

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

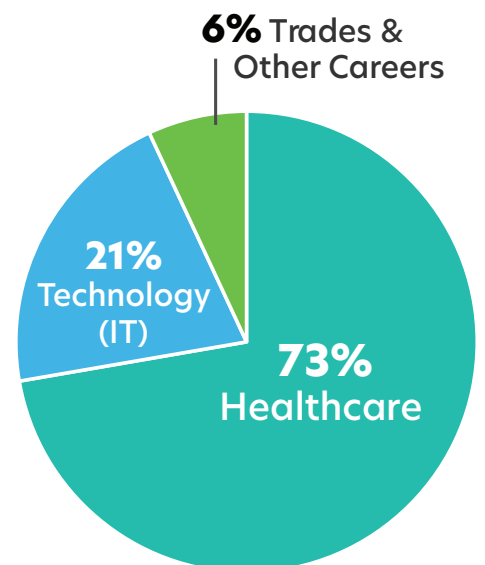
4% Asian

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

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

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 Ghebregiorgis
Mebhrhit Ghebregiorgis
Luwam Ghebregiorgis
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 & 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.

Revenue:		\$ 6,132,895.00	Expenses:		\$ 4,834,241.00
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



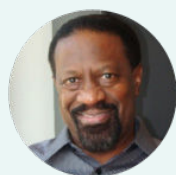
Jay Huckabee*
Board Member

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



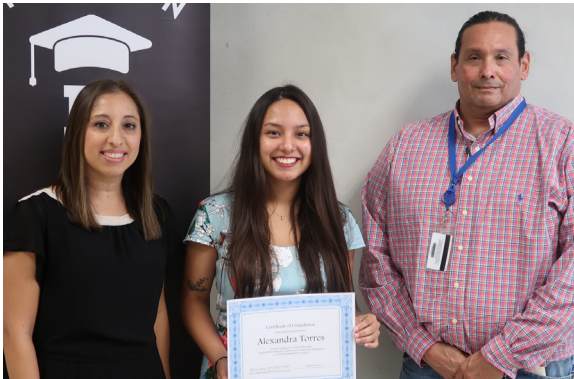
Curtis Wyman

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



CAPITALIDEA 
Connecting People to Their Future

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