



Rashida Thomas
Workforce Development & Education Director

WHO WE ARE

*Recognizing the dignity and beauty of every person, we pledge **intelligent and practical action to overcome racism, poverty and injustice.** And to build a metropolitan community where all people may live in freedom, harmony, trust, and affection. Black and white, yellow, brown and red from Detroit and its suburbs of every economic status, national origin and religious persuasion we join in this covenant.*

-- Adopted March 8, 1968

Established in 1971, provides 42,000 healthy food boxes to seniors annually. In 40 years, has been instrumental in providing canned and packaged food for 21 million people who struggle to survive on meager incomes and now serves 46 states.

**FOOD/BASIC
NEEDS**

**HOPE VILLAGE
INITIATIVE**

**WORKFORCE
DEVELOPMENT
& EDUCATION**

Aims to ensure that by 2031, 100% of the 5,300 residents in the 100 blocks immediately surrounding Focus: HOPE will be educationally well-prepared, economically self-sufficient, and living in a safe and supportive environment.

We transform the lives of the underserved, underrepresented, and underprepared through holistic enrichment, supportive services, and workforce training and education.

OUR CULTURE

Students indoctrinated in Focus: HOPE culture as a pre-cursor to all Workforce Development & Education programs

Academics - 70% or higher in all course work

Attendance - 85% or higher attendance requirement

Attire - Business Casual, No jeans, No gym shoes

Attitude - Respectful, Team environment

Drug Free

Case Management

Supportive Services

SERVED OVER 12,000 SINCE 1981

Ready, Set, Go program, established in 2014, it expands upon the Fast Track program that helped 5,950 students prepare for higher education or workforce training.

- 237 FY 2014 Enrollment
- 190 Completers

Information Technologies Center (ITC), established in 1999 trains students in the areas of computer technology, network and server administration.

- 96 Enrollment FY 2014 Enrollment
- 1,978 Total graduates (FYs 1999–2014)
- \$11.50/hr. Average starting wage of an ITC graduate in 2014

Machinist Training Institute (MTI), established in 1981 provides training in basic and advanced machining and metalworking (CNC).

- 140 Enrollment FY 2014 Enrollment
- 2,952 Total graduates (FYs 1981–2014)
- \$11.86/hr. Average starting wage of an MTI graduate in 2014

Center for Advanced Technologies (CAT), established in 1993 provides underserved individuals the opportunity to earn a college degree in any engineering discipline.

- 22 Enrollment FY 2014 Enrollment
- 185 Total number of Associates Degree graduates (FYs 1997–2014)
- 135 Total number of Bachelor's Degree graduates (FYs 1997–2014)
- \$51,600 Average starting salary of a CAT (Bachelor's Degree) graduate

Average WDE Retention: 72%

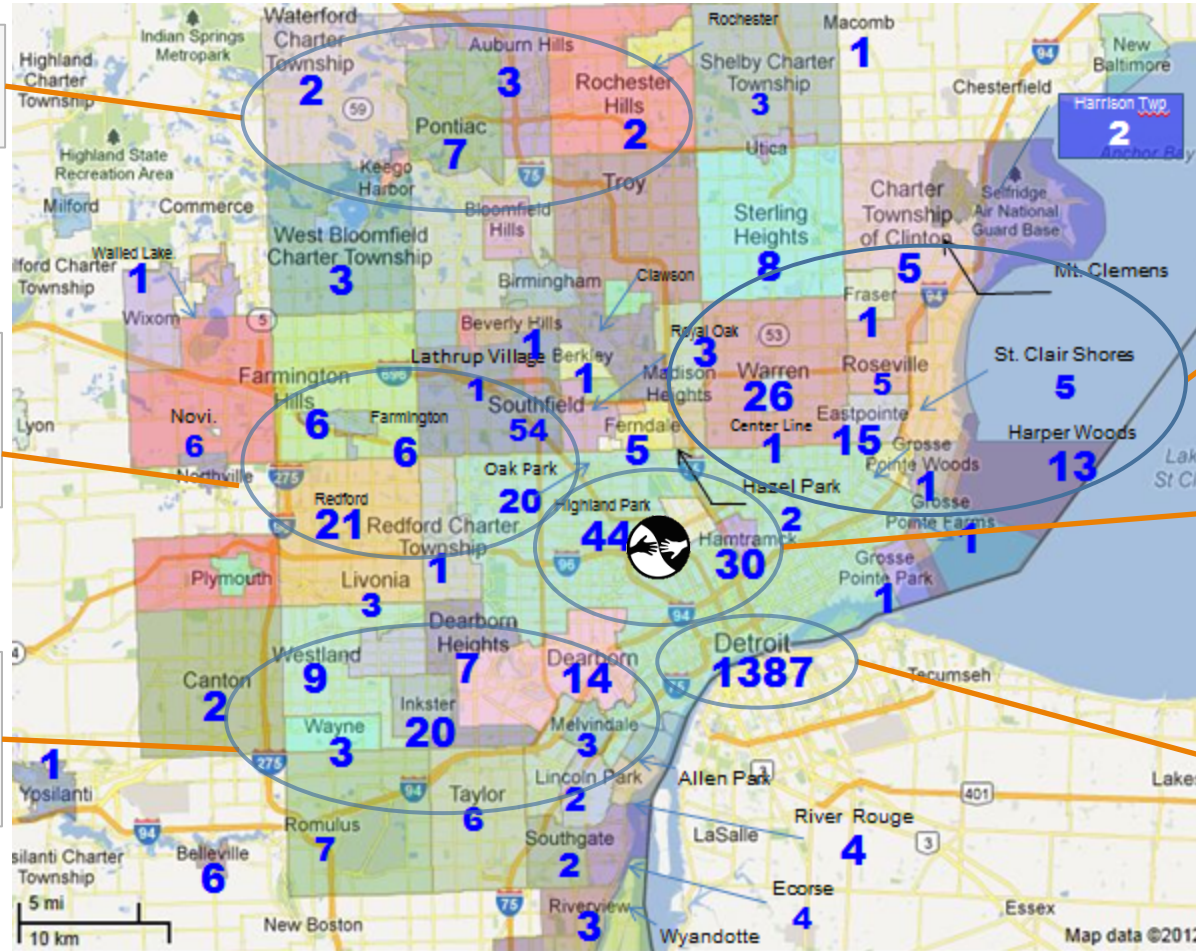
Average WDE Placement: 84%

FOCUS: HOPE'S GEOGRAPHIC DISTRIBUTION AND REACH

Pontiac,
Auburn Hills

Southfield,
Redford, Oak
Park

Inkster,
Dearborn,
Westland



Warren,
Eastpointe,
Harper Woods

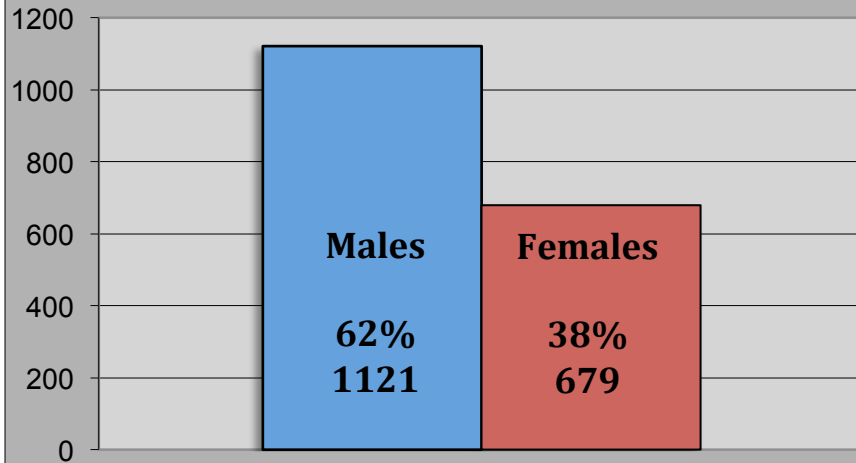
Highland Park
& Hamtramck

***Detroit, highest
concentration***

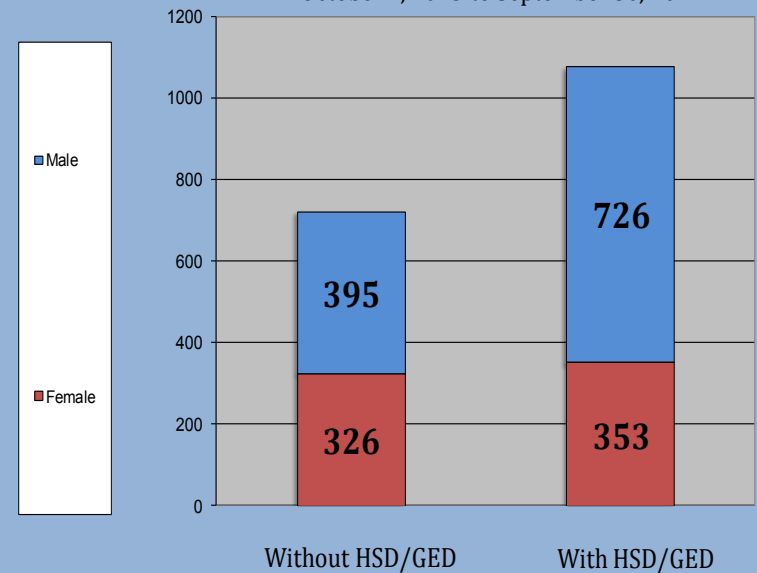
Between 10/1/13 and 9/31/14, Focus: HOPE engaged with 1,800 prospective students, the majority from the City of Detroit, but also throughout the city and nearby suburbs.

2014 PROSPECT DATA

Total Prospects by Gender
October 1, 2013 to September 30, 2014
(Focus: HOPE Engaged 1800 Prospects)



Total Prospects by Gender and Educational Status
October 1, 2013 to September 30, 2014

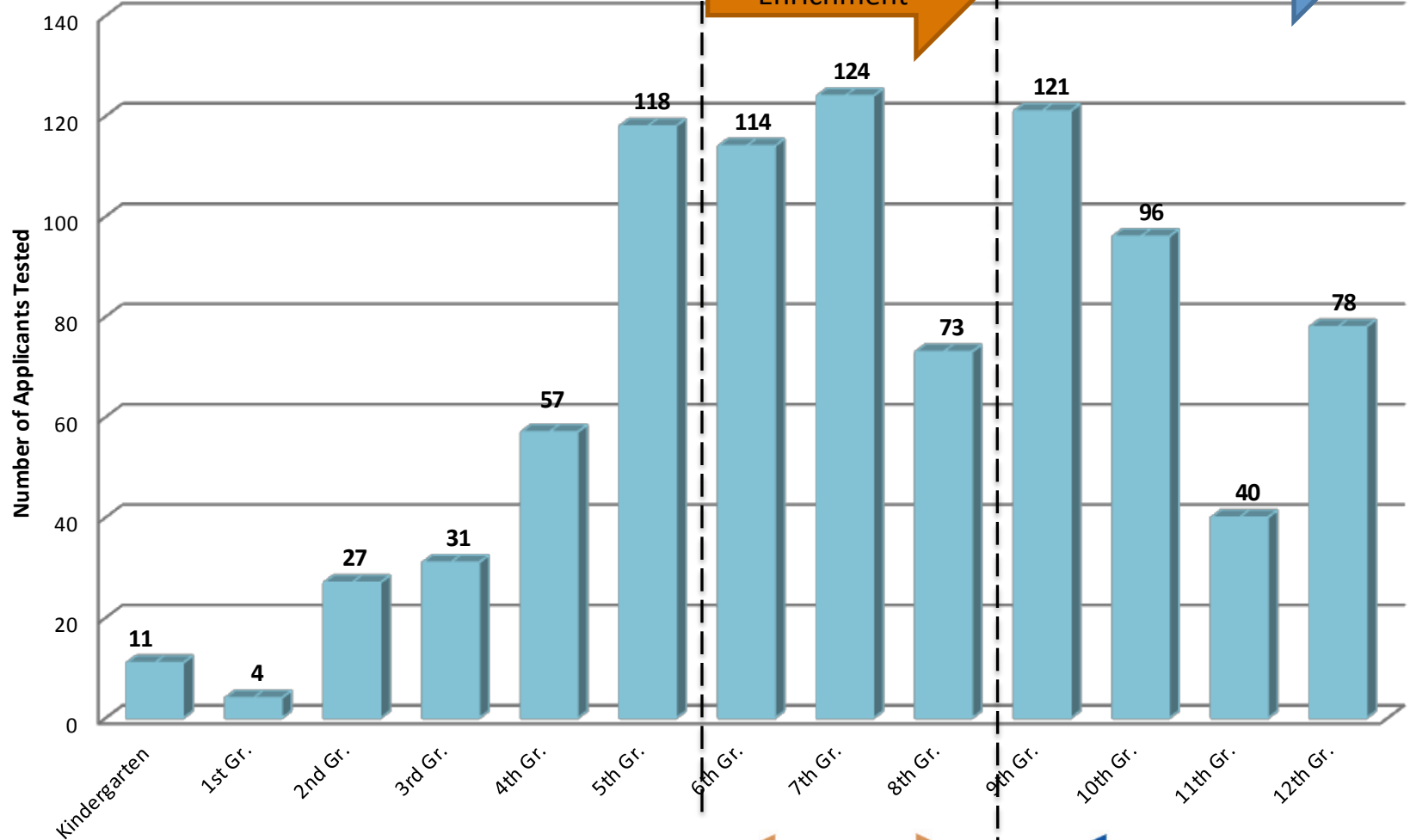


Focus: HOPE

Education • Opportunity • Community

*Individualized TABE Results Based on Combined Reading & Math Scores

October 1, 2013 to September 30, 2014
N = 894 Testers



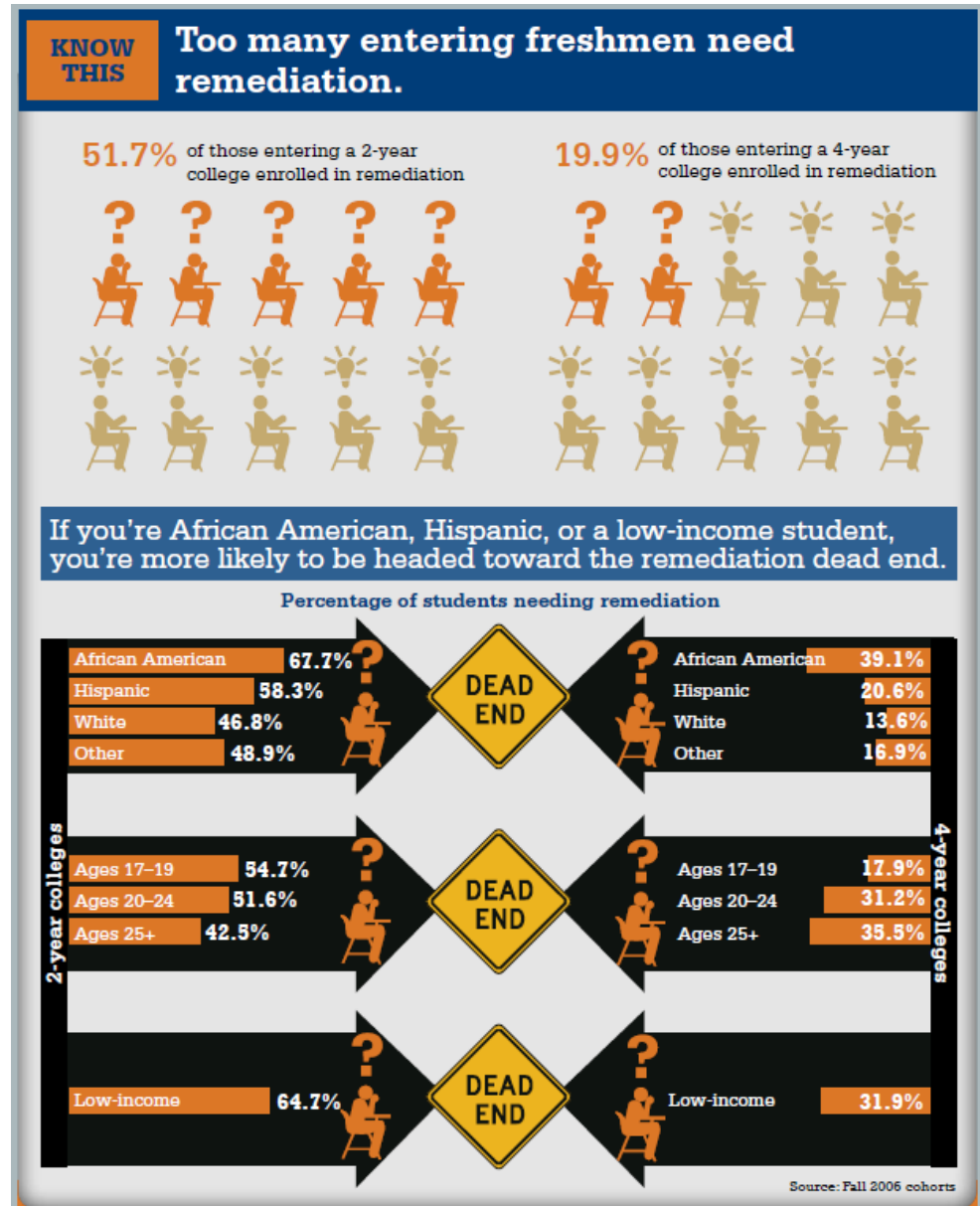
*Example: Jane Jones received a 5.0 reading and 9.0 in math when TABE tested, she would be under the 5.0 grade level category.

< 34% >

< 37%

REMEDICATION POPULATION

- Based on 33 states in US
- More than 50% entering community colleges are placed in remediation programs
- Minorities represent largest percent of remediation population
- Large percentage needing remediation for 2yr college are low-income
- Population served at FH fall in both categories



KNOW THIS

Most remedial students never graduate.

2-Year Colleges



62.0%

Complete remediation



22.3%

Complete remediation and associated college-level courses in two years



9.5%

Graduate within 3 years (projected)

4-Year Colleges



74.4%

Complete remediation



36.8%

Complete remediation and associated college-level courses in two years



35.1%

Graduate within 6 years (projected)

Students who don't take remedial courses are more likely to graduate.



13.9%

Graduate within 3 years (projected)



55.7%

Graduate within 6 years (projected)

Source: Completion data: fall 2006 cohorts; graduation data: 2-year, fall 2004 cohorts; 4-year, fall 2002 cohorts

REMEDICATION TODAY

- System is broken
- Current Remediation Model ≠ Success

CHALLENGES

2014 revealed some of the most prevalent barriers to be:

- **Inadequate housing**
 - Homeless, “squatting,” highly transient population
 - Inconsistent or unreliable utilities
- **Employment/employability skills**
 - Un-/under-employed
 - Lack of documented work experience
 - Underdeveloped social/professional skills
 - Lack appropriate work attire
- **Transportation**
 - No personal transportation (car ownership)
 - Need frequent vehicle repairs
 - Reliant on unreliable public transit system

CHALLENGES, CONT.

- **Healthcare**
 - Lack of medical and dental care, prenatal care
- **Education**
 - Reading, math, communication skill deficiencies
 - Lack of high school diploma or GED
- **External support**
 - Lack of parental/community involvement
- **Food and finance**
 - Inadequate nutrition
 - Lack of financial literacy
 - Lack of affordable, reliable, licensed childcare
- **Criminal Background**
 - Employment barriers (e.g. bonding, felony questions on applications)

SUPPORT SERVICES TO MITIGATE BARRIERS

Bus Tickets /Transportation Assistance

DHS Assistance

Career Clothing Closet

Counseling

MRS Referrals

Housing Issues

Medical

Auto Purchase/Repair

Eyeglasses

Legal Referrals



Career Pipeline Workforce Development Training Programs

**Machinist Training Institute (MTI)
Information Technologies Center (ITC)
Center for Advanced Technologies (CAT)**

DEMAND DRIVEN SECTORS

Detroit Employment Solutions Corp. (DESC) – 2015-2016 Focus

- Information Technology
- Manufacturing
- Healthcare
- Logistics/Transportation
- Hospitality/Retail

State of Michigan – 2020 Career Outlook (Detroit)

- Healthcare
- Retail & Hospitality
- Customer Service Representatives
- Team Assemblers/Machinist

Workforce Intelligence Network (Q3-2014)

- Retail & Hospitality (high turnover)
- Healthcare
- Information Technology (shortage)
- Engineers & Designers
- Skilled Trades & Technicians
(CNC Machinists/Welders)

<http://win-semich.org/wp-content/uploads/2013/01/WIN-Region-Q3-2014-Report.pdf>

Michigan Labor Market – Long-term Occupational Projections, 2010 - 2020

- Healthcare
- Retail & Hospitality
- Office & Admin Support
- Computer Specialist
- Production Occupations

Focus: HOPE Career Pipelines (FY 2015)

Legend:

- ★ Certificate Program
- Degree Program
- FH Provided
- - - On Campus Partner
- Employment Path



Recruitment

- Outreach
- Open Houses
- Lunch & Learns
- (Ongoing)

Assessment

- Drug-free
- HSD/GED
- Background check
- Test of Adult Basic Education (TABE)

Earn & Learn

- Work Readiness
- Customer Service
- First Aid/CPR
- Financial Literacy
- Case Management
- (4 wks.; Total: 160 hrs.)

Fast Track

- Math Skills
- Reading Skills
- Computer Literacy
- Professional Work Skills
- Financial Literacy
- Writing Labs
- (6 wks.; Total: 105 hrs. each)

Career Coach

- Advising
- Exploration
- Planning
- (1 wk.; Total: 30 hrs.)

Jump Start

- Study Skills
- Social Skills
- Time/Task mgmt.
- Employability
- Networking
- (1 wk.; Total: 30 hrs.)

Ready, Set, Go!

- 3 or 9 wks.
- Pkg. of JS, FT, & EL
- Total: 112 or 202 hrs.

GED/CSH ON

Literacy Support (WSUHL Partner) → **GED Prep (SVSF Partner)** → **GED Test (SVSF Partner)**

ITC Information Technologies Center

Office & Customer Service Support (12.5 wks.; Total: 310 hrs.)

Technical Support Specialist

- Comp Lit.
- Cust. Svc.
- A+ /PC Maint.
- (24 wks.; Total: 600 hrs.)

Network Technology

- (29 wks.; Total: 710 hrs.)

SOHO – Server Technology

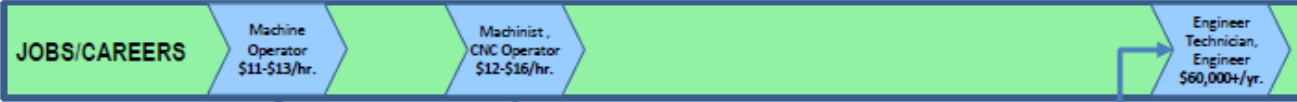
- (29 wks.; Total: 700 hrs.)

STEM BRIDGE

- Algebra
- English/Writing
- Master Student/Employee
- Systems Thinking
- Applied Science (PLTW)
- Decision Making Science
- Psychology of Success
- Programming
- Mentoring
- (45 wks.; Total: 1125 hrs.)

IMSE Information Management Systems Engineering (B.A. WSU)

6 yrs.



MTI Machinist Training Institute

Machining Essentials (14 wks.; Total: 370 hrs.)

Advanced Machining

- (10 wks.; Total: 265 hrs.)

STEM BRIDGE

- Algebra
- English/Writing
- Master Student/Employee
- Systems Thinking
- Applied Science (PLTW)
- Decision Making Science
- Psychology of Success
- Programming
- Mentoring
- (45 wks.; Total: 1125 hrs.)

CAT/Engineering Center for Advanced Technologies

- 2-2.5 yrs. Associates – Manufacturing Eng. Technology (A.A.S., LTU)
- 3 yrs. Bachelors – Engineering/Eng. Technology (UM, WSU, UDM, LTU)

Recruitment/ Assessment

Advise & Prepare

Demand Driven Training

Higher Education

Childcare, Special Needs (e.g. glasses, dental care, etc.), Navigation of Benefits/Services, Referrals, Professional Development, Work-Readiness, Case Management, Tutoring, Counseling, Barrier Removal & Management, Lifetime Placement, Financial Literacy, etc.

FH: Supportive Services

FH Supportive Services

University Support

Focus: HOPE

Education • Opportunity • Community

RECENT EMPLOYERS OF FOCUS: HOPE GRADUATES



minacs™



DETROIT CHASSIS LLC

Sakthi Auto



Information Technologies Center (ITC)

AT&T

Minacs-Netflix

NABancard

HP

United States Postal Service

Walmart

Dish Network

Fox Theatre

Meijer

CareTech Solutions

Customer Service Rep.

Customer Service Rep.

Risk Analyst

Help Desk

City-Carrier

Customer Service Rep.

Field Technician

Customer Service Rep.

Customer Service Rep.

Customer Service Rep./Help Desk



Machinist Training Institute (MTI)

Sakthi Automotive

Magna Seating

International Specialty Tube

Birclar Electric

Detroit Chassis

Chassis

Form Tech

Caraco Pharmaceuticals

TSM Corporation

U.S. Manufacturing

Jemms Cascade

Production Worker

Production/Quality Control

Machinist

Assistant Machinist

Production Worker

Machine Operator

Machine Operator

Dispensing Operator

Machine Operator

Machine Operator

CNC Lathe Operator

WDE RECOMMENDATIONS

- Policies that support those who need the most help – ‘You get what you measure’
- Longer term contracts for pipeline stability
- Support for continuous learning – encourage higher skills & education
- Understand comprehensive needs to help fill skills gap – academics, social, supportive and technical experience
- Increased employer engagement beyond hiring graduates