



HoustonWorks
USA

Working to make a difference

EMPOWERING

Empowering Houston, Improving Lives

2010 REPORT TO THE COMMUNITY

Innovation is a tradition at
HoustonWorks USA.

For more than 25 years, HoustonWorks USA has been the preeminent resource for job seekers in the greater Houston area. Due to the challenging economy, the nine Workforce Solutions centers we manage for the Houston-Galveston Area Council (H-GAC) have been busier than ever. The professionals who work in these facilities are the ones responsible for using labor market intelligence to assist those in transition.

Thinking big, taking creative risks, making connections and collaborating are part of our culture. Today, more than ever, that culture is transforming the non-profit experience.

Our excellence is achieved through an energetic environment that challenges, yet supports bright, curious and capable Houstonians. Professionals—who are experts in their fields—invite participants to explore, experiment and exchange ideas as well as to immerse themselves in relevant and challenging experiences while they search for new career opportunities in one of our centers.

Because we understand that the citizens of the 21st century need competencies not easily developed, our immersive experiences for youth increase learning beyond the classroom by engaging leading-edge technology. By bridging content knowledge, skill of application, and societal need, immersive learning allows students to participate in intense collaborative projects that shape them for success and inspire them to share that success with others.

This report highlights some of the ways HoustonWorks USA is redefining Houston—and earning national recognition—as we continue to move forward, building on our tradition of innovation. I invite you to read and see for yourself what makes HoustonWorks USA a different kind of nonprofit.

Howard Lederer, Chairman



Larry V. Green, CEO

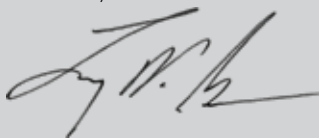




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COMPETITION

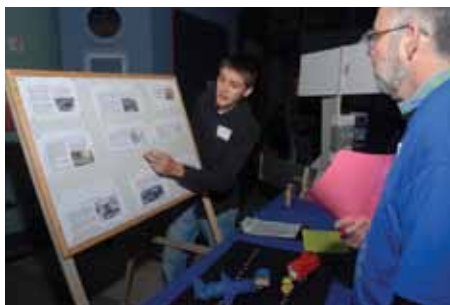
To secure America's global competitiveness, HoustonWorks USA and Schlumberger sponsored the city-wide Engineering Excellence (E²) Competition. E² inspired excellence, confidence and curiosity in students and encouraged them to create and explore a vision of future technology by combining their imaginations with the tools of science.



The E² Competition provided students with the foundation for success in science, technology, engineering and mathematics careers.

The competition required students to use research, presentation and computer skills, practical math and science applications, problem solving skills.

Students displayed their projects during the E² Competition on Saturday, February 13, 2010, at the George R. Brown School of Engineering (Duncan Hall) on the campus of Rice University.



The 2010 E² Competition Winners were:
Elementary School: Daniella Jimenez, The Awty International School; Zhi-Syuen See, The Awty International School; Sehtaj Singh, The Awty International School. Middle School: Thomas Hughes, Veritas Christian Academy; Dana Tran, Leon Sablatura Middle School; Audrey Heuser, Leon Sablatura Middle School. High School: Anjay Ajodha, Derrick Liu and Michelle Geng, Glenda Dawson High School; Joshua Smith, Penn Foster High School; Jordan St. John; The Woodlands Preparatory School.



scholarship PROGRAM

The scholarship program was initiated by HoustonWorks USA employees seeking to provide assistance to students with the cost of continuing education. Students that apply for the scholarship must be between the ages of 17-21 and possess 3.0 GPA. Students must submit an application along with an essay and three letters of recommendation describing why they are deserving of a scholarship.

The application process began in the fall of 2009 and ended with an award ceremony on May 13, 2010, held at The Wortham Center for the Performing Arts. The number of applications for this year's program doubled from the previous year. HoustonWorks USA Scholarships are merit-based educational awards.



The 2010 HoustonWorks USA Scholarship Recipients are: Tylor Davis, T.W. Hudson Scholarship, Northshore High School; Kimberly Ann Albert, Mary K. Merriman Scholarship, Northshore High School; Chisom Ejekam, HoustonWorks USA Scholarship, Lamar High School; Brittany Barker, Schlumberger Scholarship, Hightower High School; Gabriela Gil, Schlumberger Scholarship, Madison High School; Ricardo Santos, General Scholarship, Stafford High School; David Moctezuma, General Scholarship, Reagan High School; Faith Durham, General Scholarship, Sterling High School; Amanda Jean Cutrona, General Scholarship, Fort Bend Baptist Academy; Isaac Valdez, General Scholarship, Aldine High School.

SCIENCE TECHNOLOGY ENGINEERING & MATH (STEM)

While most students spent their summer swimming, playing sports or just hanging out, 100 students from the Houston area were fortunate enough to be selected to take part in the 2010 HoustonWorks USA STEM Initiative, sponsored by Shell, held at Texas Southern University and the University of Houston. These middle school and high school students were exposed to aeronautics, robotics, meteorology and rocketry.



During the program, students expert knowledge from guest speakers whose topics covered Health and Wellness, Green Energy, Hurricane Preparedness, Preparing for a Career and Lessons for Life. The National Aeronautic Space Administration (NASA) partnered with HoustonWorks USA which allowed the students access to The Johnson Space Center, NASA officials, as well as participating in live teleconferences with NASA Mission Control.



Due to past successes and program expansion, the 2010 STEM Initiative was held on two university campuses. The middle school program was held at Texas Southern University and the high school program was held at the University of Houston. The program has provided participants real world experiences and hands-on activities including exposure to meteorology, aeronautics, space exploration and robotics. Each participant received a \$150 stipend upon completion of the four week program. Students spent three days each week working on projects followed by a weekly field trip that reinforced the lessons learned in class.



SUCCESS STORY

An old proverb states that “a home doesn’t rest on the ground, but on the family.” This is one statement that Charles Washington takes to heart.

“I know that I wasn’t just building houses,” Washington said. “I was building a better start for myself, my family and my future.”



Charles Washington, a 19-year-old Northshore resident, is one of several young people enrolled in the YouthBuild Houston program, sponsored by HoustonWorks USA, the U.S. Department of Labor and YouthBuild USA. In the program, Washington took a hard hat and hammer to learn the construction trade with real-world training and application.

“In YouthBuild, you learn that construction isn’t just labor. It takes a lot of patience and thinking to make all the things come together and fit right,” Washington said.

Washington was no stranger to hard work, assisting his parents to care for the large family unit consisting of more than 10 siblings. When he learned about the YouthBuild Houston program, Washington jumped at the opportunity to earn his degree and train for his future career.

“Construction is actually pretty cool, especially when you think that something you worked so hard on is going to be someone’s home,” he reflects.

He quickly picked up the trade and with his natural positive demeanor, made strong friendships and took time to encourage his peers to make the most of their program experience. After earning his GED and construction certifications, Washington went on to serve as a guest speaker at a press conference and kickoff for YouthBuild Houston in July 2010.

“I was nervous when I spoke in front of the crowd, but I knew I just had to be me. I’m not just speaking for me, but for all the people in the program,” he said.

In the fall of 2010, Washington will trade his tool belt for books as he enters San Jacinto College to being a student in the petrochemical engineering program. The first in his immediate family to enter higher education, Washington will continue to be a “YouthBuilder” in all his endeavors.

< [YouthBuild student Charles Washington](#)

building bridges for
SUCCESS IN STAFFORD

HoustonWorks USA and Stafford Municipal School District (SMSD) have partnered to edify economic success by connecting students to career exploration prior and post-graduation. In today's uncertain economy, it is never too early to prepare students to compete in the labor market. Many graduate without the vital knowledge to prepare for tomorrow's endeavors. Without a "bridge", this divide leaves many students at a disadvantage.



The Career Bridge Counseling program provides local Stafford students access to vital resources to prepare for employment and/or higher education. With workshops, service learning, field trips, career days and orientations, Career Bridge Counseling equips participants with all the tools to maximize their potential in the marketplace.



The Career Bridge Counseling program begins with asking students to re-evaluate their choices in regards to a personal future. Students are given guidance in exploring options, decision making and matching their talents to potential careers. Every student is given the attention and support needed to build the foundation to thrive in their pathways. Additionally, Career Bridge Counseling expands community outreach by incorporating local businesses and organizations to work together to form a coalition that affords the best opportunities for today's student.



annual scholarship GOLF TOURNAMENT

On Wednesday, April 7, 2010 HoustonWorks USA held its Annual Scholarship Golf Tournament. HoustonWorks USA provides funding for educational scholarships.

This year, more than 144 golfers took to the links in friendly competition to benefit Houston's youth. Golfers were treated to lunch, dinner and an award ceremony.



On the course, golfers were able to compete in closest to the pin, straightest drive and hole-in-one prizes—including a \$1 million shot.



The scholarships will assist youth with educational funding for attending local colleges, universities, apprenticeship programs and vocational training schools.



The HoustonWorks USA Scholarships are merit-based educational grants.



25th Anniversary HOUSTON WORKS GALA

For the past 25 years, HoustonWorks USA has been the source for developing Houston's future workforce. Since its creation, more than 250,000 Houstonians have found careers within the community. More than \$100,000 has been raised for scholarship and youth development programs.

On Saturday, October 31, 2009, HoustonWorks USA celebrated 25 years of serving Houstonians. This celebration included honoring:

- Former Houston Mayor Kathy Whitmire
- HoustonWorks USA Executive Director Emeritus Terry Hudson
- Harris County Sheriff Adrian Garcia
- Chairman of the Gulf Coast Workforce Board Frank Thompson
- Corporate Leadership Award Recipient Parsons

Global Correspondent and Managing Editor of Dan Rather Reports HDNet, Dan Rather served as Master of Ceremonies. The gala marked the Silver Anniversary of the organization which presented the Founder Award to its original founder, former Houston Mayor Kathy Whitmire.

"In keeping with Houston's reputation as the 'can-do' capital of the world, HoustonWorks USA is a 'can-do' team of neighbors helping the needy," said Dan Rather. "I am humbled and honored to help these good citizens mark their 25th anniversary of charity and community service."



energy efficiency for HOUSTONIANS

HoustonWorks USA brings
comfort and safety to low income
CenterPoint Energy Customers
through Agencies in Action.



Everyone knows about the blistering heat of Houston, and for those who are low-income, it can be deadly.

Thanks to the HoustonWorks USA and the CenterPoint Energy partnership, in-need Houstonians that live in the CenterPoint service area are eligible for relief from the scorching summer heat.

Agencies in Action is a CenterPoint Energy program that funds local community action agencies to provide energy efficient upgrades to homes of low-income residents that meet the guidelines of being in the CenterPoint Energy service area and are at or below 200% of the federal poverty guidelines.

CenterPoint along with HoustonWorks USA weatherizes the homes to make them more energy efficient and provides replacement window air conditioning units on an as needed basis along with other weatherization measures.



pathways out OF POVERTY

It's full speed ahead for many Houstonians as they get the "green light" for a new career.

In a partnership with SER-Jobs for Progress, Houston Community College and the Fifth Ward Enrichment Program, HoustonWorks USA presented Green Training Programs for hundreds of local residents. Program participants, some in between jobs or underemployed, received free training worth up to \$5,000 and certification.

According to the Bureau of Labor Statistics, more than 60 percent of the current green economy is in construction, professional or related services. The Green Training program prepared applicants for an introduction into Green Core Construction and specialization into a variety of topics including: Weatherization, HERS (building sciences), HVAC (Heating, Ventilating, Air Conditioning), Concrete Countertops and Solar Panel Installation.

Other community partners, including New Living, hosted green training programs, such as green painting, to show job seekers how to adapt their skills to be healthier for both themselves and the environment. Painters, for example, had an average career span of less than 10 years due to constant exposure to chemicals and other related toxins. With new green training, this could extend to additional years of employment, combined with earth-friendly methods.



Waste reduction, another program concentration, instructed trainees to engineer plans to reduce the amount of excess materials purchased and shipped to construction sites. Trainees also observed how to reuse building materials, such as wood beams and doors, and to recycle metals and pallets to minimize consumption and costs.

The Green Training program also provided participants with career guidance to breach the gap between completion and employment. Many program graduates have continued into green jobs throughout the state.



youth BUILD

High school dropouts make headlines every day. But now, they are in the spotlight for building a better Houston.



◀ YouthBuild student
Jonathan Gonzalez
at work

"I wasn't always good in school, but that didn't mean I wasn't smart," Jonathan Gonzalez, a 19-year-old Houstonian said. "I didn't know what to do next, but I knew I had to do something."

Jonathan Gonzalez, along with more than 30 other low-income high school dropouts, decided to utilize both their hands and minds at YouthBuild Houston. YouthBuild Houston, a HoustonWorks USA program, recruits high school dropouts into a residential construction site, training for both a GED and certifications. Working with Houston Habitat for Humanity and the City of Houston, students construct housing for needy families and perform basic repairs for the elderly. "YouthBuild Houston is a program where you can take charge of your future. Each student commits to be drug-free and to both professional and personal development," Jeff Crain, HoustonWorks USA director of special projects, said. "Now, these once at-risk youth are taking on new challenging careers in residential and commercial construction."

Gonzalez completed his GED and certifications in early 2010 and remains in the program to assist in securing employment. Never shying to share his experiences, he applied for a program grant through America's Promise and secured a \$1,500 donation for YouthBuild Houston.

"It felt good that America's Promise took the time to read my experience and see the work that YouthBuild is doing in Houston," Gonzalez said. "I felt like we all won something."

Marcus Rodriguez, a 20-year-old YouthBuild Houston member, is another young person who once lived under a label of failure, drop out and no where life.

"I see people everyday turn to drugs and other crimes because they didn't make the right choices," Rodriguez said. "After I dropped out, I had the choice to either follow those footsteps or make some new ones of my own."

Rodriguez, a 20-year-old Houstonian, believes he has used the YouthBuild Houston hammer to build not only homes, but also a better path for his growing family. Raised in a single parent household, Rodriguez took on the responsibility to make smarter choices for his future instead of the negative temptations of turning to crime.

"When I started the program, I didn't even have transportation. I had to be dropped off hours before we started, sometimes sleeping near the site...even in the cold and rain." Rodriguez recalled. Through his paid training, Rodriguez saved the money to purchase a bike, bus tokens and eventually a car. He counts his ability to save his money and goal-setting to YouthBuild's supplemental life skills training, which includes health awareness, financial literacy and leadership development.

Currently, Rodriguez is working with Habitat to secure a position with Americorps and eventually work as a construction foreman and manager.

"I didn't want to live my life as somebody else's statistic," Rodriguez said. "Now that I have my GED, NCCER and a new career...I won't have to."



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dollar Wi\$E

HoustonWorks USA partners for financial literacy program.

A new generation of Houstonians will learn the value of a dollar as HoustonWorks USA has launched the Dollar Wi\$e Initiative for all student clients of its Youth Services Division. The Dollar Wi\$e Initiative, sponsored by the U.S. Conference of Mayors and Bank of America, educates at-risk youth to be financially literate with lessons in money management.

"We are very excited to be working with the U.S. Conference of Mayors and Bank of America on financial literacy," Larry V. Green, CEO, HoustonWorks USA, said. "It is a necessary part of growing up to learn how to manage your money and by teaching our youth basic concepts of financial responsibility. We will provide them with the knowledge, so in the future, they will be free from higher interest rates or excess fees on bank accounts."



"The Conference of Mayors' Dollar Wi\$e Summer Youth Campaign is pleased to support the efforts of Mayor Parker and HoustonWorks USA," Tom Cochran, CEO and Executive Director of the U.S. Conference of Mayors, said. "Teaching young people how to save their hard earned dollars is equally important and can impact their financial habits for rest of their lives."

U.S. Conference of Mayors Representative David Burns was on hand to kick -off the program in July, 2010.

Dollar Wi\$e provides resources for at-risk youth to know basic economic lessons including: building a budget, opening a checking and savings account, using credit cards responsibly and wise spending habits.



job FAIRS

Finding a new job can be a confusing and difficult task. HoustonWorks USA provided a compass throughout 2010 to guide and connect job seekers to their next opportunities. The organization hosted a number of career fairs throughout the area, with thousands attending each event.



No career fair is alike. Many focus on a particular industry and others showcase a diverse collection of fields. From Avon to Securitas, and a plethora of companies in between, employers were able to discuss job vacancies, training options and other programs with community members.

One job seeker, who preferred not to reveal her name, stated that her unemployment status had been taking a toll emotionally, but that the large amount of other attendees gave her a new perspective.

"When you come to a job fair, you see that you aren't alone in this stage of your life," she said. "While others may see this as competition, I see that we are all striving for a mutual goal and of course that's finding a job."

The difficult economy and the need for Texans to get back to work has caught the attention of many local elected officials, with many hosting career fairs with HoustonWorks USA career centers. U.S. Congressman Gene Green, U.S. Congresswoman Shelia Jackson Lee and others worked with local centers to organize career fairs that would bring actual jobs and relief to their constituents.

Congressman Green hosted two events, with dozens of local companies on hand to receive resumes, interview applicants and extend opportunities.

"These events give a great opportunity for local citizens to maximize their ability to network and connect to their next job," Green said.

HoustonWorks USA also coordinated with several local organizations and career centers to hold employment events in response to the 2010 British Petroleum oil spill disaster. Thousands of job seekers, from throughout the entire country, were connected to many local companies sending response workers to help stabilize the area.

HoustonWorks USA CEO Larry V. Green, Esq., encouraged job seekers to stay positive throughout their search and that their next employer could be right around the corner.

"We are confident that these events will make differences in the lives of those seeking employment," Green said. "Our mission has, and always will be, to prepare our neighbors to compete in the workforce, even in the most difficult economies."



1984

Houston Job Training Partnership Council formed by Mayor Whitmire, would later become HoustonWorks USA with TW Hudson as CEO and Gordon Bombfield as Chairman

1988

HoustonWorks USA initiated two R&D projects: Project Excel which implemented computer training in HISD schools, and I-365 which focused on moving welfare recipients to financial independence in 365 days

1990

HoustonWorks USA initiated two additional R&D projects: Spirit Program, which focused on reintegration of juvenile offenders, and the Alternative High School which provided graduation credit for dropouts

1996

Awarded Quantum Opportunity Grant - first direct grant from the U.S. Dept. of Labor

1997

Awarded the Kulick Youth Grant

1998

Consolidation of the Gulf Coast Workforce Area and selection of HoustonWorks USA as a Career Center Operator

1999

Awarded the Youth Offender Recovery Grant (U-Turn)

2000

Awarded \$44 million Youth Opportunity Grant, and implementation of HoustonWorks USA Academy for Staff Development

2001

Opened four Youth Opportunity Centers

2002

Inauguration of the Youth Apprenticeship program

2003

Awarded grant to technically advise State of Louisiana on Workforce Investment Act

2005

Completion of the Youth Opportunity Mosaic Mural Project

2007

First Annual Scholarship Awards Ceremony

2008

Larry V. Green, Esq. welcomed as Chief Executive Officer

2009

Scholarship Luncheon moved to The Wortham Center for the Performing Arts
1st Scholarship Golf Tournament
Human Services Division is created

2010

25th Anniversary Gala
Annual Scholarship Golf Tournament
Annual Scholarship Luncheon
City-wide Engineering Excellence Competition
HAY Center Opens
Pathways Out of Poverty
STEM Initiative Expanded to the University of Houston
YouthBuild Houston
HoustonWorks USA

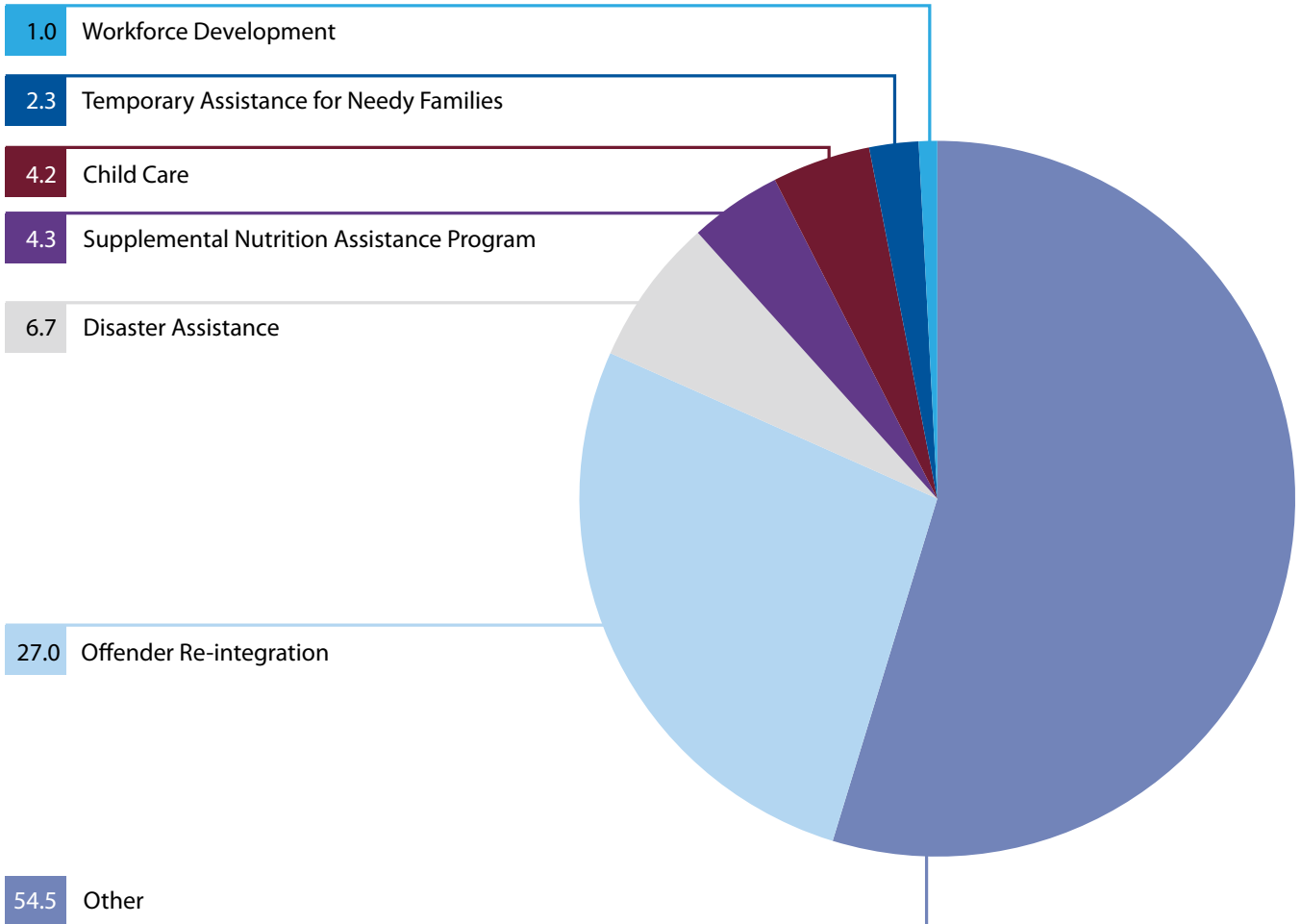
TIMELINE

HoustonWorks
 USA 2010
**OPERATING
 RESULTS**

The 2010 Operating Results are reflective of how HoustonWorks USA operates effectively and efficiently. Our commitment is to give our sponsors the assurance that their contributions are used accountably with minimal administrative costs.

COMMUNITY PARTNERS INITIATIVES			
Revenues		Expenses	
Contributions and Special Events	\$381,225	Youth and Family Programs	\$361,784
Program Revenues	202,773	Technical Assistance and Education	222,214
	\$583,998		\$583,998

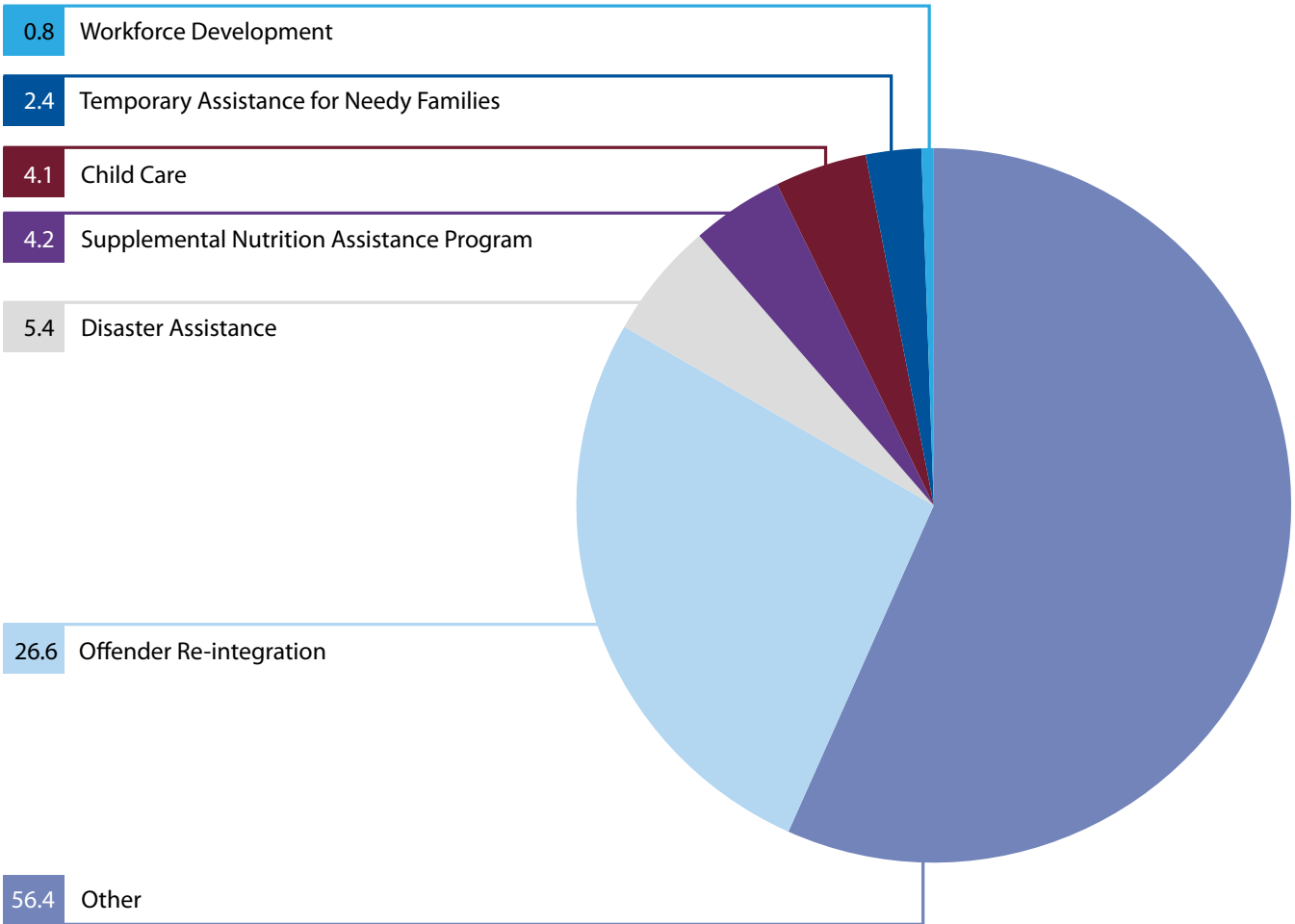
RESULTS



HoustonWorks
 USA 2010
**OPERATING
 RESULTS**

PUBLIC SECTOR SUPPORT			
Revenues		Expenses	
Houston-Galveston Area Council	\$21,616,892	Workforce Initiatives	\$21,543,708
Other Grants & Contracts	\$ 1,581,272	Disaster Assistance	903,134
		Offenders Re-integration	556,714
		Other	194,608
	\$23,198,164		\$23,198,164

SUPPORT



career CENTERS

Founded in 1984, HoustonWorks USA is the leading provider of services focusing on job placement, continuing education and vocational training. Serving more than 1 million annually, HoustonWorks USA provides job seekers with a variety of workshops including job search techniques, interviewing skills and resume writing, and use of the resource library with Internet access and postings of local, state and national job openings. Training is also available in career fields such as healthcare, business, computers and education.

HoustonWorks USA manages several of the largest Workforce Solutions offices in Houston and the surrounding region for the Houston-Galveston Area Council. These provide comprehensive human services and resources for businesses and residents of the Houston-Gulf Coast region.

HoustonWorks USA Career Centers help employers solve workforce-related business problems and area residents build careers, so that both can better compete in the changing worldwide economy. These solutions include:

- **Personalized service to help employers find qualified applicants for their jobs, build the skills and expertise of their new and current employees, and address human resource needs.**
- **Assisting residents with getting a job, keeping a job or securing a better job – offering placement, career counseling and financial aid services.**
- **Partnering with the region’s businesses, educational institutions, civic organizations and community leaders to find solutions to current and future labor needs of industries that are vital to the region and its economy.**
- **Membership in the Texas Workforce Solutions network, Texas Workforce Commission and other workforce boards in the largest job-matching database in the state WorkInTexas.com**



Every day, HoustonWorks USA Career Centers facilitate free job search seminars in-house and at community locations, such as public libraries, for individuals who would like to learn how to look for a job, write or revise a resume, interview and network, or use their job skills and experience in a new and different way.

Youth can benefit from HoustonWorks USA Career Centers by connecting with employment counselors to discover full or part-time work, internships and financial assistance to continue their education. Specialized services for veterans and people living with disabilities are also available.


Workforce Solutions

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