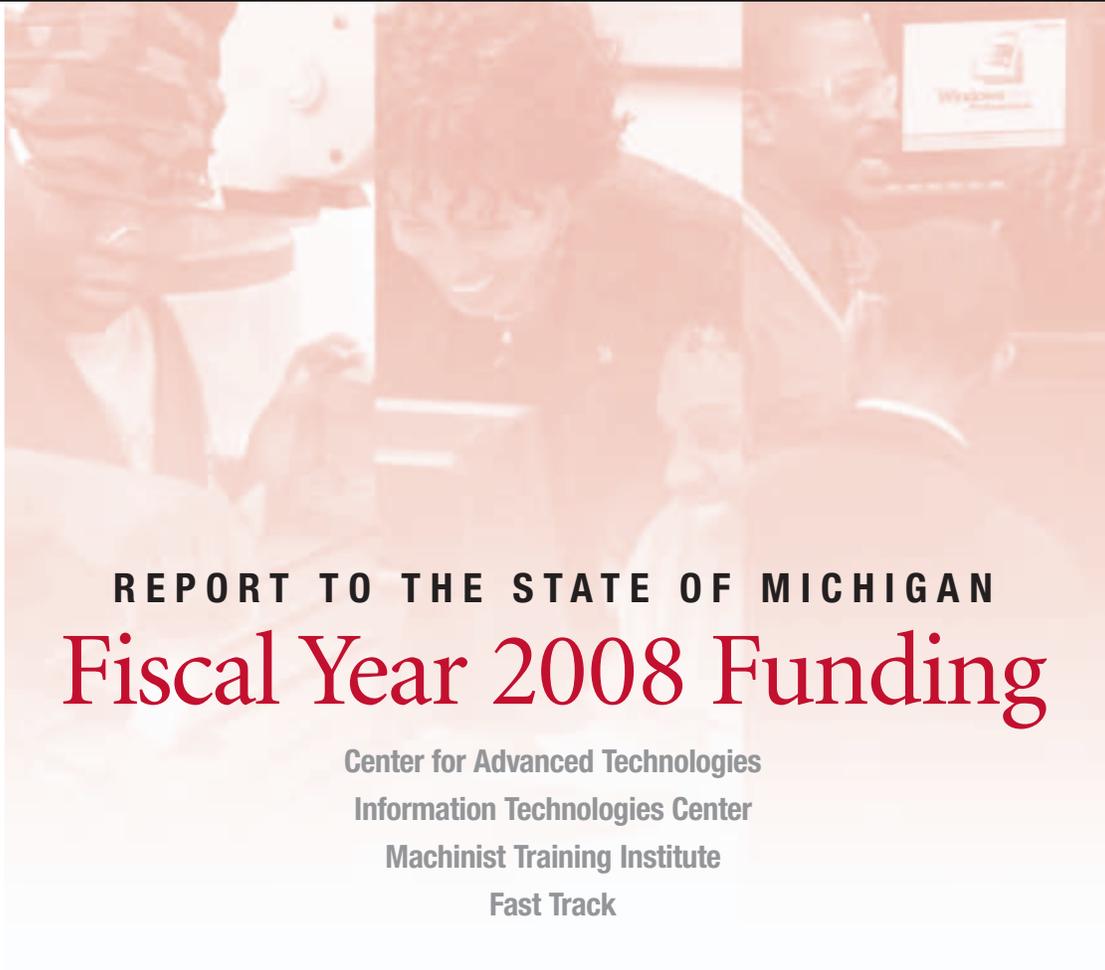


Focus: HOPE Celebrating 40 years.



REPORT TO THE STATE OF MICHIGAN  
**Fiscal Year 2008 Funding**

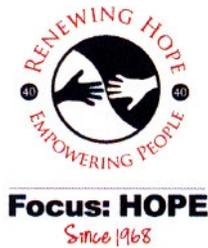
Center for Advanced Technologies  
Information Technologies Center  
Machinist Training Institute  
Fast Track

*Submitted to the*  
**Michigan Legislature and**  
**the Michigan Department of**  
**Energy, Labor, and Economic Growth**



**Focus: HOPE**  
*Since 1968*





January 28, 2009

Michigan Legislature  
Michigan Department of Labor and Economic Growth  
Lansing, MI

Dear Legislators and Fiscal Agents:

It is my pleasure to present the Focus: HOPE Report to the State of Michigan on Fiscal Year 2008 Funding. With your support and investment in Michigan's workforce infrastructure, Focus: HOPE continues to provide a rigorous education for men and women in advanced technologies. As Michigan continues to evolve through these difficult times and needs to increase the educational, technical, and professional skills of our workforce, Focus: HOPE is more critical than ever.

At Focus: HOPE, we believe our efforts must extend beyond the immediate population that we serve. As such, Focus: HOPE continues to be a resource to government agencies as policymakers work to respond to critical workforce issues. Partnering with organizations devoted to workforce development policy, such as The Workforce Alliance, the Governor's Council for Labor and Economic Growth, and Detroit's Road to Renaissance, Focus: HOPE is actively working to help move the economy forward at the federal, state, and local levels. We deeply appreciate the opportunity to serve in these important ways and enjoy contributing to workforce development policy outcomes.

The following report describes the many ways in which Focus: HOPE continues to meet its objective of providing opportunity to primarily underrepresented individuals who help Michigan be increasingly competitive in today's global economy.

Even in this difficult period for our state and nation, these are exciting times at Focus: HOPE. On March 8, 2008, we celebrated 40 years of engaging in "intelligent and practical action to overcome racism, poverty, and injustice." After serving on the Board of Directors for ten years, I joined the staff of Focus: HOPE as Chief Executive Officer earlier this month. We are currently in the final stages of developing a strategic plan that will guide us in the years ahead, and we are excited about the opportunities that lie before us. With the State of Michigan as our partner, we look forward to continuing to contribute to the good of this great State and its citizens.

Sincerely,

A handwritten signature in blue ink, appearing to read "William F. Jones, Jr.", with a long, sweeping underline that extends across the page.

William F. Jones, Jr.  
Chief Executive Officer

**Focus: HOPE**

1355 Oakman Boulevard, Detroit, MI 48238-2849  
(313) 494-5500 / Fax (313) 494-4574 / [www.focushope.edu](http://www.focushope.edu)





**FOCUS: HOPE**  
**REPORT TO THE STATE OF MICHIGAN**  
**FISCAL YEAR 2008**

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# Focus: HOPE

## Overview of Programs



### THE BEGINNING

Focus: HOPE was founded in 1968 in the wake of the devastating Detroit riots. Co-founders Father William T. Cunningham (1930-1997) and Eleanor M. Josaitis were inspired by the work of Dr. Martin Luther King, Jr., and started an organization committed to bringing together people of all races, faiths and economic backgrounds to overcome injustice and build racial harmony.

The Focus: HOPE mission statement, adopted on March 8, 1968, can be found on our walls and in our hearts throughout the 40-acre campus and provides the primary focus for the organization and all of its programming:

*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.*

Originally an interracial movement of volunteers, Focus: HOPE today employs about 300 colleagues and involves thousands of volunteers annually in support of its programs. Over the years, Focus: HOPE has engaged in intelligent and practical action to address the challenges of hunger, economic disparity, inadequate education, and racial divisiveness. The success of Focus: HOPE centers on leveraging public and private sector resources and partnerships, as well as extensive community outreach, to provide meaningful solutions to societal problems. These can be found in Focus: HOPE's 21<sup>st</sup> century training and education programs, its community and corporate partnerships, and in its food programs. The following provides a brief overview of the many programs Focus: HOPE currently operates.



### FAST TRACK

Focus: HOPE's education and job training programs require incoming students to have a high school diploma or GED and to test at a minimum of 9<sup>th</sup> grade reading and a minimum of 10<sup>th</sup> grade math skills to enter and succeed in the Machinist Training Institute and a minimum of 12<sup>th</sup> grade reading and 9<sup>th</sup> grade math for the Information Technologies Center. Unfortunately, many individuals who obtain high school degrees and GED certificates cannot demonstrate the reading and mathematics proficiencies necessary to succeed in Focus: HOPE's education programs.

For these students, Focus: HOPE started the Fast Track program in 1989. With strong student commitment, the Fast Track program is designed to raise reading and/or math skill levels by two grades within eight weeks. For Fiscal Year 2008, enrollment in the Fast Track program was 262 students. To date, over 6,500 students have participated in Fast Track, and the highly-successful program has been replicated by other institutions, including the State of Michigan.

The Fast Track program addresses the general readiness of high-school graduates and GED holders for success, linking graduates with opportunities in the expected job-generating and wealth-producing sectors of Michigan's future economy. Completers continue on to advanced job training at Focus: HOPE in the Machinist Training Institute (MTI) or Information Technologies Center (ITC) programs.



Students in the Information Technologies Center earn industry-recognized certifications as they train for careers in the IT field.



Students in the Machinist Training Institute learn to operate the traditional machinist tools (lathe, mill, and grinder), as well the operation of computer numerical control (CNC) equipment.

## INFORMATION TECHNOLOGIES CENTER

The Information Technologies Center (ITC) was established in 1999 to provide a broad range of industry-certified, nationally-accredited training programs and currently offers programs in personal computing (PC) technology, network, and client/server administration. The ITC curriculum includes classroom and lab assignments in programs that last between 27.5 and 53 weeks. Students are trained for and prepared to acquire a variety of industry certifications. The ITC is an authorized Certiport and Prometric testing site for its students, which makes it more convenient for ITC students to take the certification exams and greatly increases their probability of success. The ITC program is accredited by the Accrediting Council for Continuing Education & Training (ACCET).

469 individuals were enrolled in the ITC's programs in Fiscal Year 2008, representing a 45 percent increase over the previous fiscal year's enrollment. Starting wages for graduates were typically \$10 to \$15 per hour. Graduates with two to three years' worth of experience and who continue to earn related certifications can earn salaries in the range of \$40,000 to \$60,000. In close partnership with Wayne State University, Focus: HOPE also offers a pathway for students to pursue a state-of-the-art bachelor degree program in Information Management & Systems Engineering.

## MACHINIST TRAINING INSTITUTE

The Machinist Training Institute (MTI) was established in 1981 to bridge industry needs for precision machinists with community needs for well-paying career employment. This state licensed training institute provides comprehensive basic and advanced precision machining and metalworking skills. Many of the hundreds of businesses that hired the initial MTI graduates had not previously hired women or minorities as machinists.

The Machinist Training Institute enrolled 193 individuals in Fiscal Year 2008. Since its inception the program has graduated over 2,300 machinists. Starting wages average \$10-15 per hour and often include benefits. Graduates of the MTI may go directly into jobs as precision machinists, enroll into other advanced manufacturing classifications or pursue additional post-secondary education.





In this historical photo, people wait in line in a Focus: HOPE Food Center. The Commodity Supplemental Food Program is Focus: HOPE's oldest program.

## COMMODITY SUPPLEMENTAL FOOD PROGRAM

Starting with research that showed the permanent damaging effects of malnutrition on babies and children, the co-founders were driven to find a solution to hunger in the Detroit area. As a result of persistent research and testimony, Focus: HOPE began administering the U.S. Department of Agriculture's Commodity Supplemental Food Program (CSFP) to serve low-income pregnant women and mothers of young children. Focus: HOPE led the successful effort to expand the program to include assistance to low-income senior citizens. This program is currently offered in 32 states nationwide, as well as the District of Columbia and two Native American tribal organizations. Of these, Michigan is the largest program in the nation, serving over 78,000 monthly enrolled pregnant and post partum mothers, children under the age of six, and senior citizens. Focus: HOPE serves about 41,000 of these individuals each month, more than 80 percent of whom are seniors, in four counties of Southeast Michigan. In fact, Focus: HOPE is one of the largest and oldest distributors of commodities for this national program. Since 1971, more than 20 million food packages have been distributed through Focus: HOPE and in Fiscal Year 2008, 548 tons of food was distributed each month.



Students at the Center for Children work on an Easter-themed arts and crafts project.

## CENTER FOR CHILDREN

Founded in 1987, the Center for Children offers infant and toddler care (for children age six weeks through two years), Montessori and early childhood preschool education (for children between two and five years old), and before- and after-school programming and a summer day camp for 6-12 year olds. The Montessori approach to early childhood education stresses the needs and basic development of the young child, including social and intellectual activities aimed at enhancing self-confidence and independence in an atmosphere of love and respect for the child. Admission is open to the children of parents enrolled in Focus: HOPE education and training programs, the community-at-large, and Focus: HOPE colleagues. Since its opening, the Center for Children has provided child-care and educational services to approximately 6,000 children. Enrollment in Fiscal Year 2008 was 207 children.



Focus: HOPE worked with Presbyterian Villages of Michigan (PVM) to construct the Village of Oakman Manor, which is managed by PVM.

## COMMUNITY AND ECONOMIC DEVELOPMENT

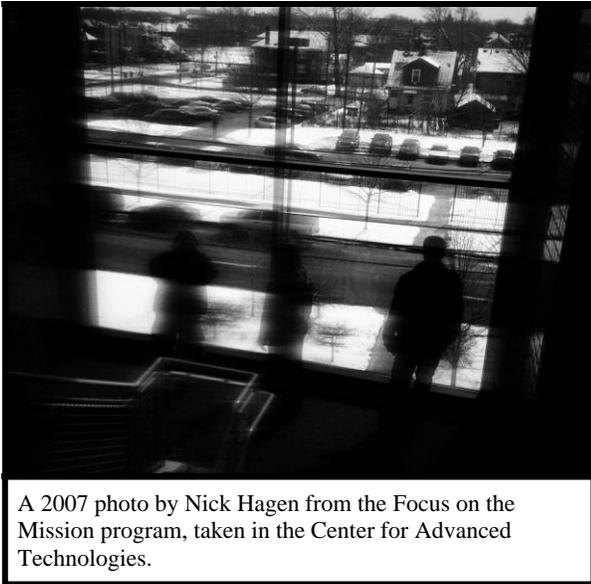
Focus: HOPE's Community and Economic Development department works to reinvigorate the surrounding community through collaborative efforts with community groups, local governments, block clubs, churches, and individuals. These community revitalization projects include new construction, housing rehabilitation, demolition of unsafe structures, clean-up of illegal dumping, creating partnerships among area businesses to stimulate economic development, and other efforts. The department also works to make financial literacy and home repair information available to all members of the Focus: HOPE community. These efforts have also included offering Individual Development Accounts (IDAs) to first-time homebuyers; hosting workshops on financial literacy, homeownership, and home repair; and obtaining funding through the City of Detroit Community Development Block Grant (CDBG) Minor Home Repair program for home repairs in the target service area.

Through the efforts of our Community and Economic Development Department, the Focus: HOPE area was designated a "Cool Cities Neighborhood in Progress" by Governor Jennifer Granholm. As part of its Cool Cities initiative, Focus: HOPE has been working on catalyzing a multi-phase redevelopment project in an area near its campus. This project includes the clean up and demolition of a vacant industrial building, construction of a new four-story, 55-unit low-income senior citizens building, construction of a new park at Oakman Boulevard and Woodrow Wilson, and development of other housing opportunities. The senior building, the Village of Oakman Manor, is complete

and fully occupied with a waiting list, and the first phase of the new "Cool Cities" park has been completed. In 2007, Focus: HOPE was awarded \$150,000 from Wayne County for pre-development, including land acquisition, of a new cooperative housing development in the "Oakman East" target area. As part of this redevelopment effort, in 2008 Focus: HOPE was awarded one of a small number of EPA technical assistance grants nationwide, to design sustainable greenways and streetscapes for the Oakman East area.

Another redevelopment focus has been the Ford-LaSalle Playlot, a small park located two blocks south of Focus: HOPE's campus at LaSalle Boulevard and Ford Avenue. Revitalization of this park has included a new playscape, a radical landscape transformation, and a new basketball court. The park has now been able to host a very successful volunteer-driven summer program for neighborhood children which expanded last year to include an introduction to photography.

Focus: HOPE is also a lead agency in the Central Woodward/North End Collaborative, which includes the Focus: HOPE target area. Focus: HOPE is the champion organization for a new crime and safety initiative which began in 2008; through support from the Local Initiatives Support Corporation, Focus: HOPE has developed a new community safety coordinator role, addressing crime and safety issues throughout the Central Woodward/North End area.



A 2007 photo by Nick Hagen from the Focus on the Mission program, taken in the Center for Advanced Technologies.



Volunteers from Yazaki pack boxes of food to be delivered to homebound senior citizens at Focus: HOPE's Central Warehouse in Detroit.

### COMMUNITY ARTS AND YOUTH DEVELOPMENT

Founded in 1995, the Community Arts and Youth Development department provides creative media and traditional arts programs and cultural diversity workshops for teenagers. Its programs cultivate hope and self-excellence in students, develop their leadership skills, and encourage an understanding of multiculturalism, a goal at the heart of Focus: HOPE's mission.

Programs include Focus on the Mission, a photography program which challenges Detroit metropolitan teens to address the role of diversity in our society and their own lives; EXCEL, an after-school program that provides long-term education in photography guided by professional photographer-mentors; and Summer HOPE, a community art program that engages neighborhood youth in mural-making, photography, theatre, and other activities. Planned future programs include a Youth Media Initiative that will focus on skill-based training in computer animation, web design, filmmaking, and graphic arts. Additionally, the department coordinates year-round art exhibits featuring local artists of all ages and cultures in the Focus: HOPE Gallery, a program of traveling photographic exhibitions for area venues, and music concerts in the Focus: HOPE Pocket Park. Focus: HOPE recognizes that technical and traditional arts-based programs provide young people with an outlet to develop intellectually, creatively and socially, and contribute to its mission of intelligent and practical action to overcome racism, poverty and injustice

### VOLUNTEERS AT FOCUS: HOPE

Volunteers support the efforts of Focus: HOPE's U.S.D.A. Commodity Supplemental Food Program, Community and Economic Development, Center for Children, Education, and Facilities departments. Thousands of volunteers contribute their time and effort at all levels of the organization, with activities that include delivering food to almost 900 homebound senior citizens, assisting in the four Food Centers, clerical and office assistance, tutoring, mentoring, and participating in community clean-up projects. Volunteers represent a variety of populations, including school and youth service groups, churches, businesses, civic clubs, donors, and fulfillers of court-ordered community service.

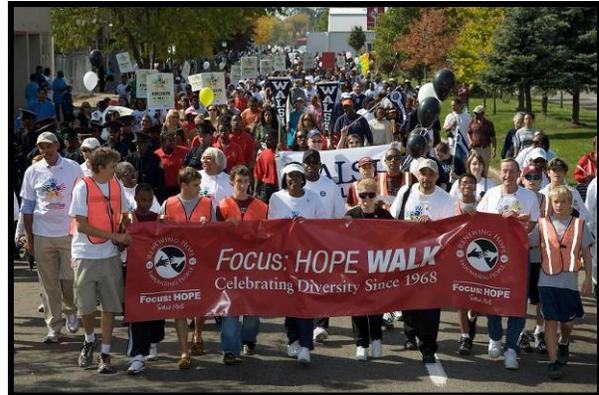
## CONCLUSION

Focus: HOPE is a unique organization that has made a significant impact on metropolitan Detroit and the State of Michigan, as well as on national and international perspectives regarding workforce development and educational programming.

Despite the economic challenges that faced the nation, the state, and the region, Focus: HOPE continued to “do more with less” in 2008 through efficient and effective stewardship of resources and relationships. In addition to increased financial stability, the organization also continued to build enrollment in its educational programs, reinvigorated these programs with enhanced curricula, and continued to expand and enhance these offerings.

As Focus: HOPE completes the celebration of its 40<sup>th</sup> anniversary, it looks forward to another year of progress to meet the endemic challenges brought about by poverty, racism, and injustice. Through important partnerships with industry, government, and foundations, Focus: HOPE continues to attract and leverage the critical funding streams necessary to sustain the organization and its future ability to serve the community.

Focus: HOPE’s Co-Founder, Eleanor M. Josaitis, summarizes the organization’s success in these simple words: *Passion, Persistence and Partnerships*. Focus: HOPE colleagues are *passionate* about what they do, *persistent* in carrying out the organization’s mission, and committed to building *partnerships* and relationships that make it possible to accomplish these critical goals even in times of economic constraint. In conclusion, Focus: HOPE persists as a critical community and industry resource dedicated to building a community of freedom, harmony, trust, and affection.



Every October, the Focus: HOPE WALK and Diversity Festival bring the community together to celebrate our region’s diversity and our common efforts to eliminate poverty, racism, and injustice.





**Focus: HOPE**  
Since 1968

# Focus: HOPE

## Program Report Fiscal Year 2008



**Focus: HOPE**  
Since 1968

### INTRODUCTION

For more than a decade, Focus: HOPE has worked in close collaboration with the State of Michigan to provide workforce development opportunities to primarily low-income underserved and underrepresented individuals in metropolitan Detroit. Most recently, Michigan's Department of Energy, Labor and Economic Growth's Bureau of Workforce Programs has overseen the distribution of the U.S. Department of Labor's Workforce Investment Act (WIA) state-wide funding and GF/GP funds to Focus: HOPE.

Focus: HOPE provides this narrative report to its many State of Michigan supporters to share the successes of the past year and to provide a sense of its plans for the future. The initial sections of this Program Report present a Fiscal Year 2008 overview of each program that receives funding from the State of Michigan and accompany the more specific response to legislatively requested information (referred to as the "Response to Legislatively Requested Specifics") provided immediately following this Program Report. The Focus: HOPE programs that received funding from the State of Michigan in Fiscal Year 2008 are the Center for Advanced Technologies (CAT), Fast Track, the Information Technologies Center (ITC), and the Machinist Training Institute (MTI). Each of these will be described in detail in the following pages.

In order to assist those readers who may be less familiar with Focus: HOPE, an organizational overview (Part III) is included immediately preceding this Program Report, briefly outlining the history of the organization and its major programs and activities. Appendices include further detail on the organization, the people it serves, the programs it offers, and the recognitions and awards it has received. These are included in order to provide the State of Michigan with a more complete understanding of the interrelationships between the various programs, as well as the depth and breadth of Focus: HOPE as an institution serving Michigan citizens.



### BACKGROUND

By partnering with industry, universities, government and others, Focus: HOPE has created a pipeline of programs that offer both the technical, educational knowledge as well as the necessary hands-on experience critical for a 21<sup>st</sup> century workforce. Through unique partnerships with area colleges and universities, students earn associate and Bachelor of Science degrees in manufacturing engineering and technologies while working on actual manufacturing and research and development contracts on the Focus: HOPE campus. Focus: HOPE's other career ladder program prepares students to attain the industry-based certifications necessary for a broad array of information technology professions.

Focus: HOPE's advanced manufacturing and technology career pipeline includes the only "manufacturing teaching hospital" in the nation – combining training, education, vocational/high tech skills, soft skills and real world experience, while paying a wage. This proven pathway is very effective at graduating highly skilled individuals, particularly underrepresented minorities and women. Focus: HOPE has made outstanding contributions toward

increasing diversity within the science, technology, engineering and math fields (known as STEM). In fact, in Fiscal Year 2008, 97 percent of Focus: HOPE's engineering associate and bachelor degree candidates were African-American, which accounts for a significant proportion of the African-American students in the United States pursuing a Bachelor of Science degree in manufacturing engineering.

This innovative training and education pipeline is a national model for workforce development in the new millennium. It addresses employer needs and constraints, America's shifting demographics and the nation's critical need for advanced postsecondary training and education in information technologies and advanced manufacturing, and it provides a career ladder into the economic mainstream for many disenfranchised and displaced workers. Last, it effectively demonstrates how partnerships can be formed between government, industry, community organizations and trade associations to lead America to a new level of global competition.

Focus: HOPE, with the strong support of the State of Michigan and our industry and academic partners, is proud to be a solution to the critical Michigan labor shortages looming over the coming decade by providing this much needed training and education model, and the placement relationships necessary to link these highly skilled workers with the employers who need them.



The Fast Track program improves student math and reading skills and prepares them for success in Focus: HOPE's career pathway programs.

## FAST TRACK

Focus: HOPE's competency-based pathways require incoming students to have a high school diploma or GED and to functionally test into their academic program of choice. Potential students must test at a minimum of 9th grade reading and a minimum of 10th grade math skills to enter and succeed in the Machinist Training Institute and a minimum of 12th grade reading and 9th grade math for the Information Technologies Center. Unfortunately, many individuals obtain high school degrees and GED certificates but cannot demonstrate the reading and mathematics proficiencies necessary to succeed in Focus: HOPE's education and job training programs.

For these students, Focus: HOPE started the Fast Track program in 1989 to raise math and reading skill levels to a minimum of 9th grade. Students are accepted to the Fast Track program with math skill levels as low as 5th grade and reading skills as low as 8th grade. With full-time student commitment, the Fast Track program is designed to raise reading and math skill levels by two grade levels within eight weeks.

Depending upon their individual needs, students may enroll in math and/or reading skill enhancement classes, and participate in small group sessions that facilitate learning in these particular areas. Fast Track instructors assign math and reading modules, schedule weekly educational objectives and activities, monitor and record progress, and provide individualized attention to promote student success. In addition to the aforementioned academic skills enhancement classes offered by Fast Track, sessions on professional work skills, computer literacy, and financial literacy are assigned to all students to enhance proficiency in the workplace and life. The financial literacy instruction is delivered through the Greater Detroit Center for Working Families (CWF). The Greater Detroit CWF is the result of collaboration between Focus: HOPE, the United Way of Southeastern Michigan, Detroit Local Initiatives Support Corporation (LISC), and Lighthouse of Oakland County, among others.

Fast Track, like all of Focus: HOPE's education programs, takes a holistic approach to education. Embedded in the curriculum is an emphasis on the "3 A's" of "Attendance, Academics, and Attitude." These elements prepare students for the expectations of a professional work environment. Students attend classes full-time from 8:30 a.m. to 4:30 p.m., Monday

through Friday, or half-time if only math or reading enhancement is needed. In addition to dedicated instructors, a team of Fast Track tutors, consisting of retired teachers, business professionals, and former graduates, offer additional educational assistance to students. In order to address the wide range of obstacles that students face, Focus: HOPE provides access to an array of counseling, career preparation, financial, and other social services on its drug-free campus. The Fast Track program is staffed by a highly qualified team of certified instructors and administrators, including staff with master's degrees in business, education, and related disciplines.

The Fast Track program addresses the general readiness of high-school graduates and GED holders for success, linking graduates with opportunities in the expected job-generating and wealth-producing sectors of Michigan's future economy. Graduates continue on to job training at Focus: HOPE in the Machinist Training Institute (MTI) or Information Technologies Center (ITC) programs.

During Fiscal Year 2008, the Fast Track program made its schedule of course offerings more flexible to better meet the needs of its customers (students). Among other improvements, the reading curriculum was revised to include more updated material and new procedures were implemented that lead to smoother program operations. These efforts contributed to higher rates of student success in Fiscal Year 2008. Additionally, Fast Track updated its Test of Adult Basic Education (TABE) test materials to the most current edition in 2008.

To date, over 6,500 students have participated in Fast Track, and the highly-successful program has been imitated by other institutions, including the State of Michigan. In Fiscal Year 2008, 262 individuals were enrolled in the Fast Track program.

## THE INFORMATION TECHNOLOGIES CENTER

The Information Technologies Center (ITC) was established in 1999 to provide a broad range of industry-certified, nationally-accredited training programs and currently offers programs in personal computing (PC) technology, network, and client/server administration. The ITC curriculum includes classroom and lab assignments in programs that last between 27.5 and 53 weeks. Students are trained for and prepared to acquire a variety of industry certifications. The ITC is an authorized

Certiport and Prometric testing site for its students, which makes it more convenient for ITC students to take the certification exams and greatly increases their probability of success. The ITC program is accredited by the Accrediting Council for Continuing Education & Training (ACCET).



Students in the Information Technologies Center train for a variety of industry certifications and may also pursue a Bachelor of Arts degree through a partnership with Wayne State University.

The ITC provides students access to high-paying careers in a variety of IT professions by combining technical skills with professional development. The U.S. Department of Labor's Bureau of Labor Statistics' Occupational Handbook projects growth in computer support network and systems administration jobs over the coming decade. IT professionals in these fields support physical infrastructure where support jobs are not easily sent off-shore. In Fiscal Year 2008, the ITC enrolled 469 students in its programs. Current starting wages are typically \$10 to \$15 per hour. Graduates with two to three years' worth of experience and who continue to earn certifications can earn annual salaries in the range of \$40,000 to \$60,000.

*Communications and Professional Development* - To help make its graduates even more employable and marketable than their peers in other comparable training programs, the ITC curriculum features Communications & Professional Development (CPD) courses that emphasize interpersonal skills, customer service, presentation skills, time management, problem solving and how to do a professional presentation. The CPD courses prepare students for the International Business Training Association's (IBTA) Certified Business Professional (CBP) exam in customer service and provide them with the professional business skills to be successful at work.

**“Employers continue to seek computer specialists who can combine strong technical skills with good interpersonal and business skills...”**

*Occupational Outlook Handbook 2008-2009  
U.S. Dept. of Labor Bureau of Labor Statistics*

*Pre-Requisite Courses: Information Technologies Initial Skills and Information Technologies Basic Skills* - Upon enrolling, the ITC program tests students for basic computer literacy levels and offers prerequisite courses for those students in need of skills enhancement. Information Technologies Initial Skills (ITIS) is a three-week, 60-hour class that focuses on basic computer skills, keyboarding and mouse skills, and competency in Windows Vista. The recently upgraded ITIS program prepares students for the new industry certification, Vista for the Business Worker.

Information Technologies Basic Skills (ITBS) is a five-and-a-half-week, 112-hour class that prepares students to be computer literate. Students are exposed to basic applications in the Microsoft Office 2007 Suite, including Word, Excel, and PowerPoint. Upon completion, students test for the Microsoft Certified Application Specialist (MCAS) certification in Word 2007 or Excel 2007. The ITIS and ITBS classes are prerequisites for the ITC’s technical programs. In Fiscal Year 2008, 104 students were enrolled in the ITIS program, and 118 students were enrolled in the ITBS program.

*Small/Home Office Technology: PC Technology and SOHO (Small Office / Home Office) Networking* - The PC Technology program is a 27.5-week, 552-hour course (including the ITIS and ITBS programs), which includes exposure to PC hardware and operating systems. Class lectures, hands-on labs and computer-based tutorials are the tools used by the ITC to train students. The PC Technology program prepares students for two industry certifications: CompTIA’s A+, which demonstrates a comprehensive understanding of PC hardware and operating software; and IBTA’s CBP, which demonstrates the ability to provide excellent customer service. In Fiscal Year 2008, 136 students were enrolled in the PC Technology program. During this period, 72 percent of PC Technology graduates obtained the A+ certification, 68 percent obtained the Microsoft Office Specialist (MOS) certification, and 98 percent obtained the CBP Customer Service certification. It is

anticipated that, like their classmates who have completed the PC Technology program, many of these students will move into either the Network Administration or Desktop and Server Administration programs.

The SOHO Networking program is a 36-week, 720 hour curriculum (including the ITIS, ITBS, and PC Technology programs) that includes network technology for home and small business. The first two classes began in late September 2008 with 30 students enrolled. In Fiscal Year 2008, 29 students were enrolled in the Soho Networking program.

**“The IT revolution continues to transform the economy, as businesses in all industries use IT to find new ways to boost productivity, develop new products and services, and create new business models. IT workers, even in “traditional” industries, are bringing IT to an ever-growing list of applications, from standard Web site design, to tracking supply and product shipments in real time, to streamlining internal office operations.”**

*The 2008 State New Economy Index  
The Information Technology  
and Innovation Foundation*

*Enterprise Technology: Network and Desktop and Server Administration* - The Network Administration program is a 61-week, 1,160-hour curriculum (including the ITIS, ITBS and PC Technology programs) that includes network technology courses. The Network Administration program prepares students for five industry-recognized certifications: CompTIA’s A+; CompTIA’s Network+, which demonstrates a fundamental understanding of network operations; IBTA’s CBP; Cisco Certified Network Associate (CCNA), which demonstrates understanding of Local Area Networks (LANs), Wide Area Networks (WANs), and the devices that make them work (such as routers and switches); and Panduit Certification, which demonstrates understanding of the cables and wall jacks required for network infrastructure. In Fiscal Year 2008, 39 students were enrolled in the Network Administration program. During this period, 75 percent of Network Administration graduates obtained the CCNA certification.

The Desktop and Server Administration program is a 61-week, 1,160-hour curriculum (including ITIS, ITBS, and PC Technology) which includes server technology courses. The Desktop and Server Administration program prepares students for four industry certifications: CompTIA's A+; MCSA (Microsoft Certified Systems Administrator – requires passing five specific certifications) which demonstrates understanding of server hardware/operating software and login security; CompTIA's Network+; and IBTA's CBP. In Fiscal Year 2008, 31 students were enrolled in the Desktop and Server Administration program. During this period, 100 percent of graduates obtained their Microsoft Certified Professional (MCP) certification.

**“Employment of computer support specialists and systems administrators is expected to increase by 18 percent from 2006 to 2016, which is much faster than the average for all occupations. In addition, this occupation is expected to add 155,000 jobs over the projection decade... Employment of network and computer systems administrators is expected to increase by 27 percent from 2006 to 2016, which is [also] much faster than the average for all occupations.”**

*Occupational Outlook Handbook 2008-2009  
U.S. Dept. of Labor Bureau of Labor Statistics*

*Information Management & Systems Engineering (IMSE)* – Focus: HOPE launched a breakthrough new program in 2007 which leads to a Bachelor of Arts degree in Information Systems Technology (BAIST) from Wayne State University (WSU). This degree program prepares graduates for leadership roles with companies that use information technologies. The curriculum is an integrated mix of IT engineering and business classes. A partnership of Focus: HOPE, Wayne State University as academic partner, and Fast Switch as business partner, has been formed to implement this new program. Focus: HOPE, in partnership with the IMSE team, places these students in part-time IT work with Ford Motor Company, and many of these students are employing their ITC-learned skills in other jobs to support themselves and their families. In Fiscal Year 2008, four students completed the prerequisite IMSE Bridge program and ten students who completed the Bridge program are

now enrolled in WSU courses and work. 15 ITC graduates were enrolled and began the third IMSE Bridge class in January 2009.

*Accreditation* – The ITC program is accredited with the Accrediting Council for Continuing Education & Training (ACCET). The ITC programs are approved by the U.S. Department of Education for qualifying students to receive federal financial aid such as Pell Grants. The Department of Veterans Affairs has approved ITC programs for VA eligible training. Since its inception the ITC has been a Cisco Network Academy Program. Linda Hanks, ITC Manager, has been an active member of the Cisco Network Advisory Council since 2001. The ITC program is also a Microsoft IT Academy, and a CompTIA Education to Careers member organization.

*Fiscal Year 2008 Developments* - During Fiscal Year 2008, the ITC upgraded its computer literacy, Information Technologies Initial Skills (ITIS), and Information Technologies Basic Skills (ITBS) courses to train students in the Microsoft Windows Vista operating system and Microsoft Office 2007, the new standards in the industry. Additionally, the ITC began offering afternoon classes to meet the increased enrollment numbers and to better serve its customers. The ITC also upgraded its Server Technology courses to instruct students to install and support Microsoft Windows Vista, and upgraded its Network Technology courses to include more instruction on wireless networking. The computer hardware in the ITC was upgraded accordingly and wireless lab equipment was added. SOHO Networking, a new program that prepares students for work on small and home office networks, was launched in September 2008.



The 59,000 square foot Machinist Training Institute includes a 100-machine shop floor, classrooms, offices, meeting places, and other resources for students.

## THE MACHINIST TRAINING INSTITUTE

Since opening in 1981, Machinist Training Institute (MTI) has graduated over 2,300 advanced manufacturing/precision machining students, the vast majority of them minorities and/or women. MTI offers state-licensed courses in precision machining and metalworking. During the full-time 31-week basic course, students receive 1,106 contact hours of formal instruction in applied mathematics, manufacturing theory, blueprint reading and graphics, statistical process control and metrology, and communications. Industry experts teach 549 hours of practical experience in machine processes. In Fiscal Year 2008, 193 students were enrolled in the MTI program, and the starting wage for MTI graduates averaged \$10-15 per hour. New classes start every eight weeks.

The renovated 59,000 square foot shop floor at the MTI is equipped with nearly 100 conventional and computer-controlled machine tools and three 24-station Computer-aided Design (CAD) laboratories. Trainees learn the set-up, operation, and maintenance of conventional lathes, mills, and grinders commonly used in industry. An introduction to the programming, set-up, and operation of computer numerical controlled (CNC) turning and machining centers is included. MTI graduates may choose to take employment or if interested in further study may be recommended by faculty for admission to the Focus: HOPE Pre-Engineering program.

*Getting Started in Machining: Vestibule* - Vestibule is a 5-week program (4 hours/day of theory + 4 hours/day of hands-on application) that assesses a student's aptitude for the 26-week Machine Tool Technology (MTT) program (see below). Vestibule students are introduced to shop theory, shop math, blueprint reading, drafting, computer literacy, lathes, and introductory technology. In Fiscal Year 2008, 109 students were enrolled in the Vestibule program.

*Basic Precision Machining: Machine Tool Technology* - For students beginning the program in 2008, MTI launched a new Machine Tool Technology (MTT) curriculum to meet the industry emphasis on Computer Numeric Control (CNC) training and in response to recent market research studies. The objective is to increase the marketability and job opportunities of trained individuals with the following skills:

- Operations – Ability to operate a wide variety of CNC equipment.
- Programming – A basic understanding of the programming language used to control CNC equipment.
- Set-up – Qualify the machine (program, tooling and fixturing) to identified product specifications.

In Fiscal Year 2008, 53 students were enrolled in the Machine Tool Technologies program. Students who complete the Vestibule and MTT programs can earn their machinist certificate and proceed to job placement in industry, aided by Focus: HOPE student services staff.

**“Employment of machinists is projected to decline slowly by 3 percent over the 2006-16 decade because of rising productivity among these workers and strong foreign competition in the manufacture of goods. Despite the projected decline in employment, job opportunities for machinists should continue to be good as employers value the wide-ranging skills of these workers... [T]he number of workers learning to be machinists is expected to be less than the number of job openings arising each year from the need to replace experienced machinists who retire or transfer to other occupations.”**

*Occupational Outlook Handbook 2008-2009  
U.S. Dept. of Labor Bureau of Labor Statistics*

*Pre-Engineering* - Select interested students are recommended by MTI staff to enroll as degree Candidates in the Center for Advanced Technologies (CAT) program and undertake an additional preparation program called Pre-Engineering. The 24-week part-time (5.5 hours/day, 560 contact hours) Pre-Engineering program provides students with the strong math foundation necessary to be successful in the Candidates in the CAT undergraduate engineering programs. Students who successfully complete the Vestibule, Basic Precision and Advanced Precision Machining coursework may receive as many as 14 credits toward their Lawrence Technological University associate degree.

Focus: HOPE's machinist training programs provide Michigan industry with a diverse body of formally trained machinists. Michigan manufacturing industries are projected to generate more than 200,000 jobs over the next decade due to the anticipated retirement of "baby boomers," resulting in a skills shortage. In Fiscal Year 2008, 18 students who successfully completed the Machine Tool Technologies program enrolled in the Pre-Engineering program. It is anticipated that most will successfully complete the Pre-Engineering program and enroll in the CAT program.



Focus: HOPE Co-Founder Eleanor Josaitis with 2008 graduates of the Center for Advanced Technologies.

## THE CENTER FOR ADVANCED TECHNOLOGIES

The Focus: HOPE Center for Advanced Technologies (CAT) is a unique university-level engineering program that integrates hands-on manufacturing training and interdisciplinary engineering education. Engineering degree students (known as "Candidates") pursue their engineering education within a context that exposes them to manufacturing production via internships with area employers as well as research and development projects at Focus: HOPE. Candidates learn the expert use of advanced manufacturing engineering technologies that are required by industry for 21<sup>st</sup> century global competition.

Consistent with the Focus: HOPE mission to overcome racism, poverty, and injustice, the CAT provides access to education, employment, and career opportunities to individuals historically denied access to the economic mainstream due to race, economic status, or gender. The CAT challenges long-held and inaccurate perceptions of minority and other historically excluded populations; raises the bar of

expectations for Focus: HOPE's students and our society; and facilitates systemic change in the corporate manufacturing leadership culture, manufacturing engineering curriculum, and manufacturing engineering education delivery. In Fiscal Year 2008, the CAT program had an enrollment of 106 Candidates.

*History* - The CAT, opened in 1993, is a designated national demonstration project with roots in an historic Memorandum of Understanding (MOU) between the U.S. Departments of Defense, Commerce, Education, and Labor. The memorandum declared a critical national shortage of advanced manufacturing implementation skills. Today, this crisis continues, as high-level government policy and think tank reports enumerate the critical skills shortages in science, technology, engineering and math fields, particularly as they relate to the manufacturing sector as described in a variety of national reports. In response to the unprecedented MOU, the CAT was designed to create the engineering equivalent of a "teaching hospital." Candidates learn the expert use of advanced technologies, such as the operation of Computer Numerically Controlled (CNC) equipment, which is required by industry for 21<sup>st</sup> century global competition.

*Focus: HOPE Contribution to the STEM Pipeline:* Focus: HOPE has made outstanding contributions toward increasing diversity within the STEM (science, technology, engineering and math) fields. Focus: HOPE is succeeding against downward ethnic and racial minority recruitment trends – 97 percent of currently enrolled engineering associate and bachelor degree students are African-American and 23% are females.

*CAT Curriculum Credit Hour Requirement* - The CAT model of experiential learning integrates experiential knowledge with academic studies to produce renaissance engineers who have not only mastery of engineering theory, but also the practical experience of working on actual production and cutting-edge research and development projects during their course of study. During each term, CAT Candidates complete academic coursework delivered at Focus: HOPE or on the campuses of its partnering universities – Lawrence Technological University, University of Detroit Mercy, Wayne State University, and the University of Michigan – to earn credits toward their associate's and bachelor's degrees. The CAT curriculum and degree requirements are outlined below:

- The Associate degree in Manufacturing Engineering Technology from Lawrence Technological University requires 69 credits:
  - 14 credits in liberal arts studies (including 6 credits in English language communications)
  - 31 credits in scientific and engineering fundamentals (including 12 credits in mathematics)
  - 24 credits in manufacturing studies.
- The Bachelor of Science in Manufacturing Engineering degree from the University of Detroit Mercy requires 137 credits:
  - 55 of 69 credits in associate degree apply to Bachelor of Science in Manufacturing Engineering.
- The Bachelor of Science in Manufacturing Engineering Technology degree from Wayne State University requires 132 credits:
  - 68 associate degree credits apply to Bachelor of Science in Manufacturing Engineering Technology.
- Bachelor of Science degrees in an array of engineering fields are offered by the University of Michigan.

*Candidate Wages and Experiential Learning* - In order to provide Candidates with the means to support themselves and their families during their tuition-free degree studies, they work as full-time colleagues at Focus: HOPE and the sites of employer partners on rotations that provide exposure to the world of manufacturing and research and development through hands-on experience. Rotational assignments may range from weeks to months in duration, and progressively higher order assignments are sequenced over time. Accordingly, such cross-training exposure leads to advanced problem-solving skills and a sophisticated understanding of manufacturing processes, technologies, techniques, quality control methodologies, team-building, communication and leadership skills. The experiential learning program also includes rotations in the manufacturing production, engineering, and business environments of Focus: HOPE's corporate original equipment manufacturer (OEM) partners (described in the "External Rotations" section below). The average wage for Candidates in Fiscal Year 2008 was \$10.82/hour.

*Learning Laboratories* – In 2008, Congress awarded Focus: HOPE a \$574,780 grant from the U.S. Department of Education's Fund for the Improvement

of Postsecondary Education "for an experiential learning laboratory and related equipment and technology to support undergraduate education and training." Focus: HOPE is currently designing the curricula and purchasing the equipment for these laboratories with the expectation that they will be operational in the fall of 2009.

**"Industrial engineers are expected to have employment growth of 20 percent over the projections decade, faster than the average for all occupations. As firms look for new ways to reduce costs and raise productivity, they increasingly will turn to industrial engineers to develop more efficient processes and reduce costs, delays, and waste. This should lead to job growth for these engineers, even in manufacturing industries with slowly growing or declining employment overall. Because their work is similar to that done in management occupations, many industrial engineers leave the occupation to become managers."**

*Occupational Outlook Handbook 2008-2009  
U.S. Dept. of Labor Bureau of Labor Statistics*

*Educational Advancement – Associate's to Bachelor's Progression* - The CAT education program is structured such that Candidates earn their associate's degree from Lawrence Technological University en route to completing their coursework for the bachelor's degree from either the University of Detroit Mercy or Wayne State University. Earning the associate's degree is a major milestone for CAT Candidates. For many Candidates, this is the first postsecondary education degree to be earned in their families. On average, upon earning their associate's degree, 77 percent of Candidates choose to continue their education at the CAT and work toward completion of their bachelor's degree.

Under a partnership that began in 2007, qualifying candidates now have the opportunity to enroll in undergraduate engineering programs at the University of Michigan in Ann Arbor after completing their first two years at Focus: HOPE. This partnership enables these students to pursue their education in the University of Michigan's challenging and prestigious

engineering program. The partnership also benefits the University by helping to increase its minority student enrollment in the STEM fields, which has been a significant concern since the statewide passage of Proposal 2 in 2006, which prohibits the use of affirmative action practices in university admissions. The first two students to participate in this endeavor are pursuing bachelor's degrees in nuclear engineering and materials engineering, respectively. In September 2009, another cohort of eligible Focus: HOPE students will enroll at the University of Michigan.

*External Rotations* - Working in collaboration with its industry partners, Focus: HOPE has developed an external rotation program for CAT Candidates. The external rotations afford the Candidates real-world experience and enable them to make meaningful contributions to the work environments to which they are assigned. These external rotations also provide valuable new talent to the host company. Focus: HOPE is working closely with its corporate partners to expand the external rotation program and create more opportunities for Candidates to gain this important exposure to their future career fields.

The external rotation program creates a mutually beneficial partnership for the Candidates and the host companies. Candidates gain significant work experience as they matriculate through the academic program, build valuable networking opportunities, practice work socialization skills, and develop a strong standard for making future career decisions. The host companies gain an advantage in the eventual permanent hiring of Focus: HOPE Candidates after graduation if so desired by the company, and are afforded the use of young but experienced talent at lower average wages and benefits than full time permanent employees. In Fiscal Year 2008, 31 Candidates participated in external rotations at companies such as General Motors Corporation, U.S. Steel, Cooper Standard, Honda Motor Company, TACOM, 3M, Denso, Ford Motor Company, Yazaki, Delphi, and Motor City Electric Technologies.

*Placement of CAT Graduates into Engineering Careers* - Focus: HOPE is committed to assisting all CAT graduates find gainful employment. Since its inception, the CAT has participated in the awarding of 152 associate's degrees and 67 bachelor's degrees. In Fiscal Year 2008, five Candidates received their associate's degrees and six earned their bachelor's degrees. Nearly 100% of CAT graduates find employment within 90 days of graduation and make an average starting salary of \$55,400. Many of our

graduates have moved on to exciting engineering careers with major corporations (See Appendix F for a partial list of industry partners who have hired Focus: HOPE graduates). Other graduates of our programs have gone on to complete advanced degrees at other universities. For a firsthand account of what has happened to just a few of our graduates, please see Appendix G, which contains student profiles.



This POM Direct Metal Deposition (DMD) unit is one of the pieces of advanced manufacturing equipment that Candidates are exposed to in the Center for Advanced Technologies.

## RESEARCH AND DEVELOPMENT

Like other teaching hospitals, the CAT has been engaged in research and development (R&D) activities for many years. High-tech R & D is at home in the CAT because of its emphasis on evolving renaissance engineers whose primary focus is on solving manufacturing problems, whether for the U.S. government or for our nation's manufacturing industries. Focus: HOPE's unique program provides an unparalleled opportunity for undergraduate engineering students to experience, collaborate, and actually develop new technologies and methodologies of the highest national significance. Candidates have been involved with the development of military-sponsored R&D projects since their inception and compete to rotate through these assignments. Few undergraduate programs offer students the firsthand opportunity to work on R&D typically reserved for graduate students.

*The Mobile Parts Hospital* – For eight years, Focus: HOPE worked closely with the U.S. Army Tank-automotive and Armaments Command (TACOM) and its National Automotive Center (NAC), headquartered in Warren, MI, to develop the highly renowned

“mobile parts hospital” (MPH) for the creation of spare and repair parts at the military point of need.

Beginning in 2003, the Army deployed MPH Rapid Manufacturing System (RMS) units – the nation’s only transportable and agile manufacturing units – to Kuwait, Iraq and Afghanistan in support of U.S. overseas troops. The MPH has the capacity to make spare, repair and other much needed manufactured parts by utilizing such high-tech methods as stereo lithography and laser engineered net shaping (LENS), and multi-tasking machine tools. The MPH was designed to travel with Army units thereby obviating the lengthy logistics pipeline, reducing substantially the Army’s spare parts inventory and logistics costs, and enhancing military vehicle readiness. The MPH team has the capability of manufacturing over 500 different parts and has produced over 15,000 of these parts all together, through a combination of work conducted overseas, as well as with the assistance of the Focus: HOPE-based Agile Manufacturing Cell in Detroit.

In June 2004, the MPH Team received a 2003 “Army’s Top 10 Greatest Inventions Award” for inventing a new Squad Automatic Weapon (SAW) Pintle Mount Assembly for the HMMWV. The mount is now being used by hundreds of soldiers to defend convoys moving back and forth between Kuwait and Iraq. In 2006, the MPH project moved from an experimental R&D initiative to a fully embedded Army operations program.

*The Focus: HOPE / U.S. Army Mantech Demonstration Project* – Focus: HOPE, in partnership with the POM Group Inc. (a minority-owned, Michigan-based enterprise), Teledyne Scientific & Imaging LLC, and the MAZAK Integrex Company, is leading a project to update, expand, and improve the Army’s agile manufacturing capabilities, including the presently deployed Army Mobile Parts Hospital (MPH) modules. The objectives of the Mantech Demonstration Project include the development, feasibility, and cost-effectiveness of:

1. Restoring rather than replacing worn military parts through agile direct metal deposition (DMD) and friction stir processes (FSP);
2. Reducing agile manufacturing cell operational maintenance through the use of augmented reality technologies; and
3. Integrating additional, multiple manufacturing processes into the fielded mobile Army MPH modules, further

enhancing high-efficiency, low-cost machining.

The Focus: HOPE partnership team is demonstrating the feasibility and cost-effectiveness of restoring the Army’s worn, high-cost metal field components, thus eliminating the operational time-delays and the cost of procuring new replacement components. The benefits of raising agile manufacturing machining efficiency, improving agile manufacturing system maintenance, and expanding MPH remanufacture and restoration capabilities regarding time-critical and costly metal field components will result in faster, more efficient manufacturing support of critical Army field systems and reduction of additional defense cost, time, inventory, and other complex logistic requirements.

*The Focus: HOPE / U.S. Navy R4 Project* – Focus: HOPE, in partnership with the POM Group Inc, and the University of Michigan, is leading a project to demonstrate the feasibility and cost-effectiveness of Repairing, Restoring, Reconfiguring, and Reconstructing (R4) worn-out Navy equipment components by combining the proven technologies of Direct Metal Deposition (DMD) and Friction Stir Processing (FSP).

The Focus: HOPE Partnership Team is demonstrating the feasibility and cost-effectiveness of depositing high wear-resistant hard metal such as Tungsten carbide over high-cost steel and aluminum Navy components. The benefits of this process will be to effectively prolong the service life of existing Navy components, thereby reducing the need for procurement of new, complete replacement components thus reducing additional defense cost, time, inventory, and other complex logistic requirements.

Once the completion of the development and demonstration phase of the R4 processes has been approved by the Navy, the Focus: HOPE Team will move on to the development of an R4 Demonstration Repair System. This “proof of concept” demonstration repair system will be assembled jointly by the Focus: HOPE Team members and demonstrated at the Focus: HOPE facility in Detroit, Michigan. “Lessons learned” from this demonstration system will be incorporated into a future deployable repair cell for field use by the U.S. Navy.

Focus: HOPE and its partners believe that these projects are advancing manufacturing to the next step in its evolution. By using advanced manufacturing

technologies to repair rather than replace high-cost components; by combining and integrating several labor, equipment, cost, and time-intensive processes into a single automated manufacturing system; and by reducing delivery time, inventories, and logistics complexity, the Focus: HOPE manufacturing engineering team has researched, designed and created the tools and technologies for revitalizing efficient and cost-effective manufacturing. Such manufacturing agility, flexibility, and economy will help the state of Michigan and the nation compete successfully with the rest of the world by enabling the creation of new, lower-cost manufacturing opportunities in America.



At the Focus: HOPE Job Fair, students have the opportunity to meet and interact with employers from a variety of industries.

## STUDENT SUPPORT SERVICES AND RECRUITING

Focus: HOPE offers a number of programs to support its students' success, helping to ensure that they are prepared both academically and professionally to enter the workforce. These programs strengthen our students' understanding of the work world, as well as address many of the unique needs of our student body, including access to funding resources to augment the costs of their training and education at Focus: HOPE, as well as provide access to other critical benefits and resources.

*Scholarship Program:* Since 2006, Focus: HOPE's Scholarship Committee has provided funding for qualified students in the Fast Track, MTI and ITC adult education programs. This funding is allotted to aid needy students with expenses for education programs, child care and special needs. With generous funding from individuals, corporations and foundations, the Scholarship program made 657 awards to students totaling over \$839,300 in Fiscal

Year 2008. Excerpts from students' scholarship application essays can be found in Appendix C. Scholarships were made available in the following categories:

- *Knight Foundation Tuition Assistance:* Covers tuition for Fast Track, PC Technology, and Machine Tool Technology programs for residents in selected zip codes.
- *Success Scholarship:* Covers up to 75% of tuition for students who enroll in the Machinist Training Institute or Information Technologies Center.
- *Hope Scholarship:* A scholarship certificate that is presented to prospective students that attend Focus: HOPE special events, i.e. Open Houses or the Education booth at Focus: HOPE's annual walk.
- *Founders Scholarship:* Covers up to 50% of tuition for students who successfully complete their first program.
- *Child Care Scholarship:* Eligible Focus: HOPE students may receive a scholarship for up to 25% of childcare expenses at the Focus: HOPE Center for Children.
- *Special Need:* This scholarship is for low income students that demonstrate special needs. Students must submit a scholarship application and meet with the Social Services Liaison and/or the Business Manager for Student Services. Covers such expenses as transportation, glasses, dental care, etc.

*Recruitment and Marketing Activities:* Focus: HOPE held two student recruitment Open Houses in 2008 (in May and August) which contributed to the organization exceeding its overall enrollment target. Paid advertising (print and radio) proved very successful at drawing prospective students to the events. For instance, advertisements promised that attendees to the Open House would have hourly opportunities to receive \$1,000 scholarship certificates to be used to offset tuition for their first class at Focus: HOPE. Almost 30,000 pieces of direct mail advertising were sent to every single and multiple-family residence in the 48238 and 48203 ZIP codes. Such activities have resulted in significantly increased interest in Focus: HOPE's programs and have helped drive up enrollment and/or class registration beyond target levels. Focus: HOPE's holistic approach to education, with staff members dedicated to assisting students with personal issues (such as transportation and housing concerns) and an on-site child care

center, is incorporated into marketing and recruiting efforts for the education and training programs.

*Professional Development:* In addition to academic coursework and hands-on experience, Focus: HOPE students participate in Professional Development Workshops, with in-depth exposure to such subjects such as resume preparation, interviewing skills, professional presentation, networking, and related matters. This workshop series is designed to give students not only a strong foundation for knowing what is expected in the work place, but also how to go about identifying, interviewing for, obtaining and performing in a job once they have completed their program. The workshops are scheduled to prepare students for a variety of Job Fair activities (see below). For more details on professional development workshops, please see Appendix E.

*Job Fair:* In addition to year-round activities to support students' career planning efforts, in October 2008 Focus: HOPE hosted its fourth annual Job Fair to help match graduating students and alumni with employment opportunities at leading companies in the machining, advanced manufacturing engineering and information technologies industries. The Job Fair was attended by recruiters from 18 companies and resulted in numerous hires (please see Appendix E for Job Fair materials, including a list of companies).



Students at the Center for Children enjoy a number of physical activities, including the popular "bike days."

## THE CENTER FOR CHILDREN

Established in 1987, the Focus: HOPE Center for Children (CFC) offers infant and toddler care for children ages 6 weeks to 2 years, preschool for children ages 3-5 years, after school program for children ages 6-12 years, as well as a summer day

camp for 5-12 year olds. The CFC's curriculum includes both the Montessori and High/Scope approaches to early childhood development, each of which stresses the needs and basic development of the young child, including social and intellectual activities aimed at enhancing self-confidence and independence in an atmosphere of love and respect for the child. Admission is open to children of parents enrolled in Focus: HOPE training programs, the community-at-large, and Focus: HOPE colleagues. Since its opening, the CFC has provided child-care and educational services to approximately 6,000 children. Enrollment in Fiscal Year 2008 was 207 children.

Within 45 days of initial enrollment, each child is administered the Brigance Screening tool, which allows the staff to understand his or her individual level of social, emotional, intellectual and physical development. This information is used to develop an individual portfolio and educational plan for each child. The preschool curriculum prepares children for their transition into kindergarten through use of a home-to-school enhancement program called "On Track to Kindergarten." Each child receives a homework packet on Monday that includes five activities that are to be completed at home by the child with their parent's assistance within a week. The activities cover topics such as math, language, science, art and literacy. Children ages 2½ - 5 participate in Spanish classes, field trips and special presentations throughout the school year.

The CFC uses a holistic approach to child development and education that views the parents as the first caregivers and teachers of their children. Therefore, in 2008 many training and activities were geared to the parents, including participation in holiday activities and training on disciplining their children with love and consistency. Other parent activities and/or training included financial and stress management, immunization and health issues, kindergarten transition, child development topics and parent/teacher conferences and/or meetings.

*Credentials and Professional Development* – CFC staff members (teachers, assistant teachers, and aides) have attained Child Development Associate (CDA) certifications. The CDA is a nationally recognized credential awarded to individuals who have demonstrated competency through both experience and education in working with young children ages 0-5 and is required by State of Michigan childcare licensing rules. All CFC staff members have their CDA, and many have cross-trained in both the

subjects of infants and toddlers and preschool development. When required to renew their CDA, CFC staff members must take 13 college credit hours in a year, including First Aid, CPR, and child development education. Several CFC teachers are currently pursuing bachelor's degrees.

*Accreditation Process* – The CFC is in the process of obtaining its National Association for the Education of Young Children (NAEYC) accreditation. The NAEYC administers a national, voluntary, professionally sponsored accreditation system designed to help raise the quality of preschools, childcare centers, home day care and school-age childcare programs. There are currently about 8,000 NAEYC-accredited programs nationwide, serving nearly 700,000 children and their families. Only five programs are currently accredited within the city of Detroit, while an additional 143 programs, serving 13,874 children, are accredited throughout the State of Michigan. The CFC is in the second phase of an expected three year accreditation process.

*Head Start* – Since 2004, the CFC has partnered with The Order of the Fisherman Ministry (TOFM) Head Start in Detroit, which has significantly increased the center's enrollment, especially among low-income children and their families who have selected the CFC as their childcare provider because of the affordability granted by this partnership. The federally-funded Head Start program assists the CFC with recruitment and enrollment of children that meet the Head Start income guidelines. Ten percent of the children that enrolled into the program are certified with special needs. Additionally, the collaboration between Head Start and CFC has provided the staff with training in the High/Scope curriculum, Child Observation Review (COR), Brigance Screening, Anecdotal notes, as well as other important and respected early childhood development training tools.

*School-Age and Summer Camp Programs* - During Fiscal Year 2008, the CFC continued to develop high-quality school-age and summer camp programming, providing the children with many opportunities within the CFC and throughout the community. During the school year, approximately 42 children (ages 6-12) participated in the before/after school "latchkey" program and 75 children were served during the 10-week summer camp.

The CFC's latchkey program transports children by bus between Focus: HOPE's campus and four neighboring elementary schools. Parents may drop

their children off at the CFC as early as 5:30 a.m. daily and must pick them up by 5:30 p.m. each evening. Focus: HOPE provides the students with a nutritious breakfast and assists with homework as needed. The students are then transported to their elementary school and are picked up and returned to Focus: HOPE after their school day ends. They are provided snacks, homework assistance, and fitness activities in the afternoon as well. The program allows parents to balance their work/family life, by ensuring that safe/high-quality care and transit of their children is provided on normal school days; special circumstances, such as half-days, scheduled/non-scheduled no-school days and weeklong breaks.

Summer session enrollment reached 75 children, comprised of the year-round students and additional enrollees who are the children of Focus: HOPE colleagues and community members. Programming is designed to expand the children's horizons, cultivate their innate talents and interests, and encourage the development of future citizens. This is accomplished through the fusion of academic enrichment, character building, cultural enrichment, performing and visual arts, and sporting activities. Children enjoy a wide range of activities such as visiting a butterfly habitat, handling reptiles from a traveling zoo, competing in academic games, learning music and dance routines, exploring issues related to character building and much more. Their weekly outdoor activities include golf and tennis lessons, swimming, hiking and outdoor play, and fieldtrips to ride horseback and fish. Having completed its sixth summer camp under this format, the CFC has received high praise from parents, evidenced by its roughly 80 percent re-enrollment and increasing referrals. Summer programming is expected to continue its current format for summer 2009.



## PARTNERSHIPS

Since its inception, Focus: HOPE has worked tirelessly to engage a wide variety of partners in achieving its mission. For example, Focus: HOPE has forged strong relationships with the corporate partners who hire its training and education program graduates by deeply engaging them in curriculum development to ensure that its programs are current and relevant in today's globally competitive environment.

The academic community continues to be a critical partner to Focus: HOPE in both the delivery of many of our education programs and in the process of designing new curricula. The philanthropic community continues to support the work of Focus: HOPE, including such nationally recognized foundations as the Charles Stewart Mott Foundation, the Ford Foundation, and the Kresge Foundation. All of these relationships are critical to the success of our students and our overall mission.

On another front, Focus: HOPE has deeply engaged its government partners – federal, state, and local – to leverage public resources in support of the individuals to whom Focus: HOPE is offering a foothold on the ladder of economic success. Focus: HOPE is utilizing its vast experience to provide relevant and timely information to public policymakers on issues such as workforce development, education, poverty, and hunger. These efforts include active participation in city, regional, state and national policy recommending entities, such as the State of Michigan's Council on Labor and Economic Growth (CLEG), which provides advice and counsel to the Michigan Department of Energy, Labor and Economic Growth; the National Commodity Supplemental Food Program Association (NCSFPA), and The Workforce Alliance, a national workforce development advocacy organization.

With the help of its Community and Economic Development Department, Focus: HOPE is building a community of service providers along Oakman Boulevard. The Neighborhood Services Organization (NSO) plans to occupy the former Bell Building with its headquarters, housing, counseling, and other

services. Lutheran and Child Family Services is making progress on a plan to construct transitional housing for former youth offenders, and the Accounting Aid Society provides thousands of our clients with free annual tax preparation each year.

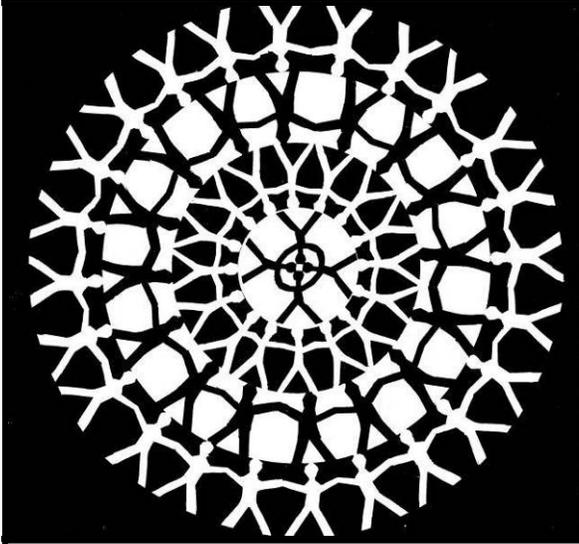
Through Focus: HOPE's participation in the Michigan Department of Energy, Labor, and Economic Growth's JET (Jobs, Education, and Training) Plus program, students on our campus will have access to social work and case management professionals, including an embedded Michigan Department of Human Services (DHS) caseworker.

As Focus: HOPE embarks on its next forty years, exciting developments are underway. In early 2009, a Kresge Foundation-funded strategic planning process will be completed. Under the leadership of newly-appointed CEO William F. Jones, Jr., this strategic plan will guide Focus: HOPE's programming for years to come.

Important partnerships with industry, government and foundations are being strengthened in order to continue attracting and leveraging the important funding streams necessary to sustain the organization and its future ability to serve the community, including access to a broader array of services and programming.

Focus: HOPE has been generously supported over the years by both public and private funding streams. Please see Appendix H for the chart that illustrates Focus: HOPE's revenue sources in recent years.

In short, because of Focus: HOPE's committed stewardship of resources, there is no doubt that it will continue to grow to meet the endemic challenges brought about by poverty, racism and injustice. Focus: HOPE's Co-Founder, Eleanor M. Josaitis, often summarizes the organization's success in these simple words: Passion, Persistence and Partnerships. Focus: HOPE colleagues are passionate about what they do, persistent in carrying out the organization's mission, and committed to building partnerships and relationships that make it possible to accomplish these critical goals even in times of economic constraint. Focus: HOPE persists as a community and industry resource dedicated to building a community of freedom, harmony, trust, and affection.



An image from the HOPE '68 study which laid the groundwork for Focus: HOPE's programming.

## CONCLUSION

Despite the challenges of our state and national environment, Focus: HOPE has accomplished its objectives for Fiscal Year 2008. As with most organizations, corporate and non-profit, Focus: HOPE must remain agile and responsive to changing conditions. While weathering these difficult economic times, the organization remains committed to positioning Detroit and Michigan to be competitive today and in the future by providing an unparalleled highly skilled and motivated workforce.

The individuals served by Focus: HOPE represent a vast untapped labor pool. They include people looking for work, single parents who lack skills or face barriers to employment, minorities or women underrepresented in critical professional occupations, and those who are underemployed. They may be individuals adjusting to welfare reform, people with very low adult basic education, or those who have never turned on a computer. They may be students who have performed well academically in the past but who became disenfranchised with traditional postsecondary education. Focus: HOPE breaks down barriers to success for these individuals with tools of empowerment including education, training, and holistic support services. As such, Focus: HOPE bridges the gap between the state and nation's need for a technically trained workforce and individuals desperately and persistently seeking economic prosperity.

The successes experienced through the Focus: HOPE training programs for citizens and Michigan industry are only possible through the many partners and supporters of the organization and its programs. Support for Focus: HOPE comes from a mosaic of government agencies, corporations, philanthropic organizations, and individuals. It is truly partnership along with passion and persistence that provides on-going success. *No partner and support is more important than the State of Michigan.* The state appropriations investment provides a critical foundational support for leveraging the other federal, philanthropic, and corporate investments that flow into or remain within Michigan.

On behalf of all of the Focus: HOPE students, employers, and other stakeholders, we thank the Michigan Legislature, Governor Granholm, and Fiscal Agencies for continued support and partnership as we strive together to make and keep Michigan and its citizens at the forefront of national prosperity.





**FOCUS: HOPE**

**RESPONSE TO LEGISLATIVELY REQUESTED SPECIFICS**

The following information is specifically excerpted from accounts and records and presented in a point-by-point format as prescribed and required by Sec. 429 of Public Act 156 of 2005. This information is provided within a larger overall report that summarizes the Focus: HOPE education and training programs that receive funding from the State of Michigan (Fiscal Year 2008 funding of \$5,860,200). The information is intended to be descriptive and detailed in order to provide the reader with a thorough understanding of operations, results and program impact.

**a) Detailed expenditures for administration, including salaries and wages of employees.**

Administration expenses, including salaries and wages of employees, as noted in Part V – The Budget Report, is \$474,200 (equal to less than 8.1% of the total allocation).

**b) Amount allocated for education and training programs including the number of students served by each program.**

All of the \$5,860,200 is allocated for the education and training programs. The total amount is sub-allocated as follows:

Center for Advanced Technologies	\$3,408,200
Information Technologies Center	\$596,000
Machinist Training Institute	\$1,530,900
Fast Track	<u>\$325,100</u>
Total	\$5,860,200

The number of students served by each program for FY 2008 (October 1, 2007 to September 30, 2008) was:

<b>Program</b>	<b>FY 2008 Enrollment</b>
Center for Advanced Technologies	106
Information Technologies Center	469
Machinist Training Institute	193
Fast Track	262

**c) Amount allocated for job search assistance and career planning including the number of students served by each program.**

Focus: HOPE provides career planning across all of its education and training programs. The programs have been specifically developed to be employment-oriented and have been developed with industry partnerships. Career planning topics are integrated within the subject material presented and used for coursework and skills training. For example, within the communications components of the Fast Track program, exercises are done in resume writing, employment cover letter composition, interview thank you letters, and employment applications. Additionally the employment interview process and interview questions and responses are covered within the program. This pervasive employment skill focus becomes the responsibility of all of the individuals involved in the education process, from instructors and supervisors to administrators. For this reason, career planning does not appear as a separate allocation within the budget. The activities correlated with career planning are embedded within the training and education services.

Job search assistance is a distinct activity within the Focus: HOPE programs. Expected outcomes for all programs are advancement into higher-level training or employment. The ultimate outcome expectation is employment. For the state supported programs, the following amount was allocated for placement activities:

<u>Program</u>	<u>Placement Allocation</u>
Center for Advanced Technologies (CAT)	\$35,700
Fast Track, Machinist Training Institute (MTI), and Information Technologies Center (ITC)	\$47,000

The CAT charge represents 25% of one individual's salary allocated to placement activities. Additional work beyond this one individual occurs within the CAT but is charged to other funding, is integrated with other responsibilities, or is in-kind contribution from other partners. Similarly, the \$47,000 item represents an aggregation of time from four individuals engaged in placement activities for the Machinist Training Institute (MTI), First Step and Fast Track programs.

As noted in the accompanying narrative, Focus: HOPE students may participate in a Professional Development Workshop Series each semester, that includes subjects such as resume preparation, interviewing skills, professional presentation, networking, and so forth (see sample Professional Development Workshop Series' schedule in Appendix E). This Workshop Series is designed to give students not only a strong foundation for knowing what is expected in the work place, but how to go about identifying, interviewing for, obtaining and performing in a job once they have received their degree and enter the workforce.

The expected outcome for Fast Track is advancement into a career training program. Completers of the Fast Track program who choose to enter employment directly after graduation will use the placement services of the Machinist Training Institute.

Since career planning is integrated within the program curriculum, the number of students served by each program is consistent with the FY 2008 enrollment for each program (CAT – 106, Fast Track – 262, Information Technologies Center – 469, and Machinist Training Institute – 193).

Center for Advanced Technologies bachelor degree graduates were placed at an average starting salary of \$55,400 in Fiscal Year 2008. Evidence suggests that Focus: HOPE students make slightly more in starting salary than comparable graduates of other institutions because of their experientially-based education and training. See Appendix F for a list of employers who have hired Focus: HOPE graduates.

The average starting wage for graduates of Focus: HOPE's Machinist Training Institute was \$10-15 per hour in Fiscal Year 2008. Graduates of the Information Technologies Center (ITC) typically start between \$10 and \$15 per hour. ITC internship placements typically range from \$8 to \$11 per hour.

**d) Detailed expenditures for any contracts entered into with the use of these funds.**

Expenditures for on-going services have been allocated to FY 2008 funding as follows:

<u>Service Arrangement</u>	<u>Allocation</u>
Contractual Services	\$245,000
Communication Services	\$250,000
University Services	\$746,000

Focus: HOPE contracts with several businesses and individuals to deliver services in primarily four categories: professional development workshops, monthly student billing, delinquent bill collection, and contracted instructors.

EDS, an HP company, is the current provider of IT services for the Focus: HOPE infrastructure. Focus: HOPE has existing arrangements with university partners to deliver services within the Center for Advanced Technologies. The universities included in this allocation are Wayne State University, Lawrence Technological University, and University of Detroit-Mercy.

**e) Detailed expenditures for any program enhancements including number of new hires and capital expenditures.**

No program enhancements or capital expenditures for any of the programs were charged or allocated to this funding. No new hires in new positions were charged to this funding.



**PART V – BUDGET REPORT**



**FISCAL YEAR 2008**  
**October 1, 2007 through September 30, 2008**

**Focus: HOPE**  
**1355 Oakman Blvd.**  
**Detroit, MI 48238**

<b>CURRENT BUDGET</b>	<u>WIA</u>	<u>GF/GP</u>	<u>TOTAL</u>
<b>Total Cost</b>	\$ 5,000,000	\$ 860,200	\$ 5,860,200
<b>Salaries and Wages</b>			
Traning and Education	1,200,000	-	1,200,000
Student Services	-	250,000	250,000
Candidates	1,200,000	-	1,200,000
Fringe Benefits	<u>600,000</u>	<u>50,000</u>	<u>650,000</u>
Total Training & Education Salaries/Wages	<u>3,000,000</u>	<u>300,000</u>	<u>3,300,000</u>
<b>Equipment and Supplies</b>			
Equip Maintenance & Repair	150,000	45,000	195,000
Books and Supplies	<u>100,000</u>	<u>-</u>	<u>100,000</u>
Total Equipment and Supplies	<u>250,000</u>	<u>45,000</u>	<u>295,000</u>
<b>Services</b>			
Contractual Services	220,000	25,000	245,000
Communication Services	250,000	-	250,000
University Services	<u>300,000</u>	<u>446,000</u>	<u>746,000</u>
Total Services	<u>770,000</u>	<u>471,000</u>	<u>1,241,000</u>
<b>Facilities Costs</b>	<u>550,000</u>	<u>-</u>	<u>550,000</u>
<b>Allocated Overhead For Administrative Services</b>	<u>430,000</u>	<u>44,200</u>	<u>474,200</u>
<b>Total</b>	<u>\$ 5,000,000</u>	<u>\$ 860,200</u>	<u>\$ 5,860,200</u>



## **PART VI – APPENDICES**



**SELECT RECOGNITION AND CITATIONS**

Eleanor Josaitis receives Northwood University's "*Distinguished Women's Award*," November 1, 2007, Dallas, Texas

Eleanor Josaitis receives the inaugural *Shining Light "Unsung Hero"* award from the Detroit Free Press and Metropolitan Affairs Coalition, November 8, 2007

Focus: HOPE receives the *Exemplary Public Interest Contribution (EPIC) Award* from the U.S. Department of Labor, November 15, 2006, Washington, D.C.

Eleanor Josaitis receives the *2006 National Caring Institute Award*, October 17, 2006, Washington, D.C.

*Michigan Bicameral, Bipartisan Legislative Welfare Reform Task Force*, November 4, 2005, requested and received testimony from Focus: HOPE colleagues and students on ensuring welfare reform initiatives support those who are participants in training and education programs

"*Leaders and Innovators: Eleanor Josaitis*," November 2005 profile, Lawrence Technological University

"*Focus: HOPE Receives Three State Awards for Outstanding Safety and Health Records*," October 3, 2005, Michigan Occupational Safety and Health Administration, Michigan Department of Labor & Economic Growth

*Michigan Chamber of Commerce honors Eleanor Josaitis for Distinguished Service and Leadership*, September 2005, for being an "internationally-recognized advocate for the education and training of children and adults, and the elimination of racism, poverty and injustice among the urban poor."

"*What's in the Box?*" August 2005, Cutting Tool Engineering Magazine

Cisco Networking Academy Program recognizes Focus: HOPE's Information Technologies Center, *Workplace Learning Mode — Best Practices: Future Industry Leaders Exploring, Serving, and Achieving*, June 2005

"*Belief in Community Keeps Leader Going Strong*," Volume 3, No. 4, December 2004, Charles Stewart Mott Foundation

"*A Veteran Leader Combines Social Services with Civil Rights in Detroit*," December 9, 2004, [The Chronicle of Philanthropy](#)

*Cisco Networking Academy Program Gender Initiative Best Practices Award*, 2001 — for recruitment and retention of women

*U.S. Army Announces 2003 Top 10 Greatest Army Inventions Awards*, U.S. Army Research, Development and Engineering Command. One of the invention awards was for a Squad Automatic Weapon (SAW) Pintle Mount Assembly for HMMWV-Tanks — a Focus: HOPE engineer was responsible for this invention, which is now being used to protect soldiers in field operations, May 2004

*Congressional Record*, Senator Carl Levin floor statement recognizes Focus: HOPE's Mobile Parts Hospital and its 2003 Army Greatest Inventions Award, Proceedings and Debates of the 108<sup>th</sup> Congress, Second Session, June 25, 2004

*AMC LSE SWA Newsletter*, September, 2004, Mobile Parts Hospital Deployment

*Focus: HOPE Tribute*, February 25, 2004 the U.S. Senate passed S. Con. Res. 92 and on June 1, 2004 the U.S. House of Representatives passed H. Con. Res. 295 congratulating and saluting Focus: HOPE on its 35<sup>th</sup> anniversary and for its remarkable commitment and contributions to Detroit, the State of Michigan, and to the United States

*Focus: HOPE received its first patent* for a composite diesel /automotive piston making machine, July 12, 2004

ISO 9001: 2000, Certified February, 2003, expanded to all Focus: HOPE Non-Manufacturing Programs, i.e., education and training, administrative offices, etc.

ISO 14001 Environmental, Certified, August, 2004

TS16949 migrated from QS-9000, Manufacturing Operations, Certified since 1998

National Science Foundation cites the Focus: HOPE Greenfield Coalition as the nation's largest producer of bachelor degreed minority graduates in manufacturing engineering, 2002

Tichy, Noel and Cardwell, Nancy, *The Cycle of Leadership: How Great Leaders Teach Their Companies to Win*, HarperCollins, September 2002

Co-Founder, Mrs. Josaitis, named one of the 100 Most Influential Women by *Crain's Detroit Business* 2002 and previously inducted into the Michigan Women's Hall of Fame

The Aspen Institute/Economic Opportunities Program, "*Focus: HOPE; A Case Study of a Sectoral Employment Development Approach*," December 2000, Washington, DC

The National Congress for Community Economic Development, "*Building Partnerships between State TANF Initiatives and CDCs: A Guidebook for Practitioners and State Officials*," by Marcus Weiss, February 2000, Washington, DC

"*What Works in Empowerment Zones!*" U.S. Department of Housing and Urban Development, 2000

Computerworld/Smithsonian Award, 1998; Newsweek Education Program, 1998

Tichy, Noel; McGill, Andrew; and St. Clair, Linda, *Corporate Global Citizenship: Doing Business in the Public Eye*, The New Lexington Press, San Francisco, 1997

"*Employment Training: Successful Projects Share Common Strategy*," U.S. Government Accounting Office, May 1996, GAO/HEHS-96-108

"*Jobs and the Urban Poor: Privately Initiated Sectoral Strategies*," The Aspen Institute, November 1995, Washington, DC

Memorandum of Understanding for the collaborative establishment of Center for Advanced Technologies, signed by officials of U.S. Departments of Defense, Commerce, Education and Labor, August 1, 1989

Focus: HOPE Celebrating 40 years.

## BOARD of DIRECTORS



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Since 1968

[www.focushope.edu](http://www.focushope.edu)

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# Focus: HOPE Success Stories

## *Excerpts from Focus: HOPE Student Scholarship Essays*

### *Ronnie Carson*

“The instructors at Focus: HOPE taught me to have faith in myself which I never had before. I decided that I wanted to be a machinist and the people here at Focus: HOPE are helping me to achieve my goal of being a machinist! I have now learned to have faith in others and I am also considering enrolling into the Pre-Engineering program. Focus: HOPE has given me the confidence in myself to believe that no matter what I try to achieve in life that if I apply enough focus and put in the work required, whatever I want to achieve will become a reality!”

### *Tyrone Woodson*

“I wanted to attend Focus: HOPE because of the high quality program and well known reputation and become a skilled tradesman. The skills I learned at Focus: HOPE have prepared me for entry into the skilled trades. Focus: HOPE has taught me how to market my skills in the manufacturing industry. They emphasized punctuality, a professional attitude and attention to detail.... Attending Focus: HOPE is a big step in my life; the staff here has taught me how to be responsible, punctual, respectable to myself and others, and to never give up.... Because of Focus: HOPE, I have become a better person.”

### *Robert Boettcher*

“From the first day of class, Focus: HOPE has tirelessly worked with me, to mold me into a marketable Information Technologies (IT) professional.... Since signing up for classes in Focus: HOPE’s Information

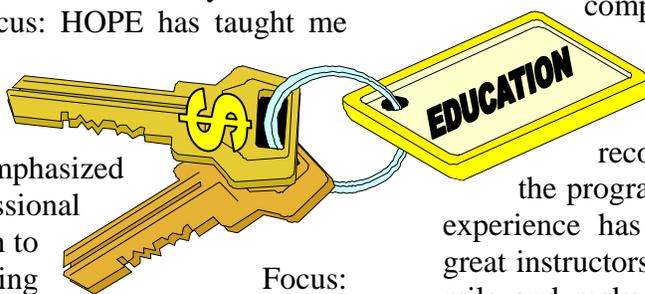
Technologies Center, I have been constantly amazed by how different this school is from colleges/universities. While most colleges/universities seem to feed off indecisive, fickle students, Focus: HOPE does the opposite: they offer courses of study which will lead you into high-paying, stable jobs, while giving you every tool you need to get there.”

### *Felice Smith*

“I am a 24 year old student currently attending Focus: HOPE’s machinist training program (MTI). I’m a mother of one son and a daughter on the way. I’m in the senior class now and it’s almost time to receive my machinist training certificate. I am proud of myself because it hasn’t been a smooth ride for me, but because of my determination I’ve made it this far over the obstacles that came my way.... Before I considered starting a Focus: HOPE career my life seemed as if it was at a complete standstill. Like life was passing me by. Finding a job seemed hopeless and it didn’t help that I had a police record at a young age.... I started the program on January 23, 2006 and my experience has been remarkable. There are great instructors that are willing to go the extra mile and make sure you will become a great machinist.”

### *Sidney Stokes II*

“Focus: HOPE has been responsible for helping me in a number of different ways. They have boosted my confidence in public speaking and have given me another chance to obtain the necessary knowledge and credentials to have a successful career. Focus: HOPE has given more guidance than any other establishment that I have taken part in, and I am really grateful for that.”



Attending Focus: HOPE has definitely given me the opportunity to improve my people skills and gain confidence in public speaking. All of the staff members that I have encountered have been very friendly and helpful. They are all very open to suggestions and willing to listen to problems. The combination of the friendly staff and the Communications course has been very helpful with my fear of public speaking and now allows me to be confident when speaking in front of large groups of people, or even in interviews.

After graduating from high school, I thought that college would just be routine. Unfortunately, unsuccessfully attending two different universities is what it took for me to figure out that I needed to make some adjustment if I wanted to obtain any type of degree or certification. It seemed like I was at a dead end, stuck at a job that I did not like. Fortunately, it was not long before I heard about Focus: HOPE and I was more than obliged to find out more. After learning more about the establishment and the programs, I was certain that the Information Technology program would fit perfectly into my life and what I wanted to do with it.”



### *Loleeta Brown*

“Presently, I’m in the A+ class where I’m developing my skills to repair computers. Within 7 week I earned a certification in Hardware and now I’m studying for my Software certification. Certifications are just one of the things that set Focus: HOPE training apart from other schools. They have partnerships with companies like EDS for internships so you will have hands-on work experience to put on your resume. The staff is friendly, caring and helpful.

The cost to attend most schools is similar, but you are not going to find this environment anywhere else. The training that I

am receiving here is well rounded. It doesn’t just teach you the skills you need to know to get the job, but the professional development to find a career.”

### *Rahman Muhammad*

“The unique education experience here at Focus: HOPE is second to none. The knowledgeable and caring staff has helped me develop an understanding of Information Technology, customer service, communication, and hands on experience that most institutions simply cannot provide. The knowledge that I have acquired here is irreplaceable.”

### *Zora M. Calhoun*

“Coming to Focus: HOPE was a chance encounter from just listening to the radio. Actually I intended the information for my husband only but because of the rapid response from the school (to attend an open house the next day) I decided to attend as well. Prior to that I was in panic mode not knowing what to do or how to do it, pursuing job postings to no avail.

The lack of skills to pursue a career propelled me to leap. I have never had a career, defined: work in a particular occupation for an entire working life rather than briefly. To be part of the Information Technologies Center’s PC Technology program begins another chapter in my life. To become A+ certified will start a change; end the void and jumpstart the career of my lifetime.”

### *Michelle Rice*

“Attending Focus Hope Machinist Program changed my life around. ‘You can do whatever you put your mind to,’ one instructor at Focus: HOPE said. Of course, I heard this before, but the way this instructor went on about it, gave me a different perspective about that statement. She began to explain how the mind works; and that’s all I needed to know, which motivated me to pursue my goals. So now I’m using my mind, making new friends,

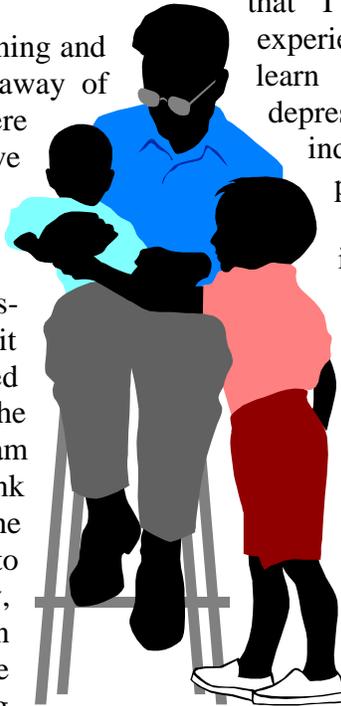
and networking, which by the way is very important in this industry. I've become more of a critical thinker even at home. I can't eat, sleep, or breathe without thinking of math. Instructors at Focus: HOPE Machinist Training have patience teaching the material ensuring that I understand what's going on."

### *Oscar Heath*

"Since my stay here this training and its facility has become my home away of home. I've learned a great skill here to be used in today's competitive society. The training here was intense and a bit overwhelming at times. Through God's good grace and some highly intelligent classmates I'm ecstatic to have made it this far. I've never appreciated anything more precious than the training and life skills this program has taught me....I want to thank Focus: Hope as a whole for the learning experience, the chance to prove to my peers, the community, and most of all myself that I can achieve if I believe and keep the faith. I trust in the hands-on training I've received here, and believe that one day soon, it will afford me the opportunity to again be a leader and a provider."

### *Toni Hightower*

"Since attending Focus: HOPE, I have grown personally and professionally. My training has given me the confidence and esteem to pursue a life long career in the Information Technologies field. Enrolling as a computer illiterate, I was expecting the training to be overwhelming and difficult to comprehend, but the ITC instructors dedicate themselves to assisting their students to achieving their academic goals. The training that I have received has enhanced my communication skills and also given me the knowledge to become marketable in the



business world. Focus Hope provides social services to low income families as they motivate and inspire adults of all ages to continue their education and obtain successful careers. These factors serve a very important role in my life because of my financial status and employment experience. Before I decided to continue my education, I had no direction or objective on how to pursue these goals. Now that I'm indulging in the focus: HOPE experience, a burst of energy and eagerness to learn has uplifted me from a state of depression to an ambitious career-oriented individual. Learning is a continuous life process that an individual must have the desire to endure. Focus: HOPE is an institution that assists in steering this goal in the right path while upholding a heroic mission of faith."

### *Lonnie Walker Jr.*

"Since enrolling in the ITC program I have learned things that even the US army has not taught me. Aside from total disregard for economical and educational status, it has given me a sense of peace and harmony. When I left the military I was like a lost sheep, looking for guidance. I bounced around from job to job without any direction. I had some moderate computer skills, but nothing like the knowledge that I have gained from the instructors and staff at Focus: HOPE. I have no words for what has been given to me. This continuing experience is giving me a new start and a brand new outlook on the future."

### *Kenneth Goodspeed*

"The training at Focus: HOPE has given me a chance to be able to look forward to my future. Without Focus: HOPE, my future would not look as bright as it does. In my community the only young black people with money are Drug dealers. I want to show the young kids in my community that you don't

have to sell drugs to have money. There is a chance you can move out of Detroit and make something of your life if you apply yourself.”

*Edmond A. Ludgood*

“Prior to attending Focus: HOPE, I was going from job to job, getting jobs that I could do but did not really want to do. Since I’ve been here, I feel that my future is much, much brighter, and I know I will be able to contribute to society with my new set of skills and knowledge. I also have the pleasure of working, learning and studying side by side with different types of people. These are people of different races, ages and backgrounds who have all come together to uplift and encourage one another to do their very best because their success depends on it. That’s why I am so focused on completing my education at Focus: HOPE, so when I get the question ‘where did you get your education?’ I can proudly and confidently say ‘I got it at Focus: HOPE.’”

*Daniel Parent*

“As a resident at the Detroit Rescue Mission, I am surrounded daily by people with little or no hope. Many of us have gotten there through our best efforts. When I became homeless, I knew that I had to make a huge change in the way I lived my life. Because of an encouraging counselor I decided that computer training may be the way to go for me. A social worker at Michigan WORKS! made me aware of the computer training available at Focus: HOPE.

Since enrolling at Focus: HOPE I have begun to attain a new confidence in a better future. Beginning as a computer illiterate, I expected the training to be very difficult, but the ITC instructors have gone out of their way to educate and assist me with any and all difficulties I have encountered.

Armed with the knowledge I have gained, and some new confidence, I feel I will be able to enter the IT field as a valued asset. I feel I have an opportunity to begin over again and start anew.”

*Gregory Thomas*

“The training I received at Focus: HOPE has meant a more well defined direction in my life and going from out of school, unemployed and no prospects on the horizon... with very little idea on how to change my situation, to acceptance at a university engineering program and an IT job I will soon be starting and a more well-defined road for my future if I continue to work hard and apply myself at the things that matter most to me. Things like my education, my job and my family.

While it is hard to quantify what an education means to you, there can be no doubt that the skills taught to me during my time at Focus: Hope are invaluable and that without this place I would be stuck spinning my wheels and not moving forward with my education or professionally. Now all I can do is to continue to work hard and make sure to be a positive reflection of Focus: Hope and its programs.”

*Cynthia Anderson*

“My daughter and I had gone from Shelter to Shelter while I was looking for work. I went to a job fair at the Michigan State Fairgrounds, which is where I discovered Focus: HOPE MTI. I filled out my information and moved to the next booth. I submitted many resumes and followed up with all the employers, and still no one called. Then I received a letter from Focus: HOPE. The moment I walked in Focus: HOPE I had a warm feeling and I knew my search was over. “



*Anderson Garth*

“I found out about the program thru my parents and a couple of friends, which attended the program. The environment is diverse with cultures and well rounded personalities that I think are getting us very prepared for all the stuff we will have to face in the work force and they are preparing us mentally for the work and obstacles we will face. I am very confident of my abilities and skills that Focus: HOPE has instilled in me.”

*Alento Spikener*

“I enrolled in MTI in Jan., 2006, and I can truly say that this has been one of the best experiences of my life. Thanks to MTI, I now feel like I have a career, not a job. I know that I can literally go anywhere in the world and be a machinist, and that has given me an unspeakable amount of confidence. I will graduate from MTI in January, 2007 and I plan to attend CAT. I would like to receive my Bachelor's degree in Engineering, which would complete a major goal of mine.”

*John Martinez*

“I have done a variety of jobs over the past 20 years, but they have all been labor, non skilled or at the very best semi skilled. I have always taken pride in my work no matter what it has been and coming to Focus: HOPE has been the best thing for me. To sum this up I would feel comfortable in recommending this school to anyone who has the desire to make something out of their life, and I feel proud in telling people where I go to school.”

*Daniel Walker*

“I learned about Focus: HOPE from my grandmother. When I was seventeen I was arrested for selling drugs and everything from that point seemed like a downward spiral. I secluded myself from my family and friends, I became dark, spiteful, resentful, and not optimistic about the future. After attending Focus: HOPE my determination and passion to be the businessman and person I wish to be has resurfaced. I've become more pleasant to be around.”

*Walter Young*

“I worked a number a jobs with low pay and no benefits, eventually I turned to the streets. I saw a Focus: HOPE commercial on TV and called. I'd like to thank Focus: HOPE for the opportunity not only for a career, but for bringing hope and something I've always had but failed to use, potential.”



**Focus: HOPE**  
*Celebrating Diversity Since 1968*

*... And building futures, one success at a time*



**Focus: HOPE**  
Since 1968

Focus on a career.  
Focus on your future.

Full and Partial Tuition Grant Opportunities  
for our Focus: HOPE Neighbors!



**Focus: HOPE**  
Since 1968

**Admissions**  
1200 Oakman Blvd.  
Detroit, MI 48238

**Dear Neighbor:**

As a resident of Detroit zip code 48238 or 48203, you have an opportunity for education and training for a new career! With funding from a private foundation, Focus: HOPE is able to offer full and partial tuition grants to residents of the area surrounding our campus.

You could be on your way to a career in:

- **Information Technology**
- **Manufacturing Engineering**
- **Machining/Advanced Manufacturing**

Requirements:

**You must have a high school diploma or GED to apply.**

**You must apply by August 29, 2008.**

**Classes starting soon—Call NOW!**

Lifetime job placement assistance for graduates, day care available on campus, extensive support services available.

**Focus: HOPE Admissions Office**

1200 Oakman Boulevard, (in the Machinist Training Institute, next door to the Hostess Bakery)

**Call 313.494.4300 • [www.focushope.edu](http://www.focushope.edu)**

# Focus: HOPE Graduates Get Jobs!



**Focus: HOPE**  
Since 1968

Not just any job—but careers in manufacturing,  
information technology and engineering.

[www.focushope.edu](http://www.focushope.edu)

Learn how you can get into a  
career and change your future.

## **OPEN HOUSE**

**Wednesday, August 6, 2008**

**12 noon until 6 p.m.**

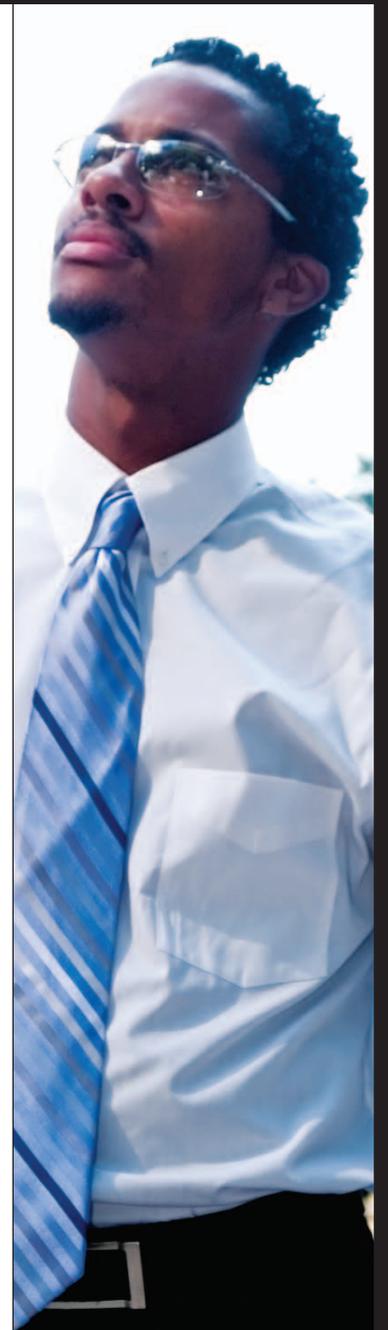
### **Machinist Training Institute**

1200 Oakman Boulevard at 14<sup>th</sup> Street, Detroit 48238  
(in the Machinist Training Institute, next door to the Hostess Bakery)

- **Tours and information sessions.**
- **Qualified attendees are eligible for \$1,000 scholarships awarded during the open house.**

*Focus on a career. Call Focus: HOPE.*

**313.494.4300**



# Focus on Your Future!



**Focus: HOPE**  
Since 1968

**Are you prepared for the Focus: HOPE Job Fair?**

[www.focushope.edu](http://www.focushope.edu)

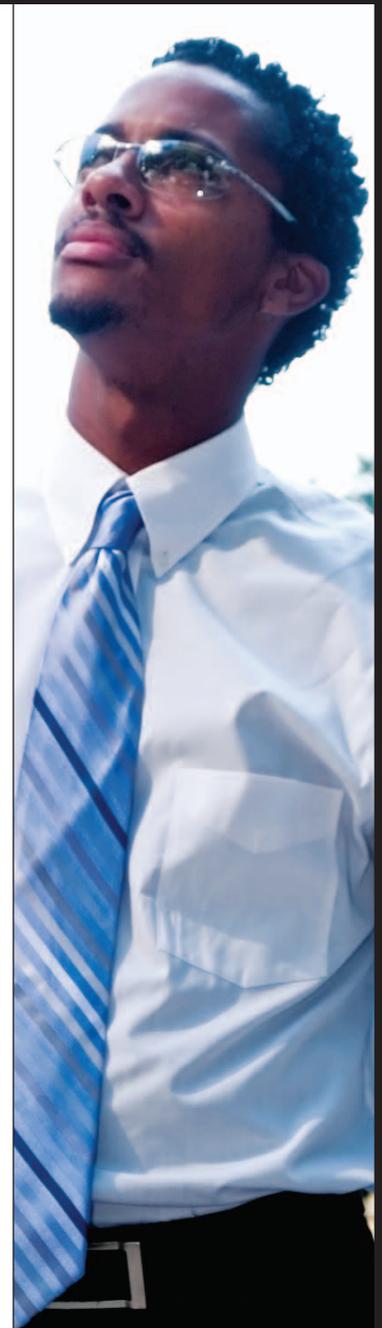
## Professional Development Pre-Job Fair Workshops

***Competition for good positions  
is tough—Be prepared!***

Please turn the page for a list of workshops,  
dates, times and locations.

**Focus: HOPE Job Fair**  
**Thursday, October 23, 2008**

**Focus: HOPE Conference Center**  
**Center for Advanced Technologies (CAT)**  
1400 Oakman Boulevard, Detroit, Michigan 48238



# Professional Development Pre-Job Fair Workshops

*Competition for good positions is tough—Be prepared!*

## Resume Preparation

Presenter: David Williams  
Senior Director, IP Services Support Center  
Comcast  
Thursday, September 11<sup>th</sup> • 1:00 – 2:30 pm  
CAT Conference Room-East (ITC students)

## Interviewing Skills

Presenter: Lawrence Millben  
Assistant Manager IT Solutions  
Hino Motors  
Thursday, September 18<sup>th</sup> • 11:00 am – 1:00 pm  
CAT Conference Center- West (ITC Students)

## Expunging Criminal Records

Presenter: Judge Wade Harper McCree & Prosecutor Grier  
Third Judicial Circuit of Michigan  
Thursday, September 18<sup>th</sup> • 1:30 – 3:00 pm  
CAT Conference Room-East (All Students)

## Networking At A Job Fair

Presenter: Todd Hohausner  
Vice President  
Harvey Hohausner & Associates  
Tuesday, September 23<sup>rd</sup> • 11:00 am – 1:00 pm  
CAT Conference Room-West (All Students)

## On Line Application Processes

Presenter: Paul Connolly  
National Account Executive  
CAREERBUILDER  
Thursday, September 25<sup>th</sup> • 10:30 – 11:30 am  
CAT Conference Room-West (All students)

## Drug Testing

Presenter: Vern Jones  
President/Founder  
Alternative Safety & Testing Solutions  
Tuesday, September 30<sup>th</sup> • 10:30 am – 12:00 noon  
CAT Conference Room-West (All Students)

## Interview Skills

Presenter: Elizabeth Suvedi  
Consultant  
Towers & Perrin  
Thursday, October 2<sup>nd</sup> • 10:00 – 11:30 am  
CAT Conference Room-West (MTI Students)

## Dress For Success

Presenter: Alison Vaughn  
Founder & Executive Director  
Jackets For Jobs  
Tuesday, October 7<sup>th</sup> • 10:00 am – 12:00 noon  
CAT Conference Room-West (All Students)

## Management & Supervision

Presenter: Marcus Clarke  
Associate Director of Education  
Focus: HOPE  
Thursday, October 9<sup>th</sup> • 10:00 – 11:30 am  
CAT Bridge (Candidates)

## Interview Skills

Presenter: Kathryn Littleton  
Director of Human Resources  
Thyssen & Krupp  
Tuesday, October 14<sup>th</sup> • 10:00 – 11:30 am  
CAT Conference Room-West (Candidates)

## Networking & Joining Professional Organizations

Presenter: Ron N. Smith  
Director of Education/Community Outreach  
The Engineering Society of Detroit  
Thursday, October 16<sup>th</sup> • 10:30 am – 12:00 noon (Tentative)  
CAT Conference Room-West (Candidates)

## Locations of Workshops:

Focus: HOPE Conference Center in the  
Center for Advanced Technologies (CAT)  
1400 Oakman Boulevard, Detroit, Michigan

For additional information, contact  
Job Placement at **313.494.4567**.

# Focus on Your Future!



**Focus: HOPE**  
Since 1968

Are you prepared for the Focus: HOPE Job Fair?

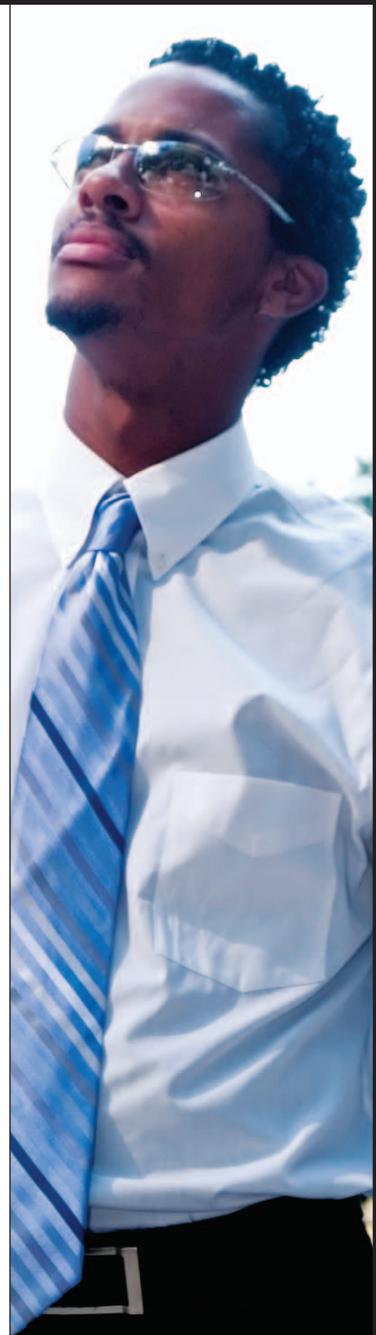
[www.focushope.edu](http://www.focushope.edu)

## *Be Ready!*

- **Be organized**—  
*Have at least 20 resumes to hand out.*
- **Be neat**—  
*Dress like a professional.*
- **Be prepared**—  
*Check out the websites of registered companies on the reverse side of this flyer.*

**Focus: HOPE Job Fair**  
**Thursday, October 23, 2008**  
**11:00 am–4:00 pm**

**Focus: HOPE Conference Center**  
**Center for Advanced Technologies (CAT)**  
1400 Oakman Boulevard, Detroit, Michigan 48238



# Focus: HOPE Job Fair

## Thursday, October 23, 2008

### 11:00 am–4:00 pm

Focus: HOPE Conference Center in the Center for Advanced Technologies (CAT)  
**1400 Oakman Boulevard, Detroit, Michigan**

#### **Aerotek**

**aerotek.com** • Southfield, MI

*Positions: Machinists, Product Technicians,  
Assemblers, CNC Operators*

#### **Circuit City**

**circuitcity.com** • Various Locations

*Positions: Seasonal—part-time positions*

#### **Comcast**

**comcast.com** • Ann Arbor, MI

*Positions: Technical Support Specialist*

#### **Comcast**

**comcast.com** • Southfield, MI

*Positions: Technical Support Specialist*

#### **DTE Energy**

**dteenergy.com** • Detroit, MI

*Positions: Engineering*

#### **Ford Motor Co.**

**ford.com** • Dearborn, MI

*Positions: Manufacturing—Interns*

#### **Honda of America Mtg.**

**ohio.honda.com** • Marysville, OH

*Positions: Engineering, Machining, & Maintenance*

#### **Inteligente Solutions, Inc.**

**igsstaff.com** • Livonia, MI

*Positions: IT, Engineering, Auto Manufacturing, Finance*

#### **MFC Netform**

**mfcnetform.com** • Shelby Township, MI

*Positions: CNC Operators*

#### **Noble Metal Processing**

**nobleintl.com** • Warren, MI

*Positions: Maintenance, Quality, Continuous Improvement*

#### **Optech**

**optechus.com** • Detroit, MI

*Positions: IT*

#### **Orchid Unique Orthopedics**

**orchid-orthopedics.com** • Bridgeport, MI

*Positions: O.D. Grinders, Lathe Operators, Mill Operators*

#### **Sync Technologies, Inc.**

**synctech.com** • Detroit, MI

*Positions: IT*

#### **U.S. Army National Guard**

**arng.army.mil** • Various Locations

*Positions: Various Positions Available*

#### **U.S. Army Recruiting**

**usarec.army.mil** • Livonia, MI

*Positions: More than 150 Jobs Available*

#### **U.S. Census Bureau**

**census.gov** • Detroit, MI

*Positions: Office Clerk, Recruiting Assistant, Administrative  
Assistant, Office Operations Leader Assistant,  
Field Operations Supervisor*

#### **U.S. Steel**

**ussteel.com/corp/people.careers** • Ecorse, MI

*Positions: Electrical, Labor and Utility*

#### **Visteon Corporation**

**visteon.com** • Highland Park, MI

*Positions: Production Associates. Set-up*

# Job Fair Planning Team

**Linda Tinsley**

Business Manager/ Student Services, Chairperson

**Beverly Triplett**

Placement Relations Supervisor

**Theresa Johnson Darby**

Placement Coordinator

**Christain Harris**

Placement

**Linda Hanks**

Manager, Information Technology Center

**Tangie Jones**

Manager, Center for Working Families

**Erica Larkins**

Manager, Fast Track

**Athena Miller**

Manager, Admission

**Brian Meriweather**

Manager, Machinist Training Institute

**Joanna Woods**

Manager, Center for Advanced Technologies

**Edna B. Jackson**

Social Services Network Liaison

**Kathy Moran**

Manager, Communications

**Paul Lenhard**

Graphic Designer, Communications

## Participating Companies

Aerotek

Circuit City

Comcast

DTE Energy

Ford Motor Co.

Honda of America Mtg.

Intelligente Solutions, Inc.

MFC Netform

Noble Metal Processing

Optech

Orchid Unique Orthopedics

Sync Technologies, Inc.

U.S. Army National Guard

U.S. Army Recruiting

U.S. Census Bureau

U.S. Steel

Visteon Corporation

## Service Providers

Career Builder



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Detroit, MI 48238

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# Focus on Your Future!



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Since 1968

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## Welcome to the Focus: HOPE Job Fair

### Job Fair Program

**Focus: HOPE Job Fair**  
**Thursday, October 23, 2008**  
**11:00 am – 4:00 pm**

**Focus: HOPE Conference Center**  
**Center for Advanced Technologies (CAT)**  
1400 Oakman Boulevard, Detroit, Michigan 48238



## Centers of Opportunity

**Information Technologies Center** provides accredited training in computer and information technology. Students prepare for industry certifications to begin careers in network administration and desktop & server administration.

**Machinist Training Institute** prepares individuals for careers in the manufacturing trades. Students develop precision machining and metalworking skills through this state licensed and accredited program.

**Center for Advanced Technologies** educates renaissance engineers through a unique collaboration with university and industry partners. Students gain hands-on work experience while studying toward associate's and bachelor's degrees in manufacturing engineering and technology.

### **Focus: HOPE Mission Statement**

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

## Job Fair Agenda

**Welcome/Overview of the Day**

Linda Tinsley

**Who We Are**

Eleanor Josaitis

**What We Do**

Tim Duperron

**How You Can Partner With Us/**

**What's in it for You?**

Julian Pate

**Invocation**

Father Timothy Kane  
Catholic Church of the Madonna

**Breakfast Buffet**

**Keeping Our Programs Current**

Tangie Jones

Linda Mitchell

Erica Larkins

Brian Meriweather

Joanna Woods

Center for Working Families  
Information Technology Center  
Fast Track  
Machinist Training Institute  
Center for Advanced Technologies  
Job Placement Team

**Tour**

**Job Fair 11:00 am – 4:00 pm**

**Lunch available in the Bridge starting at 12:00 noon**

**Drawings will occur every half hour from 12:00 p.m. to 4:00 p.m. for student prizes.**



**Partial List of Industry Partners That Have Hired Focus: HOPE Graduates** Attachment F

<b>3 Point Machine</b>	<b>Computer &amp; Engineering Services</b>
<b>A.B. Heller</b>	<b>Computer Show Network</b>
<b>Addison Iron Works</b>	<b>Compuware</b>
<b>Adecco Staffing</b>	<b>Concord Management</b>
<b>Advance Communications, Inc.</b>	<b>CONNECTS</b>
<b>Advance Integration Group, Inc.</b>	<b>Consumers Energy</b>
<b>Advanced Resources</b>	<b>Convergys Incorporated</b>
<b>Advantage Logistics</b>	<b>Cornerstone Staffing</b>
<b>Aerotek</b>	<b>Covad Communications</b>
<b>Air Matic Products</b>	<b>Crown Heating &amp; Air Conditioning</b>
<b>Ajilon Consulting</b>	<b>Cummins, INC</b>
<b>Alliance Staffing Solutions</b>	<b>Daimler Chrysler</b>
<b>Alou Enterprises</b>	<b>Dana Communications</b>
<b>Aluminum Supply Company</b>	<b>Danka Office Imaging</b>
<b>American Axle</b>	<b>Dart Machinery</b>
<b>American Labor Solutions</b>	<b>Decision Consultants, Inc.</b>
<b>Ameritech</b>	<b>Deere &amp; Co.</b>
<b>AmeriTemps</b>	<b>Delcon, Inc.</b>
<b>Analyst International</b>	<b>Denso International</b>
<b>Arcadia Staffing</b>	<b>Detroit Diesel</b>
<b>Arrow Strategies</b>	<b>Detroit Edison</b>
<b>Assembly &amp; Machining</b>	<b>Detroit Edison Public School Academy</b>
<b>Atlas Tool &amp; Die</b>	<b>Detroit Metropolitan Communications</b>
<b>Avis Rent-A-Car</b>	<b>Detroit Newspapers</b>
<b>Bailey Telecommunications, LLC</b>	<b>Digital Finishing Group</b>
<b>Berger Realty</b>	<b>Diversified Staffing</b>
<b>Best Buy</b>	<b>Draw Tite</b>
<b>Bing Lear Group</b>	<b>Dynamic Seals Co.</b>
<b>Boeing</b>	<b>EDS (Electronic Data Systems)</b>
<b>Bridgewater Interior</b>	<b>Elan Engineering</b>
<b>Campbell Industrial Contractors, Inc.</b>	<b>Entech Personnel Services Inc.</b>
<b>Caterpillar</b>	<b>Epitec Group</b>
<b>CBS Boring, Inc.</b>	<b>ETD Staffing Solutions</b>
<b>CDS Engineering</b>	<b>Exemplar Manufacturing</b>
<b>Central Metal Products, Inc.</b>	<b>Express Personnel Services</b>
<b>CJ Quality Services</b>	<b>Ford Motor Company</b>
<b>Clips &amp; Clamps Industries</b>	<b>Forge Industrial Staffing</b>
<b>Clover</b>	<b>Forman Mills</b>
<b>Colin Communicaitons</b>	<b>Formtech Industrial Staffing</b>
<b>Comcast</b>	<b>Galaxy Industries</b>
<b>Communications 2000</b>	<b>GeFit</b>
<b>Communities in Schools of Detroit</b>	<b>General Dynamics Land Systems</b>
<b>Compass Consulting Enterprises, Inc.</b>	<b>General Motors Corporation</b>
<b>Complete Communications</b>	<b>Gentz Industries</b>
<b>Complete Computer Services</b>	<b>Global CNC Industries, LTD.</b>
<b>Comprehensive Computer Systems, Inc.</b>	<b>Global Engine Manufacturing Alliance</b>

**Partial List of Industry Partners That Have Hired Focus: HOPE Graduates** Attachment F

<b>Goertz &amp; Schiele Corporation</b>	<b>North American Bancard</b>
<b>Great Lakes Technologies Group</b>	<b>Northrup Grumman</b>
<b>Hart Precision Products</b>	<b>Northstar Manufacturing</b>
<b>Hercules Tool &amp; Die</b>	<b>Omega Plastics</b>
<b>Hewlett-Packard Company</b>	<b>Onsite Commercial Staffing</b>
<b>Honda</b>	<b>Orchid Orthopedics</b>
<b>Hormel</b>	<b>Panther Crankshaft</b>
<b>IBEW Electricians Local 58</b>	<b>Paramount Boring</b>
<b>IKON Office Solutions</b>	<b>Parser</b>
<b>IMCO Carbide Tool</b>	<b>Personnel Unlimited</b>
<b>Information Systems Resources</b>	<b>Pitney Bowes</b>
<b>Ingersoll</b>	<b>Pizza Hut</b>
<b>Insight Global</b>	<b>Plastipak</b>
<b>Internal Revenue Service</b>	<b>Plymouth Education Center</b>
<b>International Hardcoat, Inc.</b>	<b>Process Control &amp; Instrumentation</b>
<b>Johnson Controls</b>	<b>Product Action</b>
<b>JSP International</b>	<b>Productivity Improvement Center</b>
<b>Kelly IT Services</b>	<b>Professional Design Technologies</b>
<b>Kelly Services</b>	<b>Progressive Die Solutions</b>
<b>Keys &amp; Co.</b>	<b>Progressive Stamping</b>
<b>K-Mart Corporation</b>	<b>PTI Assembly &amp; Machining</b>
<b>Kopyy Corps, Inc.</b>	<b>PTI Manufacturing &amp; Technology</b>
<b>LaFarge North America</b>	<b>QC Select</b>
<b>Lear Corporation</b>	<b>Quicken Loans</b>
<b>Learning Consultants, Inc.</b>	<b>Ramzey Broadband Services</b>
<b>Lebow Products</b>	<b>RCO Technologies</b>
<b>LeCommunications, Inc.</b>	<b>REB Tool</b>
<b>Legend Motorcycles, Inc.</b>	<b>Records Deposition Services</b>
<b>Level 3 Communications</b>	<b>Richard Bennett &amp; Associates</b>
<b>Libralter Plastics, Inc.</b>	<b>Ronart</b>
<b>Major Tool &amp; Die</b>	<b>Rouge Steel</b>
<b>Manpower Professional</b>	<b>Royal Oak Boring</b>
<b>Mark IV Automotive</b>	<b>Sanders Consulting – IT Services</b>
<b>Media One</b>	<b>Sentech Staffing</b>
<b>Metal Dyne</b>	<b>Severstal North America</b>
<b>MI Specialty Tube</b>	<b>Sierra Systems</b>
<b>Michigan Internet Communications Assoc.</b>	<b>Skyway Precision, Inc.</b>
<b>Micro Center</b>	<b>Solar Stamping &amp; Manufacturing</b>
<b>Micro Guage</b>	<b>Sorting Solutions</b>
<b>Millennium Manufacturing</b>	<b>Sprint / Nextel</b>
<b>Millwrights Union Local #1102</b>	<b>STG, Inc.</b>
<b>Modis IT Staffing</b>	<b>Staff Solutions</b>
<b>Motex Services</b>	<b>Staffing Connection</b>
<b>Motor City Electric Technologies</b>	<b>Staffing Select</b>
<b>National Tech Team, Inc.</b>	<b>Staffpro, Inc.</b>
<b>NLB Corporation</b>	<b>Strategic Staffing/City of Detroit</b>

**Partial List of Industry Partners That Have Hired Focus: HOPE Graduates** Attachment F

<b>SVM Development</b>	<b>West Win Ltd.</b>
<b>Synctech</b>	<b>West Win Ltd.</b>
<b>TBL Professional Services</b>	<b>White Castle Systems, Inc.</b>
<b>TDS Automotive</b>	<b>Williams Bayer</b>
<b>TDS Logistics</b>	<b>Witzenmann USA</b>
<b>Tech Systems</b>	<b>Z.F. Lemforder</b>
<b>Tech Team Global</b>	
<b>Tek Systems</b>	
<b>Telecore</b>	
<b>The Budd Company</b>	
<b>The Oakwood Group</b>	
<b>The PIC Group</b>	
<b>The Web Group</b>	
<b>Toyota Manufacturing North America</b>	
<b>Toys -R' - Us</b>	
<b>Trauchan Tool Machine</b>	
<b>TRIALON</b>	
<b>TRIALON/Goertz+Schiele Corporation</b>	
<b>U.S. Manufacturing</b>	
<b>U.S. Steel</b>	
<b>Ultimate Staffing</b>	
<b>United Machining</b>	
<b>United States Postal Service</b>	
<b>Universal Bearing Co.</b>	
<b>University of Michigan – Ann Arbor</b>	
<b>Vatalsi</b>	
<b>Vehicle Logistics Solutions</b>	
<b>VIA-Information Tools</b>	
<b>Virtual Communications, LLC</b>	
<b>Visteon</b>	
<b>Vitullo &amp; Associates</b>	
<b>Voda</b>	
<b>Volt Services Group</b>	
<b>Volt Staffing Services</b>	
<b>Volt Technical Services</b>	
<b>VQQ (Vani Quality Quest)</b>	
<b>W. F. Whelan</b>	
<b>Warren Industries</b>	
<b>Wayne State University</b>	



## Focus: HOPE

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### CENTER FOR ADVANCED TECHNOLOGIES

## Vickie Wilson CAT Student



*“The people here are so unbelievably helpful... they teach us everything including how to conduct ourselves at a business lunch, interview skills, and how to present our projects.”*

Vickie Wilson’s father started telling her in middle school that he thought she had what it took to be a successful manufacturing engineer. It took her a while to realize that he really knew what he was talking about.

“He said he really thought I could do it,” said Wilson, 22, of Detroit. “He thinks I’m so smart. Everybody thinks their own kids are geniuses.”

Wilson is proving her father was right. In May 2005, she earned an associates degree in applied science manufacturing engineering through Focus: HOPE’s Center for Advanced Technologies (CAT). Now she’s working toward her bachelor’s degree.

Wilson got a head start on career training during her senior year of high school when she began splitting each weekday between Detroit School of the Industrial Arts and Focus: HOPE’s Machinist Training Institute. By the time she graduated from high school in 2000 she was months ahead of her classmates who were just preparing to begin their college education.

She’s glad she took advantage of the opportunity to enroll at Focus: HOPE while still in high school. “I really felt like I should do it because we had only been studying a book in our high school class,” Wilson said. “This was a way for me to do actual work. It was a step in the right direction.”

Focus: HOPE’s 31-week MTI prepared her for a career in the manufacturing trades by developing her precision machining and metalworking skills. She took classes and worked on the machine shop floor learning to operate lathes, mills, grinders, and Computer Numerical Controlled machine tools. She also made a set of tools that will stay with her throughout her career.

While working on her bachelor of science degree in manufacturing engineering, she has had the opportunity to gain hands-on work experience at Focus: HOPE and through an externship at Ford Motor Company. She expects that the work experience and academic experience from Focus: HOPE will add up to a bright future.

“The people here are so unbelievably helpful,” Wilson said. “They teach us everything including how to conduct ourselves at a business lunch, interview skills, and how to present our projects. It’s hands-on training. All of those things give you a step ahead of the competition. It makes it better for me when I leave here.”



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### CENTER FOR ADVANCED TECHNOLOGIES

## Itayemi Kinni-Olusanyin 2006 CAT Graduate



*“Now I have more choices in life. This experience gave me confidence ... now I can see a brighter future for myself and my son.”*

Itayemi Kinni-Olusanyin moved to Indiana last summer to take her first full time job as a manufacturing engineer for Cummings Diesel. It was a much shorter journey than the one she made seven years ago when she moved from Nigeria to Detroit and switched from pursuing a career in the arts to one in the sciences.

In 1999, alone after the death of her mother and pregnant, Kinni-Olusanyin moved from Nigeria to Detroit to live with her grandmother and raise her unborn son. She expected to continue her pursuit of a career in the performing arts—until she learned about the education opportunities at Focus: HOPE.

Once enrolled in the Machinist Training Institute, she found she loved math and working with her hands. “That’s the part I enjoyed the most,” she said of learning how to operate lathes, mills, grinders and CNC machines. “It is the foundation for my technical expertise. Once I found I could do that, I thought why not go on to become an engineer?”

She took full advantage of all opportunities at Focus: HOPE. She brushed up her math skills in the First Step and Fast Track programs, then completed the MTI curriculum, graduating first in her class. Then she headed to the Center for Advanced Technologies (CAT) to study engineering. While studying engineering she was tapped to participate in Six Sigma training offered through Ford Motor Company. Throughout her six years at Focus: HOPE, her son was enrolled at the Center for Children.

With her trademark laugh, Kinni-Olusanyin talks about the opportunities she has had at Focus: HOPE —among them the chance to “meet the greats”. She met President George Bush when he was serving as vice president, Ford Motor President Bill Ford, several state legislators and numerous other business leaders. She also has had the chance to solve real engineering problems using her black belt training. “I like that fact that you use Six Sigma tools to problem solve,” she said. “It’s something you can always use to evaluate performance, to see how a company is performing, and improve on its performance. It has been a beneficial tool to both parties; you and to them. It has acclimated me to the way engineers think.”

As she embarks on her professional career, she is grateful for her experience at Focus: HOPE. “I’m pretty excited,” she said. “Now I have more choices in life. This experience gave me confidence... now I can see a brighter future for myself and my son.”

She also has one special person to thank. “I give thanks to my grandmother, Ethelyn E. Femster, for helping me through it all.”



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[www.focushope.edu](http://www.focushope.edu)

### CENTER FOR ADVANCED TECHNOLOGIES

## Benjamin Eichhorn CAT Student



*“I’m very confident in the future of my field.”*

Benjamin Eichhorn isn’t concerned about whether he’ll find a manufacturing job after graduation. The Royal Oak resident already has one lined up at the U.S. Army Tank-automotive and Armaments Command (TACOM) in Warren, even though he doesn’t graduate until May 2007.

Eichhorn said his education at the Focus: HOPE Center for Advanced Technologies (CAT) has helped him line up a career opportunity well in advance of his graduation.

“I’m very confident in the future of my field,” said Eichhorn, 25, who began taking classes at Focus: HOPE right after graduating from Dondero High School in 1999. “The kids coming out of college these days have to offer something unique to a company... something more than the typical college student has. Focus: HOPE does that by the marriage of theoretical knowledge and hands-on real practice on the manufacturing floor.”

Eichhorn began his Focus: HOPE studies by enrolling in the Machinist Training Institute (MTI). After completing that training in 2000, he enrolled at the CAT and subsequently earned an associates degree in manufacturing engineering technology from Lawrence Technological University through the CAT. He is currently working on his bachelor degree in manufacturing engineering, which will be awarded by the University of Detroit Mercy.

His practical work experience came from working on the development of U.S. Army Mobile Parts Hospital (MPH), a portable manufacturing unit that produces replacement parts for military vehicles and equipment. Focus: HOPE students participated on the research and development of the MPH and three units are now in service in Iraq, Afghanistan and Kuwait.

Eichhorn helped to set up and write programs for the MPH manufacturing stations and gained experience in supervision, troubleshooting, part design, and communication with overseas MPH operators. He also completed a summer internship with TACOM in 2005, and will return for another internship this summer.

Thanks to Focus: HOPE he is ready to start working full time in the field.

“(Focus: HOPE’s education) will benefit me because I’ll already have had five years of experience in a manufacturing environment. There will be less of a learning curve when I go to a company.”



## Focus: HOPE

*Celebrating Diversity Since 1968*

1355 Oakman Boulevard  
Detroit, Michigan 48238-2850  
313.494.5500

[www.focushope.edu](http://www.focushope.edu)

### CENTER FOR ADVANCED TECHNOLOGIES

## Dennis Weathers CAT Graduate



*“I originally intended to go through FAST TRACK and stop there. But...I started liking it so I went on to become an engineer.”*

Dennis Weathers originally enrolled at Focus: HOPE to make his family stop bugging him about finding something productive to do with his life.

His plan was to go through the FAST TRACK program to improve his reading, math, communication, and computer skills and stop there. But once he got started he was drawn to continue further than he intended. After completing the FAST TRACK program in 1992 he went on to graduate from Focus: HOPE's Machinist Training Institute in 1994 and its Center for Advanced Technologies in 2001.

Now, he's a manufacturing engineer for Ford Motor Company who's grateful for the loving nudges of his family.

“My uncle told me about (Focus: HOPE's educational programs),” he said. “I went to FAST TRACK to make my sister happy. My sister always asked me what I was going to do with my life. I originally intended to go through FAST TRACK and stop there. But I met a lot of friends there who kept me in the program and I started liking it so I went on to become an engineer.”

The Machinist Training Institute helped him develop precision machining and metal-working skills, and the Center for Advanced Technologies gave him hands-on experience in manufacturing while studying towards his associate's and bachelor's degrees in science and manufacturing technologies.

During his 2.5 years at Ford Motor Company he has worked at the Michigan Truck Plant where the Navigator and Expedition are being built. He was also in Norfolk, Virginia last year to help with the launch of the F-150.

Weathers is a highly self motivated man who Mark McConville enjoyed supervising during the launch.

“He's dedicated,” said McConville, a process and strategy supervisor who was a launch specialist when he worked with Weathers. “He does what it takes to get the assignments done. He took on assignments without a problem and picked up things pretty easily. He had good computer skills and his ability to work with other people is one of his greatest assets.



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### MACHINIST TRAINING INSTITUTE

## Lester Lampkins MTI Graduate



*“I didn’t start dreaming until I got (to Focus: HOPE).”*

Lester Lampkins’ friends weren’t impressed when he took a \$5.50 per hour job as a machine repairman after graduating from Focus: HOPE’s Machinist Training Institute (MTI) in 1989. It wouldn’t take long before they changed their minds.

Lampkins moved into a well-paying job at FANUC Robotics where he now earns \$32 an hour with full benefits, a car allowance, bonus incentives, and overtime as a senior service/installation engineer.

A native of Memphis, Tennessee, Lampkins had moved to Detroit in the 1980s looking for a good job opportunity. “I wasn’t doing that good down south,” said Lampkins, 47. “There weren’t a lot of jobs. I heard they made cars in Detroit. I knew if I got a job dealing with cars I’d never be out of work.”

Initially, he didn’t do any better here than down south. He lived with an aunt and depended on food stamps to eat. One day, as he stood in line for his monthly allotment of food vouchers he saw a poster about Focus: HOPE’s educational programs.

He went to Focus: HOPE where he met the late Father William Cunningham. The co-founder gave him his first job in Detroit as a custodian.

“I didn’t want everybody to know I was cleaning the classrooms, so I always walked outside like I was catching the bus,” Lampkins recalled. “But (Cunningham) did that for me not to quit because I needed an income. That’s why I graduated. That was the first job I had in Michigan. I’ve never been out of work since and I’ve never needed any food stamps either.”

Lampkins learned precision machining and metalworking skills at MTI. He took classes and worked on the machine shop floor learning to operate lathes, mills, grinders, and Computer Numerical Controlled machine tools.

Now Lampkins has moved back to Memphis where he works for FANUC out of his home. He said the skills he attained at MTI prepared him for his future in the same way that a college degree would have.

“They’ve taught me that I can figure out anything put before me if it deals with math,” Lampkins said. “So, the same things I learned here I applied to the electronic end. I think I can go to work anywhere. I didn’t start dreaming until I got (to Focus: HOPE) because I wasn’t looking to finish school. But, then I realized I could do this.”

Now he impresses his colleagues at FANUC, including Service Supervisor Marianne Thomas.

“What he learned (at Focus: HOPE) allows him to do his job,” Thomas said. “I can give him all kinds of jobs and off he goes. He’s a self-starter who’s very motivated. He’s fantastic.”



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### MACHINIST TRAINING INSTITUTE

## Kumasi Rayford MTI Graduate



*“There’s times you think,  
‘man, this is tough.’ But  
anything worth having is  
hard work.”*

Kumasi Rayford satisfied his unrealized desire to design parts for cars by playing with LEGOs and erector sets as a child. During his teens he admired flashy vehicles in magazines even though he wasn’t old enough to drive.

Now he helps to create the cars that others admire.

A lead designing engineer for General Motors, Rayford, 32, prepared for his career at the Focus: HOPE Machinist Training Institute.

During the 31-week machinist program, Rayford learned precision machining and metal working. Teachers worked with him and other students in small groups for strict, timely classes that taught them how to operate lathes, grinders and other machining equipment. While learning the trade, they created their own set of tools including hammers, clamps, V-blocks, sine bars and parallels. The completed set of tools is valued at \$700 and stays with them throughout their careers.

Rayford, who graduated from MTI in January 2000, said his successful career was made possible by all the “rigorous” training at MTI.

“It’s kind of like a boot camp for the workforce,” he said. “It’s real structured. There’s times you think, ‘man, this is tough.’ But anything worth having is hard work.”

His persistence and knowledge has carried over to his job at General Motors, where he has been since Feb. 14, 2000. One of his most notable accomplishments was designing the world’s first SUV power-sliding rear roof for the Envoy. That’s a long way from where he started.

When a friend told him about Focus: HOPE, Rayford had a GED but wasn’t really certain which direction he was headed in life. But since completing his training at Focus: HOPE and following it up with a job and more training at General Motors he is now also pursuing a bachelor’s degree in engineering and expects to pursue a master’s in business.

He is one of about 30 Focus: HOPE graduates who work for the General Motors in Warren.

Gerald Bojanowski, engineer group manager for movable roof systems at the GM Warren Tech Center, knew Rayford would be a valuable asset to the company the first time he met him.

“From the onset I saw someone very intelligent and hungry who wanted to be involved in something successful,” Bojanowski said. “He continues to excel at anything we throw at him. He has passion, not just for working, but for the automobile. Everyone that I’ve met (from Focus: HOPE) are carbon copy individuals like Kumasi. They come out with a good work ethic and a desire to be the best.”



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### INFORMATION TECHNOLOGIES CENTER

## Nancy Triplett-Edmunds ITC Graduate



*“After going through the schooling I felt a sense of pride...It’s helped me immensely.”*

On New Year’s Eve 2002 Nancy Triplett-Edmunds received news that nearly quashed her celebratory mood—she was laid off from her job as a sales assistant for a radio station where she had worked for seven years.

While disappointed and worried that no one would hire an “older” worker, the Detroit resident refused to let it put a permanent damper on her spirits.

“I still went out and celebrated because I knew 2003 had to be much better,” she said.

And it was.

Everything started to improve after she noticed a flyer about Focus: HOPE at Michigan Works, a workforce development association.

“I knew about computers,” Triplett-Edmunds said after reading about the Information Technologies Center (ITC). “I had been doing PowerPoint sales presentations. So I said, ‘let me see what Focus: HOPE is offering’.”

She discovered that Focus: HOPE’s ITC provides education and training in the field of computer and information technology. Students prepare for industry certifications such as Cisco Certified Network Associate (CCNA), Microsoft Certified Professional (MCP), CompTIA A+, and Linux+ to begin careers in network administration and desktop and server administration. An added bonus for Triplett-Edmunds was that it would take less than one year to complete the ITC courses.

She entered Focus: HOPE’s ITC Network Administration program in September of 2003 after completing the organization’s FAST TRACK program which polished her math, reading, computer, and communications skills.

“After going through the schooling I felt a sense of pride,” Triplett-Edmunds said. “I thank God I met some wonderful people at Focus: HOPE. It’s helped me immensely.”

Triplett-Edmunds, 53, is now A+ certified in hardware and expects to take the operating system and CCNA exams soon. She successfully completed an internship for Comcast Cable in January, and has been hired as a support technician for Tech Team Global.

Marleto Watkins, a network administration instructor for Focus: HOPE, is not surprised by Triplett-Edmunds’ success. She described Triplett-Edmunds as an outgoing student who took advantage of every opportunity that Focus: HOPE had to offer.

“She was very inquisitive and excited about what she was learning,” Watkins said. “And, she was self-motivated. We had the tools, we presented them to her, and she used them.”



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### INFORMATION TECHNOLOGIES CENTER

## Brian Collins ITC Graduate



*“Focus: HOPE has prepared me with course knowledge and presentation skills so that I can present myself to companies in a professional manner.”*

When Brian Collins was laid off from two jobs within four years he decided it was time to do something different before taking further employment.

A native of Detroit, Collins moved back to the city in 2004 after living in Chicago. After moving in with his sister and niece, he saw an advertisement about Focus: HOPE.

“If you look at my resume I could have just picked up another job somewhere else, but I wanted to learn something in an area that I like,” said Collins, 42, who is also raising a four-year-old daughter. “I already knew the software side (of computers). But, I wanted to know the hardware and networking side. The commercial talked about the information technologies program and Cisco. I’ve always wanted to do Cisco, but I hadn’t taken the time to study it.”

Focus: HOPE’s Information Technologies Center provides education and training in the field of computer and information technology. Training is available in areas of PC technology, network administration (NA), and desktop and server administration. This instruction prepares students for industry certifications that put them on the path toward exciting careers in the computer industry.

Collins, who enrolled in ITC in February of 2004, graduated in February of 2005. Since graduating Brian has been hired by EDS as a network administrator. During his time in the program he attained Microsoft Office Specialist certifications in Word and Excel as well as CompTIA A+ and CCNA certifications. While a student, he worked a six-month internship at Comcast’s Call Center. Previously he had experience using Baan and SAP software and a bachelor’s degree in management from Southern University in Baton Rouge, Louisiana. He was also a U.S. Marine from 1986 until 1994 where he attained the rank of captain.

His hard work in Focus: HOPE’s ITC made him one of 15 students nation-wide to earn a CompTIA IT Merit Award of \$250. He credits Focus: HOPE.

“It’s a crown jewel in the city of Detroit,” he said. “I took this education so I can go on to become an independent contractor offering my skill set in the Enterprise Resource Planning (ERP) field and Cisco networking field. Focus: HOPE has prepared me with course knowledge and presentation skills so that I can present myself to companies in a professional manner.”

His leadership in Focus: HOPE’s ITC program indicates he has a bright future ahead, said instructor Hermine Turner. That’s why she nominated him for the CompTIA award.

“Brian was always the kind of person to come early and get the students together for a study group,” said Turner. “So, when I came to class the students were already huddled around Brian preparing for their upcoming quizzes. Brian is definitely a leader.”

Focus:HOPE

Appendix H

Revenue Categories as a Per Cent of Total Revenues

	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	Preliminary Audit 2008
Federal Grants	42%	31%	7%	5%	3%	9%	19%	19%	17%	19%	22%	21%	22%
State and Local	9%	19%	20%	16%	30%	15%	9%	5%	4%	4%	5%	4%	5%
Contributions	20%	20%	32%	38%	24%	30%	28%	29%	29%	30%	30%	40%	38%
Manufacturing	14%	16%	26%	25%	29%	32%	23%	25%	22%	16%	2%	0%	0%
R & D	0%	0%	0%	0%	0%	0%	4%	4%	5%	7%	8%	11%	16%
Tuition	2%	2%	4%	5%	5%	7%	8%	7%	8%	7%	6%	4%	5%
Food Program	8%	7%	7%	5%	4%	5%	5%	6%	6%	7%	9%	9%	10%
Other	6%	4%	4%	7%	4%	3%	2%	4%	10%	10%	18%	10%	4%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Total in \$

\$ 34,923,848 \$ 32,477,520 \$ 33,026,358 \$ 40,424,977 \$ 57,741,472 \$ 43,155,342 \$ 40,249,479 \$ 36,143,748 \$ 35,201,905 \$ 31,767,392 \$ 25,698,061 \$ 26,685,427 \$ 26,326,230

Source = Audited Financial Statements; MFG and R&D sales net of material costs.

**SELECT DISTINGUISHED VISITORS**

**Federal Government**

President George H.W. Bush  
President William J. Clinton

**Department of Agriculture**

Secretary of Agriculture Daniel Glickman  
Assistant Secretary Ellen Haas  
Under Secretary for Food, Nutrition, and Consumer Services Eric Bost

**Department of Commerce**

Secretary of Commerce Ronald Brown  
Secretary of Commerce Michael Kantor  
Deputy Assistant Secretary Wilbur F. Hawkins (EDA)  
Assistant Secretary of Commerce Mary Good

**Department of Defense**

Chairman Joint Chiefs of Staff General Colin Powell  
Under Secretary for Defense Acquisition and Technology Paul G. Kaminski  
Under Secretary of Defense John Deutch  
United States Army  
Secretary of the Army Thomas E. White  
General Benjamin S. Griffin, Commanding General of the U.S. Army Materiel Command  
General Paul J. Kern, Commanding General of the U.S. Army Materiel Command  
Brigadier General William M. Lenaers, Commanding General of the U.S. Army Tank-  
automotive and Armaments Command (TACOM)  
Colonel (P) Peter M. Vangjel, Deputy Commanding General, U.S. Army Recruiting Command  
LTC John Vernon, Great Lakes Recruiting Battalion  
United States Navy  
Vice Admiral Terrance Etnyre, Commander, Naval Surface Forces

**Department of Energy**

Secretary of Energy Spencer Abraham (as U.S. Senator)  
Secretary of Energy Hazel O'Leary

**Department of Housing & Urban Development**

Secretary of Housing & Urban Development Henry G. Cisneros  
Deputy Assistant Secretary Kenneth Williams (Grant Programs)

**Department of Labor**

Secretary of Labor Robert Reich  
Assistant Secretary of Labor Douglas Ross

**Other Federal Departments**

U.S. General Accounting Office  
U.S. Small Business Administration  
Federal Reserve Bank  
National Institute for Standards & Technology  
Office of Technology Assessment  
National Aeronautics and Space Administration  
National Science Foundation  
U.S. Agency for International Development  
U.S. Ambassador to Canada James Blanchard

**United States Senate**

Hon. Spencer Abraham  
 Hon. James Jeffords  
 Hon. J. Robert Kerry  
 Hon. Carl Levin  
 Hon. Donald Reigle  
 Hon. Debbie Stabenow  
 Senate Armed Services Committee  
 Senate Small Business Committee

**United States House of Representatives**

Hon. James Barcia  
 Hon. David Bonior  
 Hon. William Brodhead  
 Hon. Robert Carr  
 Hon. Barbara Rose-Collins  
 Hon. John Conyers, Jr.  
 Hon. John Dingell  
 Hon. Richard Gephardt  
 Hon. Dennis Hertel  
 Hon. Peter Hoekstra  
 Hon. Marcy Kaptur  
 Hon. Joseph Knollenberg  
 Hon. Dale Kildee  
 Hon. Carolyn Cheeks-Kilpatrick  
 Hon. Sander Levin  
 Hon. Thaddeus McCotter  
 Hon. Nick Smith  
 Hon. Lynn Nancy Rivers  
 Hon. Patricia Schroeder  
 Hon. Bob Traxler  
 Hon. Howard Wolpe  
 House Appropriations Committee  
 House Armed Services Committee

**Governors**

Hon. James Blanchard  
 Hon. John Engler  
     Lt. Gov. Dick Posthumus  
 Hon. Jennifer Granholm  
     Secretary of State Terry Lynn Land  
     Attorney General Mike Cox  
 Hon. Tom Ridge  
 Hon. Don Siegelman

**Other**

Rosa Parks

**Foundations**

Annie E. Casey Foundation  
 Charles Stewart Mott Foundation  
 Ford Foundation  
 Ford Motor Company Fund  
 General Motors Foundation  
 Hudson-Webber Foundation  
 The John D. and Catherine T.  
     MacArthur Foundation  
 Kaiser Foundation  
 Kellogg Foundation  
 Kresge Foundation  
 Skillman Foundation

**News Media**

ABC News  
 CBS News  
 NBC News  
 National Public Radio  
 Business Week  
 Christian Science Monitor  
 Chronicle of Philanthropy  
 Fast Company Magazine  
 Fortune Magazine  
 Detroit Free Press  
 Detroit News  
 McNeil/Lehrer News Hour  
 Michigan Chronicle  
 New York Times  
 Newsweek  
 Wall Street Journal  
 Washington Post

**Officials from Foreign Nations**

Afghanistan  
 Armenia  
 Australia  
 Bangladesh  
 Canada  
 Columbia  
 People's Republic of China  
 Croatia  
 Cyprus  
 Czech Republic  
 Denmark  
 El Salvador  
 England  
 Finland  
 France  
 Germany  
 Greece  
 Hungary  
 India  
 Italy  
 Ivory Coast  
 Japan  
 Korea  
 Latvia  
 Mali  
 Mexico  
 Mozambique  
 Netherlands  
 Nigeria  
 Northern Ireland  
 Poland  
 Romania  
 Russia  
 Singapore  
 Republic of South Africa  
 South Korea  
 Spain  
 Sweden  
 Switzerland  
 Syria  
 Togo  
 Tunisia  
 Uganda  
 Ukraine  
 Zimbabwe

# Focus: HOPE Celebrating 40 years.



**Focus: HOPE**

Since 1968

[www.focushope.edu](http://www.focushope.edu)

## 2008 STATISTICS

Focus: HOPE is a non-profit, civil and human rights organization located in Detroit, Michigan. Founded in 1968 by Father William T. Cunningham (1930–1997) and Eleanor M. Josaitis, Focus: HOPE unites a multicultural community in common efforts to overcome injustice and build racial harmony. Since its inception, Focus: HOPE has abided by the following mission statement:

*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*

Focus: HOPE addresses the problems of hunger, economic disparity, inadequate education, and racial divisiveness through its technology training programs, educational and corporate partnerships, and food program. The success of Focus: HOPE centers on leveraging of public and private sector resources, as well as extensive community outreach.

- **Commodity Supplemental Food Program** provides a free monthly supplement of food to 41,000 pregnant women, postpartum mothers, children under age six and senior citizens 60 years of age and older. The program is administered through the U.S. Department of Agriculture. The nutritiously-balanced food costs the government \$20 per box, but would cost clients \$50 to purchase in a store.
- **Center for Advanced Technologies** integrates hands-on manufacturing training and academic learning within a production setting. The 21<sup>st</sup> century curriculum offers associate and bachelor degrees in manufacturing engineering and technology in partnership with area universities.
- **Machinist Training Institute** provides state licensed training in basic and advanced precision machining and metalworking. It emphasizes both manual and Computer Numerical Control skills.
- **Information Technologies Center** is state licensed and accredited and offers courses in the areas of PC technology, network administration and desktop & server administration. The courses prepare students for industry certifications. It is accredited by ACCTE (Accrediting Council for Continuing Education and Training). ITC graduates are eligible for a new college degree program, the Information Management and Systems Engineering program, offered in conjunction with Wayne State University.
- **Fast Track** courses upgrade math, reading, computer and professional work skills of high school graduates and GED holders, bringing their skill levels to those required for enrolling in the Machinist Training Institute or Information Technologies Center.
- **Center for Children** offers early childhood preschool education, infant and toddler care, summer day camp, and a before- and after-school care program for children of colleagues, students and community residents.
- **Community Arts Department** provides arts and media-based youth development programs and cultural diversity workshops. Programs nurture interest in the importance of education; cultivate self-awareness and excellence; develop leadership skills; and encourage an understanding of multiculturalism and its importance in our daily lives. The department also coordinates art exhibits in the Focus: HOPE Gallery, traveling exhibits, and concerts in the park.
- **Community and Economic Development Department** works hand-in-hand with government and community organizations to revitalize the surrounding neighborhood. It addresses neighborhood quality of life issues by rehabilitating housing, developing new housing, tearing down abandoned housing, revitalizing parks and public spaces, facilitating commercial revitalization, and working to stop illegal dumping in the area.
- **Volunteer and Community Outreach** coordinates volunteer activities and the annual WALK.

## Focus: HOPE Celebrating 40 years.

**Focus: HOPE**

Since 1968

www.focushope.edu

## 2008 STATISTICS

**Human Resources**

- 304 total number of colleagues

**Focus: HOPE Oakman Boulevard Complex**

- Over 40 acres total area
- Over 1,000,000 approximate number of square feet—all buildings/property

**Commodity Supplemental Food Program (Established 1971)**

- 6,000 mothers and children per month (FY 2008)
- 35,000 senior citizens per month (FY 2008)  
548 tons food distributed per month (FY 2008)
- More than 20 million total separate food packages distributed (1971–FY 2008)

**Center for Advanced Technologies (CAT) (Established 1993)**

- 106 enrollment (FY 2008)
- 152 total number of Associate's Degree graduates (1993–FY 2008)
- 67 total number of Bachelor's Degree graduates (1993–FY 2008)
- over 210 candidates who have gone on into the workforce (1993–FY 2008)
- \$56,500 average starting salary of a CAT (Bachelor's Degree) graduate

**Machinist Training Institute (MTI) (Established 1981)**

- 193 enrollment (FY 2008)
- 2,388 total graduates (1981–FY 2008)
- \$11/hr average starting salary of an MTI Core 1 graduate

**Information Technologies Center (ITC) (Established 1999)**

- 469 enrollment (FY 2008)
- 996 total graduates (1999–FY 2008)
- \$11/hr average starting salary of an ITC graduate

**Fast Track (Established 1989)**

- 262 enrollment (FY 2008)
- 5,025 total completers (1989–FY 2008)
- 1,042 total completers of First Step classes (1989–FY 2008)

**Center for Children (Established 1987)**

- 207 enrollment (FY 2008)
- 6,069 enrollment of infants and toddlers (1987–FY 2008)

**Community Arts Department (Established 1995)**

- 1,030 educational and cultural outreach (FY 2008)

**Community and Economic Development Department (Established 1998)**

- 55 senior apartments constructed (2005–2008)
- 3 homes rehabbed (1998–2008)
- 6 vacant lots, alleys cleared/abandoned homes boarded up (FY 2008)
- 2 parks renovated/developed with 15 trees planted (FY 2008)
- 2,000 tires and 2,160 yds<sup>3</sup> volume of illegal dumping cleaned up (2003–2008)
- 14 IDA accounts established (2007–2008)

**Volunteer and Community Outreach**

- 2,000 participants in WALK 2008
- more than 1,000 beneficiaries of 2006 holiday programs, including 580 seniors and 173 families
- 350 turkeys distributed at Food Centers

12-10-08 \*Enrollment reflects students enrolled in all courses and, in some cases, may be duplicated.



'68, so we were trying to bring people together."

It seemed to work. While other cities burned after the Rev. Martin Luther King, Jr. was gunned down on April 4, Detroit remained calm. But that summer was just the beginning for Focus: HOPE and its pledge to take "intelligent and practical action to overcome racism, poverty, and injustice." Cunningham and Josaitis enlisted white suburbanites and black urbanites to go shopping. "We found that folks in the city were paying 30 percent to 40 percent more for their groceries, and the [chain] stores were

"The real name was Focus: Summer Hope. Everybody thought there was going to be a riot in '68, so we were trying to bring people together."

— ELEANOR JOSAITIS (LEFT)

delivering old meat and fruits from the suburbs in the city," Josaitis says. They made the same case over the cost of prescription drugs.

Then in 1971, they took on hunger, setting up a distribution system for surplus food from the federal Department of Agriculture that still provides food each month to 35,000 seniors and 7,000 pregnant women, recent mothers and children. In 1981, Focus: HOPE began its Machinist Training Institute, filling the gap between public education and the needs of employers, and over the years added more ambitious components, partnering with private industry and local colleges to offer degree programs. They opened a Center for Children for early education, added a community arts component, and got involved in creating housing for seniors. "The organization just kept evolving," Josaitis says.

It's evolving still. A decade ago — around the time Cunningham succumbed to cancer — Focus: HOPE was a \$100-million-a-year operation spread over 40 acres on Oakman Boulevard, near Linwood, including an auto-parts manufacturing component to give students hands-on experience. The organization cut that program three years ago as the Big Three moved more of their own work overseas and "it became more difficult for us to compete for contracts," says spokeswoman Kathy Moran.

Focus: HOPE now operates on a \$25.6-million annual budget, most of it from foundation grants and government contracts. There are other groups, organizations, and government agencies in southeast Michigan that feed the poor, retrain workers, help house the homeless, and offer day care for young

## Staying in Focus

Forty years after its founding, hope springs eternal for an organization dedicated to fighting injustice and poverty // By Scott Martelle // Photographs by David Lewinski

In late July 1967, rioting had left Detroiters shell-shocked, and parts of the city resembled war zones. It was not, to paraphrase Winston Churchill, Detroit's finest hour.

Eleanor Josaitis, a Taylor housewife, and William Cunningham, a Catholic priest and English teacher at Sacred Heart Seminary, went to view the devastation with their own eyes. The priest and the housewife were friends, drawn together by faith and a shared view that the world could be made better, that seemingly intractable problems like racism, economic segregation, and social inequality were not

necessarily carved in stone.

Rioting and military occupation, they believed, were not the solution. "The tanks were going up and down the streets. Buildings were on fire. The helicopters were flying above," Josaitis recalls. "We said, 'We have got to do something.'"

The "something" began small and, as such things are wont to do, grew fast. In March 1968, months of planning culminated in the formation of Focus: HOPE, an organization aimed at bridging race and class divides to keep the riots from rekindling. "The real name was Focus: Summer Hope," Josaitis says. "Everybody thought there was going to be a riot in

families. But few, if any, do all of those things at once.

And none do them with the persistent high visibility of Focus: HOPE, with two generations and tens of thousands of beneficiaries, its signature logo of interconnected black and white hands, an annual diversity walk that began in 1974, and the embrace of political and cultural leaders — including being picked as one of two local organizations to receive the proceeds of a Detroit-area concert by The Who in October (Gleaners was the other recipient).

Or, for that matter, none have been doing it for a Moses-like 40 years.

**// DON HUTCHISON** is one of the people Focus: HOPE helped lead out of the desert.

Hutchison was born in 1970, three years after the riots, and came of age as Detroit's crack wars were picking off kids at a numbing pace. Hutchison graduated from Henry Ford High School in 1989, part of a system perennially listed among the nation's worst.

"You always hear people tell you, growing up, that when you graduate you go to college and get a good job," Hutchison says. "But I honestly didn't think I had what it took to go to college. ... I wasn't very much of a student in high school, partly because I didn't know exactly what I was going to do with my life. It's not like there were a whole lot of opportunities available."

Hutchison felt overwhelmed at Oakland Community College. An uncle mentioned Focus: HOPE's new Fast Track training program, and Hutchison decided to enroll in a six-week course to land a job as a bank teller. "Those were my aspirations, to be a teller at a bank," Hutchison says. "Once I finished Fast Track, it introduced me to some of the other programs, and my aspirations started to grow and I realized I had some potential I didn't know I had."

Hutchison went through Focus: HOPE's machinist training program, then the Center for Advanced Technologies and "ultimately went to Lawrence Tech to get a bachelor's degree and on to Kettering University to get my master's in manufacturing operations."

By the time Hutchison started the master's program, he was already working at General Motors, mostly at the Tech Center in Warren, before taking a two-year transfer to Germany. Two years ago, Hutchison took a buyout and opened DT Global Enterprises to consult for firms interested in recruiting and retaining minority workers, and Creative Industrial Solutions to place temporary workers.

"If it weren't for Focus: HOPE, I would not have



"All of these things happened because of what Focus: HOPE was able to provide for me, which was an opportunity."

— DON HUTCHISON (ABOVE)

finished college, most likely would not have worked at GM, most definitely the assignment overseas would not have happened," says Hutchison, who now lives in Lake Orion. "All of these things happened because of what Focus: HOPE was able to provide for me, which was an opportunity."

Over the years, some 10,000 people have gone through Focus: HOPE's training programs, using the agency to step into relatively high-paying skilled-labor jobs they otherwise might never have attained. Focus: HOPE has graduated about 200 engineers, more than 2,500 machinists, and about 900 information-technology specialists. Those are small numbers in a metro region of more than 4 million people, but significant for people like Hutchison, who have used Focus: Hope to find their footing in life.

"I think they are incredibly visible and quite useful ... and important for the city of Detroit and the people who participate in the program," says Reynolds Farley, a research professor emeritus at the Population Studies Center in U-M's Institute for Social Research.

But the programs that helped Hutchison and others succeed were aimed at a different economy. As Detroit is changing, so too is Focus: HOPE. Under a \$200,000 grant from the Kresge Foundation, Focus: HOPE has hired a consultant "to make sure we are really positioned appropriately for the long term," says Timothy Duperron, Focus: HOPE's interim CEO.

"There's a pretty obvious softening in the manufacturing sector, but there are some merging technologies," he says. "It's important for us to make sure we are adequately positioning ourselves to be able to provide training and educational skills for this."

After 27 years, the organization earlier this year "completely changed the curriculum" for machinist training "to more adequately reflect the skills that employers say they need." A key revision: Teaching machinists how to operate computer-controlled machinery rather than the traditional manually controlled machinery.

And Focus: HOPE is also looking to partner with other groups "doing good work trying to find ways to ... leverage each other's work," Duperron says.

For instance, he says, the Neighborhood Services Organization, which has been helping mentally ill and homeless adults for more than a half century, plans to move some of its operations to the Focus: HOPE compound "to take advantage of the training and education activities we already have. It's a great move to get more critical mass on our campus."

**// ONE IMAGE** that rarely gets linked to machinist training, food banks, and urban child-care centers are women in ball gowns and men in tuxedos. But come March 7, they will be, as Focus: HOPE holds its first — and likely only — "gala" at the Marriott in the Renaissance Center. The organization expects up to 750 people to attend, at \$250 a ticket, with the proceeds going to its scholarship program.

It's a far cry from the first organizational meetings 40 years ago, though the mission remains unwavering. "We're never going to eliminate racism until people have educations and jobs and opportunities in their lives," Josaitis says.

To underscore the dedication to that goal, the date for the gala was selected for its symbolism. On March 8, 1968, the conversations between Josaitis and Cunningham jelled into the launching of Focus: HOPE. So March 7, 2008, marks the final day of the organization's 40th year.

As Josaitis says: "The past begins the future." ■