honor of recognizing over one hundred graduates—students who have persevered with dedication, passion, and purpose to achieve their dreams. These extraordinary individuals embarked on paths across 20 career fields, from healthcare and IT to trades and advanced manufacturing. Their determination to balance school, work, family, and finances—while overcoming life's inevitable challenges—has been nothing short of inspiring.

Among last year's graduates, two remarkable individuals were honored with an award for their perseverance and leadership as they became registered nurses. Josefina and Victoria's stories are a testament to the strength of the human spirit, and I encourage you to read about their journeys (see pages 5 and 6) and the profound impact of their achievements.

As we reflect on 2024—Capital IDEA's 25th year of empowering Central Texans to secure living-wage careers—it's clear that our mission is as essential today as it was in 1998. With over 2,400 individuals placed into meaningful careers, we remain steadfast in our commitment to making prosperity accessible for all in one of the best places to live. Our work has evolved as our community has evolved, welcoming new collaborations and innovative strategies to meet community needs, such as our new 8-week co-req pilot for TSI completion in partnership with Austin Community College (see page 7). A big thank you to our incredible staff team, some of whom have been with us since the very beginning, for a dedication that inspires me every day.

Our mission serves two critical community needs: providing low-income adults with the training needed to enter high-demand careers and providing Central Texas businesses with access to a skilled and local workforce. Thanks to you—our donors, supporters, and partners—we're making strides toward meeting these needs and creating a brighter future for all.

Your support fuels every success story we celebrate. As we look ahead, we invite you to continue being an integral part of this journey. Together, we are transforming lives, strengthening our community, and building a legacy of opportunity.

With deepest gratitude,

Alyssia Palacios-Woods
Executive Director



TONI SWINTON

AVP CLINICAL EDUCATION,
HCA HEALTHCARE CENTER
FOR CLINICAL ADVANCEMENT
2024 CAPITAL IDEA BOARD CHAIR

Dear Friends,

As we reflect on 2024, it's clear that it was a year of remarkable milestones and renewed progress for Capital IDEA. Together, we celebrated 122 graduates stepping confidently into brighter futures, and we welcomed 367 new students—restoring our enrollment numbers to nearly pre-pandemic levels. Even more encouraging, 81% of our students persisted in their pursuit of life-changing degrees, ready to unlock pathways to greater job stability, benefits, and economic mobility.

At Capital IDEA, we believe in empowering students to thrive—not just academically, but holistically. That's why we go beyond providing tuition-free education. Through key wrap-around services such as childcare assistance, transportation assistance, and emergency financial support, we remove barriers that often prevent students from persisting. Our dedicated team plays an essential role in connecting students to critical resources through community partners. Together, we create a solid foundation for success.

None of this would be possible without you—our partners, supporters, and advocates. Your unwavering commitment to Capital IDEA's mission enables us to transform lives. As we look ahead to the coming year, we invite you to join us in expanding this life-changing impact. Together, we can ensure that every student who walks through our doors has the support they need to succeed.

With heartfelt gratitude,

Toni Swinton
2024 Board Chair

1,112

In 2024, Capital IDEA served 1,112 Central Texas adults. They received direct support to match their needs such as: financial support (tuition and textbooks), childcare assistance, career guidance, and job placement.

Career Placements

110



In 2024, 110 students were placed in employment. Note: December graduates are often placed the following year.

Starting Wages

\$30



In 2024, the average starting wage for students placed in jobs was \$30 an hour or approximately \$62,400 a year.

Credentials Earned

122



In 2024, 122 students earned a degree or certification after an average of 3 years enrolled with Capital IDEA.

2024 STUDENT BODY DEMOGRAPHICS

GENDER

79% Women

21% Men

AGE

33% 18 to 24

21% 35 to 44

40% 25 to 34

6% 45 and older

RACE / ETHNICITY

55% Hispanic

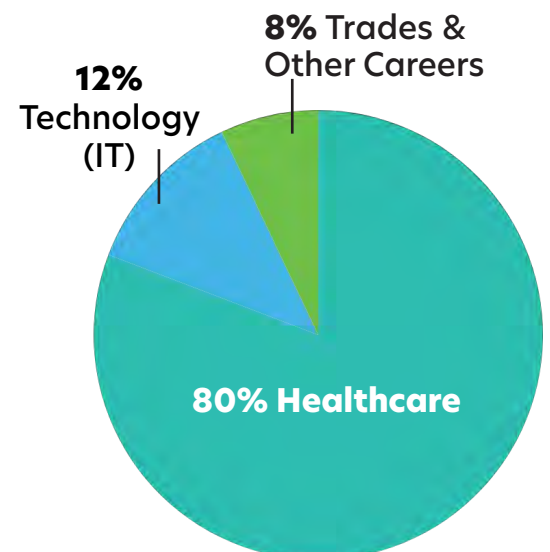
4% Asian

24% African American/Black

2% more than one race

15% White

GRADUATES BY FIELD



Victoria Jaimes



The Mark Melliar-Smith Leadership Award honors individuals who exemplify leadership, inspire others, and create positive change in their communities. This year's recipient, Victoria Jaimes, embodies these qualities along with unwavering dedication and resilience. After overcoming personal setbacks, Victoria recommitted to education, pursuing a nursing career while raising a family. She graduated cum laude from Concordia University, earned a place on the Dean's List for three semesters, and served as Vice President of the Student Nurses Association.

Victoria's leadership extends beyond the classroom. She has been a mentor to her peers, sharing study strategies and supporting fellow students in their professional growth. With the assistance of Capital IDEA, she achieved her dream of becoming a nurse, securing a new graduate nurse role in the Cardiovascular Operating Room at St. David's Round Rock.

In her acceptance speech, Victoria shared, "I knew that education was key to breaking through barriers for my family and me." She also reflected on her personal growth, saying, "Leadership is not just about titles. It's about being present, patient, and persistent, no matter the obstacles." You can read Victoria's full story in her own words on our website, where she shares more about her path to success and the leadership lessons she has learned along the way. [> Read Victoria's Story Here](#)

"Thank you to Capital IDEA, my husband, children, my mother, my mentors, and everyone who has supported me along the way. To my fellow graduates and future leaders, let's continue to support one another and make a difference in our communities."



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

Josefina Rodriguez

The Aurora Alworth Spirit Award celebrates resilience and determination in Capital IDEA graduates, honoring those who exemplify the spirit of opportunity. 2024 graduate, Josefina Rodriguez, received the award for her remarkable journey as a first-generation college graduate and mother. Despite facing significant challenges, Josefina persevered, balancing her studies, work, and family responsibilities with unwavering determination. Her journey culminated in becoming a registered nurse, a career she pursued with passion and purpose.

Josefina's story underscores the transformative power of education and perseverance. Her acceptance speech highlighted the profound impact of her parents' love, the strength she drew from her children, and the support she received from her community. She shared her journey from overcoming language barriers as a child to navigating the challenges of motherhood and professional aspirations. With the assistance of Capital IDEA, Josefina turned her dreams into reality, overcoming financial obstacles and the disruptions brought by the pandemic.

Throughout her journey, her mother's encouraging words, "Tú sígueme y échale ganas"—Keep going and give it your best—became her guiding mantra, helping her push through every challenge and showing her children the power of hard work and persistence.

Her story serves as an example for others walking similar paths, demonstrating that with resilience and support, any obstacle can be overcome. You can read Josefina's story in her own words on our website.

[>Read Josefina's Story Here](#)

"To everyone who believed in me, thank you. To those who are facing their own challenges right now, please know this: You are not alone. No matter what obstacles stand in your way, you can overcome them. Keep going, seek support, and don't ever give up."

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.

WORKFORCE CHAMPION AWARD

Austin Community College

The Workforce Champion Award honors exceptional allies who help create positive, lasting impact in our community. This year, Capital IDEA proudly presented the inaugural award to Austin Community College (ACC) for its steadfast partnership in supporting college-to-career outcomes. ACC has been a vital partner since Capital IDEA's inception, helping students progress from enrollment to completion and, ultimately, employment.

A highlight of their collaboration in 2024 was the launch of a new 8-week co-requisite pilot for Texas Success Initiative (TSI) completion. This pilot supports students who need extra help to be college-ready, offering co-requisite English and math courses, embedded tutors, success labs, and the ongoing support of Capital IDEA Career Navigators. Students who complete the program become TSI complete, earn 12 credit hours, and finish their first-year English and math courses without needing to retake the TSI.

The pilot's early results were impressive: 85% of students enrolled in reading and writing courses became TSI complete, and 74% of students enrolled in math courses achieved the same. The success of this pilot was made possible through the collaboration

of many individuals, including Chancellor Russell Lowery-Hart and ACC's faculty and staff, along with Capital IDEA team members.

You can read more about this partnership and its impact on our website. [> Read more about the Workforce Champion Award](#)

"Austin Community College has been our most steadfast partner in helping students sponsored by Capital IDEA progress from enrollment to completion to employment."

ABOUT THE WORKFORCE CHAMPION AWARD

For 25 years, Capital IDEA has forged strong partnerships across the public, private, and community sectors, collaborating to expand access to education and opportunities for our neighbors seeking good careers. At this year's Celebration of Achievements, Capital IDEA bestowed the Workforce Champion Award to honor and celebrate an exceptional ally who has played a pivotal role in enabling college-to-career outcomes that drive positive and lasting impact in our community.



HEALTHCARE EMPLOYERS HIRING PARTNERS

ARA Diagnostic Imaging
Ascension Seton - Dell Children's Medical Center
Ascension Seton - Medical Center Austin
Ascension Seton - Medical Center Hays
Ascension Seton - Medical Center Williamson
Ascension Seton - Northwest Hospital
Ascension Seton - Other
Aspire Allergy and Sinus
Austin Radiological Association
Austin Regional Clinic
Austin State Hospital
Austin-Travis County Emergency Medical Services
Baylor Scott & White
BrightStar Care Austin
Buckner Villas

Cedar Park Dental
Central Texas Neurology Consultants
Christus Santa Rosa Hospital
Cloud Dental
Cornerstone Hospital
Covenant Management Services
Five Points Nursing and Rehabilitation
Fresenius Medical Group
Hays Nursing and Rehabilitation Center
Kyle Parkway Dentistry
Lone Star Circle of Care
Lonestar Physical Therapy/Advanced Physical Therapy
Marbridge Foundation
MGA Homecare
Onion Creek Nursing and Rehabilitation Center
Results Physiotherapy
Riverside Nursing and Rehabilitation Center

San Marcos Treatment Center
St. David's - Georgetown Hospital
St. David's - Medical Center
St. David's - North Austin Medical Center
St. David's - Round Rock Medical Center
St. David's - South Austin Medical Center
Strive Health Services LLC
The Tooth Inc
Three Lakes Physical Therapy
Thrive Skilled Pediatric Care
We Are Blood

HEALTHCARE CAREERS HIRED GRADUATES

April Ainsworth
Noor Alnoman
Samantha Amaya
Tsega Ande
Clarissa Besa
Angela Bratcher

continued...
Danielle Britton
Karina Bueno
Shannon Burns
Julia Butler
Daniela Cabeza Lozada
Esmeralda Casillas
Oscar Cazares
Lorenzo Celli-Vargas
Denise Cervantes
Jaylynn Chase
Monica Chavez
NaHailey Cloud-Onderdonk
DyAnna Crayton
Elisha Cruz
Jared Dixon
Tre'Nisshay Edwards
Julian Espresion
Anthony Evora
Sonia Facundo
Rafael Flores
Rosario Flores Arciga
Samantha Fontanez
Valeria Gallegos
Megan Garza
Christina Guerrero
Tigest Haile
Ana Hernandez
Rachel Hight
Marycielo Huaman
Nnamdi Iloмуanya
Dario Herve Iradukunda
Daricka Jackson-Sims
Unique Johnson
Jasmine Kayu
Sabrina Lakhmasse
Jacqueline Lane
Juliane Leathers
Louvinia Lewis
Sonya Lopez
Simpi Marasinee
Jennifer Martinez
Jessica Martinez
Janae McClain
Taylor Miller
Luis Miranda
Iyana Mitchell
Karina Molina Gallardo
Itzel Moreno
Haley Moton
Frank Mumphord

Thomas Neel
Marie Nyuyseni
Karena Ortiz
Joseph Oyervides
Annie Rae Pearl
Mona Lisa Pena
Emma Pineda
Sandra Portuondo
Victoria Prince
Selina Quiles
Anna Reyes
Kevin Reyes Pereznegron
Miranda Rich
Stephen Riera
Klairissa Rizo
Gabrielle Rodriguez
Gisela Ruiz
Jarely Salinas
Nicole Santos Hernandez
Norma Segundo
David Serrano
Meghan Sierra
Brady Snowden
Madelyn Sokolowski
Johanna Soto
Brittany Sterling
Elizabeth Valdez
Jeremy Valentine
Ana Vazquez- Trejo
Shawn Walsh
Stefano West
Brooke Williams
Mayra Zambrano
Leticia Zapata
Anamaria Zuniga

TRADES & OTHER CAREERS EMPLOYERS

HIRING PARTNERS

Amerit Fleet Solutions
Austin Community College
Brake Check
Coreslab Structures (Texas) Inc
George Auto Repair
Magnum Engineering & Controls
NXP via Randstadt
Patriot Pool & Spa

TRADES & OTHER CAREERS EMPLOYERS

HIRED GRADUATES

Jonathan Alejandro
Kristen Courett
William Cruz
Julio Gutierrez
Henry Herrera
Travis Holland
Gerardo Ruiz
Joby Thankachan

INFORMATION TECHNOLOGY

HIRING PARTNERS

Applied Materials with UST
Austin Community College
CrowdStrike
Department of the Treasury,
Internal Revenue Service
Emerson Automation Solutions
Emerson Electric Company
Grande Communications, dba
Astound Broadband
GTS Technology Solutions
Halcyon Home LLC

INFORMATION TECHNOLOGY

HIRED GRADUATES

Dada Alodeito
Ariella Arce
Albert Garza
Madison Gutierrez
Alexander Landaverde
Sherlita Moore
Erick Rodriguez
Lisa Sosnowski
Gretchen Suarez Albornoz

FUNDERS & DONORS

SUPPORTERS IN FY2024

Public Funders

\$1,000,000+

City of Austin

\$500,000+

Travis County

\$100,000+

State of Texas (ACE Fund)

\$50,000+

Hays County

\$10,000+

City of Round Rock

Employer Investors

Ascension Seton

St. David's HealthCare

Philanthropic Funders

Foundations & Organizations

Annie E. Casey Foundation

Austin Community College

Austin Community

Foundation

HCA Foundation

Hindu Charities for America
(HC4A)

Holce Family Foundation

I Live Here, I Give Here

Lola Wright Foundation

Long Foundation

Matthew Five Eight

Foundation

Nowlin Family Fund

Round Rock Woman's Club

Seeds of Strength

St. David's Foundation

The Campbell Foundation

The Montandon

Foundation

The Sooch Foundation

Topfer Family Foundation

Trellis Foundation

United Way for Greater

Austin

Corporate Funders

Bank of America

Baylor Scott & White

Blue Cross & Blue Shield of
Texas

Frost Bank

Insperty

Shipt

St. David's HealthCare

Texas Mutual Insurance
Company

Watkins Insurance Group

Individual Donors

Fannie & Funsho Akingbala

Jenna Akridge

David Albert

Raul Alvarez

Tim Anderson

Mustafa Azizi

Daisy Balderas

Bob Batlan

Douglas Becker

Ed Berger

Stephanie Berman

Katherine Boyer

Vianei Braun

Stacy Britton

Daniel Brooks

Eileen Butler

Suzanne Cantu

Mona Carver

Ron Chadwick

Steven Christopher

Terry Cook

Linda Copenhaver

Catherine Cramer

Geraldine C Dalton

Dickson De La Haye

Gloria & Paul DeVere

Peter Chau Dinh

Rhonda & John Dirvin

Patricia Donica

Cecile Fandos

Robert Feldman

Ben Ferrell
 Rene Flores
 April & Michael Floyd
 Sally Foster
 David Freidberg
 Carlota Garcia
 Lora Ann Gerson
 Gloria Gonzales-Dholakia
 Ramon Gonzalez
 Annica Gorham
 Michael Griffith
 Cynthia Haben
 Ann Hearn
 Trenton Henrichson
 Kimberly Hernandez
 Debbie Hoch
 Michael Holman
 Jay Huckabee
 Julian Huerta
 Steve Jackobs
 Travis Johnston
 Jenee Kennedy
 Katherine Kirby
 Michelle Landrum
 Linh Le
 Steven Lin
 Catherine Liu

Mayra Lopez
 Louis Malfaro
 Melanie Martin
 Gwen May
 Susan McDowell
 Dazzie McKelvy
 Mark Melliari-Smith
 John Menna
 Michael Midgley
 Hilda Montgomery
 Billy Moyer
 Lori & Felix Munson
 Tom Murphree
 Alyssia Palacios-Woods
 Peg & Phil Patrone
 Joy Penticuff
 Kimberly Perkins
 Jennifer Peters
 Tony Pitts
 Emilia Pollard
 Christina Ponce
 Surinder Rawat
 Felicia Reed
 Roxane Royalty
 Barbara Rush
 Sylvia Ruvalcaba
 Enrique Saenz

Jennifer Saenz
 Sara Salazar
 James Sandham
 John Sapp
 Jessica Scanlon
 Zach Scott
 Landon Shultz
 Hector Siordia
 Maria Smith
 Ariel Soliz-Washington
 David Sullivan
 Toni Swinton
 Diane Tackett
 Rosha Teimuri
 Jeffrey Thompson
 Mary Helen Tijerina
 Kathleen Tully
 Rodolfo Valdez
 Irma Valdez
 Audrey Valentin
 Catherine Wright
 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:		\$ 6,706,960	Expenses:		\$ 6,174,019.00
Public Funding	\$	3,337,609	Program	\$	5,266,222
Private Funding	\$	3,115,809	Administration	\$	793,558
Employer Partners	\$	179,500	Fundraising	\$	114,239
Other Revenue	\$	74,042			
			Change in Assets*	\$	532,941.00
			Net assets start of year	\$	3,158,321.00
			Net assets end of year	\$	3,691,262.00

*Per financial reporting requirements, change in net assets is due to multi-year grant awards recognized in FY24



BOARD OF DIRECTORS

SERVING IN 2024



Toni Swinton
Chair

AVP Clinical Education,
HCA Healthcare
Center for Clinical
Advancement



Carlota Garcia
Vice Chair

Leader, Our Lady of
Guadalupe Catholic
Church
Central Texas Interfaith



Jeff Thompson
Treasurer

Leader, Corridor
Interfaith Alliance for
Families
Central Texas Interfaith



Sally Gillam
Secretary

Regional CNO/VP
Greater Austin Area
Region
Baylor Scott & White
Health



Teresa Garza**
Alumni
Representative

Associate Professor
Radiology
Austin Community
College



T.Carlos "Tim"
Anderson**
Member

Leader, Austin
City Lutherans
Central Texas Interfaith



Sammy Hall, Sr.
Member
Leader, Hidden
Valley High Meadows
Neighborhood
Association
Central Texas Interfaith



Trenton Henrichson
Member
Leader, St. Ignatius
Martyr Catholic Church
Central Texas Interfaith



Jay Huckabee
Member

VP Human Resources
Ascension



Joy Penticuff**
Member

Leader,
Congregational
Church of Austin
Central Texas Interfaith



Enrique J. Saenz
Member

Leader, Our Lady
of Guadalupe
Catholic Church
Central Texas Interfaith



Curtis Wyman**
Member

Leader,
University United
Methodist Church
Central Texas Interfaith



John Sapp*
Member

VP, Information
Security & CISO
Texas Mutual



Katherine Kirby*
Member & Capital
IDEA Alumni
Territory Manager
Penumbra, Inc.

Central Texas Interfaith (CTI) and business leaders founded Capital IDEA in 1998. Today, the board is comprised of eight seats for Central Texas Interfaith leaders, seven for business leaders, and representatives of Capital IDEA's Alumni.

* Began Board Service in 2024

**Completed Board Service in 2024



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