

Focus: HOPE

food • careers • community

About US...

Workforce Development & Education efforts, tagged as 'Careers', represents one of three core and integrated areas of service at Focus: HOPE.

Food, **Careers**, and **Community** provide viable channels for realizing the

Focus: HOPE Mission:

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.

Focus:HOPE
food • careers • community



Since 1968, Focus: HOPE has dramatically transformed thousands of lives through its three key areas of focus: food, careers and community.

Focus: HOPE Model for Career Pathways

Integration of key components for a 'holistic' approach to successful career pathways

- Work & Student Readiness
- Pre & Post Services
- Relevant Occupational Training
- Leveraged Partnerships



FH Tool Kit for Success

Focus: HOPE employs an integrated and holistic approach to workforce training as a way to transform and prepare those we serve for sustainable employment opportunities.

The toolkit includes:

- Psychology of Success
- 4 A's – Integrated & Important for Training & Employment
 - **Academics** – 70%+ in course work
 - **Attitude** – Respectful, Team environment
 - **Attendance** – 85%+ attendance requirement
 - **Appearance** – Business casual, no jeans, no gym shoes
- Student Success Skills
- Relevant Work Readiness
- In Demand Industry Training w/ related certifications
- Supportive Services
- Barrier Mitigation & Case Management
- Career & Placement Services



Support Services

Key success factors related to Focus: HOPE's training programs have been academic rigor, high professional standards, and access to **comprehensive supportive services** and resources are critical for career success.

- ✓ Counseling & Case Management
- ✓ Transportation Assistance/ Bus Tickets
- ✓ Barrier Removal
- ✓ Vision Referrals
- ✓ Dental Referrals
- ✓ Medical Referrals
- ✓ Expungement Counseling
- ✓ Child Care Referrals
- ✓ Tuition Assistance



Our Impact



WORKFORCE DEVELOPMENT & EDUCATION

SINCE 1981 - 12,000+ SERVED

MISSION:

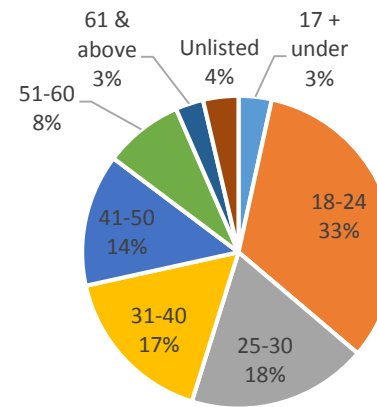
Transform the lives of the underserved, underrepresented, underprepared through holistic enrichment, supportive services, and workforce training and education leading to self-sustainability.

WHO WE SERVE

ADULT POPULATION, SOUTHEAST MICHIGAN

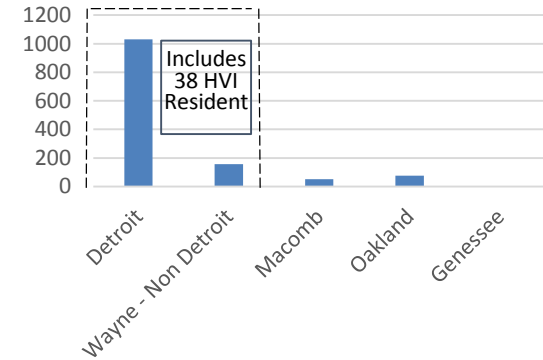
- 18YR+, DRUG FREE, *HSD/GED
- DISCONNECTED YOUTH
- HIGH SCHOOL GRADUATES
- CHRONICALLY UNEMPLOYED, UNDEREMPLOYED
- RETURNING CITIZENS
- VETERANS
- 2016: 68% Math, 8th+, 84% Reading 8th+

Age Distribution of Prospective Students (1315)



Focus: HOPE Prospects Engaged

N=1315



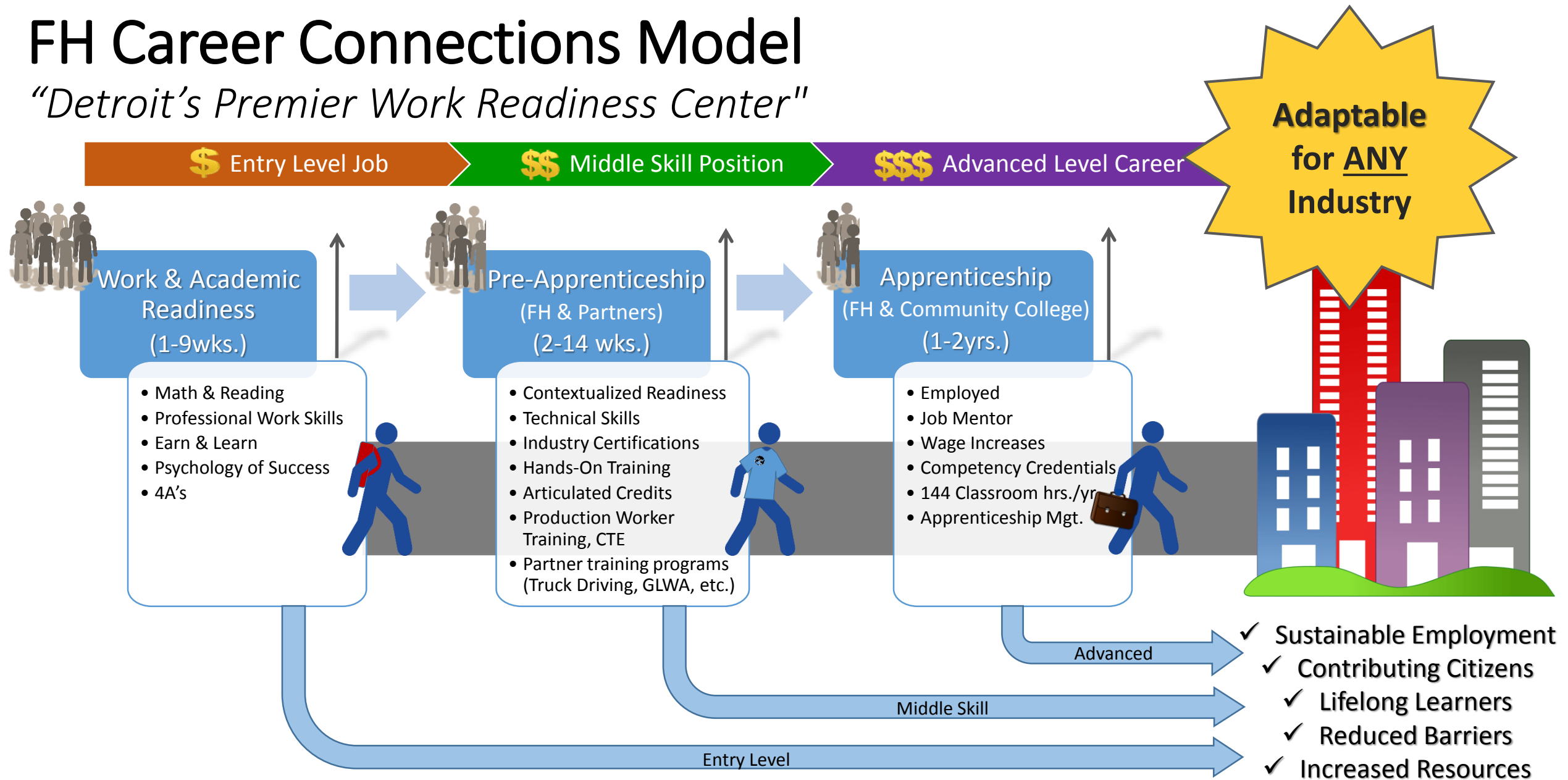
OUTCOMES – 2015-2017

AVERAGE ACROSS TECHNICAL TRAINING

- PROGRAM RETENTION: **79%**
- PLACEMENT (0-90 DAYS): **81%**
- INFORMATION TECHNOLOGY WAGES: \$13-\$14/HR.
- ADVANCED MANUFACTURING WAGES: \$12-\$13/HR.
- HEALTHCARE WAGES: \$12.50 - \$14.50/HR.

FH Career Connections Model

"Detroit's Premier Work Readiness Center"



3 Pathways of Support – offers various starting points to meet students where they are and also meet varying talent demands of employers

FH Current Program Offerings



Work & Academic
Readiness
(1-9wks.)

- Healthcare Readiness (1wk)
- Earn & Learn (4wks)
- Fast Track PLUS (9wks)



Pre-Apprenticeship
(FH & Partners)
(2-14 wks.)

- Integrated Advanced Manufacturing (10wks)
- Technical Support Specialist (15wks)
- Network Technician (10wks)
- Women in Manufacturing & Technology (13wks)
- Industrial Design Technician (5wks) for DASI Solutions
- Electrical Instrumentation Controls Technician (8wks) for GLWA



*Apprenticeship
(FH & Community College)
(1-2yrs.)

- Computer Numerical Controls Technician (FH)
- Industrial Design Technician (DASI Solutions)
- Electrical Instrumentation Controls Technician (GLWA)

Career & Placement Services

- Resume Writing
- Mock Interviews
- Clothing Closet
- Professional Development Workshops
- Job Fairs, Meet & Greet
- Job Leads – via Social Media, Email, Phone
- Connection to Employers in the Industry
- Employer Advisory Council



Focus: HOPE

food • careers • community

Thank you!

Current Program Details

Career connections seeks to train an average of 20-25 students/cohort. All programs emphasize the 4A's, Psychology of Success and Growth Mindset. Classes are typically Monday-Friday, for 5-6hrs. Evening course offerings are provided based on demand.

- **Fast Track PLUS (9-10wk)** – Contextualized academic enrichment program with heavy emphasis on improving math and reading literacy, with strong work readiness, computer basics, and financial literacy instruction for participation in more advanced training programs or educational opportunities
- **Healthcare Readiness (1wk)** – Training to create engaged and motivated students and provide an introduction to student success tools and the healthcare industry. Provided in partnership w/Oakland University School of Nursing for Continuing Education Patient Care Associate (6wk) and Patient Sitter(2wk) Training.
- **Earn & Learn (5wk)** - Work readiness focused program geared towards males 18-24 who are disconnected and/or chronically unemployed. Training is followed by support to transition into select industry training.
- **Integrated Advanced Manufacturing (10wk)** - Manufacturing training program to deliver foundational curriculum for entry level manufacturing positions and obtainment of industry recognized certifications. Topics covered include but are not limited to measurement tools, shop math, shop theory, blueprint reading, etc. Industry recognized credentials earned: MIOSHA 10, NIMS-Safety & Material Measurement
- **Technical Support Specialist (15wk)** – IT training teaching skills to support PC, laptops, mobile devices, and computer users. Students learn to maintain and upgrade PC/laptop hardware and operating systems such as Windows10. Able to install and configure hardware and their associated drivers, installing and configuring operating systems, mobile devices and security protocols. Industry recognized credentials earned: CBP-Customer Service, CompTIA A+
- **Women In Manufacturing & Technology Program (13wk)** - Hybrid foundational training to provide all female cohorts with career building skills to pursue sustainable entry-level opportunities in Manufacturing and Information Technology. Industrial recognized credentials earned: MIOSHA 10, NIMS-Safety & Material Measurement, CBP-Customer Service, Microsoft Excel/SharePoint Certification.
- **Apprenticeship Program (1-2yrs)** – Advanced training and employment opportunities providing students with direct employment position, related technical training at community college, 1-on-1 mentorship and on the job training, skills-based wage increases, and industry credentials in Manufacturing and IT fields – GLWA, DASI Solutions, etc.